Newspaper Guild

PROCEEDINGS

FIFTY-SECOND ANNUAL CONVENTION

The Newspaper Guild

(AFL-CIO, CLC)

June 24-28, 1985
Pittsburgh Hilton
Pittsburgh, Pa.

cWashington 1985

PROCEEDINGS

FIFTY-SECOND ANNUAL CONVENTION

The Newspaper Guild

AFL-CIO, CLC

June 24-28, 1985
Pittsburgh Hilton
Pittsburgh, Pa.

Printed in USA

ISSN: 0741-7950

INTERNATIONAL OFFICERS

International Chairperson
Harry S. Culver

President
Charles A. Perlik, Jr.

Secretary-Treasurer
Charles Dale

Regional Vice Presidents

Thomas R. Hiltz,
Boston, Region 1

Faye McCracken,
Memphis, Region 2

Richard M. Peery,
Cleveland, Region 3

Larry D. Hatfield,
San Francisco-Oakland,
Region 4

Peter E. McLaughlin,
New York, Region 5

Lee C. Clifford,
Canadian Wire Service ,
Canada East

Roger L. Stonebanks,
Victoria, Canada West

Vice Presidents At Large

Robert C. Holt, Jr.,
St. Louis

David M. Mulcahy,
New York

Carol D. McGarvey Rothman,
Philadelphia

Marie Shellock,
Youngstown

Stanley Souza,
Hawaii

Gene Turner,
Central California

For biennial nomination and election of officers see Friday convention session and Appendix A.

TABLE OF CONTENTS

	Page
Auditor's Report for the 1984-85 Fiscal Year	vii
Officers' Report Financial Tabulations	xix
Budget for 1985-86 Approved by the 52nd Annual Convention	xxv
Estimated General Fund Income	xxvii
Officers' Recommendations to the 52nd Annual Convention	xxix

MONDAY MORNING SESSION—June 24, 1985

Call to Order by Ed Bell, President, Pittsburgh Guild	1
Rules Committee, Construction	1
Welcoming Remarks:	
Mayor Richard Caliguiri	1
Paul Stackhouse, President, Allegheny County Labor Council	3
Address by Int'l Chairperson Harry S. Culver	3
Address by TNG President Charles A. Perlik, Jr.	5
Address by TNG Secretary-Treasurer Charles Dale	9
Credentials Committee, First Report	15
Convention Committees:	
Appeals	18
Safety and Health	18
Research and Information	19
Resolutions	19
Human Rights	20
Constitution	20
Organizing	21
Collective Bargaining	22
Finance	23
Rules Committee, First Report	25

WEDNESDAY MORNING SESSION—June 26, 1985

Credentials Committee, Second Report	27
Third and Final Report	28
Rules Committee, Second Report	28
Motion to Amend	35
Lost	37
Motion to Amend	37
Lost	38
Report Adopted	38
Address by Richard L. Trumka, President, United Mineworkers of America	31
Research and Information Committee, First Report (Guild Reporter)	38
Resolutions Committee:	
The White House News Service	39
An 'Official Secrets' Act?	40
The Civil Rights Restoration Act of 1985	41
The Parental and Disability Leave Act of 1985	41
Hugh Harrison	42
Iran: Unparalleled Repression	42
Motion to Amend—Carried	42
Motion to Amend	43
Referred to Committee	44

THURSDAY MORNING SESSION—June 27, 1985

Organizing Committee, First and Final Report	44
Research & Information Committee, Second Report (Research & Information)	45
Motion to Amend	46
Carried	47
Adopted as Amended	47

Address by Lynn Williams, President, United Steelworkers of America 48
Collective Bargaining Committee, First and Final Report 54
Motions to Amend 57
Lost 59
Motion to Amend—Carried 59
Motion to Amend 59
Carried 60
Report Adopted as Amended 60
Human Rights Committee, First Report 60
Motion to Amend 63
Carried 64
Motion to Amend 64
Carried 65
Motion to Amend—Lost 65
Report Adopted as Amended 66
Research & Information Committee, Third & Final Report (Political Action) 66
Motion to Amend—Carried 67
Report Adopted as Amended 67
Safety and Health Committee, First and Final Report 68
Motion to Amend—Carried 71
Motion to Amend—Carried 71
Motion to Amend 71
Lost 75
Report Adopted as Amended 75

THURSDAY AFTERNOON SESSION—June 27, 1985

Resolutions Committee:
Taxing Employee Benefits 75
Carried 77
Address by Tom Donahue, Secretary-Treasurer, AFL-CIO 78
Resolutions Committee:
Keep Section 936 85
Convention Sites 86
Motion to Amend 86
Lost 87
Resolution Lost 88
Buffalo Convention Hotel 88
Motion to Table—Lost 92
Roll Call—Lost 94

THURSDAY EVENING SESSION—June 27, 1985

Resolutions Committee:
Freedom of Information Act 95
Media Concentration: The New Danger 95
Canadian District Council 97
Remarks by Paul Judd, Indepentent Ass'n of Publishing Employees 99
Finance Committee, First Report 100
First Minority Report (Substitute for Recommedation 6) 104
Roll Call—Carried 115
Second Minority Report 116
Roll Call—Lost 121
Third Minority Report 121
Lost 124
Fourth Minority Report 124
Roll Call—Lost 132
Finance Committee Recommendations 7 and 8—Carried 133
Finance Committee Recommendations 1, 2 and 3—Carried 134
Finance Committee Recommendations 4 and 5—Carried 135

FRIDAY MORNING SESSION—June 28, 1985

Resolutions Committee:
- Support of Rodino Amendment 135
- Anti-Apartheid Act of 1985 136
- Continental Airlines 137
- Repression in Iran 137
- De-Indexing of Old Age Pensions 138
- Star Wars 138
  - Motion to Amend 139
    - Carried 140
  - Resolution Adopted as Amended 140
- Tribute to Dorothy Struzinski 140

Strike Report 142
Collective Bargaining Committee, Second and Final Report 145
Finance Committee, Second and Final Report 146
- Carried 149

Constitution Committee, First and Final Report 150
Resolutions Committee:
- Barney Wippold 152
- In Memoriam 152
- Pittsburgh 153
- Final Report 153

Nomination and Election of Int'l Officers:
- Int'l Chairperson—Harry S. Culver 155
  - Louis J. Mleczko 158
- President—Charles A. Perlik, Jr. 160
  - Perlik Declared Elected 164
- Secretary-Treasurer—Charles Dale 165
  - Dale Declared Elected 169
- Region 1—David M. Rousseau 170
  - Rousseau Declared Elected 173
- Region 2—Faye McCracken 173
  - Patrick Hunt 175
- Region 3—Richard M. Peery 176
  - Gene Schabath 177
- Region 4—Larry D. Hatfield 179
  - Hatfield Declared Elected 181
- Region 5—Peter E. McLaughlin 181
  - McLaughlin Declared Elected 182
- Eastern Canada—Lee C. Clifford 182
  - Dennis Robinson 183
- Western Canada—Doug M. Louth 184
  - Louth Declared Elected 185
- Vice Presidents At Large—David M. Mulcahy 186
  - Robert C. Holt, Jr. 189
  - Marie Shellock 191
  - Carol McGarvey Rothman 193
  - Stanley Souza 195
  - Gene Turner 197
- Mulcahy, Holt, Shellock, Rothman, Souza and Turner Declared Elected 199

Selection of Future Convention Sites 199
Adjournment 200

APPENDIX A

Int'l Election Results 201

AUDITOR'S REPORT

GENERAL AND DEFENSE FUNDS

SHULMAN, KURTZ, TURER & TOPAZ
CERTIFIED PUBLIC ACCOUNTANTS

International Executive Board
The Newspaper Guild

AUDITOR'S CERTIFICATE

We have examined the balance sheet of The Newspaper Guild as of March 31, 1985, and its related statement of income and expense for the year then ended. Our examination was made in accordance with generally accepted auditing standards and, accordingly, included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

In our opinion, the accompanying balance sheet and its related statement of income and expense present fairly the financial position of The Newspaper Guild as of March 31, 1985, and the results of its operations for the year then ended, in conformity with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

/S/ SHULMAN, KURTZ, TURER & TOPAZ
Certified Public Accountants

April 12, 1985

FINANCIAL HIGHLIGHTS

Average Monthly Per Capita Received
Year Ended March 31, 1985

	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Average
Employed members—regular rate	34,210	26,907	27,192	28,753	29,266
Agency members	580	262	301	418	390
Unemployed and retired members	2,357	2,070	1,763	3,013	2,301
Part-time members	2,033	1,786	1,765	2,065	1,912
Members-at-large	5	4	4	27	10
TOTALS PER CAPITAS	39,185	31,029	31,025	34,276	33,879

Operations of General Fund

	Year Ended March 31, 1985	Year Ended March 31, 1984
Income	$3,305,253	$3,071,568
Expense	3,209,539	2,987,770
SURPLUS FROM OPERATIONS	$ 95,714	$ 83,798

Operations of Defense Fund

	Year Ended March 31, 1985	Year Ended March 31, 1984	Year Ended March 31, 1983
Income	$ 991,068	$ 892,037	$ 947,802
Expense	1,595,163	960,588	643,547
SURPLUS (DEFICIT) FROM OPERATIONS	($ 604,095)	($ 68,551)	$ 304,255

Summary of Net Worth of Guild

	Year Ended March 31, 1985	Year Ended March 31, 1984	Year Ended March 31, 1983
General Fund	$ 410,708	$ 314,994	$ 231,196
Defense Fund	4,553,830	5,157,925	5,226,476
NET WORTH	$4,964,538	$5,472,919	$5,457,672

BALANCE SHEET—GENERAL FUND

As of March 31, 1985, 1984 and 1983

ASSETS		3/31/85		3/31/84		3/31/83
Cash in banks and on hand		$468,608		$ 18,939		$245,671
Advances receivable		26,906		27,075		24,943
Loans receivable:						
Individuals	22,141		24,052		33,598	
Locals						
Lexington Guild	—0—		150		—0—	
Bakersfield Guild	600		1,600		5,000	
Wire Service Guild	40,000		40,000		40,000	
Woonsocket Guild	—0—		—0—		1,500	
Scranton Guild	4,665		—0—		—0—	
		67,406		65,802		80,098
Due from Defense Fund		—0—		401,199		—0—
Exchanges receivable		3,776		37,344		51,638
Prepaid insurance and transportation expenses		33,481		29,025		38,596
Deposits		675		675		675
Investments		100		100		100
Equipment (net)		100,955		56,122		55,222
TOTAL ASSETS		$701,907		$636,281		$496,943
LIABILITIES						
Due to Organizing Fund		$ 13,980		$ —0—		$ —0—
Accounts payable		15,054		41,362		26,630
Payroll taxes payable		6,817		20,117		4,562
Due to Defense Fund		40,011		—0—		13,973
Severance pay reserve		211,048		259,808		220,582
Convention reserve		4,289		—0—		—0—
TOTAL LIABILITIES		$291,199		$321,287		$265,747
NET WORTH		$410,708		$314,994		$231,196
TOTAL LIABILITIES AND NET WORTH		$701,907		$636,281		$496,943

STATEMENT OF INCOME AND EXPENSE AND CHANGE IN NET WORTH— GENERAL FUND

For the Years Ended March 31, 1985, and 1984

	For the Year Ended March 31, 1985			For the Year Ended March 31, 1984		
INCOME		Amount	Percent		Amount	Percent
Membership Income						
Per-capita taxes	$3,126,050			$2,908,730		
Initiation fees	14,608			11,133		
Reinstatement fees	262			840		
Agency fees	46,607			34,970		
		$3,187,527	96.44		$2,955,673	96.23
Servicing salaries and expenses paid by locals		13,504	00.41		34,068	01.11
Guild Reporter income		3,008	00.09		3,499	00.11
Research Department sales		4,923	00.15		5,093	00.17
Salaries and expenses paid by Defense Fund		82,386	02.49		66,387	02.16
Miscellaneous income		13,905	00.42		6,848	00.22
TOTAL INCOME FOR YEAR		$3,305,253	100.00		$3,071,568	100.00
EXPENSES						
Per-capita taxes	$ 138,471		04.19	$ 136,943		04.46
Field operations	1,098,149		33.22	982,656		31.99
Administrative operations	470,749		14.24	460,412		14.99
Office management	946,048		28.62	842,188		27.42
Executives	138,437		04.19	131,420		04.28
Other expenses	417,685		12.64	434,151		14.13
TOTAL EXPENSES FOR YEAR		$3,209,539	97.10		$2,987,770	97.27
OPERATING SURPLUS FOR YEAR		$ 95,714	02.90		$ 83,798	02.73
NET WORTH—BEGINNING OF YEAR		$ 314,994			$ 231,196	
NET WORTH—END OF YEAR		$ 410,708			$ 314,994	

ANALYSIS OF GENERAL FUND BUDGET AND EXPENSES—Years Ended March 31, 1985, 1984 and 1983

	Expended Year Ended 3/31/85	Budget Year Ended 3/31/85	(over) or Under Budget	Expended Year Ended 3/31/84	Expended Year Ended 3/31/83
1. Per-Capita Taxes	$ 138,471	$ 135,880	($ 2,591)	$ 136,943	$ 121,587
2. Field Operations					
A. Director—Salary	$ 53,494	$ 53,447	($ 47)	$ 52,191	$ 48,677
Expenses	5,544	3,500	(2,044)	4,548	2,312
B. Organizing and Servicing					
Representatives—Salaries	533,985	551,439	17,454	447,302	520,346
Expenses	228,700	285,000	56,300	216,381	174,810
Secretary-stenographers	10,062	10,302	240	10,593	9,694
Miscellaneous organizing and servicing	81,047	80,000	(1,047)	74,186	72,660
Organizing-servicing program subsidies	—0—	—0—	—0—	—0—	150
C. Collective Bargaining					
Salaries—Exec. Sec., Contracts Committee	47,383	46,834	(549)	50,374	45,486
Pension consultant	18,587	15,000	(3,587)	19,750	15,000
Secretary-stenographers	10,062	10,302	240	10,593	9,694
Bargaining and research assistant	24,540	27,379	2,839	23,721	22,751
Human rights coordinator	38,140	38,190	50	36,651	34,872
Research and information associate	32,625	32,092	(533)	28,408	24,449
Expenses—Personnel	13,980	8,500	(5,480)	7,958	12,040
	$1,098,149	$1,161,985	$63,836	$ 982,656	$ 992,941
3. Administrative Operations					
A. Director—Salary	$ 51,108	$ 53,447	$ 2,339	$ 52,246	$ 48,677
Expenses	1,323	1,500	177	620	866
B. Research and Information					
Salaries—Director	47,157	46,622	(535)	44,944	41,415
Assistant Director	13,081	17,191	4,110	16,481	15,322
Secretary-stenographers	10,062	10,302	240	10,593	9,694
Expenses—Personnel	2,817	4,000	1,183	1,863	3,907
Books and periodicals:					
Legal and bargaining services	3,475	2,750	(725)	1,825	1,763
Subscriptions	7,359	6,000	(1,359)	5,897	5,539
Other printed material	6,410	2,500	(3,910)	2,596	1,935
Publications and literature:					
Constitution	12,505	15,500	2,995	10,727	14,280
Organizing and other literature	1,718	5,500	3,782	2,926	—0—
Institute and seminars	26,591	26,000	(591)	25,526	20,547
Miscellaneous	—0—	500	500	2	112

ANALYSIS OF GENERAL FUND BUDGET AND EXPENSES—Years Ended March 31, 1985, 1984 and 1983 (Continued)

	Expended Year Ended 3/31/85	Budget Year Ended 3/31/85	(over) or Under Budget	Expended Year Ended 3/31/84	Expended Year Ended 3/31/83
C. **Guild Reporter**					
Salaries—Editor	47,157	46,622	(535)	47,699	43,670
Assistant Editor	21,539	17,191	(4,348)	16,481	15,322
Clerical	27,230	26,825	(405)	27,635	24,834
Expenses—Personnel	2,777	4,500	1,723	4,832	4,582
Printing	95,379	97,800	2,421	99,758	101,895
Postage	62,822	62,000	(822)	58,026	54,010
Addressing	23,107	23,000	(107)	22,917	23,208
Pictures and special material	6,740	7,550	810	6,305	4,129
Miscellanious	392	750	358	513	265
	$470,749	$478,050	$7,301	$460,412	$435,972
4. Office Management					
Salaries—Office manager	$ 38,707	$ 33,060	($5,647)	$ 31,439	$28,548
Secretary-stenographers	30,186	30,906	720	31,777	29,081
Bookkeeping	42,437	43,039	602	45,198	38,338
General clerical	38,486	39,707	1,221	42,585	36,853
Expenses—Rent and maintenance	204,740	193,254	(11,486)	144,380	86,199
Moving expense	11,145	5,000	(6,145)	29,649	—
Stationery and supplies	36,850	30,000	(6,850)	30,980	34,703
Equipment*	36,000	64,600	28,600	9,000	9,000
Telephone and telegraph	28,904	32,500	3,596	29,199	25,915
Repairs and improvements	7,630	5,000	(2,630)	6,607	7,172
Postage	23,645	28,000	4,355	24,746	22,192
Auditing	15,375	14,325	(1,050)	13,200	12,000
Insurance and bonding	20,000	20,000	—	20,000	30,000
Employee pension	95,903	95,014	(889)	89,854	75,460
Employee health and welfare	116,006	110,268	(5,738)	111,631	80,258
Directly billed transportation costs	151,563	145,000	(6,563)	135,585	113,887
Data processing	36,373	39,000	2,627	35,637	38,729
Miscellaneous	12,098	7,000	(5,098)	10,721	4,381
	$946,048	$935,673	($10,375)	$842,188	$672,716

ANALYSIS OF GENERAL FUND BUDGET AND EXPENSES—Years Ended March 31, 1985, 1984 and 1983 (Concluded)

	Expended Year Ended 3/31/85	Budget Year Ended 3/31/85	(over) or Under Budget	Expended Year Ended 3/31/84	Expended Year Ended 3/31/83
5. Executives					
Officers' salaries	$ 117,354	$ 115,140	($ 2,214)	$ 113,472	$ 104,017
Officers' expenses	21,083	18,000	(3,083)	17,948	14,776
	$138,437	$133,140	($5,297)	$131,420	$118,793
6. Other Expenses					
Legal	$ 40,014	$ 45,000	$ 4,986	$ 40,645	$ 52,811
Payroll and personal property taxes	86,711	79,995	(6,716)	79,818	81,913
Contributions and tickets	19,035	15,000	(4,035)	16,197	9,034
Delegates and committees	6,017	15,000	8,983	27,079	59,854
I.E.B. meetings	76,241	67,500	(8,741)	61,678	58,557
Severance pay provisions	50,000	50,000	—	50,000	50,000
Convention reserve	120,000	120,000	—	135,000	75,000
Broun Award	1,000	1,000	—	1,000	1,000
Broun Award expenses	1,893	2,000	107	2,567	2,439
AFL-CIO-IUD Convention	2,070	3,500	1,430	2,322	2,742
CLC Convention	913	2,500	1,587	509	1,092
IFJ meetings	9,221	15,000	5,779	13,679	13,426
Guild Service Award	1,181	1,500	319	1,657	1,188
Irving Leuchter Scholarship Fund	3,389	2,000	(1,389)	2,000	1,500
	417,685	419,995	2,310	434,151	410,556
TOTALS FOR YEAR	$3,209,539	$3,264,723	$55,184	$2,987,770	$2,752,565

*Actual cash expenditures—$80,833

COMPARATIVE STATEMENT OF INCOME FROM MEMBERSHIP TO GENERAL FUND

For the period from April 1, 1982, to March 31, 1985

1982-1983	Agency Fees	Per-Capita Taxes	Initiation Fees	Reinstatement Fees
1. April through June	$ 8,201	$ 634,568	$ 3,257	$ 103
2. July through September	10,328	679,198	3,079	85
3. October through December	7,896	680,861	3,044	59
4. January through March	7,125	644,739	2,207	224
	$33,550	$2,639,366	$11,587	$ 471
1983-1984				
1. April through June	$ 8,246	$ 653,086	$ 2,448	$ 97
2. July through September	9,836	741,731	2,762	540
3. October through December	6,817	685,453	2,321	84
4. January through March	10,071	828,460	3,602	119
	$34,970	$2,908,730	$11,133	$ 840
1984-1985				
1. April through June	$17,316	$ 888,596	$ 4,799	$ 59
2. July through September	7,822	725,734	3,697	115
3. October through December	8,977	733,769	2,416	52
4. January through March	12,492	777,951	3,696	36
	$46,607	$3,126,050	$14,608	$ 262

AVERAGE MONTHLY PER-CAPITA PAYMENTS

Year Ended	Employed	Agency Fees	Unemployed	Part-time	Members At Large	Total
March 31, 1971	28,978	100	2,457	1,242	18	32,795
March 31, 1972	29,292	110	2,488	1,263	28	33,181
March 31, 1973	28,356	126	2,364	1,202	17	32,065
March 31, 1974	29,024	179	2,390	1,175	13	32,781
March 31, 1975	29,652	282	1,993	1,320	10	33,257
March 31, 1976	29,773	246	2,111	1,452	8	33,590
March 31, 1977	29,144	255	1,811	1,349	9	32,568
March 31, 1978	29,470	292	2,000	1,725	6	33,493
March 31, 1979	27,798	183	2,798	1,607	9	32,395
March 31, 1980	29,780	242	2,451	1,763	12	34,248
March 31, 1981	29,183	350	2,271	1,654	15	33,473
March 31, 1982	27,683	273	2,112	1,499	7	31,574
March 31, 1983	27,361	395	2,539	1,832	18	32,145
March 31, 1984	28,543	345	2,276	1,819	9	32,992
March 31, 1985	29,266	390	2,301	1,912	10	33,879

BALANCE SHEET—DEFENSE FUND

As of March 31, 1985, 1984 and 1983

ASSETS	3/31/85	3/31/84	3/31/83
Cash in banks:			
Checking account	($ 12,122)	$ 6,004	$ 8,258
Savings accounts and certificates of deposit	1,479,034	1,842,951	1,498,721
Investments—at cost	2,888,818	3,501,904	3,431,201
Loans receivable:			
Detroit Guild	29,000	35,000	49,000
Erie Guild	—0—	—0—	1,050
Great Falls Guild	8,520	8,760	8,980
Knoxville Guild	7,250	—0—	—0—
New York Guild	—0—	48,426	113,689
San Francisco-Oakland Guild	46,000	46,000	20,000
Terre Haute Guild	16,900	18,100	19,200
Washington-Baltimore Guild	38,830	40,390	41,815
Wire Service Guild	2,850	2,850	11,850
Due from General Fund	40,011	—0—	13,973
Other investments (at cost)	8,739	8,739	8,739
TOTAL ASSETS	$4,553,830	$5,559,124	$5,226,476
LIABILITIES—Due to General Fund	—0—	$ 401,199	—0—
NET WORTH	$4,553,830	$5,157,925	$5,226,476
TOTAL LIABILITIES AND NET WORTH	$4,553,830	$5,559,124	$5,226,476

STATEMENT OF INCOME AND EXPENSES AND CHANGES IN NET WORTH OF DEFENSE FUND

For the Years Ended March 31, 1985 and 1984

	Year Ended 3/31/85	Year Ended 3/31/84
INCOME		
Per-capita apportionment	$ 463,797	$ 417,021
Per-capita—higher dues	33,000	1,504
Interest and investment income	484,485	467,077
Philadelphia Guild	—0—	6,435
Vancouver Sun and Province unit	9,786	—0—
TOTAL INCOME FOR YEAR	$ 991,068	$ 892,037
EXPENSES		
Canadian Wire Service—Reuters and CBC units	—0—	4,367
Chicago—Press Publications unit	39,100	—0—
AFL-CIO Strike Assistance Fund	1,000	—0—
Contribution—opposing right-to-work	—0—	529
Forgiveness of debt—New York Guild	48,426	—0—
Montreal Gazette unit	31,496	241
New York Post unit	1,360	90,975
New York Consumer unit	13,962	150,000
North Ontario—Sudbury Star unit	78,237	18,953
Per capita for members receiving strike benefits	36,115	11,049
Philadelphia Guild	—0—	275
San Juan Star unit	346,500	—0—
San Francisco-Oakland—Vallejo unit	55,000	84,026
Southern Ontario—MacLean's unit	363	8,852
Southern Ontario—Toronto Star unit	934	60,783
Terre Haute Tribune-Star unit	—0—	3,531
Vancouver Sun and Province unit	492,276	100,000
Vancouver—New Westminster unit	2,119	—0—
Wilkes-Barre	448,275	427,007
TOTAL EXPENSES FOR YEAR	$1,595,163	$ 960,588
OPERATING (DEFICIT) FOR YEAR	($ 604,095)	($ 68,551)
NET WORTH—BEGINNING OF YEAR	$5,157,925	$5,226,476
NET WORTH—END OF YEAR	$4,553,830	$5,157,925

BALANCE SHEET—SPECIAL ORGANIZING FUND

As of March 31, 1985

ASSETS	3/31/85
Cash in banks:	
Savings accounts and checking account	$ 23,222
Certificates of deposit and participation certificates	779,345
Due from General Fund	13,980
Employees' advances receivable	1,085
TOTAL ASSETS	$817,632
LIABILITIES	—0—
NET WORTH	$817,632
TOTAL LIABILITIES AND NET WORTH	$817,632

STATEMENT OF INCOME AND EXPENSES AND CHANGES IN NET WORTH OF SPECIAL ORGANIZING FUND

For the Year Ended March 31, 1985

INCOME	Year Ended 3/31/85
Special-assessment income	$905,450
Interest income	21,772
TOTAL INCOME	$927,222
EXPENSES	
Auditing	$ 500
Office supplies and expenses	910
Salaries	53,768
Expenses	7,317
Emplolyee benefits	12,187
Legal	4,970
Organizing seminar	29,938
TOTAL EXPENSES	$109,590
OPERATING SURPLUS FOR YEAR	$817,632
NET WORTH—BEGINNING OF YEAR	—0—
NET WORTH—END OF YEAR	$817,632

NOTES TO FINANCIAL STATEMENTS

The Canadian exchange rate was (.733) at end of period. The figures set forth do not reflect any conversion of Canadian dollars to United States dollars. The effect of conversion of Canadian dollars to United States dollars would be a reduction of assets of the General, Defense and Organizing Funds in the amount of $488,394.

OFFICERS' REPORT FINANCIAL TABULATIONS

SCHEDULE OF ADVANCES TO EMPLOYEES AND OTHERS
As of March 31, 1985

Blatz, J. William	$ 250
Brown, William	750
Bruno, Barbara	300
Bryant, Eugene	750
Canadian Region Office	5,842
Cesnik, James	500
Clifford, Lee	641
Culver, Harry	660
Dale, Charles	1,176
David, Janet	300
Davis, William	10
Ducharme, Leo	537
Eisen, David	223
Griffin, James	500
Hatch, Willard	560
Hiltz, Thomas	525
Holt, Robert	37
Jones, Eugene	150
Lowe, John	2,876
McCarthy, James	230
McCormick, Harry	684
McLaughlin, Peter	210
McLeman, William	1,000
Mitchell, John	300
Montanez, Luis	300
Mulcahy, David	925
Nelson, Bruce	500
Norman, Jack	3
Padia, Anna	378
Pattison, Richard	400
Peery, Richard	920
Perlik, Charles A., Jr.	315
Ramsey, Richard	275
Rayl, Hannah Jo	250
Sabatini, Richard	547
Schiewe, Marshall	547
Shellock, Marie	1,115
Walker-Tyson, Joyce	930
Wilson, Frederica	490
TOTAL	$26,906

COMPENSATION AND EXPENSES OF TNG OFFICERS AND ADMINISTRATIVE STAFF EMPLOYEES

For the Fiscal Period April 1, 1984, to March 31, 1985

Name	Position	Compensation	Expenses*	Repayment and Direct Charges to Locals and/or Defense Fund	Total
Baker, Ellis T.	Former Director, Administrative Operations	$ 145,667**	$ 5,510		$ 151,177
Blatz, J. William	Director, Field Operations	53,494	6,754		60,248
Brown, William	International Representative	7,124	2,977	(9,103)	998
Bryant, Eugene S., Jr.	International Representative	45,526	21,936		69,093
Cesnik, James M.	Editor, Guild Reporter	47,157	1,859		47,385
Clifford, Lee	Vice President	5,630	4,985		10,615
Culver, Harry S.	International Chairperson, IFJ Delegate	7,472	7,398		14,870
Dale, Charles	Secretary-Treasurer	56,712	12,289		69,001
David, Janet	International Representative	45,713	16,009		61,722
Ducharme, Leo	International Representative	48,231	18,631	(52,052)	14,810
Eisen, David	Director, Research and Information	47,157	3,621		50,778
Foley, Linda	Bargaining Research Assistant	18,494	1,945		20,439
Geist, Eric	Research and Information Associate	32,625	981		33,606
Griffin, James	Former Bargaining Research Assistant, International Representative	26,657	7,835		34,492
Hatch, Willard	Former International Representative	34,280	14,103	(4,912)	43,471
Hatfield, Larry D.	Vice President	5,133	3,168		8,301
Hiltz, Thomas	Vice President	1,834	2,633		4,467
Holt, Robert C., Jr.	Vice President	3,707	3,344		7,051
Kadis, Phillip M.	Director, Education	6,129	91		6,220
Lehr, Pamela	Office Manager	6,906	—0—		6,906
McCormick, Harry	International Representative	47,383	40,210	(7,031)	80,562
McCracken, Faye	Vice President	2,762	3,259		6,021
McLaughlin, Peter	Vice President	4,162	3,889		8,051
McLeman, William	Director, Canadian Region	47,013	22,153	(6,011)	63,155
Montanez, Luis	International Representative	7,891	410		8,301
Mulcahy, David	Vice President	4,734	964		5,698
Nelson, Barbara	Assistant Editor, Guild Reporter/Assistant Director, Research and Information	34,619	1,932		36,551

Nelson, Bruce	International Representative	45,713	25,021		70,734
Padia, Anna	Human Rights Co-ordinator	38,140	5,567		43,707
Pattison, G. Richard	International Representative	47,383	23,746		71,129
Perlik, Charles A., Jr.	President	60,643	22,409		83,052
Peery, Richard	Vice President	1,717	3,421		5,138
Ramsey, Richard	Executive Secretary, Contracts Committee	47,383	5,740	(122)	53,001
Rayl, Hannah Jo	International Representative	46,589	16,623	(7,455)	55,757
Rothman, Carol M.	Vice President	4,445	3,966		8,411
Rynning, Anita	Former Office Manager	39,864**	1,507		41,371
Schiewe, Marshall	International Representative	45,713	22,625		68,338
Shellock, Marie	Vice President	2,107	2,490		4,597
Souza, Stanley	Vice President	4,670	4,554		9,224
Stonebanks, Roger L.	Vice President	4,039	1,418		5,457
Wilson, Frederica	International Representative	44,723	13,653	(5,497)	52,879
Turner, Gene	Vice President	1,754	1,468		3,222
TOTALS		$1,229,095	$363,094	($92,183)	$1,500,006

* Does not include directly billed transportation.
** Includes severance pay.

SCHEDULE OF COMPENSATION AND EXPENSES OF OTHER GUILD REPRESENTATIVES

For the Fiscal Period April 1, 1984, to March 31, 1985

Carmichael, John	Organizing	$ 868
Foley, Ellen	Organizing	340
Warner, Ray	Organizing	389
Anastasi, Rachel	Negotiations	305
Bargen, Paul	Negotiations	133
Esquivel, Mary Ann	Negotiations	655
Feuerherd, Victor	Negotiations	95
McNally, Joel	Negotiations	631
Morrison, Walter	Negotiations	465
Norman, Jack	Negotiations	490
Weis, Gail	Negotiations	317
Squire, Jeffrey	Negotiations	95
TOTAL		$ 4,783

ANALYSIS OF DELEGATE AND COMMITTEE EXPENSES

For the Fiscal Period April 1, 1984, to March 31, 1985

Special IEB assignments	$ 847
Financial Forum	3,410
New administrative officers' orientation	1,760
Delegates to AFL-CIO, IUD, CLC and IFJ Conventions	12,204
TOTAL	$18,221$

MISCELLANEOUS ORGANIZING AND SERVICING COSTS

For the Fiscal Period April 1, 1984, to March 31, 1985

Lansing (legal)	$ 295
Mountaineer (legal)	618
Boston (organizing)	868
Milwaukee (legal and negotiations)	16,696
Albany (legal and organizing)	11,818
Phoenix (legal)	55
Bellevue, Washington (legal)	125
Windsor (negotiations)	2,068
Scranton (legal)	3,000
Gary (legal and organizing)	19,756
Cincinnati (legal and organizing)	13,655
San Francisco-Oakland (organizing)	6,608
Puerto Rico (legal)	1,713
Hampton Roads (legal)	2,316
Peninsula (legal)	1,956
TOTAL	$81,547

SPECIAL ORGANIZING FUND—STATEMENT OF EXPENSES

As of March 31, 1985

Audit		$ 500
Office supplies and expenses		910
Salaries and expenses:		
James Schaufenbil	15,480	
James Griffin	5,768	
Twin Cities Guild	8,838	
Central California Guild	5,000	
Washington-Baltimore Guild	11,053	
San Jose Guild	8,774	
Cleveland Guild	67	
Greater Philadelphia Guild	6,105	
		61,085
Employee Benefits		12,187
Legal		4,970
Organizing seminars:		
Participants' lost-time reimbursement and expenses; supplies, facilities and miscellaneous		29,938
TOTAL		$109,590

SCHEDULE OF ORGANIZING-SERVICING CHARGES DUE FROM GUILD LOCALS

As of March 31, 1985

Local	Balance due TNG 4/1/84	Advances during year — Salaries	Advances during year — Expenses	Repaid or credited during year	Balance due TNG 3/31/85
Albany	$ —0—	$ —0—	$ 36	$ 36	$ —0—
Battle Creek	751	—0—	—0—	—0—	751
Buffalo	—0—	—0—	72	—0—	72
Cincinnati	4,293	—0—	—0—	2,292	2,001
Cleveland	750	—0—	—0—	—0—	750
Columbus	7,697	—0—	—0—	—0—	7,697
Erie	1,446	1,282	368	1,446	1,650
Hampton Roads	6	—0—	—0—	6	—0—
Lehigh Valley	126	—0—	—0—	126	—0—
Memphis	—0—	2,948	673	3,621	—0—
Montreal	—0—	3,205	1,050	—0—	4,255
New England Servicing-Organizing Program	3,353	769	360	—0—	4,482
Pacific Northwest	1,521	—0—	—0—	—0—	1,521
Pawtucket	3,809	—0—	—0—	700	3,109
Peoria	2,060	—0—	—0—	200	1,860
Philadelphia	1,781	—0—	—0—	1,781	—0—
Puerto Rico	2,076	—0—	—0—	2,076	—0—
Terre Haute	—0—	1,879	456	1,385	950
Toledo	589	491	122	1,202	—0—
Twin Cities	8,287	—0—	—0—	—0—	8,287
Wilkes-Barre	750	—0—	—0—	150	600
Wilkes-Barre Council	—0—	5,384	—0—	4,615	769
Youngstown	—0—	9,101	1,606	10,707	—0—
TOTAL	$39,295	$25,059	$ 4,743	$30,343	$38,754

Paid since 3/31/85:
Pawtucket $100
Wilkes-Barre $769

BUDGET FOR 1985-86 AS APPROVED BY THE 52ND ANNUAL CONVENTION

For the Fiscal Year Ending March 31, 1986

	Expenditures 1984-85	Budget 1985-86
1. Per-Capita Taxes		
AFL-CIO	$ 82,535	$ 76,560
IUD	18,033	15,840
CLC	19,471	23,895
IFJ	18,432	22,000
AFL-CIO Union Label Dept.	—0—	2,400
CLC Union Label Dept.	—0—	240
TOTALS	$ 138,471	$ 140,935
2. Field Operations		
A. Director—Salary	$ 53,494	$ 57,157
Expenses	5,544	3,500
B. Organizing and servicing		
Int'l representatives—Salaries	$ 533,985	$ 577,834
Expenses	228,700	245,000
Secretary-stenographers (1/6)	10,062	[1]—0—
Miscellaneous	81,047	80,000
C. Collective Bargaining		
Salaries		
Exec. sec. contracts committee	$ 47,383	$ 49,648
Pension consultant	18,587	15,000
Research and information associate	32,625	34,206
Secretary-stenographers (1/6)	10,062	[1]—0—
Bargaining and research ass't	24,540	29,396
Human rights co-ordinator	38,140	39,989
Expenses—Personnel	13,980	10,000
TOTALS	$1,098,149	$1,141,730
3. Administrative Operations		
A. Director—Salary	$ 51,108	—0—
Expenses	1,323	—0—
B. Research and Information		
Director—Salary	$ 47,157	$ 49,502
Expenses	2,817	5,000
Assistant director (½)	13,081	—0—
Secretary-stenographers (⅙)	10,062	[1]—0—
Books and periodicals:		
Legal & bargaining services	3,475	4,000
Subscriptions	7,359	6,500
Other printed material	6,410	4,000
Publications and Literature:		
Constitution	12,505	13,000
Organizing and other literature	1,718	6,000
C. Department of Education		
Director—Salary	—0—	$ 47,932
Expenses	—0—	3,000
Publications and literature	—0—	2,500
Institutes and seminars	26,591	30,500

[1]Secretary-stenographers' salaries budgeted under office management rather than allocated to individual departments.

BUDGET FOR 1985-86 AS APPROVED BY THE 52ND ANNUAL CONVENTION

For the Fiscal Year Ending March 31, 1986

	Expenditures 1984-85	Budget 1985-86
D. Guild Reporter		
Salaries:		
Editor	$ 47,157	$ 49,502
Assistant editor	21,539	36,301
Clerical (½)	27,230	27,375
Expenses:		
Personnel	2,777	4,500
Printing	95,379	96,000
Postage	62,822	66,000
Addressing	23,107	24,000
Pictures and special material	6,740	7,000
Miscellaneous	392	700
TOTALS	$ 470,749	$ 483,312
4. Office Management		
Salaries:		
Office manager	$ 38,707	$ 31,200
Secretary-stenographers	30,186	[1]66,779
Bookkeeping	42,437	43,506
General clerical (½)	38,486	41,407
Expenses:		
Rent and Maintenance	204,740	204,179
Moving expense	11,145	—0—
Stationery and supplies	36,850	30,000
Equipment and machinery	36,000	36,000
Telephone and telegraph	28,904	35,000
Repairs and improvements	7,630	6,500
Postage	23,645	25,500
Auditing	15,375	15,600
Insurance and bonding	20,000	20,000
Employee pension	95,903	104,000
Employee health and welfare	116,006	125,000
Directly billed transportation	151,563	150,000
Data processing	36,373	40,000
Miscellaneous	12,098	10,000
TOTALS	$ 946,048	$ 984,671
5. Executives		
Officers' salaries	$ 117,354	$ 123,760
Officers' expenses	21,083	20,000
TOTALS	$ 138,437	$ 143,760
6. Other Expenses		
Legal fees	$ 40,014	$ 40,000
Payroll and personal property taxes	86,711	85,000
Contributions/tickets	19,035	17,500
Delegates and committees	6,017	15,000
IEB meetings	76,241	74,500
Severance-pay provisions	50,000	65,275
Convention reserve	120,000	120,000
Broun Award	1,000	1,000
Broun Award expenses	1,893	2,500
Guild Service Award	1,181	1,500

BUDGET FOR 1985-86 AS APPROVED BY THE 52ND ANNUAL CONVENTION

For the Fiscal Year Ending March 31, 1986

	Expenditures 1984-85	Budget 1985-86
AFL-CIO-IUD conventions	2,070	4,000
IFJ meetings	9,221	15,000
CLC convention	913	500
Irving Leuchter Fund	3,389	3,000
TOTAL	$ 417,685	$ 444,775

SUMMARY

1. PER CAPTIA TAXES	$ 138,471	$ 140,935
2. FIELD OPERATIONS	1,098,149	1,141,730
3. ADMINISTRATIVE OPERATIONS	470,749	483,312
4. OFFICE MANAGEMENT	946,048	984,671
5. EXECUTIVES	138,437	143,760
6. OTHER EXPENSES	417,685	444,775
TOTAL EXPENSES	$3,209,539	$3,339,183
TOTAL INCOME	$3,305,253	$3,247,410
SURPLUS or (DEFICIT)	$ 95,714	($91,773)

ESTIMATED GENERAL FUND INCOME FOR 1985-86 FISCAL YEAR

As Approved by the 52nd Annual Convention

Membership Income	Actual Income 1984-85	Estimated Income 1985-86
Regular Members		
Per-Capita Taxes		
Employed	$2,890,007	$2,965,960*
Unemployed-retired-inactive	2,761	2,500
Part-time	69,970	70,000
Associate	70	75
At-large	307	300
Delinquent per capitas	162,935	26,000
Fees		
Initiation	14,608	14,500
Reinstatement	262	500
TOTAL MEMBERSHIP INCOME	$3,140,920	$3,079,835
Other Income		
Defense Fund repayment for strike assignments	82,386	65,000
Local repayment for servicing	13,504	30,000
Guild Reporter income	3,008	3,000
Agency fees	46,607	44,065**
R&I sales and subscriptions	4,923	7,500
Miscellaneous income and interest	6,191	10,000
Rental income	7,714	8,000
Charter fees	—0—	10
TOTAL OTHER INCOME	$ 164,333	$ 167,575
TOTAL INCOME	$3,305,253	$3,247,410

*** 27,100 × $8.7875 for 2 months = $ 476,283**
27,100 × $9.187 for 10 months = $2,489,677
****Based on estimated monthly average of 350 agency fees.**

OFFICERS' RECOMMENDATIONS

The International Executive Board, in its annual Officers' Report, made the following recommendations to the 52nd Annual Convention. Convention action and debate on these recommendations will be found in the Convention Proceedings.

Finance

1. Approve extension to February 1987 of the present temporary reapportionment of the per-capita allocations to the General and Defense Funds under which the per capita called for by Article XVII, Section 7(a)(1), of TNG's Constitution, less $1.35, is being distributed 85 percent to the General Fund and 15 percent to the Defense Fund.

2. Approve a fiscal-year 1985-86 General Fund income estimate of $3,247,410, which assumes a per-capita apportionment of $8.7875 for two months and $9.187 for ten months and which also assumes a monthly per-capita average of 27,100 and a monthly agency-fee payment average of 350.

3. Approve a fiscal-year 1985-86 General Fund budget of $3,339,183.

4. Approve implementation effective August 1, 1985, of the dues rates required under Article XVII, Section 2(d) of TNG's Constitution, with such higher dues rates to remain in operation until the dollar amount in the International Defense Fund, as defined by Article XVII, Section 2(e), reaches $6 million, with the Constitution to be amended accordingly.

5. When dollar amounts in the International Defense Fund reach $6 million, a schedule of dues rates equal to one-half of the rates required under Article XVII, Section 2(d), shall be put into effect for a period of two months, with the income produced thereby to be used exclusively to fund TNG's severance-pay liability to its staff. Thereafter, TNG shall make such periodic deposits out of its General Fund as are necessary to maintain the severance fund at a level equal to TNG's severance obligations.

6. Approve a long-range local dues and international per-capita program as follows:

(a) With reinstitution of reduced dues immediately following operation of the dues schedule contained in Recommendation 5, the Minimum Dues Schedule set forth in Article XVII, Section 2(c), shall be changed from 5 percent plus $1.50 to 5.5 percent of one week's regular weekly compensation, with all additional dues revenue generated thereby remaining in the locals.

(b) Effective one year after the minimum dues rate is raised to 5.5 percent, the minimum dues rate required under Article XVII, Section 2(c), shall be increased to 6 percent. Effective on the same date, the apportionment of the per capita called for under Article XVII, Section 7(c), less $1.35, shall revert to 80 percent to the General Fund and 20 percent to the Defense Fund.

(c) On the anniversary date of the operation of 6(b) above, and on each anniversary date thereafter, the minimum dues rates required under Article XVII, Section 2(c), shall be increased by 0.2 percent until a minimum dues rate of 7 percent is reached.

(d) On the date the minimum dues rate under Article XVII, Section 2(c), reaches 6 percent, the per-capita tax rate called for under Article XVII, Section 7(a)(1), of TNG's Constitution shall be changed from its present percentage-plus-dollar amount (1.65% + $1.35) to 1.939 percent.

(e) Effective on April 1 of each calendar year thereafter, the per-capita tax called for under Article XVII, Section 7(a)(1), of TNG's Constitution shall be increased by .05 percent until it reaches 2.189 percent.

(f) Effective on the date that TNG's per-capita tax rate has been adjusted to 1.989 percent, 40 percent of the revenue generated by any increased per-capita rate over 1.939 percent shall be deposited in the Defense Fund.

(g) Effective three months after TNG's per capita is adjusted upward for the first time under 6(e) above, TNG's weekly strike-lockout benefit shall be adjusted upward by $10, and effective

on the same date each year thereafter, the benefit shall be adjusted upward by an additional $10 per week until the current $100 strike-lockout benefit reaches $150 per week.

7. Amend Article V, Section 1, of TNG's Constitution to provide that 1987 shall be the last annual convention and that thereafter conventions of The Newspaper Guild shall be held biennially.

8. Authorize the International Executive Board, on behalf and in the name of TNG, to purchase undeveloped real property and cause the construction of a building thereon, or to purchase real property and all or a part of a completed building, or to lease with an option to purchase all or a part of such building, in, or reasonably near, the District of Columbia, the building to serve as TNG headquarters and to be of such size as to accommodate TNG's present and foreseeable future needs. In implementing this authorization, the IEB may borrow funds as necessary from non-TNG entities, which borrowing may be secured by lien against the real property, participate in a joint venture with others, apply for and secure the issuance of industrial revenue bonds or other bonds, notes or instruments of indebtedness in aid of the transaction, or otherwise structure the transaction in such manner as will effectuate the intent of this convention. The president and secretary-treasurer of TNG are authorized to sign such contracts, loan documents, leases, or other documents as will effectuate this authorization.

The transaction(s) will be funded in accordance with Recommendation 9 and, as and if necessary, from available monies in the General Fund and such other funding sources as may be authorized by this or future conventions.

9. Authorize a loan of up to $750,000 from the Defense Fund to the General Fund for acquisition of a headquarters building for TNG, such loan to be interest-free and to be repaid in regular installments over a period of no more than 10 years. This convention interprets the phrase "accounts receivable" set forth in Article XVII, 2(e), of TNG Constitution as not including this loan.

Collective Bargaining

I. Amend the Collective Bargaining Program by adding the following (new language in **bold face**):

Article II, Section 9. INFORMATION: . . . **Locals shall seek full information regarding employee use of personal or remote computers in the service of the employer and the use of or tie in with the employer's computers by freelancers, news sources, advertisers and the like.**

Article II, Section 29. HEALTH AND WELFARE PLANS: . . . **Provision shall be made for an employer-paid Employee Assistance Program covering the employee, spouse and dependents.**

II. Add the following provision to the Convention Recommendations on Collective Bargaining:

Article II, Section 40. Should Locals seek provision allowing an employee to share a full-time job with another employee, then, any employee may opt for job sharing, with no loss of benefits or protections under the contract, without fragmenting full-time jobs into permanent part-time positions or eliminating jobs, with the right for a full-time employee to reclaim the employee's former job, with rehire rights for an employee displaced as a result.

III. Also:

1. Urge locals and TNG to closely monitor expanding use of personal and remote computers used to prepare, revise or transmit to the employer's host computer advertising or news copy or associated information.

2. Call on locals to press for job protection through adequate jurisdiction and coverage clauses, including protection against contracting out work and protection against bargaining-unit work being performed by employees excluded from the contract or bargaining-unit work in any way being eroded as a result of the use of remote computers.

3. If any employee uses personal computers in the service of the employer, locals must ensure maintenance of contract standards, including hours and overtime provisions. Provisions requiring the employer to provide necessary working equipment must be vigorously enforced if an employee chooses not to use personal equipment on the job. Provisions for employer payment for expenses

incurred on the job must be enforced as they apply to use of an employer's personal equipment, including a computer or ancillary equipment. Any other expenses the employee incurs by using a personal computer shall be reimbursed by the employer under the provision for employer payment for on-job expenses.

4. Urge locals to consider the advantages of participating in The Newspaper Guild International Pension Plan.

Human Rights

1. Locals intensify efforts to achieve: a) wage parity for inside classified salespersons with those who are in key classifications; b) equal pay for equal work or work of equal value, and c) upgradings for jobs traditionally filled with women and minorities.

2. Locals make greater efforts to achieve fair-employment-practices contract provisions that ban discrimination in hiring and other employment conditions, and other clauses such as job-posting, promotion, tuition-aid and training clauses that are key to the upward mobility of women and minorities.

3. Locals, in accordance with the Guild's Collective Bargaining Program, continually seek full payroll information—job classification and starting date therein, name, sex, race, national origin, date of birth, salary, merit pay, date of original hire and date of all classification changes—to determine a profile of Guild-represented work forces and any pattern of discrimination, and forward such information to TNG.

4. TNG and U.S. locals continue to support and utilize the Job/Scholarship Referral Service operated by Howard University for the Minorities and Communications Division of the Association for Education in Journalism and Mass Communications, and that U.S. locals themselves subscribe to the service's job-candidates bulletin, provide copies of the bulletin regularly to employers and urge employers also to subscribe.

5. TNG continue to distribute to locals, as appropriate, data received from all sources on minority persons seeking employment in Guild jurisdiction, and locals not only transmit such data to their employers but follow up to make sure management contacts the candidates and gives them serious consideration.

6. Locals and members seek opportunities to associate with other U.S. and Canadian union organizations and community groups that share the Guild's human-rights objectives in order to further those objectives and increase Guild participation in and support at all levels for such organizations as the Coalition of Labor Union Women (CLUW), the Coalition of Black Trade Unionists (CBTU), the National Committee on Pay Equity, the Labor Council for Latin American Advancement (LCLAA), Frontlash, the A. Philip Randolph Institute (APRI), the Leadership Conference on Civil Rights (LCCR), the National Association for the Advancement of Colored People (NAACP), the National Council for Senior Citizens (NCSC), the Martin Luther King Center for Social Change, the National Urban League and the National Urban Coalition.

7. Locals supply the convention's Human Rights Committee annually with full payroll information by age, race, national origin, sex, job title and date of hire for their staffs, and locals and district councils seek and forward to TNG's Human Rights Co-ordinator information on the representation of women and minorities among their officers, executive boards and representative assemblies.

8. The Human Rights Co-ordinator continue to hold seminars to inform Guild members about employment discrimination and provide information on ways to substantiate such violations, and that such programs be available for presentation at district-council meeting and other Guild forums.

Organizing

1. TNG continue its long-standing organizing priorities of: 1. Free riders; 2. new departments; 3. new units; and 4. new locals.

2. TNG and its locals focus their organizing efforts through joint and co-operative efforts, best utilizing the resources of the locals and TNG, including Special Organizing Fund monies.

3. To more rapidly implement Recommendation 2, locals establish organizing committees to survey the potential for organizing not only employees in the Guild's traditional jurisdiction but

those engaged in new methods of gathering, processing and distributing advertising, news and other information, and provide TNG with such data.

4. Locals clear with TNG, as required, the undertaking of any organizing campaign; advise TNG immediately of organizing activity by another union in the Guild's jurisdiction, and furnish TNG with copies of documents pertaining to labor-board and other legal proceedings and of all materials distributed by all parties in organizing campaigns.

5. Should new funds become available, TNG's field personnel be expanded to provide additional organizing assistance.

Safety and Health

1. All locals that do not have safety and health committees act immediately to create them, using TNG's memorandum on health and safety committees as a guide, and that all local safety and health committees co-operate with safety and health committees of other plant unions wherever possible.

2. Locals investigate and combat safety and health hazards in addition to those caused by VDTs, such as asbestos, chemical and carbon-monoxide fumes, and unsafe furniture and vehicles and that action be taken in particular to test air quality and eliminate contaminants.

3. Locals investigate and combat environmental problems associated with smoking by such measures as rearranged seating, air ionizers and improved air circulation without resorting to outright bans on smoking.

4. Locals support health-promotion and illness-prevention programs to aid employees in dealing with problems such as substance abuse and stress, and screening programs designed to detect problems such as cancer and high blood pressure.

5. TNG and Guild locals urge the National Institute for Occupational Safety and Health in the United States and the Canadian Radiation Protection Bureau to initiate immediate research on the applicability of recent research findings on the reproductive effects of low-intensity RF radiation to the specific frequencies emitted by VDTs and on the extent and significance of such VLF radiation emitted by VDTs.

6. Locals intensify their efforts to have VDTs in their shops shielded against VLF radiation wherever necessary, using the latest research recommendations to bolster their proposals.

7. Locals support the introduction and passage of VDT regulatory legislation in conjunction with unions and other groups, using TNG's model bill.

8. Locals use materials available from TNG's R&I Department, particularly its recently revised VDT manual and the International Trade Union Guidelines, to acquaint their safety and health committees, officers, stewards and members with safety and health problems and methods of resolving them.

9. Locals seek TNG advice on consultants and instruments to be used in VDT radiation testing and provide test results to TNG.

10. TNG continue close cooperation with unions and other organizations concerned with VDT-related health problems.

Research and Information

1. Small locals that have not sent representatives to TNG's annual Residential Seminar for New Local Officers take advantage of TNG's subsidy and make every attempt to do so.

2. District councils and locals, with the assistance of TNG, develop educational programs on topics of particular regional and local concern.

Political Action

1. All locals appoint political-action committees, and that these committees conduct continuing programs of political and legislative activity, meet regularly and report to their locals. Such committees should avail themselves of assistance from TNG and the AFL-CIO in getting organized and in achieving their goals.

2. U.S. locals make every effort to spur COPE contributions by conducting $2 Drives among their members and seek to negotiate political-action checkoff clauses in their contracts to expand such contributions.

3. U.S. locals and district councils make treasury contributions to COPE and that Canadian locals consider making contributions to provincial political-education committees.

4. Locals eliminate from their by-laws any prohibition against political activity.

Guild Reporter

1. U.S. locals impress upon their members' senators and representatives the need for continuation of appropriations to cushion the impact of increases scheduled over the next two years in second-class postage rates for nonprofit publications, pointing out that these publications' rates have increased more than any others' during the past decade.

2. All locals in both the United States and Canada take steps to assure that the Guild Reporter has both the names and current addresses of all their members to help assure that the mandate in TNG's Constitution that the GR be "distributed to all members" be fulfilled.

3. Locals that have not done so seriously consider taking out first-class subscriptions to the GR for members of their governing bodies.

4. U.S. locals that have their own publications, no matter how modest, consider affiliating them with the International Labor Communications Association.

5. Canadian locals that have their own publications give serious consideration to affiliating them with the Canadian Association of Labour Media/Association Canadienne de la Presse Syndicale, as well as the ILCA.

Constitution

To implement Recommendations 1, 4, 5, and 6 of the Finance and Administration Report, amend Articel XVII as follows (new language in **bold face;** deletions in [brackets]):

Amend Section 7(c) to read:

Out of every per capita payment under (a)(1), less $1.35, 15 percent shall be deposited in the International Defense Fund effective May 1, 1982, through [June 30, 1985] **January 31, 1987;** effective [July 1, 1985,] **February 1, 1987,** 20 percent shall be deposited in that Fund.

Amend Section 2(d), first paragraph, to read:

The monthly dues of each member shall include, for all months except when TNG is in a reduced dues period as defined in Section 2(e) of this Article, **and except for the two-month period referred to in the second paragraph of Subsection (e) of this Section,** the difference between the amounts set forth under Table A and Table B of Section 2(c) of this Article.

Amend Section 2(e), first sentence, to read:

Except for the two-month period referred to in the second paragraph of this Subsection, TNG will be in a reduced dues period whenever the International Defense Fund reaches [$5,000,000] **$6,000,000,** and will remain in a reduced dues period thereafter until the International Defense Fund is below $4,500,000.

Add the following paragraph to Section 2(e):

When dollar amounts in the International Defense Fund reach $6,000,000 for the first time following August 1, 1985, then for the ensuing two months the monthly dues of each member shall include dues equal to one-half of the rates equired under Subsection (d) of this Section, with the income produced thereby to be used exclusively to fund TNG's severance pay liability to its staff.

Amend Section 2(c), that portion of the paragraph on Page 78 immediately following the Minimum Dues Schedule, to read:

or [five percent] **a percentage** of one week's regular weekly compensation up to the maximum

required by the above schedules, [plus $1.50, or a dues schedule which yields at least an equivalent total dues income.] as follows:

5 percent, plus $1.50, through and including January 31, 1986; 5.5 percent, effective February 1, 1986; and 6 percent, effective February 1, 1987.

Effective February 1 of each succeeding calendar year, through 1992, the percentage rate will increase by 0.2 percent.

For the purpose of applying weekly dues checkoffs, the following percentages may be used in lieu of the monthly percentages set forth above:

Through January 31, 1986, 1.1538 percent plus $0.35; thereafter and through January 31, 1987, 1.2692 percent; thereafter and through January 31, 1988, 1.3846; thereafter and through January 31, 1989, 1.4308 percent; thereafter and through January 31, 1990, 1.4769; thereafter and through January 31, 1991, 1.5231 percent; thereafter and through January 31, 1992, 1.5692 percent; and thereafter, 1.6154 percent.

In each case, a local may utilize instead of the percentage formula a dues schedule that would yield at least an equivalent dues income.

The tables in this section, 2(c), will be recomputed to reflect each of the foregoing percentage increases on each respective effective date, rounded upward to the nearest $0.01.

(Note A: The effective dates set forth above are based on the projections adopted by the 52nd Annual Convention as set forth on Pp. 21 and 22 of the Finance and Administration Section of the Officers' Report. If, in fact, on February 1, 1986, TNG is not yet in a reduced dues period, that date will be changed to reflect the intent of the Convention that the 5.5% rate will go into effect immediately upon the International Defense Fund reaching $6,000,000, plus the two-month period referred to in the second paragraph of Subsection (e) of this Section. Subsequent effective dates will be changed accordingly.)

Delete Section 2(f).

Amend Section 7(a)(1) to read:

(1) For each monthly dues payment, except as provided in (2), (3) and (4) below [1 13/20 percent (.0165)] **a percentage** of the average top reporter minimum in TNG contracts determined annually as provided in Section 7(b), [and $1.35 in addition, but] **in accordance with the following schedule:**

Through and including January 31, 1987	**1.65 percent plus $1.35**
Effective February 1, 1987	**1.939 percent**
Effective April 1, 1988	**1.989 percent**
Effective April 1, 1989	**2.039 percent**
Effective April 1, 1990	**2.089 percent**
Effective April 1, 1991	**2.139 percent**
Effective April 1, 1992	**2.189 percent**

In each case, the per capita tax shall not be more than 50 percent of each dues payment which does not exceed the per capita payment.

(Note B: The effective dates set forth above will be administratively changed to reflect Convention intent, if and as necessary, for the same reason as set forth in Note A.)

Amend Section 7(c) by adding:

Effective April 1, 1988, out of every per capita payment under Subsection (a)(1) of this Section, less $1.35, 20 percent of the amount generated by the 1.939 percent rate set forth in that Subsection, and 40 percent of any additional amount, shall be deposited in the Defense Fund.

II

To implement Recommendation 7 of the Finance and Administration Report, amend Article V, Section 1, first sentence, to read:

The Convention shall be held annually **(biennially in odd numbered years effective in 1987)** between June 1st and September 1st at a place selected three or more years in advance by the Convention, and subject to change by the IEB if necessary.

CONVENTION SESSIONS

MONDAY MORNING SESSION
June 24, 1985

The 52nd Annual Convention of The Newspaper Guild, AFL-CIO, CLC, held in the Pittsburgh Hilton Hotel, Pittsburgh, Pa., was called to order at 9:05 a.m. by Ed Bell, President of The Newspaper Guild of Pittsburgh.

BROTHER BELL: May I have your attention, please.

President Perlik, Secretary-Treasurer Dale, International Chairperson Culver, distinguished guests, and delegates.

On behalf of all the members of Pittsburgh Local 61 we want to welcome you to the convention that almost wasn't—almost wasn't in Pittsburgh, that is. But that's water over the dam, and what would have been your loss has turned into your gain because you are now in America's most livable city, and you are going to experience why our being tabbed Number One wasn't any fluke.

We hope during your short stay here that enough of our city brushes off on you that you will want to come back and visit us again, and we hope that you have a good time here. If there is anything we can do, all you have to do is ask.

Thank you very much. (Applause.)

I would now like to turn the meeting over to President Perlik for a brief order of business.

PRESIDENT PERLIK: Brothers and sisters, if you will indulge, just to get the convention under way, for appointment of a Rules Committee so it can begin its work before we hear from our visitors this morning.

RULES COMMITTEE

Kim Lukasiak, Buffalo, Temporary Chair
Connie Knox, Washington-Baltimore
David Mulcahy, New York
Lee Clifford, Canadian Wire Service
Russ Cain, San Jose

Are there any deletions from that committee?

Are there any additions?

May I have a motion approving the aforenamed committee as the Rules Committee of this convention?

Will the maker of the motion identify him or herself.

BROTHER JACK WALLACE (Wilkes-Barre): Jack Wallace from Wilkes-Barre.

PRESIDENT PERLIK: Thank you, Jack. Seconded by several. Any discussion? All those in favor please signify by saying aye. Opposed?

MOTION CARRIED

PRESIDENT PERLIK: Will the Rules Committee please adjourn to the Guild office in the King's Terrace to begin its work right now.

BROTHER BELL: We are privileged this morning to have with us a gentleman who has served in the city of Pittsburgh government since 1956. He's served in various departments in the city as a supervisor and as a director.

He is a former city council member, and he was president of the city council.

He became mayor of the city of Pittsburgh in 1977, and since that time he has spearheaded a citywide effort to establish "Renaissance Two," which is going forward, and I am sure that you will enjoy hearing from the mayor of Pittsburgh, Richard Caliguiri. (Applause.)

MAYOR CALIGUIRI: Thank you so much.

It is indeed a pleasure to welcome you—and I truly mean this—such a prestigeous group, to Pittsburgh and particularly when I see you have a week-long convention. At a hundred dollars per person—(laughter).

Normal conventions last about three days, but here you are for a whole week in Pittsburgh, and I don't know the reason why, when it was mentioned you almost did not make it to Pittsburgh. But the fact is that you are here, and that's fine, and I do hope that you have an opportunity to roam around our city and visit what we have done over the—let's see, I have been mayor since 1977—the last eight years or so when we kicked off "Renaissance Two."

It is important what we did, and back in '77 when we decided we were going to have a second renaissance of Pittsburgh—and some of you may remember, this was one of the first of the old Northeastern cities. Back

in the late '40s and '50s under then Mayor Lawrence, smoke control was nonexistent, and in fact, at high noon you usually could still not see across this river because of the smog that existed in Pittsburgh. But we have since cleaned our act up.

There was a little hiatus in between, so when I became mayor, I decided we had to get into a second renaissance where we intend to rehabilitate ourselves.

Before doing it, though, you had to go to the community and determine whether or not people were ready for it, and a lot of the, let's say, momentum in getting the message across came from people like yourself right in this room—the media, obviously.

The media tells us about things that we may not want to read about, such as we see in today's paper, but the media also lets the people know the things that have to be done and things that should be done like we are doing here in Pittsburgh by re-investing in ourselves and rehabilitating ourselves and ultimately getting the designation of the most livable city in this country. You know I had to get that in somewhere.

We are very proud of that, obviously, and you do play a big, important role—the media—and like government today, we are challenged more and more. Is it right, is it wrong? Should they be covering this and not be covering that?

So I can understand why you have conventions each year—to keep yourselves together, but more important than that, what your future is, your whole approach to the news and the things that you do.

I have with me today my press secretary who was at one time, I believe, the president—was he, Ed?—president or vice president of the Guild here in Pittsburgh and a vice president of the international. So Dave Welty keeps me in line (Applause.)

This guy has gone through five different mayors.

It means a lot, the things that you will do this week. I hope that we will set an environment for you so that when you come out of Pittsburgh, not only for yourselves and the people that you represent, the various newspapers and various media components across this country, but the society itself, our people, will certainly be better for it. Because if your organization remains strong, the things that you do maintain a strong organization, then the bottom line is what we finally see—we and the people that read, that watch, that know and want to know what's going on in the media.

So I congratulate each and every one of you for being part of the organization that you are in, and you have taken that extra step to represent—some will think that it is easy to do this, but I know that it isn't, being close to our union leaders here in Pittsburgh. It takes that extra effort to be a representative and to travel, as you do, to make sure that your members at least have the things that they should have.

So in between all of the deliberations this week I do want you to get out and see Pittsburgh. I hope you will have an opportunity to discover what Pittsburgh is all about, because I know the perception out there—at least it has been, but it is changing—is one that you are not sure whether or not you want to come to Pittsburgh.

As you leave, I hope that myth will be dispelled and that we will see you here often just as a friend.

Now, I know reporters and photographers and people in the media and the things they do. So what I say to you is, if you have any difficulty in Pittsburgh, you see Dave Welty. Somehow he will get you out of the problem you are in, whatever that might be.

I wish you well in the city. I do hope you have a good time. I do hope you will come back and visit us often, and I thank you very much for choosing Pittsburgh for a very, very important convention.

Thank you. (Applause.)

BROTHER BELL: Thank you, Mayor Caliguiri. We appreciate your coming here and extending a welcome to the delegates and taking time out from a busy day.

We have another distinguished guest here this morning. He has been a Pittsburgh labor leader and active in the labor movement here for more than 40 years. He has been an officer and official and on the Allegheny County Labor Council since it was founded back in 1961.

He is a former official in the District 19 of the United Steelworkers, which is in Tarentium, a community in Allegheny County.

He has also been a business agent and an

organizer in the Building Service International Local 585 here in the city.

He has been president of the Allegheny County Labor Council, which is the largest labor body in this area, and it has 100,000 members. He has been president of that body since 1974.

It is my pleasure to introudce to you Paul A. Stackhouse. (Applause.)

BROTHER STACKHOUSE: Thank you very much, Ed.

Mr. President, the mayor, honored guests, brothers and sisters.

Certainly, first of all, I want to welcome you on behalf of the Allegheny County Labor Council. We are very happy that you are here. As the mayor pointed out, this is a great city.

Some time ago somebody said Pittsburgh is some place special, and we believe that because we were chosen as the Number One city in the United States of America.

Also we are proud of the fact that in 1886—which was before me—in 1886 the AFL was founded here. In 1935, the CIO. Other Number Ones in the area: Fraternal Order of Police, Lodge Number One; Pittsburgh Fire Fighters, Local Number One; the Pittsburgh Variety Club, Tent Number One. So there are many firsts here we are quite proud of.

We are quite concerned about the unemployment here, and I know that you know this, and because you are very knowledgeable of the fact that the United States Senate and our president are not concerned about the imports which relates to the kind of exodus of plants here and also the loss of jobs.

While the mayor is here I have to say this, because I have said it when he wasn't here. He has done a service in this area in attempting to induce business into our area. He has been a great help to the movement, and the door is always open so that we have a friend there that we can rely upon to relate to him and have rapport based on the kinds of problems that we certainly have in this area.

We can ill afford to lose this kind of concept we spoke about in the past, jobs, how important they were. It takes considered action on the part of all of us to make sure that we together can collectively perceive what is necessary. I know that this kind of convention here—you are to be congratulated, of course, on your 52nd Annual Convention. A convention here can indicate to the people in the area, surrounding areas, the necessity for united, concerted action. I wasn't asked to deliver a speech here. I was just asked to welcome you, but a labor leader can ill afford to let an opportunity go by without getting hold of it for a few minutes.

Again I want to congratulate you for choosing Pittsburgh for your 52nd Annual Convention. Also I wish you much success in your endeavors and certainly good luck and hope that you come back again to see our great city.

Thank you very much. (Applause.)

BROTHER BELL: Thank you very much, mayor and Paul, for coming to speak with us this morning.

We have come to the time that we are going to show a film, "Renaissance Pittsburgh," and I am sure all of you will enjoy it.

BROTHER BELL: It is really a great honor for me to introduce to you this next gentleman. I have always thought of him as Mr. Wire Service. Of course, as we all learned in the latest Guild Reporter, he has resigned from the United Press International, after serving 35 years with the UPI, and 34 of those years he covered the state legislature.

It is a great honor and a privilege for me to turn over the gavel for the conduct of this convention to International Chairperson Harry Culver. (Applause.)

CHAIRPERSON CULVER: Thank you, Ed, for those kind words.

Some 20 years ago I made an organizing trip to a Southwestern city to talk to a longtime holdout.

This person, whom I shall not identify, gave me all the stock excuses for not joining a union. He didn't need a bargaining agent. He could take care of himself. The company had always treated him right. He believed in individual freedom. You know the pitch.

Recently circumstances changed. Not only did this person decide to join the Guild but he was asked to walk an informational picket line. He sought other volunteers, but there were none. He had to go it alone.

He called me to relate his story. It is one that will not be new to many of you here who have had a similar experience. I'll try to quote his words as accurately as I can.

"I felt so alone," he said. "I grabbed my picket sign and I went out to the curb by myself. All those cars were passing by. It seemed like they were going so fast. Some of them honked. I don't know whether they were jeering or cheering. Pretty soon I didn't care. The more I walked, the more courage I got. After five minutes I got stronger and stronger. After 30 minutes I felt proud of myself."

Talking with this new Guild member really recharged my batteries. And it taught me a lesson.

Did this individual succeed in what he was doing by thinking of all the reasons that something wouldn't work? No, he accomplished his purpose—as far as his own individual sense of achievement was concerned—simply by going out and doing it.

He made a commitment. And he followed through.

What does all of this have to do with this convention?

This is my 24th consecutive Guild convention, and it is hard to recall a year when we had so many complex issues thrown at us at one time.

They won't be easy to solve, just as it wasn't easy for this new member to walk his first picket line. But half the battle was making a commitment to do it.

I'm not going into detail on these convention issues. President Perlik will be talking about them. Chuck Dale will have a lot more to say about them.

But it's not what they say but what we do here this week that is going to count. I'll get back to that subject in a moment.

As you know, it is customary for the International Chairperson to give the convention a report on what the Guild has done the past year. Sure, we've made progress—modest progress—in human rights, in organizing, in wage settlements.

But something is even more obvious from the Officers' Report—that big, black notebook you received, if the mail carrier delivered it. It is clear from that black book that the news industry on the whole has done very well. There are exceptions, it is true. But the prices being paid for newspapers, television stations and other media outlets today indicate that many buyers think there's a lot of money in the cash box.

I see no reason why we, as union members—through collective bargaining, of course—should not give them the opportunity to share more of those economic gains with us. We owe it to ourselves to concentrate on that a little harder.

Let me return to the most immediate issue facing this convention—the many-sided long-range financial plan.

There comes a time in the histories of peoples, a time in the history of nations, a time in the history of unions, when it falls upon those at the helm to make critical decisions that will affect the course of their future for a long time.

I truly believe this union is standing at a crossroads. We are at a point where we are going to have to take steps to assure the kind of servicing, the kind of organizing, the kind of defense ability our members deserve and expect.

Let me ask a question. Is there a Guild local anywhere that can really feel secure in today's bargaining, economic and political climate?

There are few locals—some would say none—that have all the resources they need at either the local or international level—in staffing, in legal help, in research, in organizing and all the other human resources it takes to do our job right.

For too long we have been living a hand-to-mouth existence while trying to leap from one crisis to the next, or, from one brush fire to another. It's long past time for improvising.

This year's financial program will do two principal things.

It will produce stronger and healthier locals.

It will produce a stronger and healthier international.

The cost of this program is modest. It is needed. It is justified. It looks to the future.

I know there is going to be a lot of discussion this week on the dollars-and-cents elements of this financial plan.

But I have a feeling—a strong feeling—that how well we succeed is going to depend on just how deeply we feel about why we are

here, how deeply we are committed and what we are convinced is our mission as a union.

I'm going to borrow some words here from two people who have said it better than I can. You know their names very well.

The first is George Meany.

"The labor movement," he said, "cannot be content with defending the status quo, or reliving past glories. We must constantly look to the future, develop new leadership, adapt policies to changing conditions and new technologies, but—always, always—with unswerving loyalty to the mission of the trade-union movement as the instrument for improving and enhancing the working and living conditions of those who work for wages."

The second quotation is from Eugene V. Debs after the Pullman strike of 1894:

"Ten thousand times has the labor movement stumbled and bruised itself. We have been enjoined by the courts, assaulted by thugs, charged by the militia, traduced by the press, frowned upon in public opinion, and deceived by the politicians.

"But notwithstanding all this and all these, labor today is the most vital and potential power this planet has ever known, and its historic mission is as certain of ultimate realization as is the setting of the sun."

Looking back at the past 12 months again: It wasn't the best of years. It wasn't the worst of years. But with the right tools—and that takes commitment and, yes, money, we can make the achievements of the years to come as certain as the setting of the sun, or more appropriately—the rising of the sun.

The future will be what we make it.

Thank you. (Applause.)

We are going to stand easy for about ten minutes until we get some paper work before us, credentials and other items.

CHAIRPERSON CULVER: Give me your attention, please. We are going to reconvene in about two minutes.

Would you tell people outside to come in so we can start.

Would you take your seats, please.

We apologize for the delay in the paper work, but we hope to move quickly once we start.

We are going to proceed at this time with a couple of speeches. Will everyone come in, please.

Very well. We will proceed.

At this time I will introduce Charles Perlik, our President, for his regular convention address. Chuck. (Applause.)

PRESIDENT PERLIK: Thank you, Harry.

Good morning, brothers and sisters.

Who says you can't go home again? Certainly I don't.

It's taken me a long time, I'll admit, to make it back home here to Pittsburgh—and there were moments, three weeks ago, when I began to think that Thomas Wolfe, backed up by United Airlines, might be right, after all. But here we are, after only a small mid-course correction. I'm sure you're glad we were able to make it, and I know the Pittsburgh Guild is vastly relieved its guests were able to come after it had laid out all the silverware, but no one is more delighted than I.

I want to say parenthetically, here, that had it not been for the determination and commitment of the Pittsburgh Guild to fulfill its invitation we perhaps would not have made it because, as those closest to the dilemma we faced know, we were on the verge of going to the Eastern part of the state when Pittsburgh, determined to see to it that this convention was going to be here, and particularly the chairperson of this convention, Ken Fisher, rattled the woodwork in this hotel to make sure there was space to be found. And we are delighted that they were successful in doing so. (Applause.)

Pittsburgh is not only the town in which I was born and raised; it's the town in which I got my first news job and where I first joined the Guild, and where I went to my first Guild convention, as a delegate from Buffalo in 1951. Pittsburgh also produced another first this morning. I can't ever recall in the 34 previous conventions I have attended seeing the Guild editorially welcomed as we are in the Pittsburgh Post Gazette this morning. There are copies over there outside in the hall for you to take home if you would like to.

That first job was as an overnight copy boy for INS, the International News Service, in 1942, and since the Wire Service Guild had

not yet been called into existence, the Pittsburgh Guild was the local I joined.

Now most of you probably don't remember INS—or copy boys, for that matter—but they're not the only landmarks of my apprenticeship that are gone. So are both the Pittsburgh Sun-Telegraph, where the INS bureau was housed, and the building itself.

However, the disappearance of INS and the Sun-Telegraph are only immediate reminders that the news industry has undergone vast changes not just in my lifetime but in lifetimes considerably shorter. Today that wheel of change is spinning faster than ever. And much of the change is little short of alarming.

The news industry has always been a business, run by businessmen—and an occasional businesswoman. Today it is in danger of being run—and overrun—by financiers.

To cry alarm over this development does not require us to cast a false glow of nostalgia over either the past or the publishers who inhabited it. Some were notable buccaneers, many were petty tyrants, and most were at least as concerned with the bottom line as the headline. But, for the most part, they had an interest in news, like Henry Ford had an interest in cars, and if someone like William Randolph Hearst appeared, to build a chain and send it down an overtly ideological path, there was no lack of competition to combat it and restrain its influence. That world of yesterday was anything but a perfect news world. But it had its countervailing forces.

Today we face the topography of a far different industry.

Two thirds of the 1,700-odd daily U.S. newspapers are owned by chains. Even more significant, they control almost 80 percent of daily circulation.

Gannett alone becomes the owner of 88 with its purchase of the Des Moines Register, and Thomson has an equal number. In Canada, concentration is even more dense. Two chains, Southam and Thomson, own almost half of the nation's dailies and control some 60 percent of circulation between them.

That is the background against which the recent wave of industry acquisitions must be assessed.

The Industry Section of the Officers' Report sets forth the details of these acquisitions—at least those that had fallen into place up to the point it was compiled. What is significant here is not just the continued accumulation of newspapers by chains, or even the continued concentration of newspaper control in a small number of powerful chains. It is the maturation of a long-growing trend toward cross-media conglomerates—mammoth corporations grinding out newspapers, television and radio broadcasts, and now even films. And with it, inevitably, the entry of the financial wheeler-dealers, prepared to compete with the big chains themselves in takeover attempts, hostile or otherwise, of all these tempting media properties.

What is fueling this unprecedented takeover activity is not just newspapers' immense profitability—that's among the highest of U.S. industries. We've known about that for some time, and so have investors and their analysts. What's new, according to the Morton Research Newsletter, is the discovery that newspapers' ability to generate cash, fueled principally by their local monopoly, gives them a value far exceeding their stock prices. That value is so high that even after a 30-percent increase in newspaper stock prices early this year, they are still considered at least 30 percent undervalued on the stock market.

Teamed with that other fabulous money-generator, television, they make tempting financial packages indeed. So we see Capital Cities paying $3.5 billion for the American Broadcasting Cos. We see Rupert Murdoch joining in a $2-billion purchase of seven Metromedia television stations after buying a $162-million half interest in 20th Century Fox. We see an $825-million price tag placed on the shares of Multimedia Inc. in the course of an outside takeover attempt and an inside leveraged buyout offer. We see the Tribune Co. paying an incredible $510 million for a single television station, KTLA in Los Angeles, giving it the nation's fourth largest TV broadcast network in terms of revenue. And we see Gannett shelling out $200 million for the Des Moines Register plus a small Tennessee daily and two weeklies.

Where is all of this taking us? There is no better answer than the one given by the staid National Center for Business and Economic Communication at American University. A recent issue of the center's newsletter, noting that the current merger wave is "creating not just newspaper or broadcast chains but media conglomerates which own major newspapers and broadcast properties and magazines and

book publishers and even movie studios," warned:

"Traditional control of journalistic enterprises by journalists, or anyway by former journalists, appears to be slipping away to Wall Street investors and bankers."

The big chains themselves are alarmed and are raising their drawbridges.

In the last few months, Gannett, Dow Jones, Knight-Ridder, Belo and the Tribune Co. have all taken extraordinary measures designed to repel hostile boarders. These measures, which have become known in the industry as "shark repellents," include such steps as the creation of two different levels of voting stock, a requirement of 80-percent shareholder approval of any takeover and staggered terms for directors.

The Center for Business and Economic Communication is worried that some of these steps violate principles of "corporate democracy." I'm worried that, in the last analysis, they won't work.

The growing threat of an industry dominated by bankers and big investors is troubling enough. But an even more ominous threat, long implicit in media concentration, is now becoming explicit. That danger is the use of these unprecedented concentrations of media power for political propaganda purposes.

We, almost alone, called attention to that danger a half-dozen years ago, when there seemed to be only one small cloud on the horizon—Publisher John McGoff, who it was charged had received a subsidy from the South African government to make his newspapers a South African political instrument.

Now we are witnessing a far more threatening development, the move by Sen. Jesse Helms, North Carolina's political mastodon, to take over CBS and turn it into a sounding board for the far-out right.

Its significance is underlined, again by the Business and Economic Communication Center, which observes that with the Helms campaign, "the merger mania has brought to light a different kind of First Amendment implication."

"The press is supposed to be politically objective," it notes, "and government regulation requires television and radio to be fair. But the rumors surrounding a possible attempt to take over CBS are politically charged."

Helms has for the moment stepped into the background, while Ted Turner, a notable conservative himself, mounts his own attempt to take over CBS. The degree of Helms's involvement in Turner's foray is still not clear, but it seems certain that if it fails, Helms will be back in full cry with his attempt to transform CBS into the "Conservative Broadcasting System."

There are other threats, Rev. Sun Myung Moon's News World Communications has thus far been content to establish newspapers rather than buy them, but its Washington Times is striving for a national audience, and the vast financial resources of the Unification Church are available for more ambitious ventures. This is how News World's president, Bo Hi Pack, described its purpose in a 1984 San Francisco radio interview:

"The media organization we are setting up wants to be utilized as an instrument, an instrument of our cause. . . . The battlefield of the human mind, this is where the battle is fought. So in this war, the entire thing will be mobilized: political means, social means, economical means—and progaganda means. Basically, trying to take over the other person's mind."

Efforts to use the media in this way can be contained, are perhaps even tolerable as long as we are dealing with groups of limited size and influence. But mix the Helms/Moon brand of political ambition with a newspaper chain grown to a third or more of the nation's circulation, mostly in one-newspaper markets, and you have an engine of enormous destructive potential to our democracy.

We already have chains of that size in Canada, and in the United States the two largest chains—Gannett and Knight-Ridder—control close to 14 percent of circulation between them. In an era when chains are acquiring chains, the day of superconcentration may not be as distant as it seems.

As the Business and Economic Communication Center, once again, observed:

"The media do not constitute a concentrated industry yet, but if in years to come communication in this country is concentrated in but a few hands, then the media will have profound First Amendment implications."

There is still time to act.

Six years ago we urged Congress to fashion a remedy, advanced originally by press

analyst Ben Bagdikian: Put a limit on the number of newspapers or the aggregate circulation a single media owner can control.

The U.S. Congress, after an initial flurry of concern over industry concentration, failed to act on this or any other proposal. In Canada, the proposal was taken up by the Kent Commission and, in a modified form, by the Trudeau Government in the proposed Canada Daily Newspaper Act. But it was swamped by a storm of publisher protest, bordering on the hysterical, and withdrawn without being put to a Parliamentary test.

We think that the recent wave of "merger mania" makes it time to revive it, at least in the United States, and among the IEB resolutions before you for action this week is a painstakingly crafted one doing just that. If you adopt it, as I hope you will, we will undertake a serious effort to put this issue on the congressional agenda.

Monopoly has become the name of the local newspaper game in all but a handful of cities. We had damn well better not let it become a national pastime.

Merger fever may be gripping the news industry, but unfortunately, the industry's unions haven't yet caught it. After a decade of looking to merger as our prime hope of moving ahead, we have to face the hard fact that, for the foreseeable future, at least, we are going to have to be dependent on our own resources.

Those resources, it has become increasingly clear, are at present inadequate in their most critical respect—the financial. That deficiency was apparent to last year's convention when it called on the IEB to review the Guild's financial structure and develop a long-range program embracing such wide-ranging aspects of our financial situation as per capitas, dues, the General and Defense Fund, strike benefits, organizing, convention costs and the purchase of a headquarters building.

As you know, we have done that, first bringing together leaders from locals throughout the Guild in a great financial brain trust, then distilling their opinions and ours into a detailed, solidly grounded program that has been before you for three months. Now it's decision time.

The details are spelled out in your Officers' Report—in the Finance Section itself, in the IEB's Special Finance Report appended to it, and in an analysis of the report, also appended. Chuck Dale, in his own address to the convention, will review the Board's recommendations point by point. At this juncture, I would like to thump the tub more generally.

The program is designed, first and foremost, to shore up both the General and Defense Funds. There is no way to do this without increases in per capitas and the dues rates that sustain them, but those increases are modest and they are gradual, spread out over seven years.

There are several spoonfuls of sugar that should make it easier for that medicine to go down. One is a long overdue increase in strike benefits; another is a brace of measures intended to reduce the frequency of higher, "2(d)," dues.

The program envisions toning up our muscle not only by increasing our income but by paring our costs, both immediate and long-term. We propose to do that by computerizing our office operations, acquiring a headquarters building and, most immediate and most dramatic in its yield, cutting back to biennial conventions. We figure that last step alone will save TNG and its locals $200,000 a year, not to mention the vast amounts of staff time that go into activities related to the convention, both before and afterwards.

I think the numbers, as set forth in the IEB report, are impressive, and I urge you to give them more careful attention than any other aspect of Guild policy you will be facing this week. They hold the key to our future.

We cannot, as a union, afford to sit back and relax on the plateau we have occupied for close to 30 years. We need an injection of new muscle, of new vigor if we are to meet the challenges that are piling up in the era of expanding newspaper automation and a shrinking work force. We can't hope to get it altogether on the cheap.

Our membership has crept up over 33,000 again for the first time in four years, and our special organizing campaign is in full swing. But the Organizing Fund we set up to sustain it won't last much more than another year; we need to build an expanded organizing capacity into our permanent financial structure.

Strikes may not be as frequent as they have been in the past, but they are likely to be longer and harder against the dehumanized newspaper. Our Defense Fund had better be ready, and our strike benefits beefed up, to

withstand the battles of attrition that may be thrust upon us.

Last year's convention gave us a job. With the presentation of this financial program, we've done that job. We've carried the ball as far as we can. Now it's fourth and 10 and up to you to put it over the goal line.

I use that simile because I think it is particularly apt. You are here as the elected representatives of your memberships, and it is your responsibility as the Guild's highest authority, to carry that ball—not to hand it off to others to decide. Handoffs lead all too often to fumbles.

Consider the program on its merits, which I think you'll agree are substantial. Suggest improvements, if you find them needed and amend as necessary. And then act, finally and decisively, in the interests of the memberships who sent you here with the responsibility for doing just that.

Before the week is out, you will know the Guild's financial picture, and the prospects for its future, almost as intimately as we do. You hold the Guild's future in your hands, and I have confidence in your informed judgment.

The whole world may not be watching, but our members and the publishers certainly are. Let's let them know that the Guild is tough if not rough, lean if not mean, and ready to spread into more and more of the nonunion citadels that treat their employees with meanness, arrogance and contempt.

Now it's your move, and I thank you for listening, and welcome to Pittsburgh. (Applause.)

CHAIRPERSON CULVER: Thank you, Chuck Perlik.

There will be a few minutes before we get the credentials report. In the meanwhile, we will go on with other matters.

We have our next speaker, who will be Chuck Dale, our Secretary-Treasurer, who is going to give you some more pointers on our financial program which President Perlik just referred to.

SECRETARY-TREASURER DALE: Thank you, Brother Harry.

Get comfortable because, as you have already been forewarned, I have an awful lot of material to cover.

Brother Harry, Brother Chuck, our fine Pittsburgh hosts, delegates, guests, that superb collection of TNG staff over there, our consultants, all of you, welcome to Pittsburgh.

Welcome to TNG's very mobile convention. Now, aren't you glad that despite the unfriendly skies, we all landed here? (Applause.)

A couple of things about our convention this year. There are going to be—and already have been—some inconveniences. Delegates who could not get shoehorned into this hotel. There are some who, when they arrived in the city, had to stay somewhere else and eventually got into this hotel, and we will be doing a little bit of walking to get to eating and drinking spots, but looking around this room I see some people, myself included, who could use the exercise.

My apologies now for the inconveniences. I am sure that we all will endure it, and you can be sure that our contribution to the Air Line Pilots' strike was both useful and appreciated.

My special compliments to the Philadelphia local for its willingness to step in at the eleventh hour and serve as a possible convention host had that been needed for this year, and my very special compliments to our Pittsburgh hosts for their grace under the considerable stress of the situation and the threat of losing what they had worked so hard and so long to fine tune.

I reserve a very special compliment for our President, and I am going to tell you an inside story. After the International Executive Board decided on Friday several weeks ago that we had no alternative, we were going to have to move the convention site, if necessary, out of Pittsburgh, the following Monday our President, without any preparation, took off to Philadelphia. He had no shaving kit, had no change of various items. He took off for Philadelphia and toured possible convention sites that day with leaders of the Philadelphia local, and while he was doing all of this, the Pittsburgh people were working very hard with this hotel and the hotel people here were working very hard to see what they could do about squeezing us in.

While Chuck was undergoing his tour in Philadelphia, he kept getting telephone calls and making telephone calls back to TNG headquarters to find out what was going on.

By the time he wound up his day in Philadel-

phia, it became quite apparent there was a real possibility that we could have this convention this year in Pittsburgh, so instead of rushing back to his home in Washington, D.C., where he could have had a shower and a couple of other things, he decided to go to Pittsburgh. I am told that when he arrived in this hotel, he was not only steaming because of the crossed signals and inaccurate information we had gotten from the hotel on Friday night, but I am told by eye and nose witnesses that he was a little bit gamey. (Laughter.)

Despite all of that, Chuck, you managed to work out the arrangements for this year in Pittsburgh, and we all appreciate it, and I hope everything turns out well. And I thank you. That was a terrible couple of days.

PRESIDENT PERLIK: Why are you holding your nose?

SECRETARY-TREASURER DALE: I was holding my nose, Charles, because I was remembering. (Laughter.)

I am hoping the arrangements for this convention turn out well, but I hope also all will turn out well in what has to be the main focus of this week's convention, the shape and structure of our finances.

We come to these conventions to deal with shared problems. I hope this week we can forge a workable solution, for that is certainly what last year's convention saw us doing here. And I trust we will live up to that admonition to produce a long-range solution to our financial problems.

In Puerto Rico, you will recall, delegates said we were to review the financial structure of TNG and develop a long-term program, and it called on delegates to be prepared to come to this convention, in Pittsburgh, to make decisions here.

In essence they said: Enough of this hand-to-mouth existence for the Guild; enough of these reruns of old movies of us chewing each other up without spitting out anything except quick fixes.

A review was made by the board and by the finance forum and a program produced. The results were to be made available to locals no later than March of this year, and that was done. And the purpose of that was to enable locals to discuss the program with their members and to come to the 1985 Convention prepared to make decisions.

The 1985 Convention is upon us. So, I hope, is the will and the courage to make the decisions here that will provide this union with a solution to its immediate and long-range needs.

First, some of the nuts and bolts of our financial operations as briefly as I can cover them.

From the Finance and Administration Section of the Officers' Report you will be able to get an overview of what happened in the Guild's finances. Briefly, it was a good year in our General Fund but not one we would like to repeat in our Defense Fund. And our experience last year was not one you would point to as a reason for leaving our financial structure alone, for not restructuring the underpinnings of our operations.

We did come out ahead in the General Fund—with the largest surplus we have had—but it was almost entirely a result of the catchup payments and delinquency per capitas, and that is a one-time event.

Our income last year was $3,305,000, and we spent $3,210,000, about $95,000 less than we took in.

This year we projected our income to be lower than last year, $3,247,000. Lower, I repeat, because there will be no one-shot infusion of large sums in late per capitas. Conversely, we expect our expenditures to be about $91,000 higher than income. In other words, we are forecasting the largest deficit I have come to a Guild convention with as Secretary-Treasurer.

If anyone needed to know what we mean when we talk about the yo-yo impact of strikes and strike threats on our Defense Fund—and our members—they need look no further than our experience of last year.

We started our fiscal year on the verge of "2(d)" dues because of the drain on our Defense Fund as a result of the Vancouver strike-lockout. We were teetering on the verge of "2(d)" dues throughout the year, without letup, and finally the strike in Puerto Rico at the San Juan Star and we ran out of string on our yo-yo.

We fell below the $4.5 million-trigger point and purposely postponed triggering the "2(d)" dues because of the proximity to this convention and action here on the long-range finance program which has as its launching point a period of "2(d)" dues.

But everything I have said here so far is preliminary to the main event.

In a word, our finances and the finances of many of our locals need major surgery. It's been needed for years, and delegates to successive conventions have recognized that.

Last year our convention said: We want a review of our finances, and we want a long-range plan, a long-range solution to the multiplicity of problems we have on all fronts.

Shore up the finances of our locals, they said. Find a way to generate more money for the General Fund. Raise our strike and lockout benefits. And, in this wholesale restructuring of our finances, do something about the yo-yo effect of strike threats on our Defense Fund mechanism.

In this plan you have before you recognize one thing about it. It is not Chuck Perlik's plan, it is not Chuck Dale's plan, it is not Harry Culver's or the board's.

It emerges from convention directive, and it is a combination of a couple of ideas that have been around for awhile and a distillation of concepts from the finance forum that was held in Washington last October that attracted leaders of locals representing the vast majority of our members.

Before you, indeed, is a plan to improve the financial situation of many Guild locals and, by helping them, to help TNG improve the income base for our General Fund. It will simultaneously increase the flow of dollars into our Defense Fund. It will improve strike benefits. It will reduce, if not eliminate, the frequency with which our members are asked to face the prospect of "2(d)" dues to rebuild our Defense Fund, and it will reduce, both over a long and short haul, some of TNG's high cost items.

I guess I would have to live in a cave to not be aware of the fact that the plan doesn't have universal appeal. What has been served up to you indeed has flaws. It is very complex. It has some pain in it. But I suggest to you that we don't leave Pittsburg this week with any thing short of this plan or a version of it that does the job.

Track the plan and the IEB recommendations with me. One of the biggest problems many say is the frequency with which our members are asked, or perceive they are asked, to pay the higher dues that go into effect when liquid assets in our Defense Fund fall below the trigger point in our constitution.

The first item on the plan menu is to tackle that problem. The solution would be implemented immediately upon the convention adopting the program. A period of "2(d)" dues would be triggered next month, in July. They'd go on in August, and they'd remain on for four months, producing $400,000 a month for a total of $1,600,000. That would raise the level of liquid assets in our Defense Fund to $6 million. Thereafter our constitution, by our recommendation, would have a $6 million cutoff point, with the $4.5 million trigger point left unchanged.

Our Defense Fund cushion, the one that gets punctured or deflated leading to the threat of higher dues, would no longer be half a million dollars. It would be three times that amount, a million and a half.

When that is done, we tackle another problem, our severance pay liability to our staff—one element of what one delegate to this convention who was also at the finance forum called "a financial time bomb for this union."

To generate enough money to fully fund our severance liability, we would continue a form of "2(d)" dues for two more months—"2(d)" dues at half the "2(d)" rate. It would produce the equivalent of one month's income of "2(d)" dues, $400,000, but we would collect it over two months, in effect to begin tapering off the amount of money our members will pay.

Future budgets, including this year's, would include enough money to be actually set aside and deposited to maintain the severance reserve at a totally funded level.

I have been asked why should our members have to dig into their pockets for special funding to pay severance to our staff. The answer is simple. Because we owe it. Because dues dollars in past years have been converted to uses that were at the time considered to have higher priority than the funding of our severance obligation.

Murphy's law—a problem that is untended tends to get worse. That's what happened in our severance fund. As our staff grows older, as their years of service build up, our lack of severance funding becomes a pressing problem. Sooner or later we knew we had to face the problem, and sooner happens to be now.

We pay our staff severance at the rate of two weeks per year of service, plus interest

on the severance that is funded, upon termination. Our model contract calls for severance at a higher rate, and some of the locals that our staff members work with provide their staff with higher severance accrual rates than we do. But unlike some Guild locals, we have not been able to fund our severance debts because other union services, other costs, other more pressing needs have been assigned higher priority.

After our members have paid "2(d)" dues at the higher rate and then paid "2(d)" dues for two months at half rates, we begin steps to renovate the income levels of our Guild locals and fold in new income for the international. Then begins a gradual, according to the planned recommendations, and slow process of raising minimum dues rates for our members; the gradual process of increasing income in many of our local treasuries; the gradual process of restructuring our per capita and increasing the per-capita rate; the gradual process of increasing the flow rate of money into our Defense Fund. And then begins the process of gradually increasing the amount of money our members are expected to survive on during a strike or lockout.

We have tried to fold in dues increases over a long haul to make the bite on our members a less painful one for which they can plan personal finances around for the long haul.

Step one, as you will see from the recommendations, would be to increase the minimum dues rate in all Guild locals that are at the constitutional minimum now.

At that point we would go from the present constitutional minimum of 5 percent plus a $1.50, to 5.5 pecent, with all of the increased dues income remaining in the local. A year later we would raise the minimum dues rate to 6 percent, with the bulk of the money again remaining in the local.

Simultaneously, we would get rid of something few people in this hall like. We'd change the current 85-15 split of the per capita between the General and Defense Funds and go back to an 80-20 allocation.

The income loss to TNG's General Fund would be only partially offset by a change set to occur then in the per-capita multiplier. The current per-capita formula of 1.65 percent plus $1.35 would change to a percentage rate. One year later the 6 percent minimum dues rate goes up by .2 percent, and the following month the per capita gets changed—the multiplier would go up by .05 percent. And when that happens, we increase the flow rate of dollars into the Defense Fund, and that is what is going to be needed to feed the Defense Fund to help pay increases in strike benefits.

Each year thereafter the minimum dues rate in locals goes up by .2 percent, rising in five years from 6 percent to 7 percent in 1992, and each time the minimum dues rate goes up, the per-capita multiplier would go up by .05 percent until, in 1992, it reaches its peak of 2.189 percent.

The minimum dues rate would go up over the span of this program by 1.7 percent, and the per-capita rate would go up by about a little over a quarter of a percent.

Those sound like small numbers—and they are—but the impact in dollars on the members and on the General and Defense Funds is significant over the long haul.

As an illustration, on a salary of $500 a week a member now paying the minimum dues rate of 5 percent plus about $1.50 would be paying her local $26.50 a month. A member earning 500 bucks a week in 1992 would be paying his local $8.50 more per month, $35. Over the span of the program that is a 32 percent increase in the members' monthly dues.

Today's per capita is $10.57. That's what results from the application of the per-capita formula to the average reporter top minimum in effect on April 1 of this year. Applying the increases in the per-capita formula to the current average reporter top minimum would raise the per capita in 1992 to $12.23, a total increase of $1.66 a month spread over the seven years of the plan. That is an increase of just short of 16 percent, 15.7 percent to be exact.

Obviously, during those years our average reporter top minimum base is going to change—increase, I hope—so the dollar size of the per capita would turn out to be higher than the illustration I just gave you. But then so would the rates on which local dues are based and so, therfore, would local income increase and members' ability to pay.

Meanwhile, under the program, strike benefits would be increased. They are now $100 a week with $5 increases at various points during a strike or lockout. The program contemplates raising that figure by $10 increments in each of five years, to $150 a week, with the $5 increments now in operation remaining, so a member could be getting $160

a week in strike benefits in 1992. We can see that is not a luxury income to survive on during a strike, and it is not as high as some of our locals would like us to go, but it is 50 percent better than we are doing now, and it is as far and as fast as we can make it happen.

Every increase in the strike benefits may be only $10, but figure a strike by 800 members somewhere—that is $8,000 more a week, raising an $80,000 weekly drain, to $88,00 out of the Defense Fund, And what would now cover 10 weeks of strike benefit costs would be reduced to nine weeks. Increase that to $150 a week for the same 800 members and the cost would be $120,000 a week. An amount that now pays 10 weeks of srike benefits would then cover only six weeks and a few days.

Finally, to help pay this increase in benefits, money is scheduled to come out of the per-capita income. The flow rate of dollars to the Defense Fund would be accelerated as the per-capita formula adjusts upwards. Forty percent of the new money generated by the increase in the per-capita rate would go into the Defense Fund.

We do not plan to increase income to TNG without also trying to cut costs, and we have some plans for both short and long-range cost cutting. One of them is already under way.

It involves replacing TNG's present outdated, outmoded computer record-keeping system with present generation equipment. We intend to replace our out-of-house computer service bureau arrangement with in-house equipment to not only streamline our handling of membership and finance records but also make available to all other departments of TNG the advantages of computerized facilities that will enhance the ability of all of us in Washington to be a better, speedier, more useful provider of services to our members. And we are convinced it can be done without increasing staff and with a substantial annual savings in our future.

It will cost us, we estimate and we are told, between $125,000 and $175,000 to do it. We don't have the money in the budget this year for that. We will have to finance the purchase, but we can no longer make do with what we have now, and in the long run it will be cheaper.

Currently we pay $65,000 a year for a computer service bureau, and for two and a half times that amount we can buy and install our own equipment and eliminate that annual cost. The changeover will pay for itself in two to three years, and then we will be saving at least the $65,000 we are paying now, and we will be able to do more, faster.

That's going forward with or without adoption of the finance program that you have in front of you.

Another major cost savings that has been proposed by the IEB and emerges from an idea that generated a good deal of support in our finance forum is to go from annual convention to conventions every two years. The recommendation in the Officers' Report is that that start three years from now. Right now we are among a very small number of unions holding conventions every year, and they are expensive, as data collected in response to last year's convention directive indicates.

A survey we took of 1983 and 1984 convention costs for locals and TNG was very illuminating. I think it is the first time we have ever been able to get such comprehensive figures. The numbers showed that TNG and its locals could save $400,000 every two years by switching to biennial conventions, and that is an average of $200,000 a year in savings.

Our 50th Anniversary Convention in Cleveland cost locals $280,785, and it cost TNG $107,624. That is a total of $388,409.

Last year's convention in San Juan cost locals $288,266, and it cost TNG $114,220, and the total was $402,486.

I can't imagine—I am sure none of you can, either—this convention, this year, costing TNG or your local less. I expect it to be more.

For TNG it is not only the convention cost but the time factor, the weeks and months of staff time that go into getting ready for a convention and the convention period itself. Overtime expense and compensatory time will add $20,000 or thereabouts to the cost to TNG of this convention, and every year we are squeezed for vacation spots for our staff after the convention ends.

We recognize the value of having this gathering every year, and we know how much you value the opportunity to annually review what goes on in your union and the opportunity each year to innovate and amend. It is up to you. You must weigh that against the dollars and cents it costs your local and your international and determine whether you would rather see the $200,000-plus that can

be saved every year put to some other useful purpose.

Another major cost saver that is a part of the recommendations and that was included in the program involved relocation of TNG headquarters into a building of its own. Last year's convention said to look into it. The finance forum generated a good deal of support for this notion, and I have to say to you we wish we had done something about this years ago.

In our personal lives few of us want to go on collecting rent receipts instead of paying toward ultimate ownership, developing an equity that could be used as collateral in an emergency while getting control of our housing costs.

Here is what we are talking about. TNG's rent bill in Washington has gone from about $48,000 a year three years ago, to about $200,000 a year now. Our current lease will run out at the end of 1986, and if we stay in the same space, in February 1987 we are told we can expect to begin paying $230,000 to $240,000 a year in rent plus passthroughs. I would not be hesitant to project a headquarters rental bill for TNG in 1987-88 of $250,000 a year.

That's a lot of bucks, and that amount of money would be a respectable payment on a mortgage on a new building. It doesn't make much sense for us to continue to rent a roof over our operations at those rates when the same or about the same number of dollars could be paying off the mortage on a building giving us the space we need, built to our design and needs, and most importantly, giving us an equity in our headquarters, an asset we could use rather than a box full of useless rent receipts.

What we are talking about is a modest—and I underscore modest—building on the outskirts of Washington, D.C., that is estimated to cost under $3 million.

We think it can be done and done comfortably. We are now at the point where we think we can negotiate an arrangement under which TNG would become a partner with a developer to build and ultimately for us to acquire as our own building a building near the Metro and the Beltway in Silver Spring, Md.

We would lease over half the space in a 20,000-square-foot, three-story building perhaps for five years, which is what we are talking abour now.

We would not have to bear the market risk of renting the remaining space, and at the end of five years for an amount we are sure, are confident, will not be staggering—perhaps $400,000 or $500,000—we take over the balance of the mortgage and we acquire sole ownerahip, which means also that we then begin collecting rent income from the tenants occupying other space in the building.

We are proposing that this covention provide the legislation that will enable TNG to begin the long march toward controlling and ultimately reducing its housing costs.

One proposal would give the officers the necessary authority to enter into commitments for real property, loan financing, etc. The other would authorize a loan of up to $750,000 from the Defense Fund to help finance the project.

We are not sure you will need all of that money or even most of it now or for several years down the road, but in order to embark on such a project we do have to know that there is money to use if it is necessary and the authority to go ahead.

We are asking that the Defense Fund loan be provided without interest, and I know that's caused some reaction, but it seems to me worth noting here that for a whole lot of years TNG has been lending money to locals—some of sizable amounts—on an interest-free basis. Yet we are hearing that TNG can lend it to locals interest free, but TNG should not be able to lend it to itself interest free.

I suggest to you that if the caveat on the loan is to add interest—and I understand that point—then perhaps we should do the same hereafter on local loans. And perhaps we might even consider doing it retroactively. (Laughter and applause.)

I won't take up any more of your time. (Laughter.)

PRESIDENT PERLIK: Not on that point anyway.

SECRETARY-TREASURER DALE: Not on that point, right.

We have a full plate at this convention, so let's chew on the issues rather than each other. Let's try to come up with something palatable and digestible and hopefully nourishing for all the locals and our international, and I thank you. (Applause.)

CHAIRPERSON CULVER: Thank you for your attention. All right. We will get started with the Credentials Committee.

In order for this convention to be legitimate, the constitution requires that we approve the credentials of delegates. It also provides that the IEB appoint the Credentials Committee prior to the convening of the convention. This committee consists of:

CREDENTIALS COMMITTEE

Beth Tamke, Memphis,
Temporary Chairperson
Robert Steinke, St. Louis
David Mulcahy, New York
Larry McInnis, Montreal
Pat Smith, Terre Haute
Sid Goldberg, Toledo
Tim Schick, Albany
Dorothy Struzinski,
Washington-Baltimore.

Beth, are you ready with the report?

SISTER BETH J. TAMKE (Memphis): Yes.

CHAIRPERSON CULVER: Let me explain. We had some Xerox problems. We did not have enough reports to go around, so you can share the reports at the table. If you are at a table that does not have a single copy, hold up your hand.

Very well. Beth.

Let's give your attention so we can all hear.

SISTER TAMKE: Thank you.

FIRST REPORT OF THE CREDENTIALS COMMITTEE

The following is a submission of the First Report of the Credentials Committee, with an alphabetical list of locals with the votes and names of the delegates who have been certified so far:

Local	*Votes*	*Delegates*
Akron	3	Dennis Haas Charles S. Montague
Albany	5	Robert Conner Thomas LaPoint Timothy F. Schick
Boston	5	Thomas R. Hiltz Gerald M. Maraghy
Brockton	3	Michael Hoelscher Shirley Rajala Robert Townsend
Buffalo	6	Dick Christian Raymond C. Hill Dick Klinczar Kim Lukasiak
Canadian Wire Service	10	Lee Clifford Judy Creighton Laura DiStefano (Alt.) Paul Griffin Paul Kidd Jerry MacDonald Dan Oldfield Dan Ziedler
Central California	9	George C. Randol Gene Turner
Cincinnati	3	Nancy Berlier Paul J. Furiga
Cleveland	6	Rick Fetzer Joe Frolik Pam Haren J. Stephen Hatch Lou Mio Hal Stains
Denver	7	Patricia Barth Barbara Bruno Michael Burrell Robert Ewegen Larry Smith
Detroit	13	Mary K. Birkett Ann B. Cohen Donald C. Kummer David A. Markiewicz Louis J. Mleczko Gene Schabath Howard T. Warren
Erie	4	William Buchanan Carol Przybyszewski Jerry Trambley
Gary	3	John B. Mitchell
Harrisburg	2	Charles H. Muir, Jr. Linda Stepp
Hawaii	6	Roy C. Kruse Stan Souza
Kingston	2	Kent Allen
Lake Superior	2	Tim McLoughlin
Lexington	2	Ray A. Cohn Carol Luger

Local	*Votes*	*Delegates*
Los Angeles	5	Donald Chorpenning Bobbie Jenkins George Laine Leroy Montoya
Madison	1	Irvin Kreisman
Manchester	3	Barbara Jahn David Rousseau Thomas Thibeault
Memphis	5	Dan Hanson Faye McCracken Beth J. Tamke
Montreal	5	John Belcarz Fred Dunham Robert Hill Larry McInnis
New York	54	Elbert L. Atkinson Henry Baker Ruben Batista Clara Bennett Richard Brandow Charles J. Caruso Robert L. Cohen Leopold De Rosa Peter Jones Thomas Keenan Barry F. Lipton Peter E. McLaughlin David M. Mulcahy Tom Pennacchio Ralph Petrucelli Christine V. Skeete William R. South Tom Steers
Northern Ontario	2	Bob Chartrand
Ottawa	5	Tony Cote
Pacific Northwest	11	Gilbert E. Bailey Robert E. Bruner
Peoria	2	Elaine Hopkins John Redenbo
Philadelphia	17	William Barry Kitty Caparella Linda Dooling Earl Patrick Carol McGarvey Rothman Esther Thoroughgood
Pittsburgh	3	Ed Bell Ken Fisher (Alt.) Bill Levis
Portland	5	Harry Tkach (Alt.) Ruth Yatsko Sharon Bickford Sara Hammond David Langzettel
Providence	6	Alvin B. Aleixo Brian Beaulieu Franklin S. Prosnitz Charles Walker
Pueblo	3	Judith K. Hildner
Puerto Rico	10	Angel Baez Charlie Ramis
Rochester	1	Dena Bunis John Campbell (Alt.)
St. Louis	11	James Cummings Roy Cummings Ted Dargan Martin Goldman Lionel Horton Roger Kaufhold Ed Kirgan Robert A. Steinke Virginia Watson
Salem	2	Nelson K. Benton Henry J. Collins
San Antonio	2	John Schultz
San Diego	10	Michele C. Davis John C. Edgington
San Francisco-Oakland	16	Margaret Binkley Doug Cuthbertson Larry D. Hatfield Sophia Jensen Richard Olive
San Jose	10	Russ Cain Bill Davis Bill Ernst Dianne Martino Bill Phillips Frank Sweeney Lilia Valencia
Scranton	3	Victor Alfano Mitchell Grochowski
Southern Ontario	22	Paul Bryan John Bryant Sharon Bryant Bernadette Clancy Sue Craig Peter Giffin Douglas LaRochelle

Local	*Votes*	*Delegates*
		Andria Lazis
		Gail Lem
		John Lord
		John Lowe
		Paul Mallon
		Paul Pellettier
		Dennis Robinson
		Tim White
Terre Haute	2	Patricia Smith
Toledo	5	Howard Burkhardt
		Sidney Goldberg
		Isiah Lewis
		Dennis Lajiness
		Robert Speck
Twin Cities	10	Deborah Brown
		Randy Furst
		Dave Longerbone
		Neale Van Ness
Vancouver-New Westminster	12	Mike Bocking
		Alice Busby
		Brian Hill
		Doug Louth
		Mel Morris
		Jan O'Brien
		Roy Tubbs
Victoria	4	Joseph Ravick
		Roger Stonebanks
Washington-Baltimore	20	Karlyn Barker
		Patrick Hunt
		Kim Hunter
		Rufus Irondi
		Connie Knox
		Terry Marshall
		Lois Reed Munday
		Christopher Patterson
		Sandra Pearlman
		John C. Rau
		Dorothy A. Struzinski
		Karen Woll
Wilkes-Barre	3	Carl B. Schwab
		John J. Wallace
Wire Service	12	Harry S. Culver
		William Morrissey
Woonsocket	2	Linda Beaulieu
		Paul V. Palange
Youngstown	4	John E. Kennedy
		Marie A. Shellock

The committee deferred action on the delegations from Chicago and Knoxville pending receipt of further information. The committee reports that at the conclusion of the committee's first session, there were 192 delegates and 4 altenates from 52 locals registered.

Signed: Beth Tamke, Memphis, Chairperson; Sid Goldberg, Toledo; Larry McInnis, Montreal; Dave Mulcahy, New York; Tim Schick, Albany; Pat Smith, Terre Haute; Bob Steinke, St. Louis; Dorothy Struzinski, Washington-Baltimore.

SISTER TAMKE: **I move the adoption.**

(Seconded by several.)

CHAIRPERSON CULVER: You have heard the report, and it is before you for adoption. Will there be discussion? All those in favor of adoption of the First Report of the Credentials Committee please say aye. Opposed, no. The report is adopted.

MOTION CARRIED

CHAIRPESON CULVER: The next item of business is the designation of convention committees, and I am going to recognize Secretary-Treasurer Charles Dale who will explain the procedure.

SECRETARY-TREASURER DALE: As all of you—certainly most of you—are aware, all the work of a Guild convention occurs in committees, and now comes the time when we have to put those committees together, at least some of them, because, as you are also aware, some of the committees have already been structured and have already begun work, and at least one has already reported.

Under the constitution the Credentials Committee of this convention is designated by the IEB at its preconvention meeting, and that occurred on Saturday, and that committee has already met this morning to review the credentials and has made its first report.

The Rules Committee has already been designated by this convention. It has also begun its work.

Rules, Credentials, and Appeals Committees are three of the eleven committees that you can serve on and also serve on one of the main committees. So those people serving on those committees, Rules and Credentials Committees, and who may be serving on the Appeals Committee have also the ability to serve on the other main committees.

So I would like to outline to you, remind you, of the procedure that is followed in putting our committees together. We will choose the committees one by one. I will read out

the names, where there are any, of delegates whose locals sent us names in advance of their committee choices.

After I have done that, I will call for deletions, and you will go to the mike if you want your name deleted or if you want the name of somebody in your local deleted. Go to the mike, identify yourself by name and by local and give the deletions, and then we will follow the same procedure when we get to additions.

So we have two different steps—deletes first and additions afterwards.

APPEALS COMMITTEE

Bert Atkinson, New York,
Temporary Chairperson
Karlyn Barker, Washington-Baltimore

Are there any deletions? I hope not.

BROTHER WILLIAM MORRISSEY (Wire Service): Point of order, Mr. Chairman. I would like to make an inquiry of the chair.

I notice that the Credentials Committee has not completed its work on the Chicago delegation, the Knoxville delegation, and there are at least four delegates from the Wire Service Guild who have not been reported on the First Credentials Committee report. Are we going to be able to assign those people to committees now, or will there be an opportunity to reconstitute the committees later?

SECRETARY-TREASURER DALE: Yes. We have had this problem before, Bill, and I am glad you brought it up.

Yes, indeed, they can be assigned to committees. The reason for their names not being there is paper work or late registration or something like that. Yes, they can be assigned to committees.

BROTHER MORRISSEY: Thank you.

SECRETARY-TREASURER DALE: Getting back to the Appeals Committee, I gather there are no deletions. I hope there are additions.

VICE PRESIDENT MARIE SHELLOCK (Youngstown): Marie Shellock, Youngstown. Please add my name.

BROTHER TOM PENNACCHIO (New York): Tom Pennacchio, New York. Please add David Mulcahy.

BROTHER J. STEPHEN HATCH (Cleveland): Add Hatch.

VICE PRESIDENT STAN SOUZA (Hawaii): Please add Roy Kruse.

SECRETARY-TREASURER DALE: That should be enough to constitute an Appeals Committee in the event there are any appeals going before such a committee.

A motion would be in order, Brother Chairperson, to adopt the committee.

CHAIRPERSON CULVER: Is there a motion for approval?

BROTHER JERRY MacDONALD (Canadian Wire Service): **So move.**

CHAIRPERSON CULVER: Is there a second?

(Seconded by several.)

CHAIRPERSON CULVER: Very well. All those in favor of the Appeals Committee selection please say aye. Opposed, no. The committee is completed.

MOTION CARRIED

SECRETARY-TREASURER DALE: Next is the Safety and Health Committee:

SAFETY AND HEALTH COMMITTEE

Linda Dooling, Philadlephia,
Temporary Chairperson
Raymond Lawrence, Sr., St. Louis
Chris Patterson, Washington-Baltimore
Karen Woll, Washington-Baltimore.

Are there any deletions?

SISTER DOROTHY A. STRUZINSKI (Washington-Baltimore): Please delete the name of Karen Woll.

BROTHER ROBERT A. STEINKE (St. Louis): Please delete the name of Ray Lawrence, Sr.

SECRETARY-TREASURER DALE: Are there any additions?

SISTER ROBERTA SIMONS (San Francisco-Oakland): I just need some clarification.

Did you call the name of Margaret Binkley on the Health and Safety Committee?

SECRETARY-TREASURER DALE: No, I did not. Should it have been on there?

SISTER SIMONS: No. Thank you. (Laughter and applause.)

SECRETARY-TREASURER DALE: Are there additions?

SISTER JUDY CREIGHTON (Canadian Wire Service): Judy Creighton, Canadian Wire Service.

SECRETARY-TREASURER DALE: Are you adding yourself, Judy?

SISTER CREIGHTON: Yes.

SECRETARY-TREASURER DALE: Okay. Judy Creighton, Canadian Wire Service, has added herself.

BROTHER WILLIAM R. SOUTH (New York): Add Bill South.

BROTHER ROBERT TOWNSEND: Please add my name.

SISTER SHARON BRYANT (Southern Ontario): Please add my name and the name of Paul Bryan.

BROTHER RICK FETZER (Cleveland): Please add my name.

SISTER NANCY BERLIER (Cincinnati): Please add my name.

BROTHER LIONEL HORTON (St. Louis): Please add my name.

SECRETARY-TREASURER DALE: Are there any further additions to the Safety and Health Committee? There being nobody at the microphone, Brother Chairperson, a motion would be in order to approve the committee.

CHAIRPERSON CULVER: Is there a motion for approval of the Safety and Health Committee?

CHAIRPERSON CULVER: **Eugene Jones, Philadelphia, moves the approval of the Safety and Health Committee.** Is there a second?

(Seconded by several.)

CHAIRPERSON CULVER: Seconded by several. All those in favor of the adoption of the committee say aye. Opposed, no. The committee is placed.

MOTION CARRIED

SECRETARY-TREASURER DALE: Research and Information Committee:

RESEARCH AND INFORMATION COMMITTEE

Gerry Maraghy, Boston,
Temporary Chairperson
Roger Kaufhold, St. Louis
Patrick Hunt, Washington-Baltimore
Sid Goldberg, Toledo.

Are there any deletions?

SISTER STRUZINSKI: Delete the name of Patrick Hunt.

SECRETARY-TREASURER DALE: Any further deletions?

Additions. Additions to the Research and Information please go to the mike.

BROTHER PENNACCHIO: Please add the name of Leo De Rosa.

BROTHER PETER GIFFIN (Soutern Ontario): Please add my name and Sue Craig.

SECRETARY-TREASURER DALE: Are there any further additions to the Research and Information Committee?

There is nobody at the mike, Brother Chairperson.

Motion to adopt the committee is in order.

CHAIRPERSON CULVER: Is there a motion for approval?

BROTHER JOHN LOWE (Southern Ontario): **Motion to approve.**

CHAIRPERSON CULVER: John Lowe, SONG, moves approval. Is there a second?

(Seconded by several.)

CHAIRPERSON CULVER: All those in favor of approval of this Research and Information Committee please say aye. Opposed, no. The committee is approved.

MOTION CARRIED

SECRETARY-TREASURER DALE: Resolutions Committee:

RESOLUTIONS COMMITTEE

Martin Goldman, St. Louis,
Temporary Chairperson
Ted Dargan, St. Louis
Julie Smith, Washington-Baltimore.

Are there any deletions?

SISTER STRUZINSKI (Washington-Baltimore): Delete the name of Julie Smith.

BROTHER TED DARGAN (St. Louis): Please remove my name.

SECRETARY-TREASURER DALE: That's as far as we can go. Additions.

SISTER STRUZINSKI: Add the name of Patrick Hunt.

BROTHER THOMAS THIBEAULT (Manchester): Please add my name.

BROTHER PENNACCHIO (New York): Please add the name of Peter Jones.

BROTHER DENNIS ROBINSON (Southern Ontario): Please add my name.

SISTER MARGARET BINKLEY (San Francisco-Oakland): Please add my name.

BROTHER BRIAN BEAULIEU (Providence): Please add my name.

BROTHER DOUG YONSON (Ottawa): Please add my name.

SISTER JAN O'BRIEN (Vancouver-New Westminster): Please add my name.

SECRETARY-TREASURER DALE: No further additions, Brother Chairperson. A motion to approve the committee would be in order.

BROTHER IRVIN KREISMAN (Madison): **So move.**

CHAIRPERSON CULVER: Moved by Irvin Kreisman of Madison that we approve the Resolutions Committee. Is there a second? Seconded by several. All those in favor of approval of the creation of this committee say aye. Opposed, no. The Resolutions Committee is completed.

MOTION CARRIED

SECRETARY-TREASURER DALE: Human Rights Committe:

HUMAN RIGHTS COMMITTEE

Roberta Simons, San Francisco-Oakland, Temporary Chairperson
Terry Marshall, Washington-Baltimore
Bette Cooper, Washington-Baltimore.

Are there any deletions?

SISTER STRUZINSKI (Washington-Baltimore): Delete the name of Bette Cooper.

SECRETARY-TREASURER DALE: Additions to the Human Rights Committee.

VICE PRESIDENT CAROL McGARVEY ROTHMAN (Philadelphia): Please add my name.

BROTHER PENNACCHIO (New York): Please add the name of Ruben Batista.

BROTHER TIM McLOUGHLIN (Lake Superior): Please add my name.

BROTHER NEALE VAN NESS (Twin Cities): Please add Deborah Brown.

BROTHER PAUL MALLON (Soutern Ontario): Please add my name and that of Andria Lazis.

BROTHER BILL DAVIS (San Jose): Please add the name of Lilia Valencia.

BROTHER DARGAN (St. Louis): Please add my name.

SISTER SARA HAMMOND (Portland): Please add my name.

SISTER CAROL LUGER (Lexington): Please add my name.

BROTHER LOU MIO (Cleveland): Please add my name.

SECRETARY-TREASURER DALE: Are there any further additions to the Human Rights Committee? There being none, Brother Chairperson, a motion to approve the committee would be in order.

CHAIRPERSON CULVER: Again may I remind you, please state your name and local in making a motion for approval.

BROTHER BARRY F. LIPTON (New York): **So move.**

CHAIRPERSON CULVER: Are there seconds?

(Seconded by several.)

CHAIRPERSON CULVER: All those in favor of the completion of the Human Rights Committee say aye. Opposed, no. The Human Rights Committee is completed.

MOTION CARRIED

SECRETARY-TREASURER DALE: Constitution Committee:

CONSTITUTION COMMITTEE

Tony Cote, Ottawa, Temporary Chair

Roy Cummings, St. Louis
Rufus Irondi, Washington-Baltimore
Melissa Merson, Washington-Baltimore.

Any deletions?

SISTER STRUZINSKI (Washington-Baltimore): Please delete the name of Melissa Merson.

SECRETARY-TREASURER DALE: Further deletions?

Additions to the Constitution Committee. Please go to the microphone for additions to the Constitution Committee.

BROTHER ROY TUBBS (Vancouver-New Westminster): Please add my name.

BROTHER DOUGLAS LaROCHELLE (Southern Ontario): Please add my name and that of John Lord and Paul Pellettier.

BROTHER DICK CHRISTIAN (Buffalo): Please add my name and the name of Ray Hill.

BROTHER PAUL GRIFFIN (Canadian Wire Service): Please add my name.

BROTHER PENNACCHIO (New York): Please add Tom Steers.

BROTHER DAVIS (San Jose): Please add the name of Russ Cain.

SISTER SHIRLEY RAJALA (Brockton): Plese add my name.

SECRETARY-TREASURER DALE: Are there any further additions to the Constitution Committee? There appear to be none, Brother Chairperson.

CHAIRPERSON CULVER: Is there a motion for approval of the Constitution Committee?

CHAIRPERSON CULVER: **Dave Mulcahy of New York moves approval of the Constitution Committee.** Is there a second?

(Seconded by several.)

CHAIRPERSON CULVER: Thank you. Several seconds. All those in favor of approval of the Constitution Committee please say aye. Opposed, no. The Constitution Committee is completed.

MOTION CARRIED

SECRETARY-TREASURER DALE: Organizing Committee:

ORGANIZING COMMITTEE

Dave Rousseau, Manchester,
Temporary Chair
James Cummings, St. Louis
Lois Reed Munday, Washington-Baltimore
Kim Hunter, Washington-Baltimore
Howard Burkhardt, Toledo.

Are there any deletions?

SISTER STRUZINSKI (Washington-Baltimore): Please delete the name of Lois Reed Munday.

SECRETARY-TREASURER DALE: Further deletions? There being none, please go to the microphone for additions to the Organizing Committee.

SISTER STRUZINSKI: Please add the name of Karen Woll.

BROTHER PENNACCHIO (New York): Please add the name of Debbie Yuhas and Bob Cohen.

SISTER ELAINE HOPKINS (Peoria): Please add my name.

SISTER GAIL LEM (Southern Ontario): Please add my name and that of John Lowe.

VICE PRESIDENT FAYE McCRACKEN (Memphis): Please add Dan Hanson.

BROTHER DAVIS (San Jose): Please add the name of Bill Ernst.

BROTHER BERNOTAS (Wire Service): Please add Sean McCormally.

SISTER SIMONS (San Francisco-Oakland): Please add the name of Bob Hoyer.

BROTHER HAL STAINS (Cleveland): Please add my name.

BROTHER DAN ZIEDLER (Canadian Wire Service): Please add my name.

BROTHER THOMAS LaPOINT (Albany): Please add my name.

VICE PRESIDENT SHELLOCK (Youngstown): Please add my name.

BROTHER JOHN CAMPBELL (Rochester): Please add my name.

BROTHER KREISMAN (Madison): Please add my name.

BROTHER JOHN BERNARD (Ottawa): Please add my name.

BROTHER JONES (Philadelphia): Please add my name.

SISTER BOBBIE JENKINS (Los Angeles): Please add my name.

SISTER CAROL PRZYBYSZEWSKI (Erie): Please add my name.

SISTER PATRICIA SMITH (Terre Haute): Please add my name.

BROTHER CHARLES H. MUIR, JR. (Harrisburg): Please add the names of myself and Linda Stepp.

SECRETARY-TREASURER DALE: Are there any further additions to the Organizing Committee? There is nobody at the mike, Brother Chairman, and a motion to adopt the committee would be in order.

CHAIRPERSON CULVER: Is there a motion for approval of the Organizing Committee?

BROTHER JONES (Philadelphia): **So move.**

CHAIRPERSON CULVER: Is there a second?

(Seconded by several.)

CHAIRPERSON CULVER: Seconded by several. All those in favor of approval of the Organizing Committee please say aye. Opposed, no. The Organizing Committee is completed.

MOTION CARRIED

SECRETARY-TREASURER DALE: Two more to go.

COLLECTIVE BARGAINING

Gil Bailey, Pacific Northwest,
Temporary Chair
Lionel Horton, St. Louis
Ed Kirgan, St. Louis
Michele C. Davis, San Diego
Connie Knox, Washington-Baltimore.

Are there any deletions?

BROTHER HORTON (St. Louis): Please delete my name.

SECRETARY-TREASURER DALE: We are now ready for additions to the Collective Bargainging Committee.

BROTHER LIPTON (New York): Please add the names of Christine Skeete and Henry Baker.

BROTHER ROGER STONEBANKS (Victoria): Please add my name.

BROTHER MIKE BOCKING (Vancouver-New Westminster): Please add my name.

BROTHER DAVID LANGZETTEL (Portland): Please add my name.

BROTHER JOE FROLIK (Cleveland): Please add my name.

BROTHER JOHN REDENBO (Peoria): Please add my name.

SISTER SIMONS (San Francisco-Oakland): Please add the names of Richard Olive, Steven Michael and Sophia Jensen.

BROTHER MICHAEL HOELSCHER (Brockton): Please add my name.

VICE PRESIDENT LEE CLIFFORD (Canadian Wire Service): Please add my name and the name of Laura DiStefano.

SISTER PAM HAREN (Cleveland): Please add my name.

BROTHER CHARLIE RAMIS (Puerto Rico): Please add the name of Angel Baez and myself.

BROTHER DAVIS (San Jose): Please add the name of Dianne Martino and Bill Phillips.

VICE PRESIDENT GENE TURNER (Central California): Please add my name.

BROTHER GUSTAV D. SPOHN (Bristol): Please add my name.

BROTHER ROBERT CONNER (Albany): Please add my name.

BROTHER DAVE LONGERBONE (Twin Cities): Please add my name.

BROTHER DAVE ELDER (Ottawa): Please add my name.

BROTHER MICHAEL BURRELL (Denver): Please add the name of Larry Smith and myself.

SISTER LINDA LIPP (Chicago): Please add my name.

BROTHER MITCHELL GROCHOWSKI (Scranton): Please add my name and the name of David Baum.

BROTHER JERRY TRAMBLEY (Erie): Please add my name.

SISTER KITTY CAPARELLA (Philadelphia): Please add my name and that of Earl Patrick.

SISTER LINDA BEAULIEU (Woonsocket): Please add my name.

VICE PRESIDENT SOUZA (Hawaii): Will you please add my name.

BROTHER WALLACE (Wilkes-Barre): Please add my name.

BROTHER ALVIN B. ALEIXO (Providence): Please add my name.

SECRETARY-TREASURER DALE: Any further additions to Collective Bargaining? A motion to approve would be in order, Brother Chairperson.

CHAIRPERSON CULVER: Is there a motion for approval of the Collective Bargaining Committee? **Tom LaPoint, Albany moves.** Is there a second?

(Seconded by several.)

CHAIRPERSON CULVER: Seconded by several. All in favor of approval of the Collective Bargaining Committee please say aye. Opposed, no. The committee is approved.

MOTION CARRIED

SECRETARY-TREASURER DALE: The Finance Committee:

FINANCE COMMITTEE

John Edgington, San Diego,
Temporary Chairman
Robert A. Steinke, St. Louis
Virginia Watson, St. Louis
Dena Bunis, Rochester
Karlyn Barker, Washington-Baltimore
Candice Johnson, Washington-Baltimore
John C. Rau, Washington-Baltimore
Dorothy A. Struzinski, Washington-Baltimore
Bob Speck, Toledo
Ike Lewis, Toledo.

Are there any deletions?

SISTER STRUZINSKI (Washington-Baltimore): Please delete the name of Candice Johnson.

SECRETARY-TREASURER DALE: Any further deletions? Apparently not. Additions.

SISTER STRUZINSKI: Please add the name of Lois Reed Munday.

BROTHER LIPTON (New York): Please add the names of Barry Lipton, Tom Pennacchio, Peter McLaughlin, Bert Atkinson, David Mulcahy, Clara Bennett, Richard Brandow, Thomas Keenan, Ralph Petrucelli, and Chuck Caruso.

DELEGATE: What about Mayor Koch? (Laughter.)

BROTHER CARL B. SCHWAB (Wilkes-Barre): Please add my name.

BROTHER BRIAN HILL (Vancouver-New Westminster): Please add my name, Mel Morris, Doug Louth and Alice Busby.

BROTHER RAY COHN (Lexington): Please add my name.

BROTHER WILLIAM BARRY (Philadelphia): Please add my name.

BROTHER BERNOTAS (Wire Service): Would you please add the names of William Gillen, Adolphe Bernotas, and Susanne Fowler.

BROTHER GENE SCHABATH (Detroit): Please add the names of Mary E. Birkett, Ann B. Cohen, Donald C. Kummer, Dave Markiewicz, Louis Mleczko, Gene Schabath and Howard Warren.

BROTHER CHRISTIAN (Buffalo): Please add the names of Kim Lukasiak and Richard Klinczar.

BROTHER TIMOTHY SCHICK (Albany): Please add my name.

SISTER SHARON BICKFORD (Portland): Please add my name.

BROTHER VAN NESS (Twin Cities): Please add my name and the names of Randy Furst and John Carmichael.

BROTHER PAUL KIDD (Canadian Wire Service): Please add my name and those of Jerry MacDonald and Dan Oldfield.

VICE PRESIDENT LARRY D. HATFIELD (San Francisco-Oakland): Please add my name and that of Doug Cuthbertson.

VICE PRESIDENT THOMAS R. HILTZ (Boston): Please add my name.

BROTHER RANDY MacDONALD (Ottawa): Please add my name.

BROTHER BELL (Pittsburgh): Please add my name and the names of Bill Levis and Ruth Yatsko.

BROTHER DAVIS (San Jose): Please add my name and that of Frank Sweeney.

BROTHER MARK BUFKIN (Lake Superior): Please add my name.

VICE PRESIDENT McCRACKEN (Memphis): Please add my name and that of Beth Tamke.

BROTHER JERRY MINKKINEN (Chicago): Please add my name and the names of Larry Finley and Eileen Peterson.

BROTHER PAUL J. FURIGA (Cincinnati): Please add my name.

BROTHER FRANKLIN S. PROSNITZ (Providence): Please add my name and that of Charles Walker.

BROTHER JOHN B. MITCHELL (Gary): Please add my name.

SISTER JANE DuBOSE (Knoxville): Please add my name.

BROTHER PAUL V. PALANGE (Woonsocket): Please add my name.

BROTHER RICHARD J. BRENNAN (Windsor): Please add my name.

BROTHER JOHN SCHULTZ (San Antonio): Please add my name.

BROTHER NELSON K. BENTON (Salem): Please add my name and that of Henry Collins.

BROTHER CHARLES S. MONTAGUE (Akron): Please add my name and that of Dennis Haas and Glenn Proctor.

SISTER BARBARA JAHN (Manchester): Would you please add my name.

BROTHER FRANK GOODMAN (Hudson County): Please add my name.

SISTER BARBARA BRUNO (Denver): Will you please add my name and also add the name of Bob Ewegen and Pat Barth.

BROTHER JOHN BRYANT (Southern Ontario): Please add my name and Bernadette Clancy and Tim White.

BROTHER ROY C. KRUSE (Hawaii): Aloha. Please add my name.

BROTHER ROBERT E. BRUNER (Pacific Northwest): Please add my name.

BROTHER VICTOR ALFANO (Scranton): Please add my name.

BROTHER BERNOTAS (Wire Service): Please add the name of Bill Morrissey.

BROTHER BOB CHARTRAND (Northern Ontario): Please add my name.

BROTHER GEORGE C. RANDOL (Central California): Please add my name.

SISTER ROSA SALTER (Lehigh Valley): Please add my name.

SISTER CYNTHIA CHESKI (Bakersfield): Please add my name.

SISTER LINDA STEPP (Harrisburg): Please add my name and the name of Chuck Muir.

BROTHER GEORGE LAINE (Los Angeles): Please add my name and that of Leroy Montoya and Donald Chorpenning.

SISTER JUDITH K. HILDNER (Pueblo): Please add my name.

BROTHER WILLIAM BUCHANAN (Erie): Please add my name.

BROTHER JOSEPH RAVICK (Victoria): Please add my name.

BROTHER JOHN E. KENNEDY (Youngstown): Please add my name.

BROTHER FRED DUNHAM (Montreal): Please add my name and the names of Bob Hill and John Belcarz.

BROTHER HATCH (Cleveland): Please add my name.

SECRETARY-TREASURER DALE: Are there any further additions? If anybody is left.

The mikes are clear, Brother Chairperson, and a motion to approve the committee would be in order.

CHAIRPERSON CULVER: Yes. **There is a motion for approval. Tom LaPoint, Albany.**

It has just been called to my attention that Harrisburg has placed themselves on two committees, and they can be on only one. (Boos.)

CHAIRPERSON CULVER: Let's have some order.

BROTHER MUIR: Harrisburg is going to work it out. (Laughter.)

CHAIRPERSON CULVER: Let us know

some time before the end of the week. (Laughter.)

BROTHER MUIR: We were going to do it before the committees met. I will take Organizing, and Linda will take Finance.

Linda Strepp, Finance. Chuck Muir, Harrisburg, Organizing.

CHAIRPERSON CULVER: All right.

That will require the changes on the committee report that has previously been approved, but I trust that is agreeable with the group.

(Cries of "Yes.")

CHAIRPERSON CULVER: All right.

(Cries of "Roll call.")

CHAIRPERSON CULVER: The approval of the organization of this obviously very popular committee is now before you for adoption, and all those in favor please say aye. All opposed? It is carried.

MOTION CARRIED

CHAIRPERSON CULVER: If Kim Lukasiak would come forward, we will take up the Rules Committee.

SISTER KIM LUKASIAK (Buffalo): Thank you, Mr. Chairman.

FIRST REPORT OF THE RULES COMMITTEE

(Deletions in [brackets].)

1. Seventy-five delegates shall constitute a quorum.

2. The convention shall be called to order daily at the hours set by the agenda adopted. In the event the business of the convention requires it, the chair may call an evening session. Notice of the call shall go out not later than the close of the previous session.

3. All resolutions shall be numbered serially in the order of their receipt. They must be prepared in quadruplicate and signed by the sponsoring local(s) or delegate(s). Such resolutions whenever possible shall be limited to 150 words or less. All resolutions shall be submitted to the secretary-treasurer not later than 10 a.m. Wednesday in the week the convention is in session. A copy of each resolution shall be posted at the entrance to the convention hall by the secretary-treasurer.

4. The secretary-treasurer shall refer all resolutions to the chairperson of the Resolutions Committee. The Resolutions Committee shall retain for action such proposed resolutions as call for public expression by The Newspaper Guild and shall refer all others to the appropriate committees. No resolutions shall be considered by the convention unless reported by a committee.

5. All convention committees shall consider all resolutions referred to them and shall report each in full or in sense to the convention with recommendations.

6. No committee except the Constitution Committee shall submit proposed new constitutional language to the convention. All proposals requiring constitutional amendments coming from other committees shall go to the convention floor from those committees and if adopted they shall be referred automatically to the Constitution Committee for constitutional language.

7. A motion shall not be open to discussion until it has been seconded and stated from the chair.

8. In the case of any nomination for international officers, the nominating speech shall be limited to five minutes; there shall be no more than three seconding speeches limited to two minutes each, and thereafter other individual delegates shall be recognized by the chair for the purpose of recording their names, with local-union identification as supporting the nomination.

9. All other speeches shall be limited to five minutes, and no delegates shall speak on the question for a second time until all who wish to speak have done so. No one shall speak more than twice on the same question. Debate on a specific question may be further limited by the chair with the approval of the convention. The secretary-treasurer or a delegate appointed by the chairperson shall keep the time and record the name of each speaker and shall notify the chairperson of the expiration of the speaker's five minutes.

10. Subject to Rule 9, any delegate offering a motion or resolution and the chairperson of any committee offering a report shall have the right to close a debate.

11. Motions to table, for the previous

question and objection to the consideration of a question are not debatable but may not be entertained unless supported by no fewer than 12 delegates from five locals.

12. The roll shall be called upon any question upon motion of not less than 12 delegates representing not fewer than five locals. When a roll call is moved, the chairperson shall notify all committees that are in session. A delegation shall be polled on a roll call at the request of any member of that delegation. When a delegation is polled, the principle enunciated in Article V Section 4(b) of TNG Constitution, which reads, "Each local shall be entitled to as many delegates as it has votes, but in any event shall be entitled to cast its full quota of votes," shall apply, and the vote of a local shall be apportioned equally among the delegates present on the floor.

13. An alternate may speak but not vote in the convention committee of which the alternate is a member. An alternate may not vote or act as a delegate in any other way until the alternate shall have been registered by the Credentials Committee as a delegate under Article V Section 9 of the Constitution.

14. A delegate may be recognized by the chairperson either at the delegate's seat or on the convention floor.

15. Robert's Rules of Order Newly Revised shall be the authority on all parliamentary questions not covered by these rules or by the Constitution of The Newspaper Guild.

16. These rules may be suspended by a majority vote of the convention.

17. Delegates shall serve with voting status on no more than one committee, except as affects the Credentials, Rules and Appeals Committees, whose deliberations are brief and necessarily precede convention actions.

18. The Rules and Credentials Committees shall be retained throughout the convention for consideration of such procedural matters as the chair, committee chairperson or convention may submit to them.

19. Reports of preconvention panels, councils and committees shall be referred to the proper convention committees.

20. Office equipment in the convention office of TNG is intended for the expeditious handling of committee reports and other convention business. The office may make copies of other material (except campaign materials directly relating to candidacy for international office) at the request of local delegations or delegates for distribution to delegates, provided that: (a) Committee reports and other official business of the convention shall always have priority over other copying, and (b) any material reproduced shall identify the person or delegation requesting and distributing it.

21. The first order of business of the convention [~~following the opening address of the international chairperson~~] shall be the appointment of the Rules Committee, whose report shall be returned before the close of the opening session.

22. Convention sessions shall be open to the working press except for executive session and merger forums. The working press shall not be permitted to attend committee sessions.

23. If more than five candidates are nominated for IERC pursuant to Article XXI Section 5 of TNG's Constitution, the convention shall, on a subsequent day, ballot by roll-call vote, each delegation entitled to its voting strength (divided among the delegates present in accordance with Rule 12) for up to five candidates on each ballot. The five candidates receiving the highest number of votes shall be declared elected by the convention. The two alternates shall be elected in the same manner.

24. If more than twelve candidates are nominated for the six offices of vice-president at large pursuant to Article VI Section 3(c) of TNG's Constitution, the convention shall ballot by roll-call vote, each delegation entitled to vote its voting strength (divided among the delegates present in accordance with Rule 12) for up to six candidates on each ballot. Upon each ballot the candidate receiving the least number of votes shall be eliminated until twelve candidates remain. These twelve shall then be declared the nominees of the convention.

The committee notes that the only recommended change from last year's Rules appears as shown in Rule 21.

We repeat from last year a point of clarification. The reference to "resolutions" in Rules 3, 4 and 5 include proposals to amend TNG's Constitution, and any such proposal

would be subject to procedures detailed in those rules.

As in the past, the committee urges that any delegate desiring to move on the floor to amend a constitutional amendment reported by the Constitution Committee reduce the proposal to writing and consult with the committee chairperson or TNG counsel prior to presenting the motion on the floor. Your cooperation in this regard would lessen the likelihood of the adoption of constitutional language that could have adverse consequences unforeseen by the maker of the motion or the body.

Signed: Kim Lukasiak, Chairperson, Buffalo; Lee Clifford, Canadian Wire Service; Connie Knox, Washington-Baltimore; David M. Mulcahy, New York; Russ Cain, San Jose.

SISTER LUKASIAK: **Mr. Chairman, I move for adoption.**

CHAIRPERSON CULVER: Thank you, Kim.

The Rules Committee report is before you for adoption. Will there be amendments? Will there be discussion? All those in favor of adoption of the First Report of the Rules Committee please say aye. Opposed, no. The Rules Committee report is adopted.

MOTION CARRIED

SISTER ESTHER THOROUGHGOOD (Philadelphia): Due to the fact there were three people in the Philadelphia local who wanted to go to Collective Bargaining—I think I sit on this committee—and the Research and Information was passed prior to that, I would like to know if it would be possible for my name to be placed on the Research and Information Committee at this point.

CHAIRPERSON CULVER: Yes. I would ask unanimous consent to permit that.

SISTER THOROUGHGOOD: Esther Thoroughgood, Local 10, Philadelphia.

CHAIRPERSON CULVER: Thank you. That will be the order.

CHAIRPERSON CULVER: Very well. You are recessed.

(The Convention recessed at 12:10 p.m.)

WEDNESDAY MORNING SESSION
June 26, 1985

The Convention reconvened at 11:10 a.m., Chairperson Culver presiding.

CHAIRPERSON CULVER: Will the delegates please take their seats.

The next order of business will be the Second Report of the Credentials Committee. Beth Tamke of Memphis is recognized.

SISTER TAMKE: Second Report of the Credentials Committee.

SECOND REPORT OF THE CREDENTIALS COMMITTEE

The following are additional delegates registered by the committee after its first report:

Local	*Votes*	*Delegates*
Akron	3	Glenn Proctor
Bakersfield	4	Cynthia A. Cheski
Bristol	2	Gustav D. Spohn
Chicago	7	Larry Finley Linda L. Lipp Gerald J. Minkkinen Eileen Peterson (Alt.)
Hudson County	2	Frank Goodman
Knoxville	2	Jane G. DuBose
Lake Superior	2	Mark E. Bufkin
Lehigh Valley	2	Rosa Salter
Lynn	2	Stephen E. Krause
New York	54	Deborah M. Yuhas
Ottawa	5	John Bernard Dave Elder Randy MacDonald Doug Yonson
Philadelphia	17	Eugene B. Jones
San Francisco-Oakland	16	Robert H. Hoyer Steven R. Michael Roberta Simons
Scranton	3	David J. Baum
Sheboygan	2	Mary Eckardt
Windsor	3	Richard J. Brennan
Wire Service	12	Adolphe Bernotas Susanne Fowler William Gillen Sean McCormally

There are 225 delegates and five alternates from 62 locals registered. The votes of all the locals at the Convention total 424.

Signed by: Beth Tamke, Memphis, Chairperson; Sid Goldberg, Toledo; Larry McInnis, Montreal; Dave Mulcahy, New York; Tim Schick, Albany; Pat Smith, Terre Haute; Bob Steinke, St. Louis; Dorothy Struzinski, Washington-Baltimore.

SISTER TAMKE: **Move for adoption.**

CHAIRPERSON CULVER: The Second Report of the Credentials Committee has been moved and seconded for adoption by the committee. The matter is before you. Is there discussion? All those in favor of adoption of the Second Report of the Credentials Committee please say aye. Opposed, no. The report is adopted.

MOTION CARRIED

SISTER TAMKE: The third report is not printed.

THIRD AND FINAL REPORT OF THE CREDENTIALS COMMITTEE

We just have one additional delegate from Twin Cities, John Carmichael.

That will change the totals by adding one delegate, making it 226 delegates and five alternates and still 62 locals. The total number of votes is still 424.

Thank you.

I move the adoption.

CHAIRPERSON CULVER: That has also been moved and seconded by the committee. The Third Report of the Credentials Committee is before you for adoption.

All those in favor say aye. Opposed, no. The Third Report is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: We have the First Report of the Research and Information Committee—excuse me. We have the Second Report of the Rules Committee. Has the Second Report of the Rules Committee been circulated? Would somebody bring the chair a copy? Thank you.

If there are any delegates who do not have copies of the Second Report of the Rules Committee, please hold your hand—hold up your hand. (Laughter.)

Thank you.

SISTER LUKASIAK (Buffalo): This is the Second Report of the Rules Committee.

SECOND REPORT OF THE RULES COMMITTEE

Add new rule 25 to read as follows:

25. Whenever a committee goes into executive session, it shall not bar convention delegates, alternates and international officers.

Signed: Kim Lukasiak, Buffalo, Chairperson; Russ Cain, San Jose; Lee Clifford, Canadian Wire Service; Connie Knox, Washington-Baltimore; David Mulcahy, New York.

SISTER LUKASIAK: Brother Chairman, **I move adoption.**

CHAIRPERSON CULVER: Thank you. The Second Report of the Rules Committee has been moved and seconded by the committee. The report is before you. Will there be discussion?

BROTHER MORRISSEY (Wire Service Guild): Brother Chairman, through the chair could I ask some questions of the maker of the motion?

The specific question is: What led to this new rule? (Laughter.) And what wrong—since I think I know what led to it—do the non-members of the Finance Committee feel was perpetrated on them by the Finance Committee going into executive session?

SISTER LUKASIAK: Brother Morrissey, I will respond.

First of all, yesterday, as a member of the Finance Committee, I sat here and watched the committee go into an executive session which I voted against on principle.

As a reporter for 10 years, I oppose executive sessions. However—(applause). However, I recognize the need for the Guild as an employer to conduct certain discussions in private. Therefore the rule, which was suggested by more than just myself in the committee, allows an executive session but prohibits the exclusion of delegates.

Now, let me elaborate on that. Yesterday several convention delegates were turned away from this room because of an executive session. When they asked to see a copy of the Constitution to see if such an action was il-

legal, they were told all the constitution copies were in this room which they had no access to. (Laughter.) While some of you may find that highly amusing, I find it very appalling. Therefore, I recommend that this rule be adopted and call for your support. (Applause.)

BROTHER MORRISSEY: Brother Chairman, I assume I still have the floor.

CHAIRPERSON CULVER: Yes—if you want it. (Laughter.)

BROTHER MORRISSEY: I have been known to walk into difficulties more than once in my career at a convention of The Newspaper Guild.

The reason for the executive session was so that an issue that dealt with a collective bargaining relationship between The Newspaper Guild and some of its employees could be discussed without impacting upon that collective bargaining relationship.

I am not as knowledgeable about the Robert's Rules of Order as others in this room, but I have serious doubts that the rules as they pertain to members in a committee could be extended to non-members of the committee if they were witnesses to an executive session but not members of the committee.

The rules, Robert's Rules of Order, are clear that each member of the committee participating in an executive session is honor bound not to discuss what occurs in that executive session, and while we may be in strong support of open-end democracy, it is obvious to everyone in this convention that no one is in support of being honor bound since within 30 seconds after that executive session honor went out the window. Everyone discussed it because honor is not important, but rules allowing executive sessions to be open to everyone are.

This is not a proper use of executive sessions. And if it is adopted, I would suggest that executive sessions on concerns that deal specifically with the committee be just set aside and never discussed.

BROTHER BERNOTAS (Wire Service Guild): I have been a reporter for more than 20 years, but I am not here as a reporter, and I don't think that this is the forum for sour grapes legislation. Let's turn this down.

BROTHER MITCHELL (Gary): As I understand it, the Guild's principal documents are Robert's Rules of Order and the Constitution, and we were following Robert's Rules, and I see nothing wrong with that, so I would vote against this.

SISTER MICHELE DAVIS (San Diego): I was one of the ones that was not allowed in the room yesterday, and I was somewhat insulted to think that if I heard something of a rather delicate nature going on in a committee meeting that I would bother to talk about it outside.

However, I am a delegate to this convention. I was not serving on the Finance Committee. I wanted to be able to listen to what was going on in the Finance Committee, and I was barred from doing so. It was my understanding that all of our meetings were open to any Guild member, not just delegates or observers. It wasn't until yesterday that I was told that that was in fact not the case.

When I read the convention rules my interpretation of it was different from Dave Barr's which said that committee sessions were closed to working crafts. I was told we got around that by not being in a committee session but by being in an executive session, and I think if you are going to play on words with the delegates, you are doing a disservice to the delegates.

People sent us here. I want to know for my own curiosity what is going on. I want to have a right to be able to listen to it. Of course I couldn't vote on another committee, but if I want to hear what's going on in a committee that I am not serving on or if anybody wants to hear what is going on in a committee, I think that is their right to do so.

SISTER SALTER (Lehigh Valley): I am generally in agreement with what was said. I would also like to say that some of the things I think were talked about during the executive session were not directly related to the reason it was called. The discussion ranged beyond that.

BROTHER KIDD (Canadian Wire Service): I do not believe—and I follow the position of the previous person before this microphone. I do not believe that any delegate to this convention should be barred from learning at any committee which he or she chooses to attend, because it is a learning process, and they have a responsibility to the membership, too.

However—and here's the big "however,"

and it is a bit of a pragmatic one—I understand there were several concerns addressed yesterday about how many people were actually voting and how many people were in the room. It was an innuendo and we can read in to this whatever we want.

I think that the concern that was being expressed and the feeling and what led to this is that there were people who were not members of the Finance Committee who had come into the room, which I maintain is their right. And they had come to the table of their delegates, and there was some concern, whether it was by misunderstanding or whatever interpretation you want to put to it, there was a possibility that someone who was not a bona fide member of the Finance Committee just may have been counted in a vote. And I think that is one of the big concerns.

Whatever we do—and I realize it is probably the chair's responsibility to decide, but when we go into a committee and there are certain accredited members of that committee, I think in order to avoid any confusion, any innuendo, any suspicion—and it is an unfortunate thing, what I am going to suggest—that the people who are on the committee sit at the delegation tables and the non-members of the committees sit in the room and listen as observers. I think that is the only way we can do it and eradicate any suspicion and innuendo.

BROTHER WILLIAM GILLEN (Wire Service): I am a member of the Finance Committee as well. There are several points. The chairperson of the Rules Committee, I believe has mistaken the rules that we apply in our professional conduct—those of us who are reporters in this room—because public officials are paid with public moneys, and they don't have a right to hide their actions, and we seek to unearth what they do, so that's our role as reporters.

Here in the Finance Committee we were acting in our role as delegates to the convention acting responsibly in terms of a long-range program of finances.

We encountered a sensitive area. One which, as Brother Morrissey correctly pointed out, involved collective bargaining. The committee debated what it should do, and its chairperson, the able John Edgington of Michele Davis' local (laughter)—extremely impartial and informed, possibly the best chair I have ever worked with in any gathering (applause)—ruled that we have been going into executive session and we were bound. Those who participated in that session, we understood what we were going to discuss, and we asked those who were not members of the committee to leave.

We did not intend to insult any delegate here because all delegates were elected, and they certainly have a right to sit in on meetings that are open.

I think in '82, the last convention I attended, we had an extremely drawnout Finance Committee meeting, and we didn't have one executive session. We are not trying to hide anything. But on this one matter it was a justified reason for doing that, and we did act as the brother on the other side of the room pointed out—we did act in accordance with Robert's Rules. I think that the committee is given the responsibility at the convention, and you have to respect that decision of the committee.

Thank you.

BROTHER MUIR (Harrisburg): It is my opinion that any business of the Guild, the business conducted here, is the business of my local, and I have never been denied access to any meeting in my local, and I support the new rule.

BROTHER BUFKIN (Lake Superior): Just a couple of words in defense of Brother Morrissey here.

While conventions certainly, for myself—this being my first one—may be nice to gather information, there are times when we must realize we are not simply in the business of gathering information. We also have legal responsibilites and legal obligations, and sometimes to exercise that legal obligation and legal responsibility we have to do things.

I think this was one of those times. While it also may be true that any business that is transacted is open and must involve every Guild in the country, what happened yesterday in the Finance Committee—please correct me if I am wrong—was not business. There has been no business transacted, to my knowledge, based on what happened in executive session.

There was an extremely sensitive issue dealing with this Guild as an employer, that some airing needed to be done in executive session.

As far as not having the Constitution avail-

able, I think that is totally irrelevant, and I am rather unhappy that it was even brought up. I wound up with three copies of the Constitution yesterday. I don't know where the other two came from, but I certainly had no problem outside the room obtaining one or having somebody inside the room getting one for me.

The issue is whether there are times we can take ourselves as completely seriously as a corporation that we work for does and act accordingly, and I felt yesterday was one of those times, and this particular resolution is contrary to that feeling, and I would hope it would not be adopted.

BROTHER COHN (Lexington): I have a simple question. We are supposed to be a Guild representing journalists. What kind of an example do we set when we bar our own delegates from committee meetings?

I beleive that yesterday we did discuss some factual matters, and as to those people affected by that contract, we had legitimate reason to exclude them. What legitimate reason was there to exclude the delegates? I think this rule change would allow us to exclude people when they are affected by a contract, but we should not under any circumstances exclude our own delegates.

As a reporter who constantly fights in Kentucky for an open meeting room, what kind of message are we sending to the politicians we have to deal with when we exclude our own delegates?

CHAIRPERSON CULVER: I am going to make a special request of the group. Our speaker, principal speaker of the morning, has arrived.

Ordinarily we would not interrupt the debate, but as a courtesy to him I would like to ask that we suspend debate on this matter until after his speech, and then it will be immediatley resumed.

Is that agreeable? (Applause.)

At this time I will ask Chuck Perlik to come forward with the introduction.

PRESIDENT PERLIK: Brothers and sisters, in the early days of the Guild, when it seemed touch and go for the fledgling newspaper union, there was among its staunchest friends a union whose mark in the labor movement is deep and indelible. In fact, without the repeated help of the United Mineworkers and John L. Lewis, its thundering giant of a leader, it is doubtful that the Guild could have established itself as strongly as it did against the bitter opposition of the publishers.

Lewis and the United Mineworkers provided money, recognition, picket line support and even bargaining assistance. Before there was a Defense Fund, the miners were among the first to join the Guild's adopt-a-striker program. It was not unusual then that this special bond developed between the Mineworkers and the Guild that has continued to this day.

Our speaker today comes from this great union. He also comes from this state whose history is so closely entwined with the Mineworkers. He is a lawyer—don't hold that against him (laughter)—but he is no stranger to the mine. Like his father and grandfather before him, he started in the mines in a small mining town of Nemacolin in Southwestern Pennsylvania where he was born in 1949.

Altogether he spent more than seven years in the mines before and after college at Pennsylvania State University Law School at Villa Nova where he received a degree in 1974, concentrating in labor law.

His UMWA activity began at the local level. Later he seved as a staff attorney in the international union's legal department and on the joint industry health and safety committee in 1975.

In 1983 he was elected to a five-year term as international president by more than a two-to-one margin. He also became, at 33, the youngest leader of a major labor union in the United States or Canada. He served on the board of regents of Penn State University, which has a fine journalism school, which now houses the Guild-initiated Mellett Award, and is a director of the National Bank of Washington, which the UMWA is in the process of divesting.

The man the New York Times called a "mine lawyer," who epitomizes a new and younger breed of better educated and skeptical member, is married, of course, to a coalminer's daughter, and he and his wife, Barbara, are the parents of a baby boy soon to celebrate his first birthday. Except for the addition of a "Jr." to his name, the boy shares the name with his father and our speaker, whom I know you all will welcome, Richard L. Trumka. (Applause.)

BROTHER TRUMKA: Thanks very much.

Thank you, Brother Perlik, and I would just like to add, when they were talking about a "miner lawyer," that was spelled m-i-n-o-r and not m-i-n-e-r. (Laughter.)

I would like to welcome all of you to Western Pennsylvania. I grew up, as Brother Perlik indicated, in Nemacolin, Pa., not too far from here, and although I have been living in Washington, D.C., for a few years, this is still my home area. I still consider it home.

You know, growing up in Nemacolin was in many ways like growing up in any other patriotic American town. In the schools our textbooks told us that America was the land where all people were created equal, and we have a government of the people, by the people and for the people. But my grandfather worked in the mines and so did my father, and around the kitchen table I heard about a different kind of America.

I learned about how big coal companies fought to preserve the system of company towns which once kept working families like ours in virtual slavery and how our government from the local police to the Congress of the United States was most often a government of big money, by big money and for big money.

Then when I was old enough, I went into the mines, and everyday I saw for myself that when it came down to a choice of what was good for people or making a few more dollars for the stockholders, the company chose the dollars and cents every time. I watched friends lose fingers, arms and even their lives because the company wouldn't spend money to provide proper protection.

Now my wife and I have a child. He's just learning to walk, and as I have helped him take his first steps, I find myself thinking, what kind of America, what kind of a world, will he live in. Will it be the America promised us in the high phrases of Thomas Jefferson and Abraham Lincoln that are quoted in our schoolbooks, or will it be the America of the big money specialists that our country is today.

When the slate I headed was elected to the top offices of our union a few years ago, we were confronted with an employer attitude which is udoubtedly familiar to all of you. Like you, our members faced ever increasing corporate power as a result of mergers and acquisitions which do nothing to increase jobs or productivity but which do make it harder for us to defend our members' interests.

Like you, we were faced with employers who are making substantial profits and were determined to make even more by demanding concessions of all kinds. And like your struggle to get employers to spend money needed to protect you from the hazards of video display terminals, we face growing coal company demands to speed up production at the expense of mine health and safety.

To deal with this ever more progressive power we developed a series of programs under an over-all theme. We asked our members to fight back, get involved at the local level. Fight back, get involved meant providing the training and the tools to allow our local officers, committees and rank and file membership to help organize the unorganized, to enforce our contracts, to participate directly in political action and to become more active in all our other programs.

We began to provide more support for the people who are on the front lines everyday representing not only themselves but their co-workers. The people who give countless hours of their own time to investigate a grievance, to explain the labor movement to the unorganized, to visit a politician and to discuss our concerns. You know who I'm talking about. In fact, I see a whole roomful of people just like that sitting here today.

We gave the first prioritiy to getting our local leaders and members involved because it is only with their strength that we can fight back against corporate power. And when the time came to negotiate a contract renewal with most of the nation's coal mine companies last year, management knew—they knew that our members had been involved in the preparations for bargaining and that they were informed, and they were ready to stand united.

We came to the bargaining table and said, very simply, there will be no concessions. For the first time in 20 years we negotiated a national coal contract without a strike, and there were no concessions from my union, not one. (Applause.)

We have made it clear to the coal industry that the so-called new era of labor-management cooperation some people are so fond of talking about is not going to happen if it means that they do all the managing and we do all the cooperating. For too long American corporations have been able to come to union leaders and get support for trade protection,

for special tax treatment, for relief from environmental laws without making any real commitment in return to meet their responsibilities to the public interest.

They talk about their great concern for jobs when they need our help on some piece of special interest legislation, but as soon as the legislative fight is over so is their concern for jobs.

Jobs are the key to America's future. Putting our people to work is the way to cut the federal deficit, to cut taxes, to reduce crime and to create genuine national security. And it is time for the labor movement to say that if the corporations are not going to do it themselves, then we—you and I—must create national policies that will force them to invest in America. (Applause.)

Economic policy obviously is one area in which we must fight back, and foreign policy is another. The foreign policy of the United States government today is to make the world safe for corporate profiteering. That means backing any dictator of any stripe who will maintain "good business climate" by keeping down wages and working conditions, by preventing workers from organizing, and aided by that policy, American corporations have been steadily moving our jobs overseas.

In my own industry we now have close to a million tons of coal per year being imported into the United States from slave-labor mines in South Africa. And South African coal is a rapidly growing competitor to U.S.-mined coal in the European and Asian markets.

Exxon operates mines in the United States, where we have the most productive coal miners in the world, but now they are opening a huge new mine in Colombia with plans to import that coal to the Southern and Eastern United States.

Make no mistake about it, I do not believe in protectionism. I believe that all the world's markets should be open to whoever is smart enough to build a better mousetrap. But I also believe that we cannot allow so-called competition to be based on which country's workers can be forced to work for the lowest wages and in the most hazardous conditions.

It's time for us to fight for a foreign policy which is supportive of working people around the world. We must help workers in poor countries bring up their working and living standards for their benefit and for ours.

We need a government that serves the people of this country as a whole, not just the corporate specialists, which brings me to another point I would like to discuss with you.

All of us in the labor movement must consider the possibility that we are not going to establish a government of the people in this country as long as we remain so closely tied to the Democratic Party. The Democrats want our money, they want our volunteers, but it is not at all clear what they want to stand for.

Let's take an example. Ronald Reagan came on television and announced the new tax plan. Families earning more than $200,000 per year would get the largest tax reduction, about four times larger as a percentage of income than the middle classes, and that is even according to the administration's own figures. In fact, when people started computing their actual taxes under Reagan's plan, it turned out that a great many of our members would actually pay more under the so-called reform package.

Under this plan a coal miner would pay a larger percentage of tax on his fringe benefits than the executives of the company he works for. And let's say his wife is a newspaper reporter. Maybe they would rather have one of them stay at home to raise their kids, but they can't afford to. This couple would find that under the Reagan plan their taxes as a two-worker family would be increased while new benefits would be given to families where one spouse can afford to spend the day playing tennis or riding horses at the country club.

So many tax breaks for big corporations and the rich would be maintained or expanded that even the Treasury Department admits there would be an increased federal deficit three years down the road, and an increased deficit can only mean even higher taxes for our members.

All this is what you might expect from a Republican plan because they are a party that more often than not serves the special interests of big money.

But what about the Democrats? These people whom many of us in this room worked hard to put into office put their leading tax expert in Congress on nationwide television to give a response, and what does he say about Reagan's plans? "I agree. It sounds good to me. We will be glad to go along."

And what about the military budget? A Re-

publican President, a Republican Senate, and a Democratic House of Representatives have increased the military's weapons budget by 300 percent just since fiscal 1980. Did our need for weapons really increase 300 percent during that period of time? I think not.

What we are seeing is defense contractors running to the trough, and the biggest trough in America today is military waste. Where else can a company sell an ashtray for $600 or a coffee pot for $7,000? Where else can defense contractor after defense contractor be found guilty of defrauding our government and its people and receive only a gentle slap on the hand and more room at the trough?

Had these acts been committed by an individual citizen rather than by a corporation, that person could well expect to be sentenced to prison, but what have we heard concerning the actions of these corporations? Not justice but silence—deafening, deafening silence.

Republicans and Democrats alike have been throwing our money into the trough, and that is why we have accumulated a larger national debt in this decade alone than in the previous 200 years combined. That is why there is so little money left for our parents and our grandparents on Medicare and Social Security. That is why there is so little money left for job training, for student loans, and for programs to help the poor.

Again, the Republicans do all this because it is good for corporations that are already bloated with profits from military waste and the Democrats go along because they are seemingly afraid to offend those same corporations.

So in effect we don't have a two-party system in America. We have one party with two branches, both apparently subservient to the interests of big money and the power of multinational corporations.

The Democrats have to realize that we do not need another big-money, special-interest party. We need an American party, and if the Democrats aren't willing to be that party, well, I guess we will just have to make other plans.

Brothers and sisters, we have talked a lot about changes that are needed in this country, but what it all boils down to is that we need a new patriotism. A patriotism that is not based on our corporations, right or wrong. A patriotism that is based on people, not profiteering. A patriotism that is based on building real national security through the strength of our society. A patriotism that is based on the idea that unions, corporations and political parties and governments exist only to serve the people, and when they fail to do so, they must change or fall by the wayside. A patriotism that is not based on cynical, empty flag-waving but on working together for the good of all.

In short, we need a patriotism that will allow every one of us to say without the slightest bit of hesitation, I am proud to be an American.

Thank you very much.

(The audience rose and applauded.)

PRESIDENT PERLIK: Dick Trumka, it is plain from the reception your audience has given you that you have left us with some challenging and spirited thoughts. And I can assure you that this body is addressing many of the same concerns that you have so eloquently underscored for us.

We certainly appreciate your taking the time to come and address this convention. You are welcome at any Newspaper Guild gathering any time you are in our vicinity and care to come.

Thank you again for being with us. (Applause.)

CHAIRPERSON CULVER: If Kim Lukasiak will come forward, we will resume with the Second Report of the Rules Committee.

If you can remember, I would ask that those who were at the mike before be given preference, and we will resume the debate.

Let me briefly restate the question before us. This is the Second Report of the Rules Committee. It would add new Rule 25 to read as follows—Kim, I will ask you to read it once more, and we will continue.

SISTER LUKASIAK: New Rule 25 to read as follows:

Whenever a committee goes into executive session, it shall not bar convention delegates, alternates and international officers.

CHAIRPERSON CULVER: Thank you.

BROTHER RANDY FURST (Twin Cities): It is a bit difficult to follow—what sounded like a very eloquent proposal for a

labor party, which sounds like a good idea, but to the question in hand—I believe that every delegate and alternate should have an opportunity to attend every committee session. I am a member of the Finance Committee. I think they have the right and should be able to attend every session, including an executive session.

It was improper to bar delegates from that meeting yesterday, and it would be proper, I think, to approve this proposal here today.

VICE PRESIDENT DAVID M. MULCAHY (New York): New York supports the Second Report of the Rules Committee.

BROTHER DAVID J. BAUM (Scranton): I think the opinion on this resolution is pretty much solidified and, Mr. Chairman, I would ask the question be put to a vote.

CHAIRPERSON CULVER: Well, we will in a moment when we are through debate.

SISTER DENA BUNIS (Rochester): Several speakers before the recess talked about our role as reporters and the need to have open meetings. I have been a reporter for 10 years and fought for open meetings for 10 years but, as I have often been reminded, we are not a union just of reporters. We are a union of people from throughout the newspaper industry, and we are here as labor leaders. We had an issue to discuss at the finance session that legitimately required an executive session, and I urge defeat of this rule.

BROTHER FRANK SWEENEY (San Jose): I have been a reporter for 18 years. This is not a reporters' issue.

While it is correct that we keep the working press out of our committees so we can air our dirty laundry or discuss sensitive issues, that is no reason to keep out the delegates.

The issue at hand at that executive session was so sensitive that 45 percent of the delegates to this convention were allowed in and 55 percent were excluded. (Applause.)

BROTHER KIDD (Canadian Wire Service): I would like to move an amendment so that it reads as follows. This is from the original: Whenever a committee goes into executive session, it shall not bar convention delegates, alternates and international officers, **but that non-committee members sit apart from the immediate central discussion area of the committee room, thereby avoiding any confusion at voting sessions.**

CHAIRPERSON CULVER: Very well. Is there a second to that motion?

CHAIRPERSON CULVER: John Mitchell seconded.

All right. A motion has been moved and seconded and is before you. Paul, do you wish to speak to your motion?

BROTHER KIDD: Yes. Very briefly.

Just following from my original remarks about concerns about certain people that when there is a large number of people there can be confusion; even by good intention or accident or whatever, there may be some doubt about certain votes. If we keep the committee members who are members of the committee in the discussion area and voting and non-committee members, who have every right to be there and every right to hear in a sense of an observer capacity, sitting apart, I think that that would clear up a lot of problems.

BROTHER LIPTON (New York): Point of information through the chair.

CHAIRPERSON CULVER: Yes, Barry.

BROTHER LIPTON: Brother from Canada, is the intent of your amendment to impose such conditions only during executive session or any session of the committee?

BROTHER KIDD: Any session of any committee.

BROTHER LIPTON: Thank you.

CHAIRPERSON CULVER: Is there further discussion of the motion?

SISTER EILEEN PETERSON (Chicago): Mr. Chairman. Eileen Peterson. I am a alternate from Chicago.

CHAIRPERSON CULVER: Excuse me. An alternate is not—

SISTER PETERSON: An alternate may speak, sir.

CHAIRPERSON CULVER: You may not speak on the floor of the convention. You may speak in committee.

SISTER PETERSON: Pardon me?

CHAIRPERSON CULVER: An alternate may speak in committee, but you may not speak on the floor of the convention.

SISTER PETERSON: I'm sorry. I understood an alternate may speak on the floor.

CHAIRPERSON CULVER: No. That is incorrect.

SISTER PETERSON: Thank you.

CHAIRPERSON CULVER: Maybe you can have someone else present your view.

BROTHER RUSS CAIN (San Jose): I speak against this amendment. Not that I am opposed to the idea at all, but it really doesn't belong in the context of an executive session. And I suggest it is not proper at this point because in this amendment, the original amendment, Rule 25 does deal with executive session.

CHAIRPERSON CULVER: Is there further discussion of the motion?

VICE PRESIDENT SHELLOCK (Youngstown): I am speaking to the amendment, and I believe that this is a procedural matter for each committee to decide. In many cases it may not be necessary or practical, and it depends a lot on the size of your committee and the facilities you have available. And I think this can be taken care of as the individual committee wishes. Therefore, I urge defeat of this amendment. (Applause.)

VICE PRESIDENT CLIFFORD (Canadian Wire Service Guild): As I understand the amendment to the motion and the intent of the amendment, they are in conflict. It seems to me that the intent of the amendment is to create places for non-committee members to sit at committee sessions, all committee sessions, not just executive sessions, while the language of the motion it is to amend refers only to executive sessions. I think the mover should propose his language in another place rather than in this motion.

CHAIRPERSON CULVER: Paul, do you wish to respond to that?

BROTHER KIDD: No. I think I got across the thrust of my intent. I think it is a constructive move, and I urge support of this amendment.

CHAIRPERSON CULVER: Very well.

I see the mikes are clear.

John Edgington, the able John Edgington.

BROTHER EDGINGTON (San Diego): Not so able any more.

I would like to remind those—

CHAIRPERSON CULVER: John, one moment. Let's hold down the noise so we can hear.

BROTHER EDGINGTON: I would like to tell the convention delegates who were not in the Finance Committee yesterday and remind the members of the Finance Committee that every effort was made from the chair to exclude those members who should have been excluded from the Finance Committee deliberations. It seems to me that you have a tremendous policing problem here.

You may have a rule that has the mechanics of it, but it is technically covered by Robert's Rules of Order already. And what you are really doing or you may well be doing is creating a combative situation because other delegates from your delegation choose to sit at the delegation table during an executive session.

It is an extremely difficult area. We asked, I asked, as chairperson of the committee, that all non-delegates, all persons not delegates to the Finance Committee, all guests and everyone who was supposed to be excluded exclude themselves. If they did not do so, the chair had no control over it, and the committee had little control over it. And no one raised the issue that anyone else was sitting at the tables during the executive session other than those who should have been seated there.

How do you police this? And I leave that question with you because we don't want to reach the point where we have to resort to tactics of physically removing someone to the observation area over at this end of the room or outside the door. So if you were going to fully address this, then you had better be prepared to deal with the mechanics of how you force people to sit in the back of the room or how you force people to move outside the room if those are the people you want moved out.

CHAIRPERSON CULVER: Very well.

I do not have the exact language. Would you read it, Paul?

BROTHER KIDD: I wonder, Mr. Chairman, if I could just very briefly respond to the well addressed remarks about policing. Just simply this, that I think that we have enough self-respect that if we know that this room is in order and we are not a member of a committee, I don't think there will be any problem for people just to sit at the side and listen to the deliberations of the committee.

I think we just have to have a lot of mutual self-respect, and if this is in place, I think it will work.

I will now read the amendment again.

CHAIRPERSON CULVER: Read it slowly, Paul.

BROTHER KIDD: Well, we pick up on the original which is the Second Report of Rules Committee.

Add new Rule 24 to read as follows: Whenever a committee goes into executive session, it shall not bar convention delegates, alternates and international officers, **but that non-committee members sit apart from the immediate central discussion area of the committee room, thereby avoiding any confusion at voting sessions.**

Thank you.

CHAIRPERSON CULVER: Very well. Is the amendment clear to everyone? Are you ready for the vote? All right. All those in favor of the Paul Kidd amendment just read please say aye. Opposed, no. The noes have it, and the amendment is defeated.

MOTION LOST

CHAIRPERSON CULVER: Now we will go back to the original motion as read awhile ago. I will read it once again.

Whenever a committee goes into executive session, it shall not bar convention delegates, alternates and international officers.

Will there be further discussion or amendment on the original motion?

BROTHER GILLEN (Wire Service): I want to speak to this proposal. Is that permissible?

CHAIRPERSON CULVER: Yes, it certainly is.

BROTHER GILLEN: I think it is a drastic mistake. I have been sitting in the back of the room listening to everyone speaking, and I see what's happened, which is not uncommon in organizations such as ours—if you will let me refer to us as do-gooders. But we are also employers, and we had a question that came up in the Finance Committe that, for reasons of collective bargaining, we had to consider, and we had to do that in an executive session.

There is no way around that. So if you adopt this rule, you would prevent us from carrying out the business of The Newspaper Guild. I regard that as a disservice to The Newspaper Guild.

We are an employer. We have a responsibility in that direction. So I strongly urge you to defeat this proposal.

SISTER HOPKINS (Peoria): This is crazy. Any of us could have been on the Finance Committee.

Any of us could have been on the Finance Committee if we had signed up to be on the committee. Barring us from hearing the session is nuts.

SISTER DAVIS (San Diego): The proposal that you have before you would in fact preclude staff members from being there. It specifically says delegates, alternates, international officers, who would be members of the IEB. The staff are not delegates or alternates, so you could conduct your business as an employer.

BROTHER PAUL PELLETTIER (Southern Ontario): I would like to propose an amendment.

CHAIRPERSON CULVER: You may proceed.

BROTHER PELLETTIER: It is to add to the end of the current motion: **But such delegates, alternates and international officers shall be bound by the rules of executive session.**

CHAIRPERSON CULVER: Very well. Let me make a suggestion right now. If you have an amendment, I would appreciate it if you would put it in writing so we can also read it from up here.

Would you read it once again.

BROTHER PELLETTIER: But such delegates, alternates and international officers shall be bound by the rules of executive session.

BROTHER TIM WHITE (Southern Ontario): I will second it.

CHAIRPERSON CULVER: Will there be discussion of that motion?

(The question was called.)

CHAIRPERSON CULVER: All right. The question is before you.

All right. Here is the amendment. You will preserve existing language and replace the period with a comma after officers, and state: but such delegates, alternates and international officers shall be bound by the rules of the executive session.

The question is before you. All those in favor say aye. Opposed, no. The noes have it. The amendment is defeated.

MOTION LOST

CHAIRPERSON CULVER: We are back on the original motion.

(The question was called.)

CHAIRPERSON CULVER: Kim Lukasiak, the chairperson of the Rules Committee, has asked to close.

SISTER LUKASIAK: Thank you, Mr. Chairman.

This is not a shot at anyone. Specifically it is not a shot at Brother Edgington or Brother Morrissey. I repeat, this rule allows committees to conduct executive sessions. It allows this convention to discuss the delicate matters relating to collective bargaining that we face as employers. It allows us to discuss issues involving our employees. It implies that all delegates, not just some, are honorable enough to keep certain matters confidential.

I have heard a lot of lofty principles in this room in the last few days, but whether you are journalists or not, I hope you will see that excluding Guild convention delegates from Guild convention meetings is divisive, and, my brothers and sisters, that is not what this union is all about.

Thank you. (Applause.)

CHAIRPERSON CULVER: Thank you, Kim.

The new Rule 25 is before you. Is it clear to everyone? Very well. We will take the vote. All those in favor of adoption of the new Rule 25 please say aye. Opposed, no. The ayes have it. The rule is adopted. (Applause.)

MOTION CARRIED

BROTHER LOWE (Southern Ontario): Roll call.

CHAIRPERSON CULVER: Just one moment. A roll call requires seconds from 12 delegates from five locals.

BROTHER SCHICK: Tim Schick, Albany, second.

BROTHER MITCHELL: Mitchell of Gary seconds.

BROTHER GILLEN: Gillen, Wire Service, seconds.

BROTHER MALLON: Mallon, Southern Ontario, seconds.

CHAIRPERSON CULVER: All right. We have only four seconds. Unless there are more immediately, I am going to say the motion dies.

The motion dies. (Applause.)

Our next resolution is on, I suppose you call it, a pastel green, First Report of Research and Information Committee, the Guild Reporter. Gerald Maraghy.

(Cries of "Blue.")

CHAIRPERSON CULVER: Very well. I am almost blinded by these lights up here. If Luis Montanez would take them down.

The First Report of the Research and Information Committee on the blue paper. Gerald Maraghy, you are recognized.

BROTHER GERALD M. MARAGHY (Boston): Thank you, Harry.

FIRST REPORT OF THE RESEARCH AND INFORMATION COMMITTEE

GUILD REPORTER

The Guild Reporter continues to cover a wide range of subjects—within its constitutional mandate—that affect both the immediate and future welfare of the Guild and its members.

And it continues to do it better, while still holding the line on production costs.

Printing costs for the '84-85 fiscal year were 4.4 percent ($4,379) lower than in the previous fiscal year, the second consecutive year of such reduction.

The prospect of "capturing the keystroke" with a new computer system holds out the promise of further cost containment.

Increased postal rates, however, threaten to more than offset these print-shop economies. Postal costs increased 8.3 percent

($4,796) and will increase again in the current fiscal year.

The amount of the increase depends on the success of the Reagan administration's demand that the U.S. budget for the government's fiscal year beginning Oct. 1 immediately eliminate funds scheduled to cushion the impact of increases over the next two years as well as funds that historically have subsidized other costs involved in the distribution of nonprofit organizations' publications. Last year the International Labor Communications Association helped persuade Congress to restore similar budget cuts by the Reagan administration; it is working to do so again this year.

The ILCA's work in the area of postal rates alone justifies TNG's continued support for and cooperation with the organization. Similarly it should continue its relationship with the Canadian Association of Labour Media/Association Canadienne de la Presse Syndicale.

The Convention recommends that:

1. U.S. locals impress upon their members' senators and representatives the need for continuation of appropriations to cushion the impact of increases scheduled over the next two years in second-class postage rates for nonprofit publications, pointing out that these publications' rates have increased more than any others' during the past decade.

2. All locals in both the United States and Canada take steps to assure that the Guild Reporter has both the names and current addresses of all their members to help assure that the mandate in TNG's Constitution that the GR be "distributed to all members" be fulfilled.

3. Locals that have not done so seriously consider taking out first-class subscriptions to the GR for members of their governing bodies.

4. U.S. locals that have their own publications, no matter how modest, consider affiliating them with the International Labor Communications Association.

5. Canadian locals that have their own publications give serious consideration to affiliating them with the Canadian Association of Labour Media/Association Canadienne de la Presse Syndicale, as well as the ILCA.

Signed: Gerald Maraghy, Boston, Chairperson; Sue Craig, Southern Ontario; Leo DaRosa, New York; Peter Giffen, Southern Ontario; Sid Goldberg, Toledo; Roger Kaufhold, St. Louis; Esther Thoroughgood, Philadelphia.

BROTHER MARAGHY: Brother Culver, **I move adoption.**

CHAIRPERSON CULVER: Thank you, Gerry.

The First Report of the Research and Information Committee has been moved and seconded by the committee. Will there be discussion or amendment? The mikes are clear. Are you ready for the vote? All those in favor of the adoption of the Research and Information Committee please say aye. Opposed, no. The report is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: We are getting ready to take up several reports from the Resolutions Committee. Would Marty Goldman come forward.

Let me check this mike a minute. When I stand direct like this, can everyone hear me?

(Cries of "Yes.")

CHAIRPERSON CULVER: Very well. It will save my neck. (Laughter).

Chuck says it may not be worth saving.

BROTHER MARTIN GOLDMAN (St. Louis): Appropriately on white paper, a resolution titled, "The White House News Service."

THE WHITE HOUSE NEWS SERVICE

An administration whose president's avowed aim is to transfer long-standing government functions to the private sector has now chosen to enter an area in which the government clearly has no business: the news business.

It has launched the White House News Service to market the texts of presidential speeches, announcements and news releases to newspapers and broadcasting stations that don't have White House correspondents.

A White House official, in a comment endorsed by President Reagan's press secretary, noted that the service will give its clients access to information "unfiltered"

by independent news organizations. Soviet readers have had that kind of access for years; we are late catching up.

The United States does not need an incipient Tass. The Newspaper Guild Convention calls upon President Reagan to recognize that a government-controlled news service is alien to the American tradition he habitually invokes. The convention urges President Reagan to terminate the White House News Service forthwith.

BROTHER GOLDMAN: **Move adoption.**

CHAIRPERSON CULVER: The report, "White House News Service" resolution, has been moved and seconded. Is there discussion?

BROTHER KREISMAN (Madison): As a member of the Organizing Committee, I'd like to suggest that if we are unable to urge Reagan to terminate this service, that we instruct Bill Blatz to organize it. (Laughter and applause.)

I would like also to point out that I believe we have a unit or did have a unit made up of government employees in Munich whose purpose was to broadcast propaganda across the Iron Curtain. I am not certain how this situation affects the resolution. I am as concerned with propaganda out of the White House as anyone, but I do wish to point out that there is some precedent in which the Guild could play a part.

CHAIRPERSON CULVER: Thank you.

BROTHER PENNACCHIO (New York): I would like to clarify something. Radio Free Europe is one of our units, but the function is quite different. This is propaganda basically, I guess, but to the United States.

RFE broadcasts to the Iron Curtain countries. I think that is where it differs.

BROTHER KREISMAN: I don't see much difference. Propaganda is propaganda.

CHAIRPERSON CULVER: Is there further discussion? Very well. The resolution labeled "The White House News Service" is before you for adoption. All those in favor please say aye. Opposed, no. The motion is adopted.

MOTION CARRIED

BROTHER GOLDMAN: Harry is right. The light does cast a strange reflection. It appears to be blue. It is called "An 'Official Secrets' Act?" Blue or green. Really it is tricky up here.

AN 'OFFICIAL SECRETS' ACT?

The Reagan administration likes the idea of an Official Secrets Act. It thinks if the United States doesn't already have one, it ought to.

The Justice Department is prosecuting a naval-intelligence analyst on criminal charges for passing satellite photos of a Soviet aircraft carrier under construction to a British military magazine. It is an action reminiscent of the Pentagon Papers case, and if it succeeds, the United States will have a de-facto Official Secrets Act akin to Britain's.

If this action doesn't succeed, the government is ready with a bill to plug the judicial gap. The measure, which would make it a crime for a government employee to disclose "national secrets," even without any intention to cause injury to the United States, was announced by the CIA. It was hastily shelved for the time being, amidst speculation that its promulgation was not likely to help the theory of the government's prosecution in the case at hand. But administration officials indicated it might reappear later as a part of even more comprehensive legislation on unauthorized disclosure.

The United States does not need an Official Secrets Act, which would penalize the disclosure of information involving neither espionage nor intent to damage the nation's interests. The Pentagon Papers case showed what purpose would actually be served by such a statute: the suppression of information of vital concern to the body politic.

The Newspaper Guild Convention urges the administration to abandon all ideas of enacting such a statute and give up its attempt to read one into existing laws.

BROTHER GOLDMAN: **Move adoption.**

CHAIRPERSON CULVER: The resolution labeled "An 'Official Secrets' Act?" has been moved and seconded and is before you for adoption. Will there be discussion? All those in favor of adoption of this resolution labeled "An 'Official Secrets' Act?" please say aye. Opposed, no. The report is adopted.

MOTION CARRIED

BROTHER GOLDMAN: This one is on a rather pale green sheet. It is titled, "The Civil Rights Restoration Act of 1985."

THE CIVIL RIGHTS RESTORATION ACT OF 1985

The Newspaper Guild supports the Civil Rights Restoration Act of 1985 which would restore four principal civil rights statutes (Title VI of the 1964 Civil Rights Act, Title IX, Section 504 of the 1973 Rehabilitation Act and the Age Discrimination Act of 1975) to the scope and coverage that was originally intended by Congress until the Grove City decision by the U.S. Supreme Court in February 1984.

These laws, in existence since 1972, were enacted to prevent the federal government from spending tax dollars to subsidize discrimination based on sex, age, race or handicap.

Federal funds could be withheld from an entire institution, such as Grove City College or a corporation, if discrimination was found in any of its programs or activities.

But, the decision narrowed the interpretation of program to mean that federal funds will be withheld from only the particular program of activity, not the entire institution.

The intent of Congress needs to be clarified and these statutes affected by the court decision need to be restored.

Although the bill has strong support with 205 House co-sponsors and 48 Senate co-sponsors, this is no guarantee of success. Last year a similar measure with strong congressional support was filibustered to its death. Strong grassroots support must make certain this tactic, expected this year, does not work again.

New tactics, abortion and religious amendments, threaten to sabotage this bill. One current amendment would broaden the religious exemption provision in Title IX creating a huge loophole and allow hundreds of schools and colleges to be exempt from Title IX coverage.

Another set of abortion-related amendments, including the so-called "abortion neutral" amendment, would change the substantive current law on abortion.

The Guild opposes any amendments, whatever their worth, that would alter substantive law.

The Newspaper Guild strongly supports HR 700 and S 431 and urges each Local to immediately send a copy of this resolution to the congressional representatives in its area.

BROTHER GOLDMAN: **Move adoption.**

CHAIRPERSON CULVER: All right. The civil rights resolution has been moved and seconded by the committee. Will there be discussion? The resolution labeled "The Civil Rights Restoration Act of 1985" is before you for passage. All those in favor of adoption please say aye. Opposed, no. The resolution is adopted.

MOTION CARRIED

BROTHER GOLDMAN: All right. I have here a green sheet titled, "The Parental and Disability Leave Act of 1985."

THE PARENTAL AND DISABILITY LEAVE ACT OF 1985

It is time for a national employment policy that recognizes the financial and nurturing responsibilities of today's parents. One bill, introduced by Rep. Patricia Schroeder (D-Colo.) in early April, would make a start in that direction.

Schroeder's bill, HR 2020, titled the Parental and Disability Leave Act of 1985, would require all employers to:

- **Provide a minimum of 26 weeks leave for employees who are temporarily disabled through nonoccupational causes with guaranteed reinstatement to their job.**
- **Provide a minimum of 18 weeks' leave for an employee who decided to stay home to care for a newborn, newly adopted or seriously ill child, with a guaranteed reinstatement to the same job.**
- **Allow employees to work reduced schedules as long as the total parental leave does not exceed 39 weeks.**
- **Continue health insurance coverage under the same payment schedules in effect before the parental or disability leave. Seniority and pensions would also be protected.**

These legislative provisions are steps in

the right direction to meeting the serious needs of the changing American family.

The Newspaper Guild Convention supports the passage of HR 2020 and urges all U.S. Locals to ask the congressional representatives in their areas to support the bill.

BROTHER GOLDMAN: **Move adoption.**

CHAIRPERSON CULVER: The resolution on parental and disability leave has been moved and seconded. Will there be discussion? There being none, I am ready to call the vote on the "Parental and Disability Leave Act of 1985" resolution. All those in favor of adoption please say aye. Opposed, no. The report is adopted.

MOTION CARRIED

BROTHER GOLDMAN: On the pink sheet, a resolution titled "Hugh Harrison."

HUGH HARRISON

The Newspaper Guild Convention pays tribute to Hugh Harrison for his devoted work on behalf of his fellow employees in the newspaper business as a Guild member and officer. Harrison has retired from the Seattle Times after a distinguished newspaper career. A Guild member for more than 40 years, Hugh Harrison served the Pacific Northwest Guild, Local 82, since 1953, including three terms as president and four years as administrative officer, and also served ten years as international vice-president.

BROTHER GOLDMAN: **Move adoption.**

CHAIRPERSON CULVER: The Hugh Harrison resolution has been moved and seconded.

BROTHER GILBERT E. BAILEY (Pacific Northwest): Speaking for myself and Bob Bruner, this is a resolution honoring a member of my local, a man who is a great Guildsman, a fine golfer and a connoisseur of classic cigars.

Hugh has served us all well. We urge unanimous adoption of the resolution.

CHAIRPERSON CULVER: Thank you. Is there further discussion? The Hugh Harrison resolution is before you. All those in favor of adoption please say aye. Opposed, no. The resolution is adopted.

MOTION CARRIED

BROTHER GOLDMAN: This is the last one we have for the time being. It is a yellow sheet titled "Iran: Unparalleled Repression."

IRAN: UNPARALLELED REPRESSION

The Khomeini regime, which has consigned every principle of human rights to the dustbin, has placed the rights of a free press at the top of its contempt list.

Not content to close down all opposition newspapers, the Iranian government has exiled, jailed, tortured and executed those who worked for them. As of 1984, at least 45 journalists and writers had been executed or died under torture; hundreds more were jailed and other hundreds fled the country. Many still languish in prison and face death. It is estimated that some 3,000 newspapers and other publications have been closed down.

The Khomeini government may be deaf to pleas, but The Newspaper Guild Convention believes it is long past time that not only press organizations but governments in every segment of the globe cry condemnation on these and other human-rights outrages in a voice so loud it will be heard even in Tehran.

BROTHER GOLDMAN: **Move adoption.**

CHAIRPERSON CULVER: The resolution on Iran has been moved and seconded. Will there be discussion?

SISTER LEM (Southern Ontario): **I would like to make an amendment to this motion, and the amendment would be the deletion of the word "unparalleled" from the title.** If I have a seconder, I would like to speak to that.

(Seconded by several.)

CHAIRPERSON CULVER: All right. It has been moved and seconded. This is to remove the word "unparalleled" from the title.

SISTER LEM: That's right.

The reason I make this amendment is because if we have a way of measuring repression, I don't know what it is. The list of the countries and governments that have murdered and tortured their citizens and made a mockery of a free press is endless—South Africa, Guatemala, El Salvador, Chile, Paraguay, Guyana, Uganda—the list is endless, and I believe if we do not remove the word "unparalleled," these other countries are very conspicuous by their absence. That is the reason.

BROTHER MITCHELL (Gary): I have a question. What do you do with this after we approve it? (Laughter and applause.)

CHAIRPERSON CULVER: John, are you speaking on the motion to remove "unparalleled"?

BROTHER MITCHELL: No, sir.

CHAIRPERSON CULVER: Well, you may enter that other subject later, but right now we are on the motion whether to remove the word "unparalleled."

Is there further discussion on that motion? All right. The motion before you is to remove from the title the center word, "unparalleled." All those in favor of adoption of the amendment please say aye. Opposed, no. The ayes have it. "Unparalleled" is deleted.

MOTION CARRIED

CHAIRPERSON CULVER: Now, John, you may have the floor.

BROTHER MITCHELL: Now that you have thought it over, what do we do with this if it is approved? (Laughter.)

PRESIDENT PERLIK: Brother Chairperson, with this as with every piece of policy adopted by this convention, once the convention is over, it is distributed to the appropriate places. (Laughter.)

In the case of this resolution, this would be distributed to the State Department, it would indeed be mailed to Iran where I suppose it will be burned. (Laughter.) That doesn't seem to me, however, to be a reason for us not to express our opinion of what's going on in that country.

BROTHER MITCHELL: I have no objection about our opinions on this. I just want to know where is it going, and secondly, is "dustbin" one word or two?

CHAIRPERSON CULVER: I am assuming that—Marty say it's two.

BROTHER KIDD: Brother Chairman, I don't know whether this will be helpful, but **I would like to move an amendment to this that this be distributed by The Newspaper Guild to every journalistic labor federation in the free world.**

CHAIRPERSON CULVER: That is a proper motion. Is there a second?

(Seconded by several.)

CHAIRPERSON CULVER: All right. Paul, would you repeat that a minute?

BROTHER KIDD: Yes. That this motion be adopted in its entirety with the following amendment: That this convention endorse this and circulate it to every national—and there are one or two international—journalistic federations, labor federations, in the free world.

If you would like me to delete the word "free," I will, but I don't think it would serve much purpose. That is my amendment.

CHAIRPERSON CULVER: All right.

Let me suggest something here. Let's see whether we approve the concept of this, and if we do, may we send it back and let the committee complete the final polished wording on what you just said?

BROTHER KIDD: The reason I am doing this is that I feel the brother raised a very valid question when he said, "And what do we do with this?" I noticed in the phraseology the word "dustbin." We don't want it to go in the dustbin, so at least we are doing something constructive.

CHAIRPERSON CULVER: We are not arguing with the concept.

Frank, do you have something?

BROTHER SWEENEY (San Jose): I just suggest, when this goes back to the committee, they might want to grapple with what we would define as "the free world." I want to include some of those countries the previous speaker mentioned.

BROTHER EDGINGTON (San Diego): I am not clear about the amendment. It seems to me it was really a procedural question rather than an amendment to the resolution, that the resolution in and of itself is going to be mailed and the text was not going to be changed in the resolution, so could we have a clarification on that?

CHAIRPERSON CULVER: Yes. Paul, is it your intent this be added to the resolution or stated separately?

BROTHER KIDD: No, I would like it to be added to the resolution, because I am not at all clear that this is going to go out to the places where it will have an impact, and I agree with the person who talked about the definition of "free." Let it go to Paraguay and Suriname and a few other places, too.

I will delete the word "free" from the amendment.

CHAIRPERSON CULVER: Very well. The motion is before you. Again, I am stating a concept here. This convention endorses this and directs it be circulated to every national and international labor federation in the world.

BROTHER KIDD: Journalistic.

CHAIRPERSON CULVER: Every journalistic. Are you ready for the vote? All those in favor of adoption say aye. Opposed, no. The ayes have it, and the amendment is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: Now I would like the consent of the group—I did not ask for a formal motion, but if there is no objection, **I will ask that it go back to the committee and they dress up the words if any is necessary.** Is that agreeable?

(Cries of "Yes.")

CHAIRPERSON CULVER: Very well.

That concludes our business for this morning.

(The Convention recessed at 12:50 p.m.)

THURSDAY MORNING SESSION
June 27, 1985

The Convention reconvened at 9:15 a.m., Chairperson Culver presiding.

CHAIRPERSON CULVER: The Convention will please come to order.

Will Dave Rousseau, the chairperson of the Organizing Committee come forward to present the report.

Excuse me for the delay. We are going to switch and go to the Second Report of the Research and Information Committee. I recognize Gerry Maraghy for the report.

BROTHER MARAGHY (Boston): This is the Second Report of the Research and Information Committee on Research and Information.

(Cries of "We haven't got it.")

BROTHER MARAGHY: On a blue sheet, two pages.

CHAIRPERSON CULVER: Those who don't have the Second Report of the R&I Committee hold up their hands.

Let me have your attention. Does everyone have the First and Final Report of the Organizing Committee?

(Cries of "Yes" and "No.")

CHAIRPERSON CULVER: Very well.

BROTHER DAVID ROUSSEAU (Manchester): First I would just like to say Bob Cohen was a member of the Organizing Committee from New York, and Bob was forced, due to illness in the family, to return home so he was not able to sign the committee report before he left.

First and Final Report of the Organizing Committee.

CHAIRPERSON CULVER: Let's have your attention.

BROTHER ROUSSEAU: First and Final Report of the Organizing Committee.

FIRST AND FINAL REPORT OF THE ORGANIZING COMMITTEE

The past year was highlighted by intensified organizing efforts on the local and international level:

- **Locals responded to the convention's call for organizing by signing up free riders and sending local organizers to Washington, D.C., for a unique training seminar.**

- **With funds from the special organizing assessment TNG developed a partnership with locals through cost-sharing arrangements and direct subsidy of local organizers.**

- **Fifteen locals reached all-time membership highs as a result of renewed interest in organizing.**

- **Additional cooperative projects between TNG and its locals are being finalized in a continuing emphasis on organizing. More are anticipated.**

The positive results of the past year bode well for the future.

The Convention recognizes that in order to continue this progress further efforts must be made to educate existing members and encourage their participation in our ongoing efforts to serve and expand the Guild's membership base.

The Convention recommends:

1. TNG continue its long-standing organizing priorities of 1. Free riders; 2. New departments; 3. New units; and 4. New locals.

2. TNG and its locals focus their organizing efforts through joint and cooperative efforts, best utilizing the resources of the locals and TNG, including Special Organizing Fund monies.

3. To more rapidly implement Recommendation 2, locals establish Organizing Committees to survey the potential for organizing not only employees in the Guild's traditional jurisdiction but those engaged in new methods of gathering, processing and distributing advertising, news and other information, and provide TNG with such data.

4. Locals clear with TNG, as required, the undertaking of any organizing campaign; advise TNG immediately of organizing activity by another union in the Guild's jurisdiction, and furnish TNG with copies of documents pertaining to labor-board and other legal proceedings and of all materials distributed by all parties in organizing campaigns.

5. Should new funds become available, TNG's field personnel be expanded to provide additional organizing assistance, or wherever feasible, locals be assisted to form area servicing/organizing programs.

Signed: Dave Rousseau, Manchester, Chairperson; John Bernard, Ottawa; Howard Burkhardt, Toledo; James Cummings, St. Louis; Bill Ernst, San Jose; Dan Hanson, Memphis; Elaine Hopkins, Peoria; Bob Hoyer, San Francisco-Oakland; Kim Hunter, Washington-Baltimore; Bobbie Jenkins, Los Angeles; Eugene Jones, Philadelphia; Irv Kreisman, Madison; Thomas LaPoint, Albany; Gail Lem, Southern Ontario; John Lowe, Southern Ontario; Sean McCormally, Wire Service; Charles H. Muir, Jr., Harrisburg; Carol Przbyszewski, Erie; Marie Shellock, Youngstown; Pat Smith, Terre Haute; Hal Stains, Cleveland; Karen Woll, Washington-Baltimore; Debbie Yuhas, New York.

BROTHER ROUSSEAU: Mr. Chairperson, **I move adoption.**

CHAIRPERSON CULVER: The First and Final Report of the Organizing Committee has been moved and seconded by the committee and is before you for adoption. Will there be discussion?

Did you wish the floor, Bill?

BROTHER SOUTH (New York): Would it be possible to add the name of Bob Cohen?

CHAIRPERSON CULVER: Is he a member of the committee?

BROTHER SOUTH: He was.

CHAIRPERSON CULVER: Yes.

BROTHER SOUTH: PLease do.

CHAIRPERSON CULVER: He was on the committee and approved the report of the committee?

BROTHER SOUTH: Yes, he was.

CHAIRPERSON CULVER: Very well. Let's add the name. Bob Cohen, add his name.

Very well. Are you ready for the vote? All those in favor of adoption of the First and Final Report of the Organizing Committee please say aye. Opposed, no. The report is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: Thank you, Dave.

Assuming you now have the Second Report of the Research and Information Committee on the blue paper, we will ask Gerry Maraghy, the chairperson, to give the report.

BROTHER MARAGHY: The Second Report of the Research and Information Committee on Research and Information.

SECOND REPORT OF THE RESEARCH AND INFORMATION COMMITTEE

RESEARCH AND INFORMATION

The Research and Information Department's activity during the past year was highlighted by the Guild's participation in the birthday centennial of its most distinguished member—Eleanor Roosevelt—and presentation of TNG's fourth annual Residential Seminar for New Local Officers.

Through the Guild's involvement in the Roosevelt observance, more became aware that the celebrated spouse of America's 32nd president was the author of a daily newspaper column, was a longtime active Guild member, and was a key element in

the movement to get women into news-reporting jobs.

The annual New Local Officers Seminar proved to be the biggest yet, and by all accounts the best. A total of 48 local leaders attended the sessions, bringing to 181 the total number of participants in the four popular seminars held to date.

The formation of a Department of Education holds out much promise. It anticipates not only a separate education report and convention committee, but more important revived institutes and seminars for district councils, improved educational facilities and materials, and renewed interest in this basic union function. In short, education is being viewed as something other than as a dispensable luxury.

The department's purview includes political action and some legislative activities, the Heywood Broun and Guild Service Awards, relations with journalism schools, an expanded Guild educational program and the Harvard Trade Union Program Scholarship.

The latter, the Convention notes, is underwritten by TNG and local contributions but is threatened by dwindling funds. It urges all locals consider contributions to this valuable scholarship program.

In First Amendment activity, TNG decried the ever increasing attempts of conservative governments in both the U.S. and Canada to restrict the free flow of information and ideas. It joined in friend-of-the-courts briefs in two cases involving the U.S. government's attempt to regulate financial news and called its denial of entry to Canadian writer and naturalist Farley Mowat "symptomatic of an increasing Big Brother attitude by the administration."

A resolution calling for reinstitution of the suspended David Schick Award for local newsletters was received from the Resolutions Committee, but failed for lack of a motion. While the committee concurred in the need to encourage both the formation of local newsletters and recognition of excellence in this field, it had to conclude that the Schick Award had proven it was not the vehicle for accomplishing these ends.

Suspended just over a year ago after repeated attempts by TNG to boost flagging interest, the awards program failed to generate even a meaningful response to a survey seeking reasons for the lack of interest.

The committee noted the Guild might again test the waters with a survey in several years, but in the interim noted that locals whose newsletters are affiliated with various regional and international labor press associations should enter the contests of those organizations.

The Convention therefore recommends:

1. Small locals that have not sent representatives to TNG's annual Residential Seminar for New Local Officers take advantage of TNG's subsidy and make every attempt to do so.

2. District councils and locals, with the assistance of TNG, develop educational programs on topics of particular regional and local concern.

Signed: Gerald Maraghy, Boston, Chairperson; Sue Craig, Southern Ontario; Leo DaRosa, New York; Peter Giffen, Southern Ontario; Sid Goldberg, Toledo; Roger Kaufhold, St. Louis; Esther Thoroughgood, Philadelphia.

BROTHER MARAGHY: Brother Culver, **I move adoption.**

CHAIRPERSON CULVER: Thank you. The Second Report of the Research and Information Committee has been moved and seconded for your consideration and is before you.

BROTHER RICHARD OLIVE (San Francisco-Oakland): Brother Culver, **I would move an amendment to this Second Report that reads as a Number 3 in the recommendations:**

3. That locals be urged to make contributions to the Leuchter Scholarship to the Harvard Trade Union Program.

And if I can have a second, I would like to explain that.

CHAIRPERSON CULVER: Is there a second to that motion?

(Seconded by several.)

BROTHER OLIVE: I feel that it is inadequate to commit to the body of the report the fact that the trade union program at Harvard is threatened by dwindling funds. I only ask that there be some emphasis placed on this fact by bringing it up in the recommendations.

As one of 18 participants in the Leuchter Scholarship Program, I'd like to emphasize the importance of the matter of training programs for union leaders. Training is a very expensive proposition, and currently TNG does contribute $3,000 toward a $6,000 total cost. The difference is contributed from various Guild locals, and this cost does not cover the lost time committed. It is up to the locals to determine whether they will finance the lost time.

The business community, on the other hand, for similar programs at Harvard is paying up to $27,000 per head for business leaders to go there and learn about the bottom line which, needless to say, involves from their perspective a union-free environment.

One of the alumnae of business communities at Harvard is Frank Lorenzo of Continental Airlines.

Now, the point that I think I'd really like to emphasize is that according to John Dunlop, who wrote "Labor and the American Community," in 1973, only 30 percent of union leaders had any leadership training, and I think this is an indictment on us all and something that we have to turn around.

One education director of an international union was quoted in Dunlop's book as saying that the cultural lag in the labor movement with respect to leadership training is frightening. No other institution in American society was so careless of the technical and intellectual leadership—preparation of the staff and the training and retraining of its leadership.

With these points in mind I would urge that all Guild locals contribute something to the Leuchter Scholarship program so that not only will we insure its continuation but hopefully increase by possibly two each year the number of participants from Guild leadership ranks that we can send to that worthy program.

CHAIRPERSON CULVER: Thank you. The Olive motion is before you adding a new item 3 at the end, stating that locals be urged to make contributions to the Leuchter Scholarship Program.

Further discussion on the amendment? All those in favor of adoption please say aye. Opposed, no. The amendment is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: Now the full report as amended is before you, the Second Report of the Research and Information Committee. Further discussion? Yes.

BROTHER BUFKIN (Lake Superior): I bring this up as purely information for this body. I missed my chance with the First Report because I thought the amendment on the awards for newsletters was going to come up. It did not. Therefore I would make a statement now.

For the last year and a half I have been attempting to communicate with a number of people here on the floor and a number of locals as to exchanging newsletters between those of us who are actually putting them out.

I wish to make a point now that we are still putting one out. I stand over in the hinterland here at the far table. If you are putting out a newsletter and I have not talked to you yet—I will probably not get to most of you—I would welcome any exchange whatsoever between your local and mine of newsletters and information as such.

I am already, as I said, talking to a number of people. I would certainly like to talk to a number more and exchange such information if possible.

So please do so if I have not done so or you have not done so. Talk to me before we leave or get me your address or whatever so we can at least exchange newsletters, those of us who are doing it, for all of our benefits.

CHAIRPERSON CULVER: Very well. The Second Report of the Research and Information Committee as amended is before you for adoption. All those in favor please say aye. Opposed, no. The ayes have it. It is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: I recognize President Perlik for an introduction.

Our guest speaker today, like our speaker yesterday, is the leader of one of those unions of workers who built the city of Pittsburgh into an industrial giant and laid the foundation for modern American and Canadian economic development.

His commitment to the labor movement spans nearly four decades since he first signed a card with Local 2900 of the United Steelworkers of America in 1947 when he took a job in Toronto at the Inglis plant.

He became convinced that the union movement, in his words, "is a much more effective way to work at social needs and objectives than any other" and was tapped for an organizing job with the Canadian Congress of Labour, now the Canadian Labour Congress. It was no small decision for a preacher's kid, the son of a Springfield, Ontario, minister, who had served in the Canadian Navy during World War II.

In 1956 he accepted a position on the staff of the Steelworkers Union and was assigned to the Niagara peninsula, where union membership doubled under his leadership.

It gives me a great pleasure to introduce to you Lynn Williams, President of the United Steelworkers of America. (Applause.)

BROTHER WILLIAMS: Thank you very much, Chuck, for your kind introduction and words of welcome.

It's a great thrill for me to have an opportunity to attend, however briefly, a convention of The Newspaper Guild, one of the unions I have always considered one of the kind of glamour unions of the labor union movement (laughter). And it is very exciting for me to have a chance to be with you all.

President Perlik and members of the executive board, brothers and sisters, I would like to add my welcome to that already extended to you by Mayor Caliguiri and by Richard Trumka and to say that, while Pittsburgh is one of my many adopted hometowns, I have for many years been infected with the enthusiasm which has made Pittsburgh people known for their pride, their innovation and, most important, their determination to overcome adversity at a time when it has visited so many of our surrounding communities.

I feel that I am at home also with you as brothers and sisters in the labor movement and as skilled craftsmen who are involved in what many believe to be the most important endeavor today—reporting with accuracy and objectivity the events which affect all of our lives daily. You have been on the cutting edge of what many believe to be the transformation of our society from the industrial period to that which has been described as the information age.

The futurists tell us that in the end, after the shakeout, it will be a better society and a more productive one. I believe, and I know that many of you who write of these basic transformations of institutions would tend to agree, that all that is not as clear as some might like it to be. We know that there are always large groups of people who are affected adversely when such change takes place.

The questions which remain largely unanswered, however, are those which have been asked by literally hundreds of thousands of workers in our basic industries, whose jobs have not only been lost but have permanently disappeared. According to a Department of Labor study released earlier this month, 2.3 million jobs have been lost in manufacturing since 1979.

In Pennsylvania alone 286,000 of these jobs have disappeared. Those of you who are from the Northeast or who have been involved in the stories which have chronicled the two recessions which have hit this nation since the end of the '70s know of the depth of human tragedy which is associated with those statistics. It is a story which has too many haunting aspects of the Great Depression—of plant closures, whole communities in despair because of shutdowns, of foreclosure, lines for food and the basic necessities, the cutoff of utilities, hopelessness and even suicide.

The fear and dislocation attendant to these figures are never more apparent than in our communities so long associated with the making of steel. I can tell you that only the enormous sense of belief in themselves, their communities and their union have kept together the tens of thousands who have sustained this job loss.

My visits to our steel communities and to the decimated copper fields of the Southwest and other hard rock-mining areas and the devastated iron ore range of Upper Michigan and Minnesota, Northern Ontario, Quebec and Labrador have reaffirmed our belief that the inherent strength of working people and their families is just about the finest national resource that any nation can have. (Applause.)

The economists advise us that there is a clear restructuring going on in our industrial societies. You are meeting in a city which for generations symbolized the making of one of the basic ingredients of a strong and viable society. One whose name was symbolically given to every city in an emergency or a Third World nation which seemingly overnight acquired the technology and the capacity to make steel. A city which produced much of the capability to fight the Second World War

and the massive flow of goods and materials for transportation, building and housing in the growth decades of the '50s and '60s.

It was a city which literally went through a renaissance and which has become a corporate capital. It today reflects the excitement and the contradictions of the high tech, the new tech or, if you prefer, the information age. From this hotel you can walk and view the massive glass skyscrapers and the buildings that have come to dominate the skyline during the same years that rust and padlocked gates have overtaken the institutions that made it a great city.

From this same hotel we can journey up the three rivers that converge here and find the "Rust Bowl" that has characterized so many of the stories and features you have been involved with. Aliquippa, Midland, Braddock, Duquesne, McKeesport—the list could go on and on. These are communities once prosperous because of the American steel industry—made prosperous through the labor of those who worked in the mills, the factories, the mines and the offices of the industry that just four decades ago produced virtually two-thirds of the steel in the world.

Now, as you well know, the world has changed. And the boarded-up storefronts in Homestead and Braddock and the locked gates at the mill in Duquesne are witness to the impact that a changing world economy can have on our population.

The world shrunk with a frightening descent for the people of the Monongahela and Ohio Valleys of Western Pennsylvania. They viewed their mills and factories as but an extension of the landscape—like the land it could become cyclical and unproductive for extended time periods, but it would always come back. The shattering truths of the 1980s have shown how fragile that conception has been.

Your union shares some of the uncertainties of the times with ours. You know that the United States' seventh largest steelmaker, Wheeling-Pittsburgh Steel, declared bankruptcy and sought the protection of Chapter 11 last April. Last week our committee negotiating with that company and our attorneys were in Federal Bankruptcy Court presenting arguments to retain the labor agreement which we had negotiated with the company in good faith.

Our members in that company, some 10,000 of them—have sacrificed on two occasions in recent years in order that it might be competitive in the worst steel market in half a century. Now the company is seeking to scrap the agreement altogether.

That process has also been of vital concern to your members in the Wire Service Guild who are working for United Press International, which has also sought protection under Chapter 11 of the Bankruptcy Act. As with our Wheeling-Pittsburgh members, your people at UPI have taken wage cuts. And they are also being asked to pay toward their medical benefits and increase their work week.

Like our steel company, your wire service employer has difficulty in establishing the equity of sacrifice which we believe should be a basic principle in any bankruptcy reorganization. UPI management, we are advised, seeks raises for themselves of up to 33 percent during this time of their corporate reassessment.

It only again demonstrates the traditional response of some employers that in good times we are all a team. In difficult times, there are separate criteria for sacrifice by management and investors on the one hand and by workers on the other. (Applause.)

We all are a part of this story—you who chronicle it and record it in words and pictures and we who are participants, who work in the mills or represent those in these manufacturing sectors facing decline. The dilemma of our times may be that events do have a way of sweeping economic policies and political programs ahead of its crashing force, and that we can respond only through the intelligent marshaling of many sectors of society.

It is to this point that I would like to address myself for a few minutes, for I believe that there is relevance not only to a new generation of Steelworkers but also to those younger members in your own ranks who have entered journalism during the crest of the information revolution. And at this time I will be talking history—a subject many of us might have placed on a lower priority in past school years—but which I believe contemporary events suggest a greater respect for today.

It is our job to pass on that history and the message common to both of our traditions. We have a special feeling for history at this time, for in less than a year, on June 17, 1986, we will commemorate the 50th anniversary of the United Steelworkers of America.

It was on that date in 1936 at the height of the depression—with 10 million unemployed and wages being slashed for those who were still at work in the mills—that 12 determined and courageous men met with John L. Lewis and Phil Murray on the 12th floor of the Grant Building in this city.

They emerged with the structure for the Steelworkers Organizing Committee of the CIO—and with little more than their determination and faith and the seed money that was offered by the treasury of Lewis' Mine Workers. Within three years half a million had joined the ranks of SWOC, and the CIO had become the formidable institution it was to be for two decades during the New Deal and the Fair Deal, before its merger to form our AFL-CIO. In Canada the CIO was to be a significant force in the implementation of progressive labor legislation in the provinces and the catalyst of much of the federal social policies of the past 40 years.

Your Guild has an equally dramatic history, and it should not be lost to your younger members. I know that your origins were in the same historic year that the New Deal began, and that Heywood Broun held meetings with Franklin Roosevelt to insure that the Guild would be included under the provisions of the historic National Labor Relations Act. Your most illustrious member may well have been Eleanor Roosevelt, giving credence to the statement that "Heywood Broun was the father of The Newspaper Guild, but Eleanor Roosevelt was the midwife." You have had 52 years of rich history and contributions to the integrity of journalism.

Heywood Broun resides in the same limbo as does Phil Murray. They are heroes of yesteryear—almost cult figures of change and reformation when struggle and strife were part of the times. The times were the turbulent '30s.

It was the thundering voice of John L. Lewis and the captivating charisma of the Scottish brogue of the immigrant miner, Phil Murray. It was Murray who could raise 100,000 people to their feet with an admonition to elevate the goals of the working man, as he did at South Park just south of Pittsburgh in 1937.

And it was Broun—who epitomized the rumpled-suit savvy newsman—who raised the consciousness of the working press. His persuasion and articulate presentation delivered thousands to the ranks of the CIO after they understood that one could be not only a union member and a professional but a better professional because of that unionism.

There would not be a Newspaper Guild were it not for Heywood Broun, and there would not be a Steelworkers Union were it not for Phil Murray and the thousands that they both energized into the ranks of industrial unionism.

That is why it is important that this history be passed to the new generation that will bring this society and all its technology and information into the 21st century. For the concept of the dignity of the worker in their workplace will transcend the decades. The machinery and the equipment will be new, but the ideas and the people will remain.

The real lesson from that experience in North American history, however, was the impact which was made upon literally millions of working people and their families. For those Steelworkers and Auto Workers and Rubber Workers and members of the Newspaper Guild and the Teachers and the printing trades and dozens of other unions elevated the standard of living of countless millions into a better life. It allowed them not only to produce the goods for a better society but also provided the ability to purchase them, to be able to afford good housing, to buy automobiles and to send their children to college. This is what the North American labor movement is all about. And if we do not pass on this history—the story of Lewis, of Murray, of Broun—then we will have missed not only opportunity but failed in part of our mission.

History must be studied but not relived in meeting today's challenges. That is why the Steelworkers, meeting in the city of our constitutional birth last year, approved a report on the future directions of the union, which said that:

"To survive . . . we must be able to respond to exploding technological change, increased concentration of corporate wealth and power, a declining industrial base, surging imports from the Third World, sophisticated union-busting tactics, sudden changes in bargaining strength and bargaining patterns, shifts in political power, and a hostile legislative climate."

This is as complete an agenda of the dilemma facing the labor movement—and indeed, the progressive community—as could

be summarized. Yet those of us familiar with our history do know that change does come to our institutions. And how and what we communicate to the people who transmit the news—which is essentially our daily activities—is vitally important to us as trade unionists.

Our futures report stressed that in all of our activities—whether it be bargaining, the increasingly important activity of organizing, political action or day-to-day operation of the union—a major part of what we do is to communicate. In recognition of how vital communication is to our endeavors, we have examined how we can better communicate both inside and outside our union.

Despite many recent improvements, we still do not communicate often enough or effectively enough with our members and the public. Each day most unions achieve gains that are of importance, value and interest to their membership, and yet only a fraction of these accomplishments ever becomes widely known. Our members and local unions are constantly generating valuable new ideas.

Although these new approaches would be of interest to other local unions, many of them do not receive the widespread attention they deserve. In the Steelworkers we have begun to remedy these problems in a variety of ways, including improvements in our internal publications, the use of polling to determine our membership's views, and two recent successful public relations campaigns. While these developments are a step in the right direction, much more can and must be done.

Recent breakthroughs in communications technology have created vast new opportunites for more effective communication. We are already into the new communications technology, installing a network of word processors in all of our 24 districts in both the United States and Canada, and we have utilized increased direct mail techniques.

We have employed institutional message advertising more in the past two years than in all our nearly 50-year organizational history. We have utilized satellite transmission in teleconferencing our convention to local union halls, have held teleconferences with the media and have joined in labor's television message through both cable and commercial outlets.

Many of you may recall the 1983 British steel campaign—a massive letter-writing effort to Congress and advertising warning of the consequences of the proposal to import British slabs. We were successful in that the plan was abandoned. And last year a similar effort undertaken jointly with one of the major steel producers resulted in a favorable International Trade Commission recommendation on imports, although it was not accepted by the president.

Those campaigns also resulted in the most extensive polling of both our membership and of the public on basic industry and trade issues. These techiques are being coupled with computer retrieval capabilities to conduct carefully targeted direct mail campaigns. Our active, laid-off and retired members form a master mailing list in excess of 1.6 million throughout North America.

We believe that the political choices and social possibilities in America are broad but that without unions these choices would be reduced to the recommendations of Democratic investment bankers versus Republican investment bankers. Ours is not a narrow, self-interested vision. It is not the over-worked yet undefined allegation from the last campaign, which tagged labor as a "special interest group."

A changing labor movement is eager to enter the marketplace of ideas to achieve a better social compact. It does not seek confrontation, but neither will it flinch from any challenge to its right to organize, to bargain and to participate in the political process. Recall the words of abolitionist leader, Frederick Douglass, some 140 years ago:

"Those who advocate freedom and yet depreciate agitation are those who want crops without plowing up the ground. They want rain without the thunder and lightning. And they want the ocean without the awful roar of its waters."

A few years ago, in this hotel, author Murray Kempton, who began his career as a labor reporter for the New York Post, spoke to a Steelworker gathering and reflected upon the early years of the union and its founder, Philip Murray. His words would be prophetic of what was to happen and an insight into the future:

"The Steelworkers Union taught me very early how grand the many can be when they are together," Kempton said, "and Mr. Murray taught me, too, how noble the few can be when they keep themselves intact for a time

when they are needed to stand alone for the many. The union is not for yourself but for your children. It does not arise to avenge the past but to claim the future. It is not just an economic weapon—it is a spiritual instrument. It is an expression not of the dignity of its leaders but of the dignity of all. It is not property but mission. For every decent moment in the history of a union is the assertion of an affronted conscience."

That occasion was a testimonial for one of the leaders of our union who made his mark not only in collective bargaining but in representing the best of the image of the trade union leader—an Irish-born steelworker by the name of Joe Molony.

Few who heard Molony speak will forget his delivery and his intensity of conviction for the casue of working people. Those who knew him and worked with him from the media were especially in awe of Molony.

One of our practices has been to bring press people to our education center—which is located 40 miles from here—and have them spend time with our local union officers and our communications people. That way we can tell them of our problems, and at the same time we gain further insight and respect for the problems of working journalists.

One of those participants in our seminars was a longtime labor reporter in Buffalo, Ed Kelly. Ed's career essentially paralleled that of Molony from the formation of the Steelworkers Organizing Committee through its evolution to the United Steelworkers of America. He saw Joe rise from the ore docks of the Republic Steel plant in Buffalo to become a leader in the New York State District and eventually to be elected to the first executive board of the newly constituted union. Kelly chronicled Molony's career through successive elections and his eventual election as an international vice president of the Steelworkers.

He reported on Molony's involvement with a succession of governors and presidents, for Joe was active in the Democratic Party and in the politics of Buffalo. He followed him to Albany and his involvement with Averill Harriman and Nelson Rockefeller and to Washington, where he became a valued resource person during the Truman, Kennedy and Johnson administrations.

What made Molony sought after by his contemporaries in the media, however, was his accessibility. And it was sort of an injunction to those of us in the union who observed his success in dealing with the press that indeed he must be doing something right. Ed Kelly may have summed it up best in a final column which he wrote about Molony after his death in 1977:

"He was readily accessible to the press, with an instinct for turning the public interest in the collective bargaining process to the advantage of his members. He was a master of the colorful phrase, the quotable quote—the sort of news source that those in the communications business would seek out. He was a delight to work with in telling the union side of the story, because he saw the working press as just that—working people doing a job."

Every year in the fall our union co-sponsors an annual lecture at the University of Notre Dame in honor of Joe Molony. We have selected journalists and economists, social critics and idea people. We honor Joe Molony by trying to provide an opportunity for dialogue and discourse among students who otherwise might not hear a dissenting view to the established political and economic thoughts of the day.

Besides Murray Kempton, we have brought prople like Randy Barber, Abe Raskin, Mark Green, Jim Ridgeway and Bob Kuttner. Some have criticized the labor movement on occasion—and our sponsorship of this event we believe is in the finest tradition of open and honest trade unionism.

Last month, at the national policy conference of the Steelworkers in Canada, my union honored the dean of Canadian labor writers, Wilf List of the Toronto Globe and Mail. Wilf also followed the progress of labor for some four decades. His comments on that occasion are worth recalling:

"How many institutions are there in society," List asked, "with the ideals of the trade union movement for the broad concerns of those in need—the poor, the elderly and in addressing the special plight of women?"

It was Kempton, again, who recalled for all of us in the trade union movement that we do indeed have a broad purpose and a mission. He said it best at that event commemorating Molony and the Steelworkers:

"A union is the expression not of the dignity of its leaders but of the dignity of all. It was not called into being to celebrate the power

and majesty of one man, and it does not live to serve the self indulgence of another. It is not property but mission. Every decent moment in the history of a union is the assertion of an affronted conscience.

"Anyone can belong to a union, but a union belongs to no one and least of all to anyone who is ashamed of where he came from and indifferent to those he left behind. The union leader is not the owner of an institution—he is the caretaker of a tradition. He does not rise above ordinary men—he rises with them."

That injunction by a longtime Guildsman is just as relevant to those of you in The Newspaper Guild as it is to us in the Steelworkers and to any other trade unionist. It is a reminder that ours is mission—that we indeed do have a prupose higher than just the growth of monetary rewards—that there are millions out there in an emerging information society who will need the instrumentality of a union just as did the millions in the factories and the mills of the industrial period.

On that thought I will conclude. I wish you well in your deliberations, and I bring you the good fraternal wishes of our one million members throughout North America. Together, we will all enter our second half century of activity, embracing change and participating in the betterment of our society.

Thank you.

(The audience rose and applauded.)

PRESIDENT PERLIK: Thank you very much, Lynn, for a wonderfully crafted address to this convention, and one in which you reminded us of the problems that exist outside this hall as well as the ones inside.

We especially appreciate your putting your characterization of some of the plights of the labor movement into the mouths of Guild members—Muray Kempton and Wilf List, of course, and Ed Kelly.

Kelly was a colleague of mine on the Buffalo Evening News before I went on to better things with The Newspaper Guild, and I have very strong memories as well of Joe Molony. He helped the Buffalo Local many times in collective bargaining crises, and he was all that you said he was, indeed.

Lynn's office is just a block or so from this hotel. You have passed it, most of you, on your way over to the ITU hall in the evenings when we have had social gatherings over there.

I first visited that building in 1978, as I indicated in my opening remarks, my introduction. I went, at Lloyd McBride's invitation, to explain our financial needs. I walked in with a sheaf of documents that had been flown up that morning from Washington. There was a meeting of the senior executives of the Steelworkers awaiting me.

Lynn, I must confess I don't remember whether you were there that morning, but certainly several of your colleagues were. I put these documents out to each of those present and began to go through them, and Lloyd McBride took his packet and closed it and pushed it to the center of the table, and he said, "Chuck, what do you need?"

And I told him that we needed $250,000 to go along with the IUD loans, Auto Workers' loans, IBEW loans, Machinist's loans, Amalgamated Bank loans that we had to assemble in that time. And in five minutes he said, "Make the arrangements with the treasurer."

That's the kind of friends the Steelworkers have been to us, and I am sure under the stewardship of Lynn Williams we look forward to that friendship lasting a long time.

Thank you, Lynn. (Applause.)

CHAIRPERSON CULVER: Thank you.

We are preparing to take up the Collective Bargaining Committee report. Gil Bailey, if you will come up.

SISTER CRAIG (Southern Ontario): Before Brother Williams leaves the hall I would like to make a little point of information and add my local's appreciation for his presence here today.

I think Brother Perlik, in mentioning Brother William's first job was an organizing job, omitted an opportunity to say that, as I understand it, that first organizing job was the first attempt to organize the Eaton's Department Store.

This has major significance for us in Southern Ontario because most of us in the labor movement in Southern Ontario this past year were extremely busy working on the new Eaton's organizing drive which has finally resulted in a contract. And Brother Williams was good enough to be very supportive of that long strike at Eaton's, which finally resulted in a contract, by making a visit to To-

ronto, visiting the picket lines, and being host at a dinner, an evening of celebration by the Steelworkers Union to which the strikers were invited along with their supporters in the labor movement. And I would just like to say his presenece here is very, very welcome as a major supporter of perhaps the biggest thing that's happened in the labor movement in Southern Ontario in the past year. (Applause.)

CHAIRPERSON CULVER: Thank you, Sue Craig.

We will proceed at this time with the First and Final Report of the Collective Baragining Committee.

Gil Bailey, you are recognized.

BROTHER BAILEY (Pacific Northwest): While this reads as "First and Final Report of the Collective Bargaining Committee," I will have to tell the committee that we will meet briefly when this session concludes to consider one more resolution.

First and Final Report of the Collective Bargaining Committee.

FIRST REPORT OF THE COLLECTIVE BARGAINING COMMITTEE

Average Guild negotiated wage increases outpaced the rise in living costs in Canada and the United States for the fourth consecuive year, although our economic settlements, on average, declined somewhat. The profits of Guild members' employers continued to increase at a faster rate, on average, than employee wages.

The average of Guild wage increases in both Canada and the United States exceeded avarage pay increases gained by all unions in both nations. The average reporter top minimum climbed to $547.66 per week, while beginning reporters' average salary rose to $347.37 weekly.

Most employers pressed, if not heightened, attacks on key elements of Guild contracts. These attacks took the form of proposing merit-pay pools, lump-sum bonuses, two-tiered salary levels and commission-only sales arrangements. There were also assaults on no-paycut clauses, severance pay, jurisdiction, exclusions, Guild shop, sick leave and contract continuance or "evergreen" provisions. These employer attacks are being nurtured by the political climate fostered by governments in both Canada and the United States. Guild bargainers are urged to report to TNG any attempts to weaken their contracts so as to avail themselves of Guild-wide experiences in thwarting such attacks.

Guild-represented employees increasingly use their own computers in their work. The use of computers furnished by the employer for work at home is also on the rise. News sources and advertisers now have the capability to feed data directly into the employer's computer. Additional provisions need to be added to the Collective Bargaining Program, seeking information from the employer regarding remote computers linked with the employer's computer.

Renewed emphasis is needed to win and enforce adequate coverage and jurisdiction provisions to protect against job loss that otherwise might occur as a result of the use of microcomputers. Similarly, locals must ensure that contract standards, including, without limitation, those dealing with expense-reimbursement, hours and overtime, continue to be enforced. TNG and locals must closely monitor developments regarding the use of microcomputers.

Compulsive gambling has been recognized as a disease by medical and psychiatric authorities. Some medical plans now cover out- and in-patient treatment for compuslive gambling, which afflicts two-to-five million Americans.

Comprehensive employee assistance programs, or other similar programs providing short-term counseling with referrals if extensive counseling or treatment is called for, can form the beginning of an employer's "wellness" program as a key means of reducing medical plan costs. The success of an employee assistance program depends on its being confidential and voluntary.

Job-sharing, whereby a full-time job is shared by more than one employee, occurs in a handful of Guild shops. When jobs are shared there must be no loss of benefits or protections under the contract.

TNG maintains a strong commitment for an equitable merger of unions within the newspaper and communications industries to enhance bargaining strength and united organizing efforts.

Locals unable to achieve dues checkoff in their contracts have devised innovative methods of collecting dues. These methods include the Rochester Guild's use of automatic, electronic withdrawal from members' bank accounts, as well as other locals' use of credit cards and credit union accounts.

Having an operating margin exceeding 21 percent, trustees of The Newspaper Guild International Pension Plan likely will increase benefits during their scheduled July meeting. Participation in the only Guild-wide and portable pension plan is available by negotiating an employer payment to the plan or by merging an existing plan with it.

The Convention:

I. Amends the Collective Bargaining Program as shown below [added wording in bold face]:

Article II, Section 9. INFORMATION: Locals shall seek complete, detailed payroll information including social insurance numbers for employees in Canada and Social Security numbers for employees in the United States, without limitation or restriction on the use of such information.

Locals shall seek full information on hiring and promotional standards.

Locals shall seek full information regarding employee use of personal or remote computers in the service of the employer and the use of or tie in with the employer's computers by freelancers, news sources, advertisers and the like.

Article II, Section 29. HEALTH AND WELFARE PLANS: Provision shall be made for prepaid health, surgical and hospitalization coverage for the employee, the spouse of any employee and the dependents of any employee paid for by the employer, as well as for employer-paid life insurance covering the employee. Health plans shall also provide dental, eye, aural, psychiatric and psychological care; prescribed drugs and treatment for alcoholism and drug addiction, drug-related problems and compulsive gambling, abortions, tubal ligations or vasectomies; obstetrical benefits without dollar limitations; and liberal elective surgery benefits. Health plans shall provide care by any licensed practitioner and the cost of any devices whose use they may prescribe.

Locals shall negotiate for a health maintenance organization option with the employer paying the full cost of participation in any such prepaid group practice plans. Locals shall seek provision for a contract reopener in event a federal, state or provincial health insurance plan is either established or amended by legislation, to make certain that employer contributions for health and welfare are not lost but are retained for supplemental health care, if needed, or other forms of insurance, pensions or wages.

Provision shall be made for an employer-paid employee assistance program covering the employee, spouse and dependents with the requirement that any plans adopted shall be totally voluntary and confidential in participation by employees.

II. Adds the following provision to the Convention Recommendations on Collective Bargaining:

Article II, Section 40. Should Locals seek provision allowing an employee to share a full-time job with another employee, then, any employee may opt for job sharing, with no loss of benefits or protections under the contract, without fragmenting full-time jobs into permanent part-time positions or eliminating jobs, with the right for a full-time employee to reclaim the employee's former job, with rehire rights for an employee displaced as a result.

III. Adopts the following:

1. Urges TNG to stand ready to resume discussions with compatible AFL-CIO, CLC unions about possible merger.

2. Urges locals and TNG to closely monitor expanding use of personal and remote computers used to prepare, revise or transmit to the employer's host computer advertising or news copy or associated information.

3. Calls on locals to press for job protection through adequate jurisdiction and coverage clauses, including protection against contracting out work and protection against bargaining-unit work being performed by employees excluded from the contract or bargaining-unit work in any way being eroded as a result of the use of remote computers.

4. If any employee uses personal computers in the service of the employer, locals must ensure maintenance of contract standards, including hours and overtime provisions. Provisions requiring the employer to provide necessary working equipment must be vigorously enforced if an employee chooses not to use personal equipment on the job. Provisions for employer payment for expenses incurred on the job must be enforced as they apply to use of an employee's personal equipment, including a computer or ancillary equipment. Any other expenses the employee incurs by using a personal computer shall be reimbursed by the employer under the provision for employer payment for on-job expenses.

5. Locals unable to achieve dues checkoff should examine other ways of dues collection including automatic withdrawals from bank accounts, as well as the use of credit cards and credit union accounts.

6. Urges locals to consider the advantages of participating in The Newspaper Guild International Pension Plan.

Signed: Gil Bailey, Pacific Northwest, Chairperson; Alvin Aleixo, Providence; Angel Baez, Puerto Rico; Henry Baker, New York; David Baum, Scranton; Linda Beaulieu, Woonsocket; Mike Bocking, Vancouver-New Westminster; Mike Burrell, Denver; Lee Clifford, Canadian Wire Service; Robert Conner, Albany; Michele C. Davis, San Diego; Dave Elder, Ottawa; Joe Frolik, Cleveland; Mitchell Grochowski, Scranton; Pamela Haren, Cleveland; Mike Hoelscher, Brockton; Sophia Jensen, San Francisco-Oakland; Ed Kirgan, St. Louis; Connie Knox, Washington-Baltimore; Steven Krause, Lynn; Dennis Lajiness, Toledo; David Langzettel, Portland; Linda Lipp, Chicago; Dave Longerbone, Twin Cities; Dianne Martino, San Jose; Steven Michael, San Francisco-Oakland; Richard Olive, San Francisco-Oakland; Sandra Pearlman, Washington-Baltimore; Charlie Ramis, Puerto Rico; John Redenbo, Peoria; Christine Skeete, New York; Larry Smith, Denver; Stan Souza, Hawaii; Gustav Spohn, Bristol; Roger Stonebanks, Victoria; Jerry Trambley, Erie; Gene Turner, Central California; John Wallace, Wilkes-Barre.

BROTHER BAILEY: John took exception to one point.

I move the adoption of the report.

CHAIRPERSON CULVER: The First and Final Report of the Collective Bargaining Committee has been moved and seconded by the committee, and it is before you for adoption.

BROTHER STEINKE (St. Louis): On Page 2, under convention Item 1, we are directing locals to get information including Social Security numbers and without limitation or restriction on the use of such information.

We shouldn't do that. The Social Security numbers are used sometimes as employee identification numbers, they are used on checking accounts, they are used in many confidential ways.

I don't mind you getting the Social Security number—mine—for a purpose, but I don't want you using it without limitations or without restrictions. I don't think that should be in there.

That is also an entry in the computers. People's Social Security numbers get them into the computer, pulls stories out, and if this is going to be put on bulletin boards, everybody's Social Security number, I think it is going to have a chaotic effect.

I would like comment on it, and I want the deletion.

I know nothing about the Canadian numbers and won't comment, but I think the United States Social Security numbers should not be included in there if you are going to put out this information without restriction.

CHAIRPERSON CULVER: Gil, do you wish to respond to that?

BROTHER BAILEY: I think the provision is intended for us to gather the information without restriction, but the use obviously should be selective.

BROTHER STEINKE: I just question what you are saying there. You are saying without limitation or restriction on the use of such information.

BROTHER BAILEY: Without limitation by the employer.

BROTHER STEINKE: That isn't what this says.

CHAIRPERSON CULVER: Well, do you wish to offer an amendment, Bob?

BROTHER STEINKE: **I offer an amendment to delete Social Security numbers, to take that out of there.**

(Seconded by several.)

BROTHER STEINKE: **I am also advised by my Canadian friends, social insurance, to take that our of there.**

CHAIRPERSON CULVER: Seconded by several.

Bob, is it your intention—

BROTHER STEINKE: **Brother Cuthbertson just suggested to me, and it makes sense, to strike the last clause—"without limitation or restriction on the use of such information," to put a period after "United States" instead of a comma.**

CHAIRPERSON CULVER: All right. Is that agreeable with the seconder?

All right. The motion before you is to eliminate the language after the comma, eliminate the language saying, "without limitation or restriction on the use of such information."

That's before you for a discussion. Will there be debate?

Yes. Dick Ramsey, the executive secretary of the Contracts Committee, would like to comment on this. Dick, you are recognized.

BROTHER RAMSEY: Thank you, Brother Chairperson.

Some time in the 1970s—and I can't be more exact than that—we added provision seeking social insurance numbers and Social Security numbers for employees in Canada and the United States respectively so that TNG might, at that point, put membership records into a computerized system using those numbers.

The fact is, most of our contracts, both in Canada and the United States, now provide for the employer to give us information, including social insurance numbers in Canada and Social Security numbers in the United States.

Now that TNG is headed toward a full computer system, it would seem that you are perhaps denying us this information, which is readily available from an employer and has not caused, to my knowledge, any difficulty in obtaining a clause from the employer in the contract stating that the employer will provide us with social insurance or Social Security numbers.

The phrase "without limitation or restriction on the use of such information" is in there because in one or two contracts a couple of employers have sought to make the Guild local keep payroll information strictly within the hands or the minds of the bargaining committee. We could not put out that information, could not analyze it and disseminate it throughout the membership that we represent.

Secondly, it's been a good bargaining ploy from time to time to put out payroll information using the name of the employee and disribute that information throughout the bargaining unit affected.

CHAIRPERSON CULVER: Very well. Center mike.

BROTHER PAUL BRYAN (Southern Ontario): Advice from the chair, please. The amendment now before us is just deleting from "without limitation." Is that what is on the floor now?

CHAIRPERSON CULVER: Yes. "without limitation or restriction on the use of such information."

BROTHER BRYAN: Okay. **Then I would like to offer a second amendment of deleting the words "including social insurance numbers for employees in Canada and Social Security numbers for employees in the United States" as well, please.** And if I have a seconder, I will speak on it.

(Seconded by several.)

CHAIRPERSON CULVER: All right. There is a second then. In other words, this should stop—the new section would read, "Locals shall seek complete, detailed payroll information"—period.

BROTHER BRYAN: Correct.

CHAIRPERSON CULVER: Very well. Proceed.

BROTHER BRYAN: Okay.

I just suggest that if TNG wants to identify us in the computer system, there is a very easy way—assign us other numbers starting at number one. First of all, social insurance numbers in Canada are getting very widely spread and used throughout all kinds of data base systems to identify people—through

police files, through government files and everything else. It is becoming very widespread.

Legally nobody is allowed, as I understand it, in Canada anyway, to ask for your social insurance number other than the government. It is becoming a very common system of identifying people and completely keeping total tabs on their files, and I don't particularly want to see that carried on.

We are asking other agencies around not to use it, and some of us are refusing to give it out to anyone else.

I think TNG should be following the same thing.

CHAIRPERSON CULVER: Very well.

Before we go to the next speaker, let me remind you the debate at this point is solely on the question of the social insurance numbers and the Social Security numbers.

BROTHER LAINE (Los Angeles): I just want to call the body's attention to Page 120 of the Constitution as it stands today, the language we are discussing right now has been there since the mid '70s, as Mr. Ramsey pointed out to you.

The only thing that the Collective Bargaining Committee brings to you today is new or has not been in our Constitution for about 15 years is the underlined language down below, so what I would like to suggest to the body is that the changes you are looking at right now change matters of fact that have been in our Constitution and served us well for a number of years.

Thank you.

BROTHER BOCKING (Vancouver-New Westminster): I find it ironic that the intent of this motion is to restrict the use of social insurance and Social Security numbers by unions when at the current time employers have complete access to this information. If there should be a focus to this debate, it should be that we be restricting the use of these numbers by the employers, not the union which represents the best interests of those employees.

BROTHER DUNHAM (Montreal): Further to Brother Bryan's amendment, we face an additional difficulty in Quebec where the law states that you cannot get the social insurance number without the employee's consent, so at times we cannot simply get the social insurance number.

CHAIRPERSON CULVER: The mikes are clear.

The amendment that is before you would delete in Article II, Section 9, only the language referring to social insurance numbers and Social Security numbers. Is that clear?

Bill, did you want to speak?

BROTHER MORRISSEY (Wire Service): I wish to address the issue.

Brother Chairperson, not that I want to prolong the debate, but there was a comment made that the Constitution contains a segment urging locals to collect Social Security and social insurance numbers, and I think that is incorrect. The constitutional book contains the collective bargaining program, and it is the collective bargaining program which contains that language, not the Constitution.

CHAIRPERSON CULVER: Do you wish to speak to this amendment, John?

BROTHER EDGINGTON (San Diego): The amendment was to delete "without limitation or restriction on the use of such information."The amendment to the amendment was to add to that language, "including social insurance numbers for employees in Canada and Social Security numbers for employees in the United States." So the question on the amendment is to add that language to that which is to be stricken, not simply a deletion of the language "including social insurance numbers for employees in Canada and Social Security numbers in the United States."

BROTHER BRYAN: Point of order. My intent was to delete everything from the "including social insurance numbers" on in that clause.

I don't know if I perhaps worded it incorrectly, but the intent of my motion was to delete everything after "payroll information."

CHAIRPERSON CULVER: Yes. When the chair stated the motion, we stated it one way, like you said, and then later—to clear this up, I am going to consider the motion before us at this point as wiping out everything after the word "information," and then if that amendment passes, it wipes out everything after the word "information."

If the amendment fails, then we will go back to the language that eliminated only the part "without limitation."

Is that agreeable? Very well. We will vote on the amendment to eliminate everything after "payroll information." All those in favor of adoption say aye. Opposed, no. The noes have it.

MOTION LOST

CHAIRPERSON CULVER: We will go back now to the language to eliminate "without limitation or restriction on the use of such information."

Is there further discussion on that amendment?

All right. That is now before you for adoption. Are you clear on the amendment? All those in favor of eliminating that final language starting "without limitation" please say aye. Opposed, no. The noes have it. The amendment is defeated.

MOTION LOST

CHAIRPERSON CULVER: We are back to the original report. Will there be further amendments?

(Cries of "Division.")

CHAIRPERSON CULVER:It is too late for division at this time.

We will proceed with the report. Are there further amendments?

BROTHER PELLETTIER (Southern Ontario): I am addressing Roman Numeral III, Paragraph 1, on Page 3.

I would like to propose an amendment.

CHAIRPERSON CULVER: Paul, would you state again the part you are amending.

BROTHER PELLETTIER: Roman Numeral III, Paragraph 1, on Page 3, and **I would like to amend the statement there by inserting the words "and/or" before the words "CLC" so that is would read: "Urges TNG to stand ready to resume discussions with compatible AFL-CIO and/or CLC unions about possible merger."**

(Seconded by several.)

CHAIRPERSON CULVER: All right. That's been seconded.

BROTHER PELLETTIER: The reason for this amendment is that right now it is on the agenda, at least in some locals, of the ITU in Canada that they may pursue the idea of forming an independent Canadian union of typographers if certain other events happen that I am advised I shouldn't refer to. (Laughter.)

The idea is being pursued as an independently chartered local of the CLC. It would not be affiliated with the AFL-CIO, and that is seen as an interim measure until they can pursue merger with other unions in the industry, and so the amendment is intended to allow for the possibility of TNG pursuing a merger with that CLC union of typographers if it ever happens.

CHAIRPERSON CULVER: Are there further speakers on the amendment? All right. The amendment before you is on Page 3, Roman Numeral III, Number 1. We will insert the language—after "AFL-CIO" we will say, "and/or" and then "CLC unions." All those in favor of adoption of the amendment please say aye. Opposed, no. The amendment is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: The full report as amended is before you. Are there further amendments?

BROTHER BRYAN (Southern Ontario): In keeping with Page 1, **I would like to amend the last paragraph on Page 2 in the fourth to the last line, to add "or other similar plans" after "employee assistance programs."**

CHAIRPERSON CULVER: Is this the paragraph starting, "Provision shall"?

BROTHER BRYAN: That's right. At the end of that line I would like to add "or other similar plans" to keep in line with Page 1.

CHAIRPERSON CULVER: Is there a second to that motion?

(Seconded by several.)

CHAIRPERSON CULVER: All right. That's been moved and seconded. Do you wish to speak to the motion?

BROTHER BRYAN: Just to remind the delegates of what I said at the forum on Monday afternoon. At least in my humble opinion, I think there are other plans that are as good as if not, in a lot of ways, better than EAP programs.

CHAIRPERSON CULVER: Very well. Are there further speakers on the amendment? Okay. The amendment before you is

at the bottom of Page 2, the paragraph that starts out "Provision shall." It adds at the end of that paragraph or sentence the words "or other similar plans." All those in favor of adoption of the amendment please say aye. Opposed, no. The amendment is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: Are there further amendments? Is there further discussion on the report?

SISTER CAPARELLA (Philadelphia): Would you add my name to that report.

CHAIRPERSON CULVER: Very well. Add Caparella, Philadelphia.

SISTER CAPARELLA: Also Earl Patrick.

CHAIRPERSON CULVER: Any other additions?

CHAIRPERSON CULVER: Is there further discussion on the report?

(The question was called.)

CHAIRPERSON CULVER: The question has been called. The mikes are clear. The First and Final Report of the Collective Bargaining Committee as amended is before you for adoption. All in favor of adoption please say aye. Opposed, no. The ayes have it. The report is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: I recognize President Perlik at this time for an introduction.

PRESIDENT PERLIK: Brothers and sisters, those of you who were in Puerto Rico last year recall that for the first time, I think, we had farternal visitors from unions in the newspaper industry not affiliated with The Newspaper Guild.

This year we invited some of the same unions plus others to attend this convention. We invited nine such groups, as a matter of fact.

One of them has responded with a visitor here this morning, and I would like to introduce her to you. She is Cathy Mong, representing the Dayton, Ohio, Newspapers Editorial Association.

The Dayton Newspapers Editorial Association represents 160 of the approximately 1,000 employees at the Dayton Daily News and the Journal Herald, which have a combined circulation of 300,000 seven days a week.

Dayton's independent Editorial Association was started in the 1950s in response to management's plea for an alternative to The Newspaper Guild.

Cathy is a member of the association's bargaining committee which is currently preparing to negotiate a contract to replace their current agreement which expires in January of 1986.

She extends to you the greetings of Charles Stough, the association's president, who was unable to attend.

Cathy is sitting in the visitors' section.

Would you please extend a welcome and make a promise that she is welcome here permanently any time they are prepared to do so. (Applause.)

CHAIRPERSON CULVER: At this time we will take up the First Report of the Human Rights Committee. Roberta Simons, you—let's give her our attention.

Roberta Simons, you are recognized.

SISTER SIMONS (San Francisco-Oakland): Thank you.

This is the First Report of the Human Rights Committee.

FIRST REPORT OF THE HUMAN RIGHTS COMMITTEE

The 52nd Annual Convention recognizes the long-standing constitutional goal of the Guild: "To guarantee as far as it is able equal employment and advancement opportunity in the industry . . ."

Despite progress, we have a long way to go.

Although Guild locals have made gains in the pursuit of wage parity through bargaining, the fight has extended into the courts and equal employment agencies.

St. Louis has filed suit in federal District Court, charging the Post-Dispatch with violating Title VII of the Civil Rights Act of 1964 through the use of sex-segregated job classifications, discriminatory wage rates for female-dominated jobs and continua-

tion of a system that perpetuates these practices.

The Southern Ontario local filed a complaint against the Toronto Star with the Ontario Human Rights Commission on behalf of 12 individual telephone sales representatives, charging the Star with sex discrimination in establishing their rates of pay.

The Memphis local filed complaints with the Tennessee Human Rights Commission and the EEOC, charging the Commercial Appeal with discriminating on the basis of sex by paying telemarketing personnel, predominantly female, at a rate lower than advertising service representatives, currently all men, who perform work of equal skill, effort and responsibility under similar working conditions.

To benefit from the collective experience of locals and in accordance with the Guild Constitution, locals are reminded to consult with TNG before taking any legal action and before responding to any legal action involving them.

Among the gains were:

- Narrowing the wage disparity between telephone salespersons and outside salespersons at the Eugene Register-Guard.
- Bringing social writers at the Waterbury (Conn.) Republican American and librarians at the Ottawa Citizen up to the key classification.
- Winning special wage increases for female-dominated classifications in Terre Haute, Boston, Providence and Buffalo local contracts.
- Adding new anti-discrimination or fair-employment-clauses in Boston, Terre Haute, Windsor and Southern Ontario local contracts.
- And to advance employment opportunities, 12 locals improved job-posting and tuition-aid provisions, and at least six locals improved maternity-paternity-adoptive leave language.

Another noteworthy legal action was taken in August when the U.S. Equal Employment Opportunity Commission sued the New York Daily News, charging that the News discriminated against its black editorial employees by paying them less than their white counterparts, failing to promote them or give raises and retaliating against blacks who have filed discrimination grievances. The commission is seeking back pay, promotions for those employees affected by the discrimination and affirmative-action programs.

The EEOC action is separate from a private suit filed by 15 black News employees.

On April 17, 1985, the Canadian Charter of Rights and Freedoms added a sweeping new constitutional guarantee of equality including the principle of affirmative action. A far-reaching impact on women, minority groups and the handicapped is expected along with a flood of court cases to determine its full meaning.

It is incumbent upon locals to ensure that employers do not rest easy, particularly in the United States where attempts to dismantle affirmative action programs and civil rights gains may be creating a climate of temporary relaxation.

The Convention urges locals to:

- Capitalize on collective bargaining gains.
- Pursue arbitration to remedy discriminatory practices or policies.
- Carefully lay the ground work for other legal actions if necessary.
- Continue to update the statistical composition of their employer's work force.
- Follow up on child care, job-sharing and flex-time studies.
- Lobby for appropriate legislstion.
- Revitalize their Human Rights Committees
- Utilize the new Human Rights Manual as a guide in advancing the rights and benefits of all our workers.

Therefore, the Convention adopts the following:

1. Locals shall intensify efforts to achieve: a) wage parity for inside classified salespersons with those who are in key classifications; b) equal pay for equal work or work of equal value, and c) upgradings for jobs traditionally filled with women and minorities.

2. Locals shall make greater efforts to achieve fair-employment-practices contract provisions that ban discrimination in hiring and other employment conditions, and other clauses such as job-posting, promotion, tuition-aid and training clauses that are key to the upward mobility of Guild members.

3. Locals shall, in accordance with the Guild's Collective Bargaining Program, continually seek full payroll information—job classification and starting date therein, name, sex, race, national origin, date of birth, salary, merit pay, overtime records, date of original hire and date of all classification changes—to determine a profile of Guild-represented work forces and any pattern of discrimination, and forward such information to TNG.

4. TNG and U.S. locals shall continue to support and utilize the Job/Scholarship Referral Service operated by Howard University for the Minorities and Communications Division of the Association for Education in Journalism and Mass Communications, and U.S. locals themselves shall subscribe to the Service's job-candidates bulletin, provide copies of the bulletin regularly to employers and urge employers also to subscribe.

5. TNG shall continue to distribute to locals, as appropriate, data received from all sources on minority persons seeking employment in Guild jurisdiction, and locals shall not only transmit such data to their employers but follow up to make sure management contacts the candidates and gives them serious consideration.

6. Locals and members shall seek opportunities to associate with other U.S. and Canadian union organizations and community groups that share the Guild's human-rights objectives in order to further those objectives and increase Guild participation in and support at all levels for such organizations as the Coalition of Labor Union Women (CLUW), the Coalition of Black Trade Unionists (CBTU), the National Committee on Pay Equity, the Labor Council for Latin American Advancement (LCLAA), Frontlash, the A. Phillip Randolph Institute (APRI), the Leadership Conference on Civil Rights (LCCR), the National Association for the Advancement of Colored People (NAACP), the National Council for Senior Citizens (NCSC), the Martin Luther King Center for Social Change, the National Urban League and the National Urban Coalition.

7. Locals shall supply the convention's Human Rights Committee annually with full payroll information by age, race, national origin, sex, job title and date of hire for their staffs, and locals and district councils shall seek, and forward to TNG's Human Rights Coordinator, information on the representation of women and minorities among their officers, executive boards and representative assemblies.

8. The Human Rights Coordinator shall continue to hold seminars to inform Guild members about employment discrimination and provide information on ways to substantiate such violations. Such programs shall continue to be available for presentation to district-council meetings and other Guild forums.

Signed: Roberta Simons, Chairperson, San Francisco-Oakland; Deborah Brown, Twin Cities; Ted Dargan, St. Louis; Mary Eckardt, Sheboygan; Sara Hammond, Portland; Andria Lazis, Southern Ontario (Except #7); Carol Robin Luger, Lexington; Paul Mallon, Southern Ontario (Except #7); Terry Marshall, Washington-Baltimore; Tim McLoughlin, Lake Superior; Lou Mio, Cleveland; Carol McGarvey Rothman, Philadelphia; Lilia Valencia, San Jose.

SISTER SIMONS: **So move, Mr. Chairman.** (Applause.)

CHAIRPERSON CULVER: The First Report of the Human Rights Committee has been moved and seconded by the committee. Will there be—yes, Virginia.

SISTER VIRGINIA WATSON (St. Louis): Question. On Page 1, the first item under "Among the gains were." I notice it says narrowing the wage disparity, not achieved parity. Was this a compromise reached at the Eugene Register Guard, or is this something that the inside telephone sales people are satisfied with?

CHAIRPERSON CULVER: I will see if I can get an answer. Anna Padia, the Human Rights Coordinator, we will recognize her to answer that.

SISTER PADIA: The goal of the Eugene local is to achieve parity between their telephone sales persons and outside sales persons. In the last round of bargaining they

were able to get an agreement from the company which closed the wage disparity from 67 percent to 80 percent at the end of their contract, and that is what was ratified and signed in their current contract.

It was a gain, and that commitment from the employer to at least close that disparity to 80 percent was considered very significant, and we hope the next time around it will go from 80 percent to 100 percent in the next contract. (Applause.)

BROTHER SOUTH (New York): Please add the name of Ruben Batista who was a member of this committee and had to leave prior to signing.

CHAIRPERSON CULVER: Very well. Add Batista to the names on the committee.

BROTHER MICHAEL (San Francisco): It is my understanding that there is an organization of black journalists which in fact was meeting in Seattle this last weekend, and I was wondering why they are not specifically mentioned in Item 6.

CHAIRPERSON CULVER: One moment. Anna, did you hear that question?

Steve Michael had a question. Do you wish him to repeat it?

SISTER PADIA: Yes, please.

CHAIRPERSON CULVER: Would you repeat the question, Steve.

BROTHER MICHAEL: Yes.

It is my understanding there is an organization of black journalists which in fact was meeting in Seattle this past weekend, and I was wondering why they specifically were not mentioned in Number 6.

SISTER PADIA: Steven, am I right to assume you are talking about the National Association of Black Journalists? Yes.

The Newspaper Guild does do some work with the National Association of Black Journalists, but for the most part we like to concentrate on organizations that have worked with labor for some time and have very closely aligned objectives.

The National Association of Black Journalists, however helpful and with some similar objectives, has not had the same kind of experience as the ones that we have listed, and therefore these are the ones we ask our locals to give priority attention to.

BROTHER MacDONALD (Canadian Wire Service): **I would like to move an amendment in the Section 3.**

CHAIRPERSON CULVER: Is that on Page 2?

BROTHER MacDONALD: On Page 2, one of the adoptions.

Instead of a period after "TNG," put a comma and add the words, "except in jurisdictions prohibited by law."

I would like to make exactly the same amendment in Section 7. After "assemblies," put a comma, using the same words, "except in jurisdictions where prohibited by law."

CHAIRPERSON CULVER: Very well. Is there a second?

(Seconded by several)

CHAIRPERSON CULVER: Do you wish to speak to that, or do you think it is self-explanatory?

BROTHER MacDONALD: I think it is self-explanatory.

CHAIRPERSON CULVER: All right. The MacDonald amendment has been moved and seconded and is before you.

On Page 2, under item Number 3, on the items the convention adopts—yes. Anna Padia asks if she could speak to that.

Proceed.

SISTER PADIA: In anticipation of that concern, my office sent a letter of request to the Canadian law firm of Sack, Charney, Goldblatt & Mitchell in the last two months and received a response as to the status of human rights legislation in Canada in relationship to our human rights program.

The bottom line from Jeffrey Sack is that:

"In short, it is our view that the objective of the union, which is to properly represent the interests of employees by ascertaining whether or not or to what extent there exists a discrimination in the work place, justifies access to the information in question."

Now I know that you, Jerry, have not seen this letter because it was just sent out the week prior to the convention—

BROTHER MacDONALD: I am aware of that.

SISTER PADIA: I just wanted that to go on the record as a new letter from Jeffrey Sack addressing the latest human rights legislation and how it relates to our human rights program, and that information is, I think, within our rights.

CHAIRPERSON CULVER: Is there further discussion?

BROTHER MacDONALD: May I respond to that, Mr. Chairman, please?

I am aware of the letter, and it was brought to my attention. That is an opinion of a lawyer, a legal firm. However, our laws prohibit the employer from asking this information, and that is a question that is not addressed there.

CHAIRPERSON CULVER: Anna, would you—

SISTER PADIA: Yes. Mr. Sack is one attorney, and the opinion of Jeffrey Sack is that at the application process an employer is unable to ask for that information. After the application process, however, it is possible for an employer to get that information.

CHAIRPERSON CULVER: Is there further discussion on the amendment?

BROTHER MALLON (Southern Ontario): As a member of the committee, I had some reservations about 3, but I took the majority position, but on 7, adoption of this amendment of Brother MacDonald's would remove my exception. We do have misgivings—well, the law is the law from where we stand.

I appreciate Sister Padia's information, but I would recommend the adoption of the amendment to 3 and 7, and that would certainly remove my exception as a member of the committee. Thank you.

BROTHER PELLETTIER (Southern Ontario): I am not speaking for or against the amendment, but I would like to address the issue. I think that with the new Constitution in Canada there is specific provision in the Constitution, which I think is a good provision, that exempts affirmative action programs from the no-discrimination provisions in the Constitution, and I think with that kind of a provision in our Constitution now that Mr. Sack is probably right about the legal position.

I think that Canadian locals should be seeking legal opinions on this topic because in principle it is a good thing, I think, for us to address all types of inequities based on race or sex in the way our employers treat our members and to rectify them. In order to properly address those, it seems to me that we need that information, and I guess that's all I want to say on it.

DELEGATE: Question.

CHAIRPERSON CULVER: Very well. The mikes are clear. The question has been called. I will repeat the amendment.

This is in the recommended adoptions on Page 2. Go down to Item 3, the last line, ending, "TNG" and add the language, "except in jurisdictions where prohibited by law."

If you turn to Page 3, Item 7, you would add the same language after the word "assemblies," "except in jurisdictions where prohibited by law." All those in favor of the adoption of the MacDonald amendment please say aye. Opposed, no. The ayes have it.

MOTION CARRIED

CHAIRPERSON CULVER: Are there further—John.

BROTHER EDGINGTON (San Diego): **I would like to propose the addition—or I would like to propose Number 9, an addition to the report, and the text is as follows:**

"9. Direct locals to provide TNG with copies of any charges or complaints to be filed in connection with discrimination suits prior to filing."

If I can get a second, I will speak to that.

(Seconded by several.)

CHAIRPERSON CULVER: John, could you give me a written copy of that?

BROTHER EDGINGTON: Yes.

CHAIRPERSON CULVER: Do you have your own copy?

BROTHER EDGINGTON: You may have that copy.

CHAIRPERSON CULVER: All right.

BROTHER EDGINGTON: Brother Chairperson, having battled the United States Equal Employment Opportunity Commission for eight years to get an answer on a simple suit that was filed and having been dragged through U. S. District Court in San Diego, it is my firm belief that we should intensify our efforts to use the Human Rights Coordinator

as a clearinghouse on all litigation of this nature, and that's what my motion seeks to do.

CHAIRPERSON CULVER: Is there further discussion on the Edgington amendment? Okay. This would add a new—I am getting ready to call for the vote. This would add a new Item 9 to direct locals to provide TNG with copies of any charges or complaints to be filed in connection with discrimination suits prior to filing. All those in favor of the amendment please say aye. Opposed, no. The ayes have it. The amendment is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: Are there further amendments?

BROTHER MORRISSEY: Brother Chairperson, William Morrissey, Wire Service Guild.

I move an amendment to Recommendation 7 on Page 3, adding a new sentence: "Locals whose staffs are covered by a collective bargaining agreement shall be exempt from providing details about staff age and salary."

CHAIRPERSON CULVER: All right. Is there a second to that amendment?

(Seconded by several.)

CHAIRPERSON CULVER: Very well. It's been moved and seconded.

BROTHER MORRISSEY: If I may, Brother Chairperson.

The staff of the Wire Service Guild is covered by a collective bargaining agreement. They have their own union, and they have vigorously and repeatedly refused to provide such information for transmittal to TNG.

They feel they are adequately protected by their own union and do not want the information about their age and their salary transmitted to anyone else. They feel it is their own business, negotiated by themselves, and that they are capable of adequately protecting their own rights, and frankly, I think for TNG to feel that it needs the information in order to protect or to determine whether or not locals are discriminating against their staff is to impinge upon their own collective bargaining rights.

CHAIRPERSON CULVER: Further discussion?

(The question was called.)

VICE PRESIDENT ROTHMAN (Philadelphia): I just want to respond to that. This recommendation does not have any means of compliance for locals staffs to send in this information, but it is an encouragement by the Human Rights Committee. When we are constantly trying to seek this type of information from our employers and we can't even get it from our own locals, how do we expect any success there?

CHAIRPERSON CULVER: Further discussions on the amendment?

Very well. I will read the amendment again.

BROTHER MORRISSEY: Brother Chairperson, since there's no one else to speak, if I may have a second opportunity.

CHAIRPERSON CULVER: Proceed.

BROTHER MORRISSEY: The recommendation by the Human Rights Committee is a mandate: "Locals shall provide." It does not urge provision but directs, "shall provide."

What I am suggesting is that for those who have their own collective bargaining agreements we be exempt from being mandated to supply the information.

CHAIRPERSON CULVER: All right. That concludes the debate, and we will put the amendment before you. I will read it one more time.

On Page 3, under Item 7, we will add a final sentence that reads: "Locals whose staffs are covered by a collective bargaining agreement shall be exempt from providing details about staff age and salary." All those who are in favor of the amendment please say aye. Opposed, no. The noes have it. The amendment is defeated.

MOTION LOST

CHAIRPERSON CULVER: We are back on the main motion, main copy of the report. Will there be further amendments? Further discussion on the report? I am getting ready to call for the vote.

BROTHER BARRY (Philadelphia): Excuse me.

CHAIRPERSON CULVER: Yes.

BROTHER BARRY: On point 8, I think this is the appropriate time to express our local's appreciation to Anna Padia for her ex-

cellent work in developing our pay equity case.

She has been to Philadelphia on numerous occasions and developed great relations with our members, helped to develop a pay equity committee, job studies and has done a wonderful job of building enthusiasm for the case.

I urge all the other locals to use this resource. It is a great thing. It's great for organizing your membership and for building your union, and I don't wish to turn this into a popularity contest, but she's done a terrific job for us, and I want to publicly say so.

Thank you. (Applause.)

CHAIRPERSON CULVER: The First Report of the Human Rights Committee as amended is before you. All those in favor of adoption please say aye. Opposed, no. The ayes have it. The report is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: Thank you.

Our next report will be Research and Information, Gerald Maraghy.

CHAIRPERSON CULVER: Gerry, you are recognized.

BROTHER MARAGHY: The Third and Final Report of the Research and Information Committee.

THIRD AND FINAL REPORT OF THE RESEARCH AND INFORMATION COMMITTEE

POLITICAL ACTION

The storm clouds of conservatism have burst over our heads with the election of right-wing federal governments in both the United States and Canada since the last convention.

Emboldened by the results of the elections in the United States, big business and the forces of the ultra-right are pushing forward with unprecedented brazenness to enact their agenda. All the while they intimidate the media with an unrelenting and well financed campaign of phony allegations seeking to create the false impression of liberal media bias. The campaign includes political libel suits, advertiser boycotts, ownership-takeover threats and attempts, as well as other forms of pressure designed to stifle fair and balanced reporting of their agenda and the opposition to it.

That agenda has nothing good in it for Guild members as media workers and professionals, as union members or as citizens. It makes no sense to struggle for gains at the bargaining table only to lose them in the legislative hopper because of a failure to act in the political arena.

Guild members must respond by digging into their pockets for contributions to pro-labor political organizations such as, in the United States, the AFL-CIO's Committee On Political Education (COPE). This is no time to save those pennies for a rainy day, the rainy day is upon us.

But for unions, a greater strength than money has always been numbers.

In recognition of this, the Guild last year mounted an unprecedented voter-registration campaign on the assumption that a Guild member who is registered to vote will vote for those candidates and issues that best represent his or her interests. The registration campaign was in response to a 1984 Convention mandate aimed in particular at the 1984 elections in the U.S.

This year, the most effective way to act in the political arena will be to make certain that legislators at all levels hear from Guild members on issues of concern to them.

One of these—characterized by the IEB at its spring meeting as "unwise, unfair and totally unwarranted"—is an attempt to begin taxing employee health insurance and other fringe-benefit programs as ordinary income.

Disguised as part of a so-called tax-simplification scheme, the plan is really an attack on the collective bargaining process itself, the IEB declared, in that it does significant damage to benefit plans negotiated by Guild members under the assumption they would not be taxed.

In Canada, Finance Minister Michael Wilson's first budget not only failed to deliver a promised minimum tax on the rich, but gave this privileged 2 percent of Canadians an incredible half-million-dollar tax holiday on capital gains, and callously proposed reducing the deficit on the backs of the elderly and the disadvantaged.

It is of utmost importance that Guild locals establish political-action committees to help keep members informed of political issues bearing on their interests and to assist them in making their voice heard. It is

equally important that such committees, once established, avail themselves of the assistance available from TNG and the AFL-CIO in achieving their goals.

TNG and the IEB also recognize the need for political action on their part in support of local political action committees.

For example, President Perlik joined the Manchester, New Hampshire, local and the AFL-CIO in a successful effort to stop proposed right-to-work legislation in that state; and TNG continued its efforts to save the U.S. Freedom of Information Act from erosion.

The Convention recommends that:

1. All locals appoint political-action committees, and that these committees conduct continuing programs of political and legislative activity, meet regularly and report to their locals. Such committees should avail themselves of assistance from TNG and the AFL-CIO in getting organized and in achieving their goals.

2. U.S. locals make every effort to spur COPE contributions by conducting $2 Drives among their members and seek to negotiate political-action checkoff clauses in their contracts to expand such contributions.

3. U.S. locals and district councils make treasury contributions to COPE and that Canadian locals consider making contributions to provincial political-education committees.

4. Locals eliminate from their by-laws any prohibitions against political activity.

Signed: Gerald Maraghy, Boston, Chairperson; Sue Craig, Southern Ontario; Leo DaRosa, New York; Peter Giffen, Southern Ontario; Sid Goldberg, Toledo; Roger Kaufhold, St. Louis; Esther Thoroughgood, Philadelphia.

BROTHER MARAGHY: Brother Culver, **I move adoption.**

CHAIRPERSON CULVER: Thank you, Gerry.

The Third and Final Report of the Research and Information Committee is before you for adoption.

BROTHER BRUNER: (Pacific Northwest): I am not going to oppose Number 4, but I want to state in all frankness to this assembly, even though it is recommended that we eliminate such clauses, our by laws include a clause which, I think, does prohibit our political activity because we cannot allow our address lists to be used by any other organization but our local. And for that reason we have had to ask TNG to see to it that AFL-CIO does not have access to our address list.

This is not my position, it is not our local president's position, but by referendum that bylaw provision was re-enforced in 1979 by mandate of the membership that it not be changed.

I would say to you, as I said before, in all frankness, I don't see any possibility of changing it.

I am not opposing Number 4, but I want you to know that. Thank you.

CHAIRPERSON CULVER: Thank you, Bob.

BROTHER BRYANT (Southern Ontario): Mr. Chairman, **I should like to make an amendment to Number 1 in the last line just by adding, after "AFL-CIO," "CLC."**

CHAIRPERSON CULVER: Well, is there a second to that?

(Seconded by several.)

CHAIRPERSON CULVER: All right. That is in the Recommendation 1, the last line where it says "AFL-CIO," we add "CLC." All those in favor of the amendment say aye. Opposed, no. That's adopted.

MOTION CARRIED

CHAIRPERSON CULVER: Are there further amendments? Further discussion? Very well. The Third and Final Report of the Research and Information Committee is before you for adoption. All those in favor say aye. All opposed, no. The ayes have it. The report is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: Gerry reminded me of a very important item of business.

Gerry, you are recognized.

BROTHER MARAGHY: Thank you, Harry.

As is traditional at this point in time in our convention, we will call upon the members of

the Research and Information Committee to go to the staff table over here to pick up the buckets which we will pass around for the traditional COPE contributions.

In addition I just might point out, you have had distributed to you a number of things—a pamphlet from the AFL-CIO dealing with the so-called tax simplification proposals, postcards which we encourage you to sign and address to your congresspeople and senators. A listing of those congressmen and senators has been placed on each table if you do not know who is involved there.

If you have any questions or that list appears to be incomplete in any way, please see Phil Kadis for the names of your congressmen and senators.

Those cards, once completed, can be dropped in the buckets right along with your COPE contribution.

CHAIRPERSON CULVER: I realize you are all reaching in your pockets for money and making a lot of noise from the paper, but let's listen to Gerry while we are continuing to reach in our pockets.

BROTHER MARAGHY: Phil Kadis also reminds us that if there are any small locals who wish to take up to 25 of the cards and brochures back to their locals for distribution, they may see him to get those cards. They are available only in limited quantities, however. The larger locals who would need more than that are urged to use the application which comes with the postcard to apply directly to the AFL-CIO for additional materials.

Also, just to give you some standard to judge by, lst year Guild members, locals, staffers, and officers contributed a record $2,781 to COPE, some $668.45 of which came from the convention contributions. That was a record year, and let's top it here today. Dig deep.

CHAIRPERSON CULVER: Our next item of business will be the Safety and Health Committee report. Will Linda Dooling come up.

Let's give her our attention.

Linda Dooling, you are recognized.

SISTER LINDA DOOLING (Philadelphia): First and Final Report of the Safety and health Committee.

FIRST AND FINAL REPORT OF THE SAFETY AND HEALTH COMMITTEE

VDTs continued to be the principal focus of the Guild's safety and health activity during the past year as the campaign to regulate their health effects spread to more states, and international trade-union federations representing VDT users adopted comprehensive guidelines for negotiators. TNG had a hand in both developments.

Locals, like TNG, directed most of their attention to VDT problems but many continued to expand their horizons as other health and safety problems became manifest.

The new International Trade Union Guidelines on Visual Display Units were adopted in October at a gathering of 200 delegates from 20 countries and 14 international trade-union federations. The conference adopted most of an extensive series of amendments proposed jointly by TNG and the Communications Workers of America to the ergonomic sections of the draft guidelines.

The guidelines, intended to "both serve trade-union negotiators involved in collective bargaining . . . and constitute a common policy of the international trade-union organizations in their attempt to exert pressure on international standard-setting bodies," were distributed to Guild locals this spring to assist in collective bargaining and membership education on VDT safety and health issues.

Back home, meanwhile, the drive for state standards continues to spread farther afield despite high hurdles erected by a stubborn, ever-present lobby of VDT manufacturers and management representatives. By early this year, legislation had been introduced in at least 16 states: Connecticut, Maryland, Massachusetts, New York, Rhode Island, Illinois, Indiana, Iowa, Minnesota, Missouri, Wisconsin, California, Oregon, Ohio, West Virginia and Washington. And bills are expected to appear shortly in a number of others.

The Service Employees International Union (SEIU) and the National Association of Working Women/9 to 5 launched an extensive campaign for state legislation at the turn of the year, and TNG, while criticizing some provisions of the SEIU's model bill, urged Guild locals to join with the SEIU

and other unions in state coalitions campaigning for VDT legislation.

TNG and other unions turned their attention to NIOSH during the year when the federal agency proposed to issue a fact sheet blunting several of its VDT recommendations. TNG led a delegation of six unions, the AFL-CIO and its Industrial Union Department, in presenting the case against the fact-sheet changes, particularly one involving rest breaks, at a conference with NIOSH officials. TNG subsequently submitted a detailed written critique of the fact sheet.

Despite growing recognition of the importance of VDT safety and health measures, Guild locals continued to encounter widespread management resistance to new contract provisions. But a number were negotiated, with advances notably in provisions for eye examinations and pregnancy transfers, the latter a provison added to the Guild's Collective Bargaining Program last year.

Discussion in the committee underlined the importance of contractually stipulated rest breads for VDT operators. Only 14 Guild contracts now provide for such breaks, and most to these provisions are less than adequate. Renewed emphasis should be placed on bargaining rest-break provisions and on making sure that they are enforced.

Concern over the possibility of reproductive effects from VDT radiation was heighten by two new clusters of birth abnormalities among VDT operators, in Europe, and new research in which magnetic-field radiation at lower frequencies and intensities than those characteristic of VDTs produced malformations among chick embryos.

The findings were among those that induced Dr. Arthur W. Guy, director of the Bioelectromagnetics Research Laboratory at the University of Washington and one of the world's foremost researchers in the field, to recommend in a report prepared for IBM that VDTs be shielded against Very Low Frequency (VLF)radiation—a provision urged by TNG for four years and incorporated in its Collective Bargaining Program last year.

Stating that while a relationship between VDT emissions and birth-abnormality clusters was "highly unlikely," recent research "does indicate that there could be a relationship." Dr. Guy also recommended further research on the question. He also urged a "careful and thorough" study of VLF radiation exposure among VDT operators and a comparison with "levels known to be safe based on the most reputable scientific literature."

Despite this major development, and new research indicating that low-frequency radiation similar to that emitted by VDTs may have dangerous biological effects, the computer industry and management groups, including the American Newspaper Publishers Association, continue to maintain there is no question that VDTs do not produce harmful radiation. We cannot allow this position to go unchallenged and must insist on the minimal precautionary measures necessary to protect our members against the possibility of such a hazard.

These consist principally of adequate radiation testing and shielding. Testing for VLF radiation, in particular, is difficult and complex, and guidance from TNG on qualified testers and instruments is highly advisable when it is undertaken in Guild shops, since inaccurate testing can result in either a false sense of security or—less likely—unnecessary alarm.

The Guild's manual, "Humanizing the VDT Workplace," continued to circulate widely both inside and outside the Guild. A new edition, its third, is due out shortly.

Continuing membership education and information on VDT health hazards is vital to an adequate VDT health and safety program. TNG is a rich source of such information, and publications specializing in VDT health problems are an additional major source.

Two-way communication is also important, however. Information on VDT problems and health conditions should be sought through questionnaires distributed to all users; complaint forms are another tool for accomplishing this on a continuing basis. TNG has sample questionnaires available for local use.

The R&I Department, in addition to handling requests for VDT help, responded to a number of local requests for assistance in meeting other health and safety problems, including asbestos, darkroom chemicals, smoking and office chairs.

A number of locals, responding to widening concerns, are making effective use of government agencies and occupational-health support groups in solving their problems.

The increasing prevalence of "right to know" regulations underlines the importance of assuring that hazardous substances are adequately labeled, whether or not they are covered by such regulations. News-industry plants are no exception to that rule.

First-aid programs are an integral part of plant safety. Training in cardiac pulmonary resuscitation and other emergency aid should be incorporated into safety and health programs.

An increasing number of locals are confronting the problem of smoking, seeking to meet it by such measures as smoke-removal devices and segregated smoking areas. But in at least two shops, a number of members have submitted petitions calling for a complete ban on smoking.

The Convention recommends that:

1. All locals that do not have safety and health committees act immediately to create them using TNG's memorandum on health and safety committees as a guide, and that all local safety and health committees cooperate with safety and health committees of other plant unions wherever possible.

2. Locals investigate and seek management action to combat safety and health hazards in addition to those caused by VDTs, such as asbestos, chemical and carbon-monoxide fumes and unsafe furniture and vehicles, seek testing of air quality, action to eliminate contaminants and assurance that all hazardous substances are labeled.

3. Locals investigate environmental problems associated with smoking and seek management action, where necessary, to combat them by such measures as rearranged seating, air ionizers and improved air circulation without resorting to outright bans on smoking.

4. Locals support health-promotion and illness-prevention programs to aid employees in dealing with problems such as substance abuse and stress, screening problems designed to detect problems such as cancer and high blood pressure, and training in first aid.

5. TNG and Guild locals urge the National Institute for Occupational Safety and Health in the United States and the Canadian Radiation Protection Bureau to initiate immediate research on the applicability of recent research findings on the reproductive effects of low-intensity RF radiation to the specific frequencies emitted by VDTs and on the extent and significance of such VLF radiation emitted by VDTs.

6. Locals intensify their efforts to have VDTs in their shops shielded against VLF radiation wherever necessary, using the latest research recommendations to bolster their proposals.

7. Locals support the introduction and passage of VDT regulatory legislation in conjunction with unions and other groups, using TNG's model bill.

8. Locals use materials available from TNG's R&I Department, particularly its recently revised VDT manual and the International Trade Union Guidelines and subscribe to publications specializing in VDT health and safety information, to acquaint their safety and health committees, officers, stewards and members with safety and health problems and methods of resolving them.

9. Locals seek TNG advice on consultants and instruments to be used in company VDT radiation testing and provide test results to TNG.

10. TNG continue close cooperation with unions and other organizations concerned with VDT-related health problems.

Signed: Linda Dooling, Philadelphia, Chairperson; Nancy Berlier, Cincinnati; Paul Bryan, Southern Ontario; Sharon Bryant, Southern Ontario; Judy Creighton, Canadian Wire Service; Rick Fetzer, Cleveland; Lionel Horton, St. Louis; Christopher Patterson, Washingon-Baltimore; Bill South, New York; Robert Townsend, Brockton.

SISTER DOOLING: **I move for adoption.**

CHAIRPERSON CULVER: Thank you, Linda.

The First and Final Report of the Safety and Health Committee has been moved and seconded by the committee for adoption.

BROTHER BRYANT (Southern Ontario): We should have caught it in the committee, I think, but **I would like to move a deletion, the 13th paragraph, second last line, to delete the words "the minimal."**

CHAIRPERSON CULVER: All right. Is there a second to that amendment?

(Seconded by several.)

CHAIRPERSON CULVER: Seconded. Do you wish to speak to the amendment?

BROTHER BRYANT: Just quickly.

I don't think we should ever be seeking minimal precautionary measures in health and safety. We ought to ask for much more than that. If we have to go for anything less, fine, but let's shoot for everthing we can get in the way of precautions.

CHAIRPERSON CULVER: Linda, would you like to respond to that?

SISTER DOOLING: No. I agree with the motion.

I just said that I agree with the motion because why should we do the minimum when we can do the maximum.

CHAIRPERSON CULVER: Very well. The amendment is before you. We delete only the words "the minimum."

All those in favor of adoption of the amendment please say aye. Opposed, no. The amendment is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: Are there other amendments?

BROTHER EDGINGTON (San Diego): **I would like to propose an amendment to Recommendation 9. In the second line after the word "company," I would like inserted the words "and local."**

CHAIRPERSON CULVER: All right. That has been moved and seconded. Do you wish to speak to the amendment?

BROTHER EDGINGTON: Yes. Very briefly, Brother Culver.

I believe that we also have an obligation to assure that those persons who are working in local offices are just as safe as those persons we represent at the newspaper plants.

CHAIRPERSON CULVER: Further discussion on the amendment? All right. This is on Page 4, Recommendation number 9, the second line, insert after the word "company" the words "and local."

All those in favor of adoption of the amendment please say aye. Opposed, no. The ayes have it, the amendment is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: Are there further amendments?

BROTHER GRIFFIN (Canadian Wire Service):

I would like to propose an amendment to Recommendation 3. I would like to move that we drop the words "without resorting to outright bans on smoking."

CHAIRPERSON CULVER: Is there a second to that amendment?

(Seconded by several.)

CHAIRPERSON CULVER: You are recognized to explain.

BROTHER GRIFFIN: Well, we can see before us here earlier in the report that we say that in certain units, a majority of members have approached management with a majority of their members asking that a ban be imposed in their work areas, and then we turn around in Section 3 and say, "Well, the heck with that."

Our own union says we aren't going to allow bans on smoking. So here we have a majority of members in some units going to management and saying, "We want a ban on smoking." And the management can come back and say, "Yes, but your convention has passed a resolution saying that we will not impose bans on smoking."

Now, just by dropping these words, I am not saying that we want a ban on smoking. What we are doing is leaving it open for those units that have a majority of members who do want a ban on smoking to initiate that action to management. We are not saying we want a ban on smoking in all working areas. We are just leaving it open, but by using this wording what we are doing is we are making it impossible, essentially, to initiate bans on smoking in areas where any individual takes this recommendation to management. (Applause.)

BROTHER PELLETTIER (Southern Ontario): I speak in favor of the amendment.

I think that it would take a fair bit of political will on the part of the Guild local leadership and massive support from the membership for any Guild unit to seek an outright ban on smoking, but it is possible. And if it has that support, it should be possible for the Guild to negotiate something like that.

And I can give you a concrete example. At the Toronto Globe and Mail there has been a lot of action around this issue. We have found through questionnaires that there is a lot of support for protecting the health of non-smokers in the work place, and our representatives on our health and safety committee have agreed with the management representatives on the health and safety committee in principle with the idea of banning smoking at least in certain sections of the building, so I would hope this amendment is approved.

BROTHER BRENNAN (Windsor): I want to speak in favor of the amendment and just say that someone just said a little while ago we should never seek the minimum, and I think that is the case here. We should seek the maximum and allow for that, and that is a total outright ban if they so choose.

BROTHER SCHICK (Albany): I am a non-smoker, and in my house when my mother-in-law comes to visit—she is a smoker—I force her to go outside. (Laughter.)

She doesn't like that.

However, I must oppose this amendment because if we in the workplace get into the situation where we have outright bans, how many of you are willing to take a case to arbitration where someone is fired for smoking, and that is the ultimate effect of allowing bans on smoking.

BROTHER SOUTH (New York): I sat on this committee. I am sure to vote against the amendment. It was the purpose of the committee that banning smoking in the workplace was not an acceptable solution to the problem.

We have had people in my unit that were requested not to smoke in certain areas, and when they walked away from their work station to have a cigarette, they then got into trouble with management for not working.

The ban on smoking is simply not acceptable to the committee, and if you had seen the committee, you would understand even more. Nine out of ten of us smoked.

VICE PRESIDENT MULCAHY (New York): In our household we allow my mother-in-law to smoke. (Laughter.) And on behalf of my mother-in-law, my wife, who smokes, I oppose this amendment.

SISTER ALICE BUSBY (Vancouver-New Westminster): I think this is a serious issue, and I don't think that we should be making a joke about it. I personally am a non-smoker, but I also suffer greatly from the effects of other people's smoke.

We recently passed a petition in our workplace where the whole advertising department is being reorganized, and the petition asked for non-smoking areas because we have people who suffer from the effects of other people's smoke.

We are hoping that the minimum that we will be able to gain from this petition is a ban on pipe smoking and cigar smoking, which happens to be by management, and we have asked them to contain it in their own offices.

I think that by passing this amendment we are at least giving our people an opening to get the maximum we can get, and I also am in favor of going for maximums, not minimums.

CHAIRPERSON CULVER: Thank you, Alice.

BROTHER HATCH (Cleveland): I speak against the amendment, not only because of the smokers. It's obvious not only in this room but certainly in the Guild and throughout the country that the majority of people are non-smokers. I don't know what the percentages are right now.

I just think it would be a serious, serious mistake for any local to go and use the tyranny of a majority to try to get rid of what is not only just a habit but with some people an addiction. There have got to be more answers and more acceptable answers than an outright ban—non-smoking areas, better air circulation, you name them—but when you use the tyranny to tell your co-worker whether or not he or she should get rid of a bad habit, I think you are in very, very murky waters. I really do. (Applause.)

SISTER SUE CRAIG (Southern Ontario): I am a non-smoker today, but I used to smoke like two Incos (smelter's) in Falconbridge, and I think I understand something about the psychology of smoking and the psychology of quitting, and I most assuredly can recom-

mend quitting over continuing to smoke, difficult though it is to quit.

And I can tell you something else. I think that quite aside from the rights of non-smokers, which I think are extremely important, one of the things I learned in the course of taking a smoking cessation program is that recidivism among smokers who quit is higher than recidivism among heroin addicts who quit. And one of the reasons for that has got to be because you don't shoot up in the office, right? (Laughter.) I am not kidding. I am completely serious about that. You do not take heroin in the workplace, but you do smoke in the workplace. (Laughter.)

I really did not wish to make a joke out of this.

Smoking is an addiction, and anybody who thinks it is just a habit is kidding himself or herself. It is an addiction. It is much more serious in its own way than heroin addiction because it affects so many more people in our society, and it affects not only the users but the non-users as well. (Applause.)

Now, I am going to tell you that one of the things that helps a smoker to quit is the knowledge that people around him are conscious of the damage that he is doing or she is doing to them. One of the things that helps a smoker to quit is the knowledge that it is a moral act, if you like, to quit smoking. One of the things that helps a smoker to quit is being in a smoke-free environment.

I can tell you that years ago I worked at the Eaton's retail chain, and believe me, there were a lot of bad things about working there, but being unable to smoke was really not one of them. Even though I was a hideously addicted smoker at the time, it didn't really bother me that much to not be able to smoke on the job. You get into a certain mind set, and you just don't smoke because you know you can't smoke, and again that helps you to quit.

I really can't say too strongly, while not wishing to repeat what Paul Pellettier said, just because we have this doesn't mean you have to go for it if it is politically not feasible in your local, but in all seriousness we should be looking at eliminating the addiciton of smoking from our society in the interests of the health of ordinary people, both the smokers and the non-smokers. And if we can go for the maximum, if we are politically capable of doing it within our locals, that is exactly what we should do. (Applause.)

CHAIRPERSON CULVER: Before I recognize anyone else, Linda Dooling, the committee chairperson, has asked to speak.

SISTER DOOLING: We debated the issue in the committee, and it was the consensus of the committee that we represent all our members, smokers and non-smokers, and that as locals and representatives of the smokers we should encourage the companies to have separate rooms or try a number of different alternatives before banning smoking.

We work in an industry that has an extreme amount of stress, and for a smoker not to be allowed to smoke on the job, you are going to cause more stress, and I didn't think it would be fair to our smoking members to delete this clause.

We are not saying it's an absolute "must." We are just encouraging them, not to have a ban on smoking in the work place.

Thank you.

SISTER SUSANNE FOWLER (Wire Service): I was on the Health and Safety Committee last year. I proposed in committee this same amendment, and it was rejected for the same reasons that Linda mentioned to us now.

I think the people who oppose this amendment are confused. Dropping this language is not calling for bans anywhere. That's it.

SISTER CAPARELLA (Philadelphia): I just wanted to point out something, add something to an earlier speaker. I just read a long drug series, and indeed, there is heroin addiction in the newspaper business as there is methamphetamine and coke addiction, and if you don't think so, you can check with your employee assistance programs and you will find them there.

BROTHER LANGZETTEL (Portland): A couple of years ago we may have been the first local to face an organized effort on the part of a great majority of our members plus a management that was looking for ways to save health-care costs down the line, and the tyranny of that management and Guild majority coalition on smokers was a terrible thing to see.

They were really backed into a corner, and the divisiveness was really terrible. The local executive committee insisted with the man-

agement that this was a mandatory matter for collective bargaining and that we weren't going to see the right of this small minority trampled on that way.

The result of this was not a total smoking ban but, rather, designation of a place within the workplace where people could go to smoke.

Smoking, however, was banned at work stations, and I would suggest to you that with the language in this report, believe me, you can live with it.

BROTHER MacDONALD (Canadian Wire Service): I am a former smoker. And look, those fingers are white. I didn't know that for many years. But it doesn't bother me to be in a room with people smoking. I quit because I chose to quit. Nobody forced me to quit.

I don't think I would have quit if somebody had tried to impose it upon me. I smoked three large packs, and that's 25 cigarettes in a pack, Canadian Export plain, a day minimum, minimum. I became addicted, yes, but I chose to quit, and I don't think we should be forcing it upon anybody else.

If you want to go all the way, don't go all the way by pretending to ban somebody from smoking next to you. Why don't you ask the government to ban tobacco. (Applause.)

BROTHER GILLEN (Wire Service): I would like to frame the issue not in moral terms or emotional terms or anything else but just in terms of the locals' autonomy.

If a local in a certain shop has that unity and wants a certain provision in a contract, we shouldn't tie their hands. On the other hand, the amendment does not in any way restrict the rights of smokers. It is up to the locals to decide how to negotiate this, and I think that is where it should be left, and there should be no language from the international that restricts the locals one way or the other.

SISTER BICKFORD (Portland): As Dave Langzettel also mentioned, we are a smoke-free environment in our newspaper. There are, however, places for people to smoke. And I am in classified advertising, and these women are hard-core smokers, right down to shaking if they don't have one, and they were crazy. I had people all around me smoking, and I, myself, am a non-smoker.

When this went into effect, there was a great amount of urging done on the part of the manager of our department, who is also a smoker, a woman, and all these people get along perfectly well, and if they were here, they would attest to the fact that during their breaks or when they get a chance, they run into the bathroom and have a cigarette, and that is fine, but it keeps it clear for everyone else.

We have a very open room, and it does affect everyone else, it really does, and I don't think anybody is questioning anybody's right to smoke.

I have plenty of friends who smoke and relatives, and I sit in the same room with them and eat dinner with them, and have no problem with that, but when you are working eight hours a day in one room, it is your right to not have it in your face as well as their right to smoke wherever they can.

BROTHER GRIFFIN: If I can just touch on a few points to bring this discussion perhaps to a head.

There was mention of drug addiciton, that somehow smoking is a drug addiction, and it is, and that heroin is also a drug addiction, and it is. The difference, perhaps, that separates the two is that when a smoker is smoking in a given room it is unlike an alcoholic or someone who is addicted to another mood-altering drug in that he is also giving that same drug to the people who work along with him, involuntarily, against their will.

We are saying here—another point—we are suggesting that everything should be done to combat smoking, smoke in the workplace, through the use of rearranged seating, air ionizers, improved air circulation.

I might just add, through personal experience, we tried that in our case, and the employer simply is intransigent as far as changing the plant. He believes that he has done everything he can, given the space conditions and the air conditioning capabilities, etc., to improve the situation.

We still have pregnant reporters in our plant who are approaching delivery date who have probably consumed a couple of packs of cigarettes over that time.

We talked of the tyranny of the majority. There is also tyranny of minority in a smoking situation where you have one person using tyrannical—if you want; I don't like to use the word, but I don't like the idea of tyranny

of the majority. What we are simply saying is, let's be reasonable about this. One person who insists on smoking against the desires of a great number of people is also a tyranny.

Finally, I want to say that there is a certain hypocrisy here in that we pass resolutions day in and day out, we wring our hands, we beat our breasts, over the perceived or the unsure dangers of VDT terminals. We call for management to clamp down on the emissions of carbon monoxide fumes in the workplace. We demand these actions, and yet we turn right around, in the same breath, and we say, "but it's all right to continue and to support smoking in a workplace."

We are just simply saying we have units, individual units, who want to ban smoking in the workplace. Let's free them up and allow them to do that. (Applause.)

CHAIRPERSON CULVER: Very well. The debate is closed. You have the amendment before you. It is on Page 3, Recommendation 3, the last prepositional phrase. This amendment would eliminate the language, "without resorting to outright bans on smoking." All those in favor of adoption say aye. Opposed, no. (Laughter.) The noes have it.

MOTION LOST

(Cries of "Roll call.")

CHAIRPERSON CULVER: Let's go on with the report.

The First and Final Report is before you.

BROTHER BERNOTAS: Point of order, Brother Chairman. What was the result of the vote?

CHAIRMAN CULVER: The noes have it. The amendment was defeated. (Applause.)

Very well. First and Final Report is now before you. Are there further amendments? All right. We will call the question. Further discussion? All those in favor of adoption of the First and Final Report of the Safety and Health Committee please say aye. Opposed, no. The report is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: The Convention will recess then at this point.

(The Convention recessed at 12:15 p.m.)

THURSDAY AFTERNOON SESSION
June 27, 1985

The Convention reconvened at 2:20 p.m., Chairperson Culver presiding.

CHAIRPERSON CULVER: Will the delegates please take their seats.

Could we have some order, please, so we can start the Convention.

Let me explain what we are preparing to do.

Our speaker this afternoon will be Tom Donahue, Secretary-Treasurer of the AFL-CIO. He has arrived at the airport and is en route to the hotel.

We have some Resolutions Committee reports, all of which were distributed to you this morning and should be at your table, and I will recognize Martin Goldman at this time to read the first report.

BROTHER GOLDMAN: We have this one here on a yellowish type of paper called, "Taxing Employee Benefits."

TAXING EMPLOYEE BENEFITS

The U.S. Congress is considering proposals that would radically change the tax treatment of employee benefits under the guise of tax simplification or tax reform.

The proposals threaten the hard-won gains in basic life-support benefits bargained by The Newspaper Guild over the past half-century.

Under the Reagan administration plan, previously untaxed health benefits whose premiums are paid by the employer would be considered as taxable income up to $300 per year for family coverage and $120 per year for single coverage.

Also subject to taxation for the first time would be the buildup in value of whole life insurance.

Another proposal, offered by Rep. Richard Gephardt of Missouri and Sen. Bill Bradley of New Jersey, would tax all employer paid fringe benefits as income, including health and life insurance, dental coverage, presciption drug plans and vision and eye care programs, as well as education assistance to upgrade employee skills.

In addition, the administration now proposes to tax all unemployment compensa-

tion payments received by jobless workers and even the meager benefits received by workers injured on the job under worker's compensation.

State taxes on these benefits would be increased as well for many states that follow the federal precedent.

Three-quarters of workers covered by health plans earn less than $25,000 a year and only 2.8 percent earn more than $50,000. Unemployment compensation is already taxed if total income for the individual is in excess of $12,000. The pattern of shifting the tax burden to those least able to afford it is consistent with past administration policies that have proved a bonanza for the most affluent.

Many employers have indicated they intend to cut back employee benefits if the corporate deduction is eliminated.

Enactment of such proposals would reverse a wise and longstanding policy of encouraging such benefit programs to provide a safety net for American workers against economic disaster. Many of the benefit programs resulting from collective bargaining in the private sector have reduced the need for direct federal spending. Others, such as unemployment compensation and workers compensation, have helped contribute to economic stability.

Because the benefit taxing proposals would do significant and measurable damage to the benefit plans negotiated by Guild members under the assumption they would not be taxed, the proposals amount to nothing less than a government attack on the collective bargaining process itself.

Furthermore, once the wall of tax exemption is breached for such benefits in any degree, the way is opened for taxing ever increasing amounts as the government seeks revenues to reduce an unprecedented federal deficit.

For all these reasons, The Newspaper Guild Convention condemns proposals to begin taxing employee benefits as unwise, unfair and totally unwarranted and urges the Congress to reject them.

Signed: Martin Goldman, St. Louis, Chairperson; Brian Beaulieu, Providence; Margaret Binkley, San Francisco-Oakland; Doug Yonson, Ottawa; Patrick Hunt, Washington-Baltimore; Peter Jones, New York; Jan O'Brien, Vancouver-New Westminster.

BROTHER GOLDMAN: **Move for adoption.**

CHAIRPERSON CULVER: All right. The resolution, "Taxing Employee Benefits," has been moved and seconded by the committee. Are there additions?

BROTHER STEINKE: Yes. Bob Steinke, St. Louis.

How do I get this deferred until people are paying attention and everybody is in the hall?

CHAIRPERSON CULVER: Well, we have called the Convention to order two or three times. Would somebody at the door tell anyone in the hall to come in.

Go ahead.

BROTHER STEINKE: I think, you know, we are being very shortsighted here in that we are being faced with a cut in our take-home pay, nothing short of that, in the United States. With this legislation, if it passes, we are in serious trouble. It is just the opening. It is not legislation that is going to stop at $10 a month. It is something that is going to do nothing but compound itself.

I would like to know if Phil Kadis has 600 cards, and if he doesn't, he hasn't done his job. That's what I mean about having everybody in here. If we can't get 600 signed cards out of 150 Americans in here, we haven't done our job, and we should do it, and our leadership should make us do it.

I went to some stinking school picnics and got 3,000 signatures in less than two weeks. If 200 people in here went out and got 3,000, we would have 600,000 people opposing this legislation.

Some people in here don't even know it exists, that they are going to tax our benefits and take part of our take-home pay, and I think it is serious enough to defer until we get the attention of everyone and until we get 600 cards signed. If we can't get 600 cards signed in this hall, we ought to let this convention go every five years. (Applause.)

CHAIRPERSON CULVER: The chair is going to interject in this. Would everybody hold up their hands who has signed one of these cards so far.

BROTHER STEINKE: They should have signed four.

CHAIRPERSON CULVER: Should have signed four, Bob says. (Laughter.)

BROTHER YONSON (Ottawa): I risk the wrath of Brother Steinke. I was inadvertently inserted as approving of the motion. I would like my name to be struck from the list of the Resolutions Committee approving it.

I'd briefly explain why. I am from the frozen north where we already pay taxes on employment benefits, so perhaps I am inured and less sensitive to the issue.

I think with respect to the Guild—I have no knowledge, obviously, of the intricacies of the particular bill, and no doubt within the guise of the particular bill it is a bad idea.

However, the last clause clearly states that they object to taxing benefits utterly and completely. I think that might hit you and me in the middle class. I don't think a particular proposal to tax employee benefits would hurt the poor, which is surely the issue involved here, who do not get employee benefits to benefit from. I disagree with the principle that in general employee benefits should not be taxed.

No doubt under these proposals it is an unfair proposal. In general I think you are shortsighted is my objection to it.

BROTHER HILL (Vancouver-New Westminster): I just want to say I am a Canadian, and I didn't sign a card for obvious reasons, but I couldn't agree more with what Bob Steinke said, and damn it, sign five or six each, don't stop at four.

CHAIRPERSON CULVER: Thank you. Is there further discussion of the resolution?

BROTHER STEINKE: One speaker said they are taxed in the North. The federal government doesn't tax these benefits. I don't know what they do in Minnesota, but they don't tax them in Missouri, I know that. The federal government doesn't.

Also, this administration is saying Social Security is a subsidy for the middle class. Now, that mentality is going to rip your ass, friends.

I am telling you, you better sign cards, you better get petitions, you better call your congressmen, you better call your senators and raise hell. They have free numbers in every state and every city. It is not a toll call, and you should tell your members, put out bulletins—on your lunch hour call your congressmen. Jesus, you will drive them crazy if you do that, and you won't have this kind of legislation.

I can't do it just in Missouri. You got to do it in New York, you got to do it in California, you got to do it across the 50 states, and then we will win. Otherwise you are going to get it stuck up your rump. (Applause.)

CHAIRPERSON CULVER: Bob, thank you for explaining the resolution. (Laughter.)

The resolution, "Taxing Employee Benefits," is now before you for adoption. All those in favor please say aye. Opposed, no. The ayes have it, and the resolution is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: We will interrupt your business at this point, and I will introduce President Perlik for an introduction.

PRESIDENT PERLIK: Brother Chairperson, brothers and sisters.

We've been privileged to have some of the labor movement's most outstanding leaders give us their thoughts this week. None of them is more eminent and certainly none is more thought-provoking than our next speaker.

Tom Donahue is secretary-treasurer of the AFL-CIO, a post he has held for the past six years. His election to that position in 1979 capped a long record of service to the labor movement, starting as a local staff member of the Service Employees International Union, a union with which the Guild has recently been working closely in the important area of state VDT legislation. He moved up to become executive secretary and later first vice president of the international.

During President Johnson's administration, when it was recognized that union officials had something to contribute to government, Tom served as assistant secretary of labor for labor-management relations.

I've mentioned that Tom is currently the federation's secretary-treasurer, but the last thing he's inclined to do is stay chained in his office crunching numbers. He has won a reputation as one of the labor movement's most effective spokespersons and original thinkers. For the last several years he has been at the helm of the AFL-CIO's Committee on the Evolution of Work, whose challenging proposals you will find in the pamphlet, "The

Changing Situation of Workers and Their Unions," which has been distributed to you today.

I think you'll find both the ideas expressed in the pamphlet and those you'll hear from Tom Donahue today both fascinating and provocative.

I enjoy an almost unique relationship with Tom. I say "almost unique" because one other person, Leon Lnych, a vice president of the Steelworkers, shared with Tom and me a cell in the District 2 jail in Washington, D.C., one night last December after the three of us were arrested for picketing and protesting apartheid at the South African Embassy.

It is my pleasure to introduce my roommate, Tom Donahue. (Laughter and applause.)

BROTHER DONAHUE: Thank you very much.

Harry, Chuck—Chuck and Chuck—my brothers and sisters.

I am delighted to be with you and to officially be able to bring you the warm fraternal greetings of President Lane Kirkland and of the 14 million men and women who make up the AFL-CIO.

I am delighted always to have an opportunity to talk to a union convention, delighted to have this opportunity to pay tribute to Chuck Perlik and Chuck Dale for the great job that they do in your union and in the labor movement in insuring not only that your union runs well but in insuring that your union is well represented throughout the federation, throughout this labor movement on every issue of our and your concern. And I want to say that in front of you because I think it should be said that they are people who can always be counted upon and your organization, obviously, can always be counted upon to support every useful initiative that we can dream up.

I gather you have a great convention in progress. Everybody told me they enjoyed the Pirates game last night because the Pirates won—(groans)—enjoyed the boat ride—

DELEGATE: Not everyone. (Laughter.)

BROTHER DONAHUE: Sorry. My apologies to the Canadians. (Laughter.)

Nobody should have any complaints. It's a beautiful hotel, and it sounds like a wonderful program.

There is a story I'd like to tell about no complaints, and it is a story about a woman who thought about her life and decided that she ought to devote her life to the Lord, and she looked around for a religious order to join and decided she wanted to take up the life of a contemplative nun, and so she joined this religious order with the usual vows of poverty, chastity and obedience and the additional vow of silence.

This particular order had one little funny fillip in the rule, and that was that while the order was totally silent, every 10 years on the 10th anniversary of entering the order the nun was allowed to say two words.

So she entered the order, and she prayed for the first 10 years. On her 10th anniversary Mother Superior came to her and said, "Sister, we have been very glad to have you with us for these 10 years. You know the special rule. Is there anything you'd like to say?"

The nun nodded her head and said, "Bed hard," and the nun said, "Thank you very much," and went away.

Ten more years went by, and on her 20th anniversary Mother Superior came and said, "Sister, you have just been a joy to have here in the convent, it has been wonderful to have you join with us in prayer and so forth. You have been an inspiration to the rest of us."

"You know the special nature of the rule. Is there anything you'd like to say on this, your 20th anniversary?"

She said, "Food lousy."

Ten more years went by, and now a very old Mother Superior came to her and said, "Sister it is 30 years since you joined us. You have been an inspiration to all of us, a great source of delight to the older nuns, and the younger nuns look up to you. You know the special nature of the rule. Is there anything you'd like to say?"

"I quit!" (Laughter.)

Mother Superior looked at her and said, "You know, dear, I'm not a bit surprised. You have done nothing but bitch since you got here." (Laughter and applause.)

So none of that from you. None of you has any reason to complain.

You know, I have been going around the

country making speeches about tax reform and about the budget and about the efforts to tax our fringe benefits, and I realized after listening to your last debate that I have been wasting my time. I am going to ask Bob Steinke to take that over and do that for me. (Laughter.) He can explain fringe benefits far better than I can. A wonderful job.

Let me also, on behalf of all of us in the trade union movement—I know you have had the direct thanks of the Pilots and Flight Attendants, but let me also express thanks to you for supporting them in a very tough strike by your decision to pull this convention out of the Westin and move it down here.

Now that the strike is settled, I am sure some people might think, well, that was unnecessary or went unnoticed, and I can assure you that the opposite of those things is true. The strikers noticed very quickly and in a very real way and saw it as a very concrete demonstration of support for their fight. It strengthened their picket lines in a hundred cities, and the company noticed, too, you can be sure, and the settlement, I firmly believe, moved that much closer.

This union has had a lot of experience with giving and receiving support on and off the picket lines.

One of the most colorful strike pictures I ever saw was taken of a Guild picket line back in the '30s—I hasten to add I wasn't there at the time; I saw the picture some years later—when Heywood Broun was covering Broadway for the old New York World. There was a strike across the river at the Newark Star Ledger, a long and very bitter strike, and it wasn't going very well, and Heywood Broun invited his stage friends to come along and show which side they and their union, Actors Equity, was on, and they came.

They came to Newark in their working clothes—baggy pants comedians and matinee idols in white tie and tails, leading ladies in evening gowns and chorus girls in not much more than sequins and feathers. Their support made a lot of difference to the Guild in that strike, just the same way yours did to the Pilots.

Heywood Broun once wrote, "Every picket line is the same line," and that's a fascinating thought. It is clear to me that he meant that everybody has a stake in every fight against injustice, no matter when, no matter where, no matter whose fight. He joined the fight against injustice wherever he saw it, and he saw the inside of quite a lot of jails as a result.

As Chuck mentioned, he and I had the privilege of seeing the inside of a D.C. jail back in December along with Leon Lynch, and there's a funny story I will tell you about that.

We went through a long and unhappy night. They put us in a big cell. The policeman said, "We are going to give you fellows the suite," and he gave us a big cell which had a metal table in the middle of it, kind of like a picnic table with the benches attached, and a metal slab on the wall. Obviously Lynch and Perlik have been in and out of jails more often than I have because the first thing they did was stake out the only two places to sleep in the room. (Laughter.)

Lynch very quietly sidled over to the wall and slid up on the platform, and Chuck sat down on the table talking to me, and I noticed, he just leaned back and suddenly he had claimed the table, and I was sleeping on the bench, which was just about a foot wide. I was trying to sleep on my back like this and it was very difficult.

Finally the guard came by, and I asked him could I have a private room, so he gave me a cell across the way for myself. Chuck said, "I promise I won't tell anybody you demanded a private room." (Laughter.)

The next morning they took us down to the courthouse for the arraignment, and four of us—the three of us and another young man who had been picked up during the night for breaking and entering at American University. They had the four of us in the paddy wagon, and we stopped at another station house, and they filled up the paddy wagon, this time with a number of people who I could only assume were ladies of the evening, and two of their—I guess in the fight game you would say handlers, in this case that would be inappropriate—two of the gentlemen who managed their affairs, and one of these gentlemen looked at Chuck and he looked at me and he looked at Leon, and he couldn't quite figure that out. He rode along for a way, and finally he looked up at Chuck, this distinguished, white-haired gentleman, and he said, "You fellows out sporting last night?" (Laughter.)

Chuck said, "No, no, no, nothing like that. No, no, no," and he let it go. The guy persisted. He said, "Aw, come on, tell me. Where did they arrest you? Over on 14th Street?"

Fourteenth Street is the tenderloin of Washington, D.C.

"Did they arrest you over on 14th Street?"

Chuck said, "No, no, no, nothing like that."

The guy says, "Come on. You can tell me."

I thought that was the best line of the day—"You can tell me," said he.

Chuck said, "No. Actually they arrested us over on Massachusetts Avenue."

He looked at him and said, "Massachusetts Avenue—that's $300!" (Laughter.)

For a variety of good and bad reasons, it was a worthwhile experience. (Laughter.)

We did it because you have to, because you're required, I think, everyday to choose and to demonstrate in this life which side you're on. And day in and day out you people have done that and our members in all of our unions have answered the call to do what we can just to see that plain people don't get kicked around too much. I think that we have all done that and we have done the best we can and we will go on doing it.

I think in terms of your union, no union is more vigilant, more prompt or more eloquent in the defense of working people around the world. To you and to us it really doesn't make any difference whether the people with the guns and the handcuffs and the keys to the jail are called authoritarians or are called totalitarians—we are going to worry about the plain people who wear the handcuffs and hear the door slam behind them.

I notice, as I look around this country, I see the publishers forever busy extolling the virtues of the free press and the sanctity of the First Amendment.

Too often I think their concern about the Constitution and that freedom of the press turns on such questions as whether the owners of newspaper chains can gobble up more properties without having to disgorge their television holdings or vice versa.

On the balance sheet of a democratic society I think that the contribution of any one contender in your union for the Heywood Broun Award outweighs all of the works of all of the Rupert Murdochs of this world. I don't mean just the winners and the finalists in your competition. I mean every reporter whose work is found worthy of submission to the judges.

Because, unlike publishers, Guild members and trade unionists everywhere defend the whole of the First Amendment, the whole of the Bill of Rights, and defend most particularly the right of free association, the right of ordinary people to assemble and petition for a redress of their grievances.

That's a part of the First Amendment, too, but it's a part that many of the publishers and many other employers would just as soon do without. Life would be better if they understood in their bones, as you do, that a free press and a free trade union movement are so clearly tied together that neither one can survive without the other.

Nothing would do more for the health of the American newspaper industry than to strengthen the Guild and its sister unions.

This industry needs one big union, needs the one big union that Heywood Broun envisioned and tried to bring about 50 years ago. (Applause.)

I think we are making progress. Progress is being made on that front despite the setbacks you know about. But progress is being made because you just applauded and because people in the other printing unions are applauding and because your officers and committees are trying to work more closely together.

The members of the ITU are going to vote next month on the issue of merger with a union outside this federation, and I am as certain as I am of anything in this world that they are going to vote to stick with us. They are going to vote to stay within the AFL-CIO. They are going to reject the Teamster affiliation proposition. (Applause.)

Once that's disposed of, then I think we can all go back to the job of trying to work out a united program that's going to strengthen each of the unions involved and strengthen the labor movement as a whole. And I think that in that unity program the Guild has a vital role to play, and you can be sure that in all of the problems you face, all of the decisions you reach in that process are going to have the full support of the AFL-CIO.

I think that that is a major agenda item on your plate and on the plate of everyone in this industry, as it is, I might note, for lots of unions in lots of other industries.

I used to argue that there were a number

of small unions in the federation that had such strength or were so uniquely in control of their craft that maybe they didn't need to merge, maybe they could carry their own load. And I use to cite the Pilots as the example of it, because they are a small, well-to-do union with sufficient resources and a lock on their craft, and it is just not enough. It is not enough or the United strike wouldn't have lasted as long as it did. It is not enough because they have to be in closer touch with the Flight Attendants, and they have to be in closer relationship with the Machinists and with everybody else in the transportation industry.

So I am not sure anybody can stand alone any more. I think we need a much higher degree of unity and of coming together than we have ever needed before.

We have been trying in the federation to foster that in every way we know how. Five years ago we launched a series of programs designed to strengthen this movement, designed to carry on a revitalization at every level, from the grass roots up, in every way that we knew how. I have hopes that many of you have seen at least some of the television work that's been done by our Labor Institute of Public Affairs, trying to carry the union message to as many communities as we can reach with broadcast and cable, and trying to enlarge labor's access to the media, print and electronic, and to make better use of that access when we have it. I think that remains a major challenge for us.

Some of you in these last five years have attended some of the five series of regional meetings that we have held all around the country in which we have brought together the federation's local, state and national leadership for a kind of free-wheeling, family type discussion.

It has been for us a great opportunity each year to visit with people, to visit with over 3,000 trade union leaders all across the country, and to talk about what we are doing.

This year we changed that format slightly and built onto the seven regional cities six satellite cities in each area so that by the conclusion next week of that round of conferences, Lane Kirkland and I will have visited in 42 cities.

We have had seven regional conferences and six satellites in each place, and that's been enormously interesting and I think a productive exercise, and I commend it to everybody. It is one way for us, one way of getting further down in the order of things, being able to have less formal discussion, and being able to talk and see and sense what people feel and do.

If any impression comes back to me from the cities that we have been in up to now—and it would count up to some 20 odd—if any impression comes back, it is what I see out there is an enthusiasm for what we do and a solidarity in our ranks, both raised to a level higher than ever I have seen in the 35 years that I have worked in this movement.

I was very young when I started.

The highest level I have ever seen of enthusiasm and solidarity.

Let me just offer you a couple of vignettes, I was in Allentown at a meeting of the central labor council, about 125 people, We did a Q and A, and a steelworker got up, and he said he had just been laid off. He had 13 years' seniority at the Bethlehem plant and had just been laid off. He had gone to the employment service office and had been told he was entitled to Trade Adjustment Assistance under the Trade Adjustment Assistance Board, which we fought for so hard so many years ago.

The Trade Adjustment Assistance Act was our payoff; it was how the nation was going to take care of the displaced workers by providing stipends and training allowances and relocation allowances for those who are displaced because of trade.

That was fine. So he went to the employment service office, and they said, "Yes, you are entitled to the benefits of the Trade Adjustment Assistance Act; you are entitled to the weekly stipends, which are higher than unemployment insurance, you are entitled to retraining, and you are entitled to relocation allowances. Now, the problem is, we don't have any money because the Reagan budget cut $10 billion out of the Trade Adjustment Assistance, and there isn't any money for Trade Adjustment Assistance."

That is more powerful than all the speeches I have heard people make. This fellow stands up and they tell him he is entitled to it and there is no money there for him.

I went to Carbondale, Pa., just outside Scranton. Ninety-four people were on strike, in their seventh month of a strike about pid-

dling issues, about piddling issues, believe me, by now. Seven months against a small metal manufacturing company. It was a determination by the company to bust the union; they were determined to bust the union, a Machinists local.

Ninety-four people still out on strike came to a rally one night with their kids and relatives and husbands and wives, and I tell you, there is no time in your life when you will feel more inadequate than when you make a firey speech to a group of people who have been out there for seven months.

I was in Lowell, Mass., and they took us there to show us what happened in Lowell. Lowell was the capital of the textile industry in this country in the late 19th century, early part of this century, probably until the '50s when textiles moved south.

Lowell went down and now has been rebuilt. Wang Laboratories is there with 12,000 jobs—12,000 nonunion jobs but 12,000 jobs—and the city is reasonably booming again. They built a new hotel where the unions have financed the mortgage, and the whole central city has been restored, and they are restoring a National Park Service exhibit of textile mills and the boarding houses where the farm women, farm girls, used to live when they were called the mill girls, and it is very nice.

The Park Service took us through and showed us a wonderful film and so forth, and the end of the film, obviously, is, "And now you are looking at the modern Lowell, and isn't that wonderful."

I said to the Park Service director, "It is great. It is really a very interesting presentation and you learn a lot. But you left out 30 years. You left out the 30 years from '45 or '50 to '75 or '80 when Lowell was right down in the dumps, and there wasn't a kid who grew up in Lowell who didn't go some place else to find a job, because there was nothing here."

And it seems to me on reflection that is what we are about, is trying to ease that transition. We are about that 30 years, and nobody else seems to care.

We went to Knoxville, a little central labor council in Knoxville turned out about 125 people on a Sunday afternoon, and I sat in at their meeting of their health care cost containment committee that they put together with the major employers in the area. They had just succeeded in blocking or in getting the state committee to block the construction of a third hospital which Knoxville does not need, and they had had this enormous victory. They were truly the David in Knoxville who was successful in doing that.

We were in Dayton at a senior citizen housing project, a magnificent, beautiful place built in the '60s under a different kind of administration and under different kinds of laws when the central labor council built a senior citizens' housing project of 425 apartments in a beautiful park-like setting.

In Columbus the building trades unions had arranged for the rehabilitation of a non-profit nursing home with construction of a therapy room where the contractors had donated the materials and the unions had donated the labor.

That picture is a quite different one than the picture in Carbondale.

I was in Philadelphia at the Pennsylvania State Federation convention and, incidentally, listening to a United pilot make a pitch for solidarity when somebody handed me a telephone message from my office which said the United strike had been settled. So when I got up to speak I was able to make that announcement, and the convention just arupted into orderly chaos.

We were in Boston the other night for a community services dinner, paying tribute to Carl Perkins who for 16 years ruled the House Labor Committee and did all the good things and showed us how a labor committee and how a Congress of the United States is supposed to behave.

The messages that come through to me from all of those visits are very mixed, but Carbondale keeps sticking in my mind, I have to tell you, and Carbondale stays much clearer in my mind than the cooperation I saw in Knoxville. And what comes through is that not all employers in this country have learned the lesson and not all employers in this country are ready for labor-management cooperation, however much the professors tell us that is what we have to have.

However much we want to have labor-management cooperation, it is not an unmixed scene out there, and you know it all too well in your dealings everyday with your employers.

And so we have to keep on trying to promote that cooperation, trying to say that we

are lovers, not fighters, and we want to get along, but we want to get along on a mutual basis in which we are accepted and in which we are a bona fide part of the management and directional scheme of this institution. We are not going to be a dismissed junior partner in that.

What comes through overwhelmingly, though, is the enthusiasm of the people I saw in all those places and the solidarity and the signs of it are everywhere that I see in this movement. And the most recent example of that is the New York hotel strike which just ended—I take it there was a tentative settlement last night—and in which for the first time in a lot of years those unions have been forced out on the sidewalk, have been out on strike for about 25 or 26 days and stayed absolutely rock solid, an absolutely wonderful example, with enormous support from the other unions in the city.

All of that enthusiasm and solidarity is what makes me optimistic about this trade union movement of ours and about our future and the report that Chuck mentioned, "The Changing Situation of Workers and Their Unions," is, I think, another reason to be optimistic and is designed to make optimists of a lot of us. It is designed and was designed by the committee that worked on it to take an honest look at the labor movement, to take a look at our wants and our weaknesses and and our failures, take a look at our strengths as well and our prospects, and balance them all out. It doesn't say anything that you haven't said to one another over a cup of coffee or over a drink.

It talks about all the bad things that we ought to correct in this labor movement of ours, but it also talks about our strength. It talks about all of the evil things we see around us and all of the problems that beset us, the changes in the work force and in the workplace and the absolutely utter failure of labor law, and talks about the desires and perceptions of a new work force and of younger workers that we just have to know more about and understand better and be more responsive to.

We have tried to deal with all of those things in that report and then to move on to talk about some recommendations or suggestions for the examination of every one of our affiliates in terms of new methods and new forms for doing our business, new types of membership. Indeed, the Guild is probably responsible for pioneering the kind of at-large membership classification that you have that is the core of one of the recommendations of this report—that when people leave our unions we ought to try to find a way, if they leave to find other employment or move into a non-union shop, to keep them somehow in membership, in some relationship with the union. And we ought to find a way to keep in membership or in some relationship that 35 or 45 or 48 percent of the people who vote with us in a losing election. You can't walk away from those people, and we have to find ways by which we deal with those problems.

The report goes on to talk about structural change in the labor movement, in terms of mergers and the encouragement of logical mergers within our ranks, of finding a new and different way to finance our state and local central bodies to make them twice as effective as they are now. And they need the funding to do that because more and more of our problems have been pushed down to the state and local level and have to be dealt with by those organizations. And there is a long section on improving our organizing activity.

There are two sections that I think are at the core of that section of recommendations, and they are the two which talk about increasing members' participation in their union and improving labor's communications, and I don't have to give you any lectures on the last subject. You are all experts in it.

We are setting up a program through our Labor Institute of Public Affairs to try to improve the skills of our people in getting access to the media and in using that access properly, and we are working with the American Federation of Television and Radio Artists to try to get them to produce volunteers to train people in 30 or 40 cities across the country, and we will be talking to you in that same vein to look to Guild members, to work with central labor council people and state federation people to provide that kind of training in terms of the print media.

The report talks about increasing members' participation in their unions, and I just say on that subject that that's the essential challenge to us. We can't have unions in which people don't participate; we can't have people who think this union is a slot machine—you put the money in here and it comes out here—because that is not going to strengthen our union, it is not going to strengthen the movement.

I know all about the fact that, quote, "They won't come to the meeting." I can remember as a very young man 35 years ago all the old hands complaining to me that, "you can't get them to come to meetings." So I accepted that. I knew that 35 years ago. I just hate to hear people still telling me that same thing 35 years later.

It is time we figured out that's true. Now let's go on and do something else. Namely, let's find other ways in which we encourage and insure the participation of people in their union.

Show me a busy union, show me a union with a hundred committees, and I will show you a union that has an enormous amount of membership participation.

Every time I see a local which has a committee on seniors, a committee on voters, a committee on health care, a committee on organization, a committee on this, that, or the other, I know I am looking at a local union that has solid membership participation because there is something there for everybody, and that's at least one of the things that we have to be doing.

The report tries to take a look at what's do-able by us now. It doesn't spend two words on the fact that we cannot now change the nation's labor law. We could spend hours on the mysteries of the law and on what ought to be. But forget it. We cannot change the labor law of this country in the important ways in which it must be changed until some time after 1989, and we cannot afford to sit around for four or five years waiting for that opportunity. So we focused on what's do-able now by us, what are the things we can do to strengthen our organization, to strengthen the movement.

I only ask you, of that report, to use it, to use it to drive discussion in your local union, in this national union, in every state and local central body. If it does that, if that report drives the discussion, then we are going to find the solutions to all the problems we have because they will come from very fertile minds who engage in those discussions, and it is essential that we do that.

For our part, we are going on trying to develop the follow-up to that program, trying to move to a one-on-one program, in three states on a pilot basis, trying to develop the state and local central body's financing recommendations, trying to provide media training for all of our people and to develop our capacities in the corporate campaign, and trying through the regional conventions to at least carry out a part of the recommendations of that report.

One of those recommendations is that we have to provide additional opportunities for relationship, members to officers and officers to members. It is fair to note that one officer said to me, "Are you saying that we are not close enough to the members?"

I said, "Heck, no. You have to read it very carefully. It says the problem is the members aren't close enough to the officers. That's the problem." (Laughter.) And we have to give them that opportunity.

I think we are doing well. I think we are going to do those things because I think everybody in this movement recognizes the need for change, recognizes the need for improvement of the things we do, and for the improvement, if you will, the improvement of our image in the community.

We are never going to be very popular. We shouldn't try. We are a change agent in society, and change agents who want to disturb the status quo are never going to win the popularity prizes. We don't want popularity. We do want respect. We do want the approval of this nation and of its people for what we do.

I must say, along that line, there is good news. There was a New York Times story at the end of May reporting on the Gallup poll report, latest Gallup poll. Gallup has polled every three years since 1936 on the question of approval of unions, "Do you approve or disapprove of unions?"

Gallup notes that the long slide in public approval of labor unions appears to have come to a halt, with 58 percent in the latest Gallup survey expressing approval. The change is more pronounced on the disapproval side with 27 percent currently saying that they disapprove of labor unions compared to 35 percent in the 1981 survey.

I submit to you that is a very, very significant change. We gained 3 percentage points on the approval side and gained 8 on the disapproval side.

Among our members the change was even more significant. The present 52 percent approval rating among non-union families is not significantly changed from 1981. Approval among union people has increased by 8 per-

centage points, and it went up to an approval rating among labor union families of 81 percent. That's the first time in 20-odd years that that survey has produced a change in our favor, and that's something we ought to be very, very proud about and very hopeful because of.

If we do the things I suggest, if we as a movement try to take hold of our problems, failures, shortcomings and analyze them, try to find the ways in which we can do things better, then I think we are going to deserve to remain the authentic voice of workers in this country. And I think that then we are going to grow, we are going to be an increasingly significant political force in this country, an increasingly important legislative force working for the benefit of all of the working people in America. We need your help and the help of every national union in this federation to get that job done.

We have come, I submit, a considerable distance since the first Solidarity Day in 1981 when, in what was the largest political demonstration in the history of this nation, we gathered over 400,000 trade unionists in Washington in an effort to unify our outlook and our resorces as a truly national labor movement.

I think that your convention, focusing on what it's going to take in structural and financial terms for you to make the Guild's second half century better than the first, is right in the center of that effort, and I commend you on it and wish you well.

Thank you very much.

(The audience rose and applauded.)

PRESIDENT PERLIK: Well, I want to tell you the real reason why Tom Donahue moved across the hall into a cell of his own.

The next morning when we were released we took a cab back to AFL-CIO headquarters, and his wife was waiting for him there. She rushed up and she apologizes that she had failed to get conjugal visiting rights. (Laughter.)

I think I have heard Tom speak a half a dozen times since the Committee on the Evolution of Work report was published, and each time he opens his mouth he gets more enthusiastic and more lucid and makes it more meaningful and more important for this affiliate and for all the affiliates of the AFL-CIO.

I told you when inroducing him he was an eloquent spokesperson for the labor movement in this country, and he's certainly demonstrated that this afternoon.

We certanly appreciate your coming and being with us, Brother Donahue. (Applause.)

CHAIRPERSON CULVER: Would you give me your attention? We have a report on the COPE contributions. The total is $479.08. We are waiting on a report on the taxation cards that Phil is completing.

We are preparing to recess until 4:30.

(The Convention reconvened at 5:20 p.m.)

CHAIRPERSON CULVER: Let's resume the convention. Martin Goldman has some more resolutions from the Resolutions Committee.

Go ahead, Martin.

BROTHER GOLDMAN (St. Louis): Okay. If you are with me, a yellow sheet, the resolution titled, "Keep Section 936."

KEEP SECTION 936

The Treasury Department has proposed the elimination of an economic growth incentive, Section 936 of the Internal Revenue Code, which has been the foundation of the Puerto Rican economy.

Section 936 has proved effective and efficient in generating investment and economic growth in Puerto Rico.

Section 936 companies account for 60 percent of manufacturing employment in Puerto Rico, and 25 percent of all salaries paid in all sectors of the Puerto Rican economy.

The elimination of Section 936 would endanger the more than 220,000 jobs directly tied to this section.

The governor of Puerto Rico has introduced an innovative and promising plan to utilize Section 936 funds to stimulate investments in "Twin Plants" in both Puerto Rico and Caribbean Basin countries, which would be derailed if Section 936 were eliminated.

The utilization of Section 936 funds to finance new investment in the Caribbean would enhance the stability of the region, thereby advancing the security interests of the United States.

The Newspaper Guild Convention urges President Ronald Reagan, the Department of the Treasury and the Congress to maintain in its 1984 status Section 936 of the Internal Revenue Code, and that copies of this resolution be sent to the appropriate administration officials and each member of Congress.

BROTHER GOLDMAN: **Move adoption.**

CHAIRPERSON CULVER: All right. The resolution, "Keep Section 936," has been moved and seconded by the committee. Will there be discussion?

BROTHER LIPTON (New York): Point of information.

CHAIRPERSON CULVER: Yes.

BROTHER LIPTON: Could you instruct me as to what the proper timing would be on the introduction of a minority report?

CHAIRPERSON CULVER: What was your question?

BROTHER LIPTON: Could you indicate what the timing would be for the introduction of a minority report?

CHAIRPERSON CULVER: Are you talking about the Finance Committee?

BROTHER LIPTON: Yes.

CHAIRPERSON CULVER: Will somebody else answer that, please. Didn't you advise John Edgington that you would have a minority report on this?

BROTHER LIPTON: Yes.

CHAIRPERSON CULVER: When the subject comes up, which will be later tonight.

BROTHER LIPTON: Thank you.

CHAIRPERSON CULVER: "Keep Section 936" is before you for adoption. All those in favor please say aye. Opposed, no. The resolution is adopted.

MOTION CARRIED

BROTHER GOLDMAN I have a yellow sheet with one paragraph on it titled, "Convention Sites."

CONVENTION SITES

In the awarding of future TNG conventions, preference shall be given to cities which have a sufficient supply of unionized hotels to enable the convention to reasonably be held in a unionized hotel.

BROTHER GOLDMAN: **Move adoption.**

CHAIRPERSON CULVER: It's been moved and seconded by the committee for adoption. Will there be discussion? Center mike.

BROTHER RAYMOND C. HILL (Buffalo): I would have an amendment after it's been seconded.

CHAIRPERSON CULVER: Yes, it has been moved and seconded, Ray.

BROTHER HILL: The amendment—and I think it is more for clarification, but I will read the amendment. If I have a seconder, I might be able to explain it.

I would strike out the words or the amendment would strike out the words "In the awarding of future TNG conventions" and replace it with "In the selection of TNG convention sites commencing in 1989."

CHAIRPERSON CULVER: Very well. Is there a second to that motion?

(Seconded by several.)

CHAIRPERSON CULVER: Yes. Seconded by several.

Proceed.

BROTHER HILL: May I speak to that?

CHAIRPERSON CULVER: Yes.

BROTHER HILL: We would go on the premise that cities such as Buffalo and others, which three years ago issued the invitation to come to the convention, fortified that again or iterated again in Puerto Rico last year, that we did so on the basis of what the rules were at that time regarding union hotels and union facilities. These were the rules that were laid down by the TNG, and we had agreed under those circumstances that we could hold a very interesting and very delightful convention, and we had a conception of what we were going to do and how we could follow those rules.

Part of that conception was—and I hesitate to use the word "rennaissance" after having seen Pittsburgh, but certainly a great revitalization was taking place in the city of Buffalo—the subway, the new hotel—and of

course we weren't planning to go into a hotel that would have labor strife.

When President Perlik came up to assist us or really to handle the negotiations with the hotel, we have in writing that if there are labor problems in that hotel the contract is abrogated, and we have verbally the assurance of the hotel that on the day and the hour that the union "approached us to organize we will not resist that," and of course we did not get from the hotel a statement that they would give them the contract that they would exactly like, but I didn't get that from the publisher of the Buffalo News, either.

We proceeded under our own conception with what the rules were at the time, and we think that the clarification or the amendment that I have offered really indemnifies other locals—San Diego notably, Vancouver for another—to operate under the rules existing. And I would urge the convention to resist retroactive legislation or, as another resolution said, to provide accommodation in hotels, union or mostly union hotels, in other areas of the city.

We have been working on this convention for two years, with a consortium of civic, union and other individuals throughout the city to make it one of the best conventions the international has ever had.

What is implied by staying elsewhere would be to come to our city as our guests, and by inference you would say, "I don't want to go to this hotel for the banquet or for a cocktail party or for any function because it is not union."

I would certainly go along if there was labor strife or if there was some implication or anyone could prove to me that the hotel workers union was being held out of there, but the hotel opened a year ago March.

CHAIRPERSON CULVER: One minute, Ray.

BROTHER HILL: The hotel opened a year ago March. It may very well be organized—and I hope it will be—by the time you come to Buffalo, but please don't give us rules now that you didn't give to us when we took on the convention and began working on it in earnest two years ago.

That's the reason why I would make the amendment. Thank you.

CHAIRPERSON CULVER: Very well. Are there further speakers? John Edgington.

BROTHER EDGINGTON (San Diego): Approval of the amendment—in fact, the approval of the motion as amended is hypocritical bullshit. There are a number of locals that would like to host TNG conventions but would be deprived of doing so because the Hotel and Restaurant Employees haven't organized in those cities, and I don't think we ought to deny them the opportunity to host a Guild convention, which has a number of advantages.

If we are really concerned about making everything union, then let's start with our own hospitality suites, and let's have Hotel and Restaurant Employees' bartenders in there. Let's make it union top to bottom, but don't deprive Guild locals who want to gain from having international officers and other delegates from locals all over this country and Canada and Puerto Rico of having them come to their city for what is a good, hard working convention session. (Applause.)

BROTHER YONSON (Ottawa): If I may speak, I guess for myself, not necessarily on behalf of the other members of the Resolutions Committee.

I certainly was confronted with that concern, and it was raised at the committee, and we felt the phrase "preference" would allow enough flexibility to the convention and future conventions to make a principle clear while at the same time allowing—where there was an even higher preference—to get it in a city that had not had it before, but at least have this principle up front.

I say, we felt the preference would address that issue to state there were potentially other preferences, but this was one of them.

CHAIRPERSON CULVER: Very well. The mikes are clear. I am getting ready to call for the vote on the amendment.

I will restate the amendment. It would read: "In the selection of TNG conventions, commencing in 1989, preference shall be given," etc.

All those in favor of the amendment please say aye. Opposed, no. The noes have it. The amendment is defeated.

MOTION LOST

CHAIRPERSON CULVER: The main motion is back before you. Are there further speakers on the main motion? All those in

favor of adoption of the report, "Convention Sites," please say aye. Opposed, no. The noes have it. The report is defeated. (Applause.)

MOTION LOST

BROTHER GOLDMAN: A blue sheet, also one paragraph, and it is a companion resolution. It is titled, "Buffalo Convention Hotel."

BUFFALO CONVENTION HOTEL

Should the IEB select a non-union or partly-union hotel as the site of the 1986 convention, then locals which prefer a union-only ambiance shall be advised of such accommodations in Buffalo, and TNG shall arrange for alternative accommodations at a fully-unionized hotel for such locals.

BROTHER GOLDMAN: **Move adoption.**

CHAIRPERSON CULVER: The resolution, "Buffalo Convention Hotel," has been moved and seconded by the committee.

I am not sure who was first at the mike.

BROTHER HATCH (Cleveland): Point of order. Has not the site already been selected?

Has the hotel been selected?

CHAIRPERSON CULVER: I don't know.

PRESIDENT PERLIK: The selection of the hotel has virtually been completed but has not been offered to the IEB for ratification.

BROTHER HATCH: Thank you.

CHAIRPERSON CULVER: Okay, Ray, I think you were first.

BROTHER HILL (Buffalo): For the reasons I cited before, without being repetitious, I would ask the convention to reject this resolution. Clearly it pinpoints our convention when we have been preparing for it for two years, and whether we could accommodate you in this regard and still carry out the kind of convention we want is highly doubtful.

SISTER BINKLEY (San Francisco): Well, I have a problem, and this problem has not been diminished by listening to speeches this week about the need for trade union unity.

Simply stated, I can't understand why this union, The Newspaper Guild, would not allow me to make a choice to patronize a union hotel at the 1986 Buffalo Convention. I was elected as a delegate by my local to bring to this convention the needs and concerns of my local.

Before I came here, many of my members expressed bewilderment and shock at the news that this convention may be held at a non-union hotel, especially when there are unionized accommodations available, and they want something to be done about this.

The problem I have has been further complicated by my desire to respect the feelings of the members of the Buffalo local. I hope that they will believe that this resolution is in no way a shot at them, and I do cringe at the idea that they might think that there is something personal. Well, quite simply, my conscience demands and I demand that I have a choice, and you will note that this resolution only asks for such a choice.

I have heard that some people feel that providing such a choice would be impracticable, and I can't accept that. This issue has not just sprung up this week or even this month. The choice of a non-union hotel has been known for several months. Attempts have been made through the IEB and through conversations at meetings of district councils, etc., etc., to alter the situation, and nothing has happened. Hence the resolution before this convention.

We do have a year to work on the practical problems involved in providing a choice, and I certainly would like that to happen.

I urge you to pass this resolution. Thank you.

SISTER DAVIS (San Diego): I can't take this any other way but as a slap to Buffalo. It implies that Buffalo hasn't looked for suitable union facilities.

I don't live in Buffalo, I have only been there once, but I am going to leave it to their discretion to know that if there is a union hotel that would accommodate us, that either they don't have the space for us because they are already booked, or there is some other problem.

It is my understanding that there is no union hotel that has enough space for us, either in rooms or banquet facilities.

As far as this particular resolution goes, currently there is nothing that says any particular delegate has to stay in the hotel in which we are holding our convention. It is

my understanding that when we got to this hotel, there were some locals who were not housed here. I don't know if they have moved here or not, but they were not denied seating as delegates or anything else simply because they didn't have a room in this hotel.

I urge you to defeat this.

CHAIRPERSON CULVER: Thank you, Michele. President Perlik has asked to address—

BROTHER OLIVE (San Francisco): Point of information, Mr. Chairperson, if I may.

I don't know if it was stated—I didn't hear it, and I apologize for any repetition—but through the chair I would like to know from the Buffalo delegation why a non-union hotel was selected in the first place, when there were union facilities still available.

CHAIRPERSON CULVER: We will take that up in a minute.

PRESIDENT PERLIK: I have been the principal officer involved in the selection of hotel facilities for TNG conventions for as long as I have been an officer, with the exception of the time when Bob Crocker was the Secretary-Treasurer, and I know something about the problems involved in finding the kind of facilities that we would prefer.

Now let's deal with the Buffalo situation and how this particular resolution seeks to redress it.

First of all, the last speaker suggested that the board has been kept in the dark about some of these things. The board has been kept abreast every step of the way that we have proceeded through the selection of a hotel in Buffalo. No motion has been made or direction to me and no restrictions put on those activities either by a convention or the board.

As I said previously, no final decision has been made with respect to the selection of a hotel, either.

The one hotel, the Hyatt Hotel, which is by far the preferred facility, is at the moment unionized only in its engineering department. That's an improvement over the circumstances when we first began negotiating with the hotel. There were no unions in it at that time.

Despite what you have heard and what Dick Olive has implied, there are no union hotels in Buffalo which will accommodate this convention. The one that is frequently referred to is the Executive Hotel at the airport in Cheektowaga. The Executive Hotel is considered by the union involved to be its unionized hotel at this time, but there are no unions among its maintenance workers, there are no unions among its clerical workers. So much for the unionization of that hotel.

The hotel additionally in its meeting room facilities has one room this size which can be divided four ways, and that's all we would have to meet in. They have in process and under way a construction program which will enlarge the facility to approximately the size that we would need. Their announced completion date for that program is June of 1986.

Now, it would take an insane person to schedule a convention into a hotel which promises to be done the month you get there. You can bet we would be the guinea pigs. We would be the ones they would try out all of the new services on, all the new staff and all the new elevators and air conditioning. Everything has to be tested. (Laughter.)

There are two other so-called unionized hotels in Buffalo which the union, the Hotel and Restaurant Employees, provided to us. Both of these are 50-room sized hotels. You have an idea—we are consuming something like 275 rooms in this hotel. None of the front desk personnel in either of those hotels is organized.

Now, the resolution says we will go to a fully unionized hotel. There is not going to be one in Buffalo, I feel fully assured. The resolution talks about alternative accommodations. What does that mean? Does that mean just where you sleep or where you eat as well or where you meet as well? This is a rather imprecise direction to the people who would be charged with the responsibility of implementing a prospective decision by this convention.

I share the—I think outrage is a fair word—of my home local to have this matter dealt with in this fashion. Its genesis came from the International Executive Board, from at least one member of the International Executive Board. That member was told we were dealing with Buffalo and awaiting further consultation upon the Buffalo's delegation's arrival. We have done that.

The Buffalo local has been forewarned that if we go into the Hyatt Hotel and a picket line is put up around that hotel one month,

one week, one day, or one hour before this convention is scheduled to open, the convention will not be held in that hotel.

DELEGATE: Question.

CHAIRPERSON CULVER: There has been a request for the question, but there are two people at the mikes.

BROTHER PETER JONES (New York): I was a member of the Resolutions Committee, and I am sure that the folks from Buffalo can explain some of the logistical problems better than I can, but we had a report from two members of the Buffalo local as to what some of the logistics problems would be, and among them would be a 40 mile round trip by shuttle bus for those members, those delegates, who wanted to sleep in one place and meet in another place. So this is the reason why I oppose this resolution.

I suppose, eventually, if somebody raised the question as to whether or not the bartenders or the food handlers were unionized, you would have people sleeping in one place, meeting at another place, and eating and drinking in a third place. This is a burden which I think we should not place upon the brothers and sisters of Buffalo who are already shouldering a burden by hosting the convention.

So I oppose it, and I believe the rest of New York will as well.

If I might say in passing as to the immediately previous resolution, it is evidence of what happens when you get a committee together to draft something.

Frankly, some of us on the Resolutions Committee were concerned about the possibility of sponsoring or paying our money for non-union services, but we thought Buffalo was getting shafted and was being made an example of when it didn't need to be made an example of.

The intent of the previous resolution, believe it or not, was to try to give some direction to the IEB, that it was the intent of this body that we try and use union facilities whenever possible, that such a policy be constructed, go into the Constitution, everyone be made aware of it.

I still think that's probably the sense of the body, though I obviously can't speak for everyone, but I think that it's no perfect world, and we are never going to end up in a total unionized environment no matter where we meet, but if it is important to us, then perhaps some sort of general guidelines should be established.

Thank you.

BROTHER FURST (Twin Cities): When a union has functions, they should be held in a union facility. It's as simple as that.

I think we have only two choices. Our convention should be held in a union hotel or we should move the convention to another city.

Now, I would be totally in favor, if this convention, the international, wants to appropriate some money to send in a Guild representative to help the Hotel Workers Union in Buffalo organize that hotel or for us to do it ourselves. But barring that, we should not have a convention in a non-union hotel in Buffalo. It would be appalling for us to have a convention in a scab hotel.

BROTHER BERNOTAS (Wire Service): To change the subject briefly on this contentious issue, I rise on a point of grammar. (Laughter.) May I?

CHAIRPERSON CULVER: Yes.

BROTHER BERNOTAS: If you want to hyphenate the "partly-union" in the first line you either take out the hyphen and make it "partly unionized," or say "part-union," and in the last line you take out the hyphen from "fully-unionized" because we all know that we do not put hyphens after adverbs. (Laughter.)

CHAIRPERSON CULVER: Well, that should straighten out everything then. (Laughter.)

BROTHER OLIVE (San Francisco-Oakland): In my point of information earlier, the way the question was worded I did in fact make an implication, and it was based on erroneous information, and I apologize to the Buffalo delegation for my implication, and I urge the rejection of the proposal. (Applause.)

VICE PRESIDENT SHELLOCK (Youngstown): I would just like the delegates to be aware that the Executive Inn has a Playboy Club, and some of us consider that sort of sexist ambiance to be offensive. (Applause.)

CHAIRPERSON CULVER: I see two people at the mike. It is my intention to close debate.

If there are others wanting to speak, please line up right now.

VICE PRESIDENT McCRACKEN (Memphis): Most of you know several years ago that the convention in Memphis was held at a non-union hotel, and I think there is where some of the criticism is still coming from.

We did not have a union hotel in Memphis. We had one very small hotel that would not have housed the delegates, much less even have the meeting rooms available that we needed. The IEB and everyone concerned knew that this convention in Memphis would not be held at a union hotel since none were available.

The Hotel and Restaurant Workers had tried at least twice to organize at the hotel, so it's not that the people had not been given the opportunity.

We felt it would be important in the South to have the convention and have the people there to see union members, and I think it did help us. I think this does sound like it takes a shot at Buffalo, I'm sorry. I would urge defeat of the motion. (Applause.)

SISTER O'BRIEN (Vancouver-New Westminster): Like many other people here, I wouldn't want to be in a hotel with a Playboy Club, but you know, you don't have to patronize that club, and it seems to me that the overriding principle is that we patronize unionized companies when we have a chance to be spending our money.

We frequently request that other locals patronize our newspapers when they are putting in advertisements, and why do we do that? It is because by encouraging business with unionized companies we enhance the job security of union members. So to my mind the sexist atmosphere of the Playboy Club would be overcome by the knowledge that the workers at the hotel have some degree of dignity in establishing their wages and working conditions.

As Mr. Donahue said a little bit earlier today, you have to make a choice everyday about where you stand on your principles, and all this motion does is give us, some of the locals who want to spend their union money at a union hotel, a chance to make that choice.

SISTER BRUNO (Denver): There's been a lot of talk about principles. Well, I have some principles, too. It is my understanding, after talking to the Buffalo local, that in addition to the Playboy Club which Marie spoke to, it also is a place where people know that they can go and deal in drugs. (Groans.)

Speak to the Buffalo local. They are the ones that are in a position to know.

The other thing—

CHAIRPERSON CULVER: Barbara, just a minute. Let's all give our attention so we can hear the speaker.

SISTER BRUNO: Let's look at the last sentence. In the last sentence it says, "accommodations at a fully unionized hotel." That's impractical, as President Perlik spoke to. There are very few hotels that are fully unionized. This would preclude most of the locals from holding or hosting a convention. It just is not going to work. (Applause.)

SISTER BUNIS (Rochester): I think the principle here that should be listened to is fairness. Buffalo made its bid in good faith to this convention, played by the rules it was supposed to play by, and I don't think it is fair now to turn around and change the rules in midstream, and I hope we go to Buffalo next year. (Applause.)

BROTHER KRUSE (Hawaii): I agree with the previous speaker. I will be very happy to go to our annual convention in Buffalo. I look forward to it. I would be really worried if the rest of the union movement would refuse to buy newspapers because they were not fully organized. It would really hurt some of us. (Applause.)

BROTHER PROSNITZ (Providence): I think it was Thomas Jefferson who said, in matters of principle stand strong.

In 1979 this convention and this union stood up for a principle that was very strong, and in 1979 the Providence local was to host the convention at the Biltmore Hotel in Providence. That hotel had been in the midst of an organizing effort, and Bob Crocker and I went up to Boston several years before and talked to the proposed ownership of that hotel and got a great many promises about what would happen at that hotel and whether or not that hotel would be unionized, and they told us indeed they would welcome the union.

Well, they didn't live up to that, and in 1979 the Providence local, which wanted very much to host that convention in Providence

where its members were, changed stream only a few months before, and we did it happily, and we moved the convention to Boston to a hotel, the Boston Park Plaza, which was a union hotel. And as a result of what we did in 1979 and as a result of how this union stood on its principle in 1979, the workers at the Biltmore Hotel in Providence now are unionized. And we did that in great part, and they credit us in great part.

Personally I feel a great deal of personal outrage because in 1979 we went through an incredible effort, and we stood up for our principles, and we believed in what not only the Guild stood for but in what the whole union movement stood for, and we went through great hardship, more than giving people an option to sleep in a different hotel that may be a union hotel, but we moved the convention, and we moved our people, and when it came to the outing, we brought it back to Rhode Island because we wanted to bring it to the union, one of the unions, the Service Employees Union, that was involved in that effort.

In 1979 we lived up to that principle, and I hope next year we do, too. I sympathize with my brothers and sisters in Buffalo. I will tell you maybe the best thing that can happen to that hotel in Buffalo is that we stand on our principles again, and maybe shortly after we make our decision in this convention, the Hotel and Restaurant Workers in Buffalo will make sure the hotel you would like to hold it in will become a union hotel. (Applause.)

CHAIRPERSON CULVER: All right. Awhile ago I said I was going to close debate, and this time I really am.

There are four people at the mike. When they are through, that will be it.

BROTHER PATRICK HUNT (Washington-Baltimore): I am Patrick Hunt. I am a first-time delegate from Washington, D.C., and I thought I knew a little bit about unionism before I came here, but apparently there are other sorts of unionism than what I am familiar with.

I don't know how or why we keep raising the question the way it is being raised; people are taking offense in Buffalo. I didn't know anybody from Buffalo until I arrived here.

I support this motion but I am curious. If we pick and choose when we are going to buy union products, does that mean we fly Continental or People Express to Buffalo because it is cheaper or because it is more convenient? It is not always convenient to stand on your principles, but I suggest we do stand on our principles and that we pass this motion.

Thank you.

BROTHER DONALD C. KUMMER (Detroit): Harry, **I move to table the motion.**

CHAIRPERSON CULVER: All right. It's been moved to table the motion. Is there a second?

(Seconded by several.)

CHAIRPERSON CULVER: All right. That is a non-debatable motion. All those in favor of tabling the resolution headed, "Buffalo Convention Hotel," please say aye. Those opposed please say no. The noes have it, and the tabling motion fails.

MOTION LOST

CHAIRPERSON CULVER:We are back on the regular motion. Roger.

VICE PRESIDENT STONEBANKS: (Victoria): There seems to be a misunderstanding among a few people here who spoke as to what this means. This does not say that the convention site has to be shifted from one hotel to another hotel. It is simply that those who prefer to sleep and to stay at a, if not fully, then almost fully union hotel can do so , and some of us are prepared to make the 20- or 40-mile round trip a day to do so, and we will do so whether this succeeds or fails.

It is incongruous to me and insulting, I think, to what we are supposed to stand for when in the last fiscal year we decided to affiliate with the Union Label Departments of the AFL-CIO and the CLC, and we backed that up by putting money where our mouth was, and then we go and check ourselves into a non-union hotel.

BROTHER MINKKINEN (Chicago): It gives me great pain to know that the emotion that is felt at this convention is being somehow hoisted upon Buffalo. I don't believe that there was any mistake made by Buffalo. I signed on to the petition that was passed around that resulted in this resolution. Had I had any indication that it was a slap at Buffalo, I certainly would not have signed it, and I did not sign it as a slap at Buffalo.

But the reason I did sign it is because I have a great deal of discomfort in knowing

that the place that I am sleeping at night at a union function is a non-union hotel, and I have a lot of difficulty in trying somehow to make that square with my principles.

I understand that there has been a great deal of work that has gone into this by the Buffalo local, and I think that all of us should be appreciative of that, but I do not believe that we can just sit here and say that because the work has gone on and because it is inconvenient to make such accommodations as are asked for in the resolution that we can simply go ahead and say that our principles should be laid aside.

I think that this must be put in some perspective. The sense of this motion—and I urge every delegate here to read it very carefully—the sense of this motion is that TNG will help to arrange alternate accommodations for those locals who wish such alternate accommodations.

I heard one of the first speakers indicate that those people have the right now—and make reference, as a matter of fact, to the fact that at this convention the are some delegates here that stay at alternate sites. And I might point out to you that that was arranged and a great deal of help was given to make arrangements for those accommodations.

All this motion does is provide for help in making those accommodations for those delegates and those locals that wish to stay at a unionized hotel and, by God, it seems to me that that is a minimum effort that this union has to make.

(Applause.)

BROTHER MacDONALD (Canadian Wire Service): Point of information, Mr. Chairman.

CHAIRPERSON CULVER: What did you say, Jerry?

BROTHER MacDONALD: Point of information. Were we not informed by President Perlik that there is a union at that hotel?

PRESIDENT PERLIK: Yes, you were.

BROTHER MacDONALD: Thank you.

CHAIRPERSON CULVER: Very well. The debate is concluded, and we will now take the vote on the "Buffalo Convention Hotel" resolution. All those in favor of the resolution please say aye. All those opposed say no. The noes have it. The resolution is defeated.

BROTHER STONEBANKS: Mr. Chairperson.

CHAIRPERSON CULVER: We are recessing until —

BROTHER STONEBANKS: Mr. Chairperson.

CHAIRPERSON CULVER: Roger.

BROTHER STONEBANKS: Stonebanks, Victoria. I move for a roll call.

BROTHER HATFIELD: Hatfield, San Francisco-Oakland, seconds.

BROTHER MINKKINEN: Minkkinen, Chicago, seconds.

BROTHER PROSNITZ: Prosnitz, Providence, seconds.

BROTHER PALANGE: Palange, Woonsocket, seconds.

SISTER BINKLEY: San Francisco-Oakland, seconds.

SISTER O'BRIEN: O'Brien, Vancouver, New Westminster, seconds.

BROTHER FURST: Randy Furst, Twin Cities, seconds.

BROTHER HUNT: Hunt, Washington-Baltimore, seconds.

BROTHER MICHAEL: Steven Michael, San Francisco-Oakland, seconds.

BROTHER BRENNAN, Brennan, Windsor, seconds.

SISTER STRUZINSKI: Washington-Baltimore, seconds.

SISTER LEM: Gail Lem, Southern Ontario, seconds.

CHAIRPERSON CULVER: We have a sufficient number. The motion for roll call is properly seconded.

It will take us a moment to set up the sheets.

SECRETARY-TREASURER DALE: Will the following delegates please come to the podium to serve as tellers, please: Dick Christian of Buffalo, Sharon Bryant of SONG, and Carol Przybyszewski.

PRESIDENT PERLIK: The chair recognizes the Secretary-Treasurer for the purpose of calling the roll.

SECRETARY-TREASURER DALE: We are now prepared to begin calling the roll for the vote on the "Buffalo Convention Hotel" resolution.

Most of you have been through this before so I won't instruct you on the procedure.

(Secretary-Treasurer Dale called the roll as follows):

Local	*Yes*	*No*
Akron	1	2
Albany	—	5
Bakersfield	—	4
Boston	—	5
Bristol	—	2
Brockton	—	3
Buffalo	—	6
Canadian Wire Service	—	10
Central California	—	9
Chicago	7	—
Cincinnati	—	3
Cleveland	—	6
Denver	—	7
Detroit	13	—
Erie	—	4
Gary	—	3
Harrisburg	1	1
Hawaii	—	6
Hudson County	—	2
Kingston	—	2
Knoxville	—	2
Lake Superior	—	2
Lehigh Valley	2	—
Lexington	—	2
Los Angeles	—	5
Lynn	—	2
Madison	(Absent from floor.)	
Manchester	—	3
Memphis	—	5
Montreal	—	5
New York	—	54
Northern Ontario	—	2
Ottawa	3	2
Pacific Northwest	—	11
Peoria	2	—
Philadelphia	—	17
Pittsburgh	—	3
Portland	—	5
Providence	6	—
Pueblo	—	3
Puerto Rico	—	10
Rochester	—	1
St. Louis	—	11
Salem	—	2
San Antonio	—	2
San Diego	—	10
San Francisco-Oakland	12	4
San Jose	1.428	8.568
Scranton	3	—
Sheboygan	—	2
Southern Ontario	—	22
Terre Haute	—	2
Toledo	—	5
Twin Cities	8	2
Vancouver-New Westminster	6	6
Victoria	4	—
Washington-Baltimore	14.94	3.32 (1.66 abstain.)
Wilkes-Barre	3	—
Windsor	3	—
Wire Service	—	12
Woonsocket	2	—
Youngstown	—	4

SECRETARY-TREASURER DALE: That completes the calling of the roll, Brother Chairperson.

(The results of the roll call, subsequently announced: 92.368 "yes;" 309.888 "no;" 1.66 abstained.)

(The Convention recessed at 6:20 p.m.)

THURSDAY EVENING SESSION
June 27, 1985

The Convention reconvened at 8:40 p.m., Chairperson Culver presiding.

BROTHER STEINKE: Mr. Chairman, yes. Could you ask the TNG office to let me know how many cards have been signed? They have had enough time to count them, I would think.

CHAIRPERSON CULVER: Bob, we had a count just before the recess of 375.

BROTHER STEINKE: Unless you can show me 600 cards, somebody is not trying.

CHAIRPERSON CULVER: Well, I suggest you tell everybody again to get those cards.

BROTHER STEINKE: Everybody in the hall hear me. We got to have 600 cards out of this hall. Kadis, where are you? Get the cards signed.

CHAIRPERSON CULVER: Let me have your attention. As a guess it looks like about eight or ten minutes. There is some more typing on the minority reports.

We could do some resolutions, yes. (Applause.)

Is Martin Goldman here?

BROTHER CLIFFORD (Canadian Wire Service). Point of order, Brother Chairperson.

Point of order.

CHAIRPERSON CULVER: Yes, Lee.

BROTHER CLIFFORD: Before moving on to other resolutions, is there a result from the roll call?

CHAIRPESON CULVER: Yes, there is, and our Secretary-Treasurer is ready.

SECRETARY-TREASURER DALE: The results of the tally on the "Buffalo Convention Hotel" proposal are as follows: In favor, 92.368 votes. Opposed, 309.888 votes. Abstentions, 1.66 votes, and the motion loses. (Applause.)

MOTION LOST

CHAIRPERSON CULVER: The resolution obviously failed.

Martin Goldman is recognized at this time for another resulutions report. Marty.

BROTHER GOLDMAN (St. Louis): Yellow sheet, "Freedom of Information Act."

FREEDOM OF INFORMATION ACT

Renewed attempts to chip away the Freedom of Information Act are under way in the U.S. Senate.

S. 150, sponsored by Sen. Orrin G. Hatch (R.-Utah), went through Hatch's Constitution subcommittee with only a single dissenting vote in May. It is headed for hearings before the full Judiciary Committee.

S. 150 is identical to a bill that passed the Senate last year but stalled in the House. Age has not improved it.

The measure would create a blanket exemption, for organized-crime investigations for up to eight years, expand the privacy exemption, strengthen the ability of businesses to oppose the release of documents submitted to government agencies and allow the government to charge "fair-value fees" for certain technological information."

A far more limited bill, H.R. 1882, has been introduced in the House by Rep. Glenn English (D.-Okla.), chairman of the Government Information Subcommittee. It contains neither the organized-crime exemption nor the fee provision and contains a section exempting the news media, scholars and public-interest groups from other than search and copying fees, allowing waivers for even these if the information sought is likely to increase public understanding of government.

On the other hand, an even more pernicious bill, the Foreign Intelligence and FOI Reform Act (S. 276) has been reintroduced by Sen. Jeremiah Denton (R.-Ala,). It would add a new FOI exemption for terrorism and foreign counter-intelligence files and remove the FOI Act's segregability clause, allowing agencies to withhold entire documents if any portion of them contains information protected by an exemption.

While the Freedom of Information Act might well be improved, the provisions of S. 150 and S. 276 constitute not improvement but erosion. The Newspaper Guild Convention urges the Senate Judiciary Committee to give S. 150 a second thought this year and reject it, and to turn thumbs down likewise on S. 276.

BROTHER GOLDMAN: **Move adoption.**

CHAIRPERSON CULVER: The resolution, "Freedom of Information Act," has been moved and seconded by the committee. Are there amendments or discussion? Ready for the vote. All in favor of adoption of the replort labeled, "Freedom of Information Act," please say aye. Opposed, no. The ayes have it. The report is adopted.

MOTION CARRIED

BROTHER GOLDMAN: Blue sheet titled, "Media Concentration: The New Danger."

MEDIA CONCENTRATION: THE NEW DANGER

In the past few months we have witnessed a burst of ownership consolidation in the American mass media exceeding in scope and significance anything seen to date.

Capital Cities' purchase of the American Broadcasting Companies for $3.5 billion, startling as it may have been was only the highest peak in a range of media mergers whose everest may well lie hidden in the future.

Since the first of the year we have seen Gannett, already the nation's largest newspaper chain, acquire the Des Moines Register for $200 million, Rupert Murdoch arrange to have his News Corp. buy half of

20th Century Fox for $162 million and then join with a Fox partner to buy seven TV stations from Metromedia for $2 billion, the Tribune Co. pay $510 million for a Los Angeles TV station to make its broadcast operations the fourth largest in point of revenue in the country, Newhouse's Advance Publications swallow up New Yorker Magazine for $142 million and Time Inc. sweep up Southern Living and an associated group of magazines for $480 million. Gannett and the Washington Post Co. now appear to be dueling for control of the Cowles Media Co., publisher of the Minneapolis Star & Tribune.

The Capital Cities deal creates a fearsome media conglomerate embracing 90 radio, television and cable operations, 200 affiliated television stations, 10 newspapers, 36 weekly newspapers and shoppers, a group of trade papers and several magazines. Existing FCC regulations will require it to shed no more than a handful of its broadcasting stations, and a small newspaper.

Gannett owns 84 newspapers, including the national daily USA Today, Family Weekly, 22 broadcasting stations, the largest outdoor-advertising company on the continent and the Louis Harris polling service. Time, although it has pulled out of newspaper publishing, has been expanding its magazine and cable-television empire, while Murdoch's News Corp., perhaps the prototype of the new breed of media conglomerates, has been expanding along a wide front.

At the end of 1984, according to the American Newspaper Publishers Assn., there were only 543 independent U.S. dailies left—15 fewer than a year earlier.

Suddenly, alongside this massive new concentration of media power, has come a development that makes this concentration even more ominous.

The campaign to take over CBS for ideological purposes, spearheaded by Jesse Helms, signifies the emergence of a threat cited for several years by TNG and others concerned about the growing concentration of media control. In the guise of ending what it terms CBS's "liberal bias," it would use the immense centralized power of a major network to coat the airwaves with an ultraright message.

The Helms bid may or may not succeed. It has been eclipsed for the moment by the bid of entrepreneur, Ted Turner, which was precipitated by Helm's campaign if not inspired by him, and its implications have already evoked an expression of concern from the president of the American Society of Newspaper Editors.

But whether it succeeds or not, it is grave portent of a growing danger—the political takeover of a newspaper chain. Knight-Ridder, the Tribune Co., Gannett and other chains are taking steps to guard against an outside takeover. It is a danger whose imminence was brought home by newspaper investment analyst John Morton, who noted after the recent rash of takeovers that of 155 existing newspaper groups, at least 120 are "candidates for acquisition."

"We're a long way from the day when a handful of companies will control all of the media," according to Morton, "but not far away from the day when a handful will control most of it."

We do not think the news industry, its employees or the American public can afford to quietly await that day.

Broadcasting, which has been dominated by centralized, national networks almost from its birth, may be difficult to protect adequately against further concentration, although it takes no great wisdom to determine that the FCC, with its loosening of ownership restrictions, is going in precisely the wrong direction. But in the case of newspapers, late as it may be, there is still time to stem the tide.

It is time to take a fresh look at the proposal, raised a half-dozen years ago by The Newspaper Guild and others, to put a ceiling on the number of newspapers or the aggregate circulation any single media company can control.

Concentration by this time has reached the stage where it may be necessary to consider steps to require or at least encourage divestiture above those ceilings. To avoid infringing on the First Amendment, newspapers established, rather than purchased by the company owning them would be excluded from the limit.

If Congress does not give its serious attention to a proposal of this nature, and promptly, the problem will not disappear, but the solution will. As chains gorge on

chains, all possibility of combatting media concentration short of massive divestiture will disappear. A handful of media moguls will control the news going to the nation's entire newspaper readership, and perhaps much of its broadcasting audience. And we can await the appearance of a new Jesse Helms to take over this ready-made propaganda instrument.

It is a problem The Newspaper Guild Convention believes can no longer be avoided. The Convention urges congressional action to limit media concentration. The Convention directs that this resolution be distributed to each member of Congress. The Convention also urges each U.S. local to raise the issue with their senators and representatives.

BROTHER GOLDMAN: **Move adoption.**

CHAIRPERSON CULVER: Thank you, Marty.

The resolution, "Media Concentration: The New Danger," has been moved and seconded by the committee and is before you for consideration.

BROTHER KRUSE (Hawaii): I think to go even one step further I am going to take this resolution back to my membership, try to get 100 percent of my membership to sign it, and then send it to our representatives in Congress. I think something has to be done about it, and I think anybody here who has an interest in it should do the same thing.

Thank you.

BROTHER ROBERT EWEGEN (Denver): Not to belabor the point, because I think we all agree on this, but I work for the Denver Post, have been for many years, which was for nearly a century a proud, independent paper. We are now taken over by a chain. As chains go it is probably the best, but every time I look at something like this or what's happening in the industry, I remember A. J. Leibling's very astute comment that "freedom of the press is a wonderful thing if you own a press," and every time we get fewer and fewer people owning those presses, then I think that some very important freedoms in this country slip a little bit further out of our grasp.

Please support this resolution.

SISTER BUNIS (Rochester): Mr. Chairman, I would just like to make a correction in this. It should say that Gannett owns 88 daily newspapers. I don't know how many weekly newspapers it owns in addition to that.

CHAIRPERSON CULVER: What paragraph?

SISTER BUNIS: Fifth paragraph down, beginning of the paragraph.

CHAIRPERSON CULVER: "Gannett owns 88—"

SISTER BUNIS: "—88 daily newspapers."

CHAIRPERSON CULVER: Is that agreeable?"

SISTER BUNIS: Thank you.

CHAIRPERSON CULVER: Very well, Dena.

Are there others who wish to speak on the resolution?

If not, we will take the vote. All those in favor of adoption of the resolution headed "Media Concentration: The New Danger," please say aye. Opposed, no. The resolution is adopted.

MOTION CARRIED

BROTHER GOLDMAN: Yellow sheet here, "Canadian District Council."

CANADIAN DISTRICT COUNCIL

The 1972 TNG Convention adopted the following: "An Annual Canadian policy conference, to be held one or two days in advance of TNG's annual convention with authority to express itself autonomously on Canadian social and legislative issues and to advise the International Executive Board and the convention on matters of internal Guild policy as they affect Canadian members and locals. The policy conference, which would be held in the convention city, would be attended by Canadian convention delegates and/or other Canadian delegates chosen by their locals."

The following was adopted by the 1975 TNG Convention: "The Resolutions Committee referred to the Constitution Committee a resolution from the Canadian Policy Conferences asking that Canadian locals be permitted to set the dates and places of Canadian policy conferences. The 1972 Convention set the meeting of the Canadian Policy Conference for the two days preceding the international convention. The

Canadian Policy Conference feels this is not sufficient time for presentation and discussion of issues for an international convention. The committee recommends that Canadian locals be permitted to set the date and place of the Canadian Policy Conference."

The 1984 Canadian Policy Conference approved the following: "That the Canadian TNG staff and Vice Presidents draft bylaws for a single District Council which would meet twice a year; that they devise a travel pool to average costs and that the Canadian Policy Conference be moved from the Convention to one of the Canadian District Council meetings, preferably in the spring, and that the foregoing be sent to all Canadian locals for approval."

All Canadian locals have approved formation of the Canadian District Council which held its founding meeting in Ottawa April 27-28, 1985, with all Canadian locals in attendance.

It is the desire of Canadian locals to incorporate within and as part of the District Council the powers and obligations of the Canadian Policy Conference as approved by the 1972 and 1975 TNG Conventions.

The Newspaper Guild Convention therefore affirms that the Canadian Policy Conference is, and shall be for as long as the Canadian District Council may exist, deemed to be an integral part of the council and all previous powers and obligations of the conference are now transferred to the district council; provided that in the event that the district council is disbanded, then the policy conference shall resume its status as established by the 1972 and 1975 TNG Conventions.

BROTHER GOLDMAN: **Move adoption.**

CHAIRPERSON CULVER: The "Canadian District Council" resolution has been moved and seconded for adoption by the committee.

BROTHER STONEBANKS (Victoria): I urge you to support this resolution. It is presented unanimously by the International Executive Board and unanimously by the Canadian Guild locals.

It is a housekeeping matter which will enable us to function better in meeting setting without having two structures and having to divide items that belong into one structure or another but be able to deal with them all together.

BROTHER KIDD (Canadian Wire Service): I, too, would urge you all for unanimous endorsement.

Thank you.

CHAIRPERSON CULVER: Is there further discussion on the resolution? Very well. The vote before you is on the "Canadian District Council" resolution. All of those in favor please say aye. Opposed, no. The resolution is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: I recognize President Perlik for an introduction.

Marty, we are through with you.

PRESIDENT PERLIK: Brother Chairperson, brothers and sisters. Last year among the very pleasant guests we had was Eric Franklin, president of the Independent Association of Publishers' Employees whose organization represents about 2,000 employees of the Dow Jones Company, the publisher of the Wall Street Journal.

Upon our invitation Eric is back with us this year, and he's brought with him a member of his executive board who we will hear from in a few minutes.

In the meantime, Eric and Paul were reelected without opposition to a second two-year term. Eric and his ticket carried on, I thought, one of the most unique election campaigns I have ever heard of. They announced to their membership—appealed, begged, their membership—that opposition candidates present themselves, that they not be elected unanimously. They paid for the literature to do that out of their own pockets. Despite that appeal, they were so elected.

I say that is unique but I hope not contagious. (Laughter.)

As I have said, the Independent Association of Publishers' Employees represents 2,000 employees of the Wall Street Journal, Barron's and other Dow Jones properties. In 1987 IAPE marks its 50th anniversary, having been founded in the fall of 1937 as an opponent of the American Newspaper Guild as we were known then.

There are some within IAPE who hope that perhaps it might move into the ranks of or-

ganized labor by 1987. One of those is, of course, Brother Franklin, and another is Brother Judd, and Brother Judd will say a few words to us now.

Paul. (Applause.)

BROTHER JUDD: Brother Perlik, Brother Chairman, brothers and sisters of The Newspaper Guild.

Thank you for your warm welcome. Brother Franklin and myself were pleased to have been invited here as guests of The Newspaper Guild. We are pleased to have been invited to Pittsburgh, America's most livable city.

We bring you greetings from our executive board and IAPE.

I have worked in organized labor before. I have worked as an officer in a New Jersey local of the United Steelworkers, and being here with you has been a great feeling of being back with the labor movement and being with people who are concerned about the interests of labor, and it is a good feeling.

When I came to work for Dow Jones and the Wall Street Journal, I brought with me the belief and commitment to organized labor and the good that stems almost naturally from organized labor.

As I started with the Wall Street Journal, it didn't really take me long to realize that there was a dire need there for basic beliefs in what labor is all about—solidarity, organization, labor rights—within the nation's largest daily newspaper. Some of you may notice I have a Wall Street Journal shirt on. The company paid for this shirt and gave it to me. One thing they couldn't do is buy me. (Applause.)

You will have to excuse me. I am not used to speaking in front of a large crowd, and I am about as nervous as a long-tailed cat in a room full of rocking chairs. (Laughter.)

I wasn't at Dow Jones very long before, as I said, I found a need to be associated with the basic labor movement.

I have looked for other people who had the same ideas about labor as myself, and I became associated with Brother Franklin, and we joined together in an effort to take on the awesome job of making IAPE a much stronger union. It hasn't really been easy, but Brother Franklin has been one person who is of upstanding character and has really done a lot for IAPE, and together we hope to come within labor of some type.

I would like to relate a story about Brother Franklin, who was born in the Yorkshire country of England. The story goes that when he was two years old, his parents put him on the front stoop and told him, "Do not come back here without a union card." (Laughter.)

Since that time he's gotten his union card, and he's been preaching the rights of workers ever since. I respect him for it. Together IAPE, myself and Eric Franklin are determined to keep alive and to spread the message, the gospel, if you will, of the good that genuine trade unionism can do and the good ideals that unionism holds high for workers' rights, for non-discrimination, job security, safety and justice in the work place.

Based on this week's observations by myself and Mr. Franklin, we shall be taking back to IAPE, to our membership and to our executive board and to the board of directors, the message that trade unionism, democracy and a grass roots belief in the labor movement and the labor movement of the future are truly alive and well here at The Newspaper Guild. (Applause.)

It is truly refreshing to be in your midst and to see a professional organized group such as yourselves. Again, I would like to thank you for having us here and inviting us here, and we look forward to one day being a part of the great family of labor that has helped make this country strong.

Thank you.

(The audience rose and applauded.)

PRESIDENT PERLIK: Paul, if you were nervous, what you had to say certainly overcame it.

I would like to remind you, Brother Franklin, last year I offered you a spot on the floor back there between St. Louis and the Canadian Wire Service Guild. This year we have moved it up between Vancouver-New Westminster and Washington-Baltimore. You had better hurry up. It's coming up closer every year.

BROTHER MORRISSEY (Wire Service): Brother Culver.

I know we were all complaining about the coolness of the room, but it's getting pretty hot in here.

CHAIRPERSON CULVER: You know, you have been here four days, and all you have done is complain. (Laughter and applause.)

BROTHER MULCAHY (New York): Mr. Chairperson.

CHAIRPERSON CULVER: Yes.

BROTHER MULCAHY: Eighteen minutes ago I spoke with that wonderful international representative who got us many things last year. He has been working on the air conditioning situation, and he says that it will be fixed as soon as he personally can get it fixed.

CHAIRPERSON CULVER: Thank you.

Let's have some order.

At this time I recognize John Edgington to read the First Report of the Finance Committee.

BROTHER EDGINGTON (San Diego): This is the First Report of the Finance Committee on pink paper.

CHAIRPERSON CULVER: Let's have some order.

FIRST REPORT OF THE FINANCE COMMITTEE

It is bold, innovative and long overdue.

It started in San Juan with a call for a long-range financial program—a call that was answered by 34 locals representing 27,447 members at a forum in Washington last October.

It has culminated, after further refining by the IEB, in a plan designed to guarantee financial stability at both the international and local level.

The breadth and scope of this result-oriented plan has as its highlights: a gradual increase in local and international income; a fresh infusion of cash into the Defense Fund; higher strike benefits, and steps to control and ultimately reduce, TNG's skyrocketing housing costs.

The Defense Fund will be stabilized by raising the ceiling to $6 million. In order to accomplish this, a period of full regular dues will go into effect. An adjustment in per capitas will accelerate the flow of dollars into the fund as well. Forty percent of new dollars generated by increases in the per capita rate will go directly to the Defense Fund as of April, 1988.

The new long-range program also will end the 85-15 split in per capita apportionment. Effective February, 1987, the apportionment will revert to 80-20, further increasing the flow of dollars into the Defense Fund.

Effective almost immediately strike-lockout benefits will be increased 25%, and eventually reach $150 a week.

Full regular dues will be extended one additional month to fully fund severance pay liability to TNG staff.

To shore up finances of many locals, minimum dues will be increased to 7% by 1992. In tandem, per capita rates will be converted to a percentage, and rise five-hundredths of a percent in each of five annual steps.

Substantial cost savings will be realized by moving the TNG office out of its high-rent headquarters and into an income-producing home of its own. Necessary authorization was granted to finance and acquire real property which will become an asset to the union.

Fiscal 1984-85 was a good year for our General Fund, but not one we would like to repeat in the Defense Fund.

The year ended with a $95,000 surplus in the General Fund, due almost entirely to catch-up payments from delinquent locals.

The Defense Fund did not fare nearly as well, spending $604,000 more than it took in. At the end of fiscal 1984-85, liquid assets in TNG's Defense Fund were below the trigger point of $4.5 million. Three strikes alone—San Juan, Vancouver and Wilkes-Barre cost almost $1.5 million.

Implementation of full regular dues was purposely delayed in anticipation of Convention action bolstering TNG finances for years to come.

Anticipated income for 1984-85 was based on an assumed monthly average of 27,100 per capitas and the actual average turned out to be 29,266. The estimated agency fee-payer average was 350 for the year, and that average was very close to what occurred in 1984-85. But last year's experience in the General Fund is not expected to be duplicated in the new year.

Projecting a 27,450 per capita/agency fee payer average and continuation of the 85-15 per-capita apportionment between the General and Defense Funds, along with miscellaneous income, will produce estimated total income for the 1985-86 fiscal year of $3,247,410.

Over the same period, expenditures of $3,339,183 will result in a projected deficit of $91,773.

A proposal to cut costs by holding biennial conventions was rejected.

Therefore the Convention:

1. Approves extension to February 1987 of the present temporary reapportionment of the per-capita allocations to the General and Defense Funds under which the per capita called for by Article XVII, Section 7(a)(1), of TNG's Constitution, less $1.35, is being distributed 85 percent to the General Fund and 15 percent to the Defense Fund.

2. Approves a fiscal-year 1985-86 General Fund income estimate of $3,247,410 which assumes a per-capita apportionment of $8.7875 for two months and $9.187 for ten months and which also assumes a monthly per-capita average of 27,100 and a monthly agency-fee payment average of 350.

3. Approves a fiscal-year 1985-86 General Fund budget of $3,339,183.

4. Approves implementation effective August 1, 1985, of the dues rates required under Article XVII, Section 2(d) of TNG's Constitution, with such higher dues rates to remain in operation until the dollar amount in the International Defense Fund, as defined by Article XVII, Section 2(e), reaches $6 million, with the Constitution to be amended accordingly.

5. Directs that when dollar amounts in the International Defense Fund reach $6 million, a schedule of dues rates equal to the rates required under Article XVII, Section 2(d), shall be put into effect for a period of one month, with the income produced thereby to be used exclusively to fund TNG's severance-pay liability to its staff. Thereafter, TNG shall make such periodic deposits out of its General Fund as are necessary to maintain the severance fund at a level equal to TNG's severance obligations.

6. Approves a long-range local dues and international per-capita program as follows:

(a) With reinstatement of reduced dues immediately following operation of the dues schedule contained in Recommendation 5, the Minimum Dues Schedule set forth in Article XVII, Section 2(c), shall be changed from 5 percent plus $1.50 to 5.5 percent of one week's regular weekly compensation, with all additional dues revenue generated thereby remaining in the locals.

(b) Effective one-year after the minimum dues rate is raised to 5.5 percent, the minimum dues rate required under Article XVII, Section 2(c), shall be increased to 6 percent. Effective on the same date, the apportionment of the per capita called for under Article XVII, Section 7 (c), less $1.35, shall revert to 80 percent to the General Fund and 20 percent to the Defense Fund.

(c) On the anniversary date of the operation of 6(b) above, and on each anniversary date thereafter, the minimum dues rate required under Article XVII, Section 2(c), shall be increased by 0.2 percent until a minimum dues rate of 7 percent is reached.

(d) On the date the minimum dues rate under Article XVII, Section 2(c), reaches 6 percent, the per-capita tax rate called for under Article XVII, Section 7(a)(1), of TNG's Constitution shall be changed from its present percentage-plus-dollar amount (1.65% + $1.35) to 1.939 percent.

(e) Effective on April 1 of each calendar year thereafter, the per-capita tax called for under Article XVII, Section 7(a)(1), of TNG's Constitution shall be increased by .05 percent until it reaches 2.189 percent.

(f) Effective on the date that TNG's per-capita tax rate has been adjusted to 1.989 percent, 40 percent of the revenue generated by any increased per capita rate over 1.939 percent shall be deposited in the Defense Fund.

(g) Effective on the first day of the first month following adoption of this program, TNG's weekly strike-lockout benefit shall be adjusted upward to $125* per week, and effective on the same date each year thereafter, the benefit shall be

adjusted by an additional $10 per week until the current $100 strike-lockout benefit reaches $145* per week, and on the same date the year thereafter, by $5 per week to a total of $150* per week.

*** Plus weekly increments of $5 at both the 5th and 13th benefit payments.**

7. Authorizes the International Executive Board, on behalf and in the name of TNG, to purchase undeveloped real property and cause the construction of a building thereon, or to purchase real property and all or a part of a completed building, or to lease with an option to purchase all or a part of such a building, in, or reasonably near, the District of Columbia, the building to serve as TNG headquarters and to be of such size as to accommodate TNG's present and foreseeable future needs. In implementing this authorization, the IEB may borrow funds as necessary from non-TNG entities, which borrowing may be secured by lien against the real property, participate in a joint venture with others, apply for and secure the issuance of industrial revenue bonds or other bonds, notes or instruments of indebtedness in aid of the transaction, or otherwise structure the transaction in such manner as will effectuate the intent of this Convention. The President and Secretary-Treasurer of TNG are authorized to sign such contracts, loan documents, leases, or other documents as will effectuate this authorization.

The transaction(s) will be funded in accordance with Recommendation 8 and, as and if necessary, from available monies in the General Fund and other funding sources as may be authorized by this or future conventions.

8. Authorizes a loan of up to $750,000 from the Defense Fund to the General Fund for acquisition of a headquarters building for TNG, such loan to be interest-free and to be repaid in regular installments over a period of no more than 10 years. This Convention interprets the phrase "accounts receivable" set forth in Article XVII, 2(e), of TNG Constitution as not including this loan.

Signed: John Edgington, San Diego, Chairperson; Victor Alfano, Scranton; Karlyn Barker, Washington-Baltimore (Except 5, 7, 8); William Barry, Philadelphia; Pat Barth, Denver (Except 6); John Belcarz, Montreal; Nelson Benton, Salem (Except 6); Adolphe Bernotas, Wire Service; Sharon Bickford, Portland (Except 6); Mary E. Birkett, Detroit (Except 1, 3, 4, 5, 6, 7, 8); Rick Brennan, Windsor; Barbara Bruno, Denver; John Bryant, Southern Ontario; William Buchanan, Erie; Mark Bufkin, Lake Superior (Except 4, 6); Dena Bunis, Rochester (Except 1, 6, 7, 8); Alice Busby, Vancouver-New Westminster; John Carmichael, Twin Cities (Except 6); Bob Chartrand, Northern Ontario; Cynthia Cheski, Bakersfield; Bernadette Clancy, Southern Ontario; Ann B. Cohen, Detroit (Except 1, 3, 4, 5, 6, 7, 8, 9); Ray Cohn, Lexington; Henry Collins, Salem (Except 6); Doug Cuthbertson, San Francisco-Oakland; Bill Davis, San Jose (Except 6 and lack of biennial convention); Jane DuBose, Knoxville (Except 6, 7, 8); Fred Dunham, Montreal; Larry Finley, Chicago (Except 4, 6, 7, 8); Susanne Fowler, Wire Service (Except 1, 6); Paul Furiga, Cincinnati (Except 7); Randy Furst, Twin Cities (Except 1, 3, 4, 5, 6, 7, 8); William Gillen, Wire Service; Frank Goodman, Hudson County; Dennis Haas, Akron; J. Stephen Hatch, Cleveland; Larry Hatfield, San Francisco-Oakland (Except 1, 2, 3); Judith Hildner, Pueblo (Except 6); Bob Hill, Montreal; Brian Hill, Vancouver-New Westminster; Thomas Hiltz, Boston (Except 6); Barbara Jahn, Manchester (Except 6); John Kennedy, Youngstown; Paul Kidd, Canadian Wire Service; Dick Klinczar, Buffalo (except 6); Roy Kruse, Hawaii; Donald Kummer, Detroit (Except 1,3,4,5, 6, 7, 8); Ike Lewis, Toledo; Doug Louth, Vancouver-New Westminster; Kim Lukasiak, Buffalo (Except 6); Jerry MacDonald, Canadian Wire Service; Dave Markiewicz, Detroit (Except 1, 3, 4, 5, 6, 7, 8, 9); Faye McCracken, Memphis; Randy MacDonald, Ottawa (Except 6-G, 8); Jerry Minkkinen, Chicago (Except 4, 6, 7, 8); John Mitchell, Gary (Except 1, 7, 8); Louis Mleczko, Detroit (Except 1, 3, 4, 5, 6, 7, 8); Charles Montague, Akron (Except 5, 7, 8); Mel Morris, Vancouver-New Westminster; William Morrissey, Wire Service; David Mulcahy, New York (Except 6); Lois Reed Munday, Washington-Baltimore (Except 7, 8); Dan Oldfield, Canadian Wire Service; Paul Palange, Woonsocket (Except 7, 8); Glenn Proctor, Akron (Except 5, 7, 8); Frank Prosnitz, Providence (Except 1); George Randol, Central California; John C. Rau, Washington-Baltimore (Except 7, 8); Joe Ravick, Victoria (Except 1); Rosa Salter, Lehigh Valley; Gene Schabath, Detroit (Except 1, 3, 4, 5, 6, 7, 8); Tim Schick, Albany; John Schultz, San Antonio; Carl Schwab, Wilkes-Barre; Bob Speck, Toledo; Robert

Steinke, St. Louis (Except 6); Linda Stepp, Harrisburg (Except 6, 7); Dorothy Struzinski, Washington-Baltimore (Except 7, 8); Frank Sweeney, San Jose (Except 6); Beth Tamke, Memphis; Neale Van Ness, Twin Cities; Charles Walker, Providence (Except 1); Howard Warren, Detroit (Except 1, 3, 4, 5, 6, 7, 8); Virginia Watson, St. Louis (Except 6).

BROTHER EDGINGTON On behalf of a somewhat disunited Finance Committee, **I move for adoption of the report.**

(Seconded by several.)

SISTER KARLYN BARKER (Washington-Baltimore): Brother Chairman.

CHAIRPERSON CULVER: One moment, please.

The First Report of the Finance Committee has been moved and seconded by the committee.

At this time—

SISTER BARKER: Brother Chairperson.

CHAIRPERSON CULVER: One moment, please. At this time I am going to recognize only people who want their names added to or deleted from the report or there may be corrections of misspellings. If any of you are there for that purpose, hold up your hand and I will recognize you.

BROTHER MORRISSEY (Wire Service): Brother Chairperson, please add an exception to 1 by my name, Bill Morrissey, Wire Service.

CHAIRPERSON CULVER: Are there any others at the first mike? Yes.

BROTHER RANDOL (Central California): Please add "Except 6" to my name.

BROTHER GILLEN (Wire Service): I take exception to Number 1.

Thank you.

SISTER BRUNO (Denver): Please add "Except 6."

CHAIRPERSON CULVER: Any more? At the center.

BROTHER DOUG CUTHBERTSON (San Francisco-Oakland): Exception to 6.

BROTHER KRUSE (Hawaii): Except 6.

BROTHER RAVICK (Victoria): Please add "Except 2, 3, and 6" to my exception on 1.

BROTHER EWEGEN (Denver): Please add my name to the list, again "Except 6."

BROTHER LAINE (Los Angeles): Please add Laine, Montoya, and Chorpenning to the signatories on this report with the exception of Number 6 and the elimination of the biennial convention.

CHAIRPERSON CULVER: All right. Are there any other additions?

BROTHER VAN NESS (Twin Cities): Add "Except 6."

SISTER SALTER (Lehigh Valley): Please add "Except 6."

BROTHER BUCHANAN (Erie): Except 6.

BROTHER SCHWAB (Wilkes-Barre): Except 6.

CHAIRPERSON CULVER: Are there any other additions to the names?

BROTHER WHITE (Southern Ontario): Please add my name.

CHAIRPERSON CULVER: Any other additions to the names?

BROTHER BERNOTAS (Wire Service): Add an exception to Number 1 after my name, please.

BROTHER BARRY (Philadelphia): Mark Bill Barry, Philadelphia, down as "Except 6."

CHAIRPERSON CULVER: Any others want their names added?

BROTHER BRYANT (Southern Ontario): "Except 6(c)," please.

CHAIRPERSON CULVER: Are we clear on the names? Very well. I want to tell you how we are going to proceed tonight, which should make it easier for everybody.

We are going to take these up seriatim, or one at a time, all eight items, except we will take up seven and eight together.

Now, one other item. Most of the attention of the Finance Committee has been directed to Number 6, and the First Minority Report is on item Number 6. So we will deal with that first, and I recognize Barry Lipton to read that.

BROTHER LIPTON (New York): I move the following substitute language for Recommendation 6 of the majority report.

FIRST MINORITY REPORT TO THE FIRST REPORT OF THE FINANCE COMMITTEE

We move the following substitute language for Recommendation 6 of the majority report:

6. Following approval by the general membership by a Guild-wide referendum to be held after January 1986, the international shall institute the following:

(a) Effective July 1, 1986, the Minimum Dues Schedule set forth in Article XVII, Section 2(c) shall be changed from 5% plus $1.50 to 6% of one week's regular weekly compensation; and effective July 1, 1986, the per capita tax rate called for under Article XVII, Section 7(a)(1) shall be changed from its present percentage-plus-dollar-amount (1.65% plus $1.35) to 1.939%.

(b) Effective July 1, 1986, TNG's weekly strike-lockout benefits shall be adjusted upward to $125* per week, and effective on the same date each year thereafter, the benefit shall be adjusted by an additional $10 per week until the current $100 strike-lockout benefit reaches $145* per week, and on the same date one year thereafter, by $5 per week to a total of $150* per week.

***plus weekly increments of $5 at both the fifth and thirteenth benefit payments.**

Signed: David M. Mulcahy, New York; Elbert Atkinson, New York; Patricia Barth, Denver; Clara Bennet, New York; Nelson Benton, Salem; Sharon Bickford, Portland; Richard Brandow, New York; Robert Bruner, Pacific Northwest; Barbara Bruno, Denver; Dena Bunis, Rochester; William Buchanan, Erie; Charles Caruso, New York; Henry Collins, Salem; Bill Davis, San Jose; Robert Ewegen, Denver; Judy Hildner, Pueblo; Thomas Hiltz, Boston; Barbara Jahn, Manchester; Thomas Keenan, New York; Richard Klinczar, Buffalo; Barry Lipton, New York; Kim Lukasiak, Buffalo; Peter McLaughlin, New York; John Mitchell, Gary; Tom Pennacchio, New York; Ralph Petrucelli, New York; George Randol, Central California; Linda Stepp, Harrisburg; Doug Cuthbertson, San Francisco-Oakland; Roy Kruse, Hawaii.

CHAIRPERSON CULVER: All right. Before we do anything else, are there any names to be added to the first minority report?

BROTHER SWEENEY (San Jose): Frank Sweeney, San Jose. Please add my name.

CHAIRPERSON CULVER: Any others, hold your hands up.

CHAIRPERSON CULVER: Any other name additions?

BROTHER SCHWAB: Carl Schwab, Wilkes-Barre. Please add my name.

BROTHER BARRY: Bill Barry, Philadelphia. Please add my name.

SISTER WATSON: Virginia Watson, St. Louis. Please add my name and that of Robert Steinke.

CHAIRPERSON CULVER: Are there any other name additions?

Now, as the maker of the motion—

SISTER DAVIS: Michele Davis, San Diego. Please add my name.

CHAIRPERSON CULVER: Thank you, Michele.

Barry, as the maker of the motion, I will recognize you first, and then we will take it from there.

BROTHER ROBINSON (Southern Ontario): Excuse me. Harry, I just had a question to ask before we get into the debate, sir.

We have four documents, four minority reports, before us. I am just wondering if that is the entire extent of the minority reports.

CHAIRPERSON CULVER: Yes. I will explain that.

You have the original majority report, you have the first minority report on the yellow paper or buff paper, then the second on blue or green, whatever—blue up here, I guess—and the third on a yellow or buff. The light up here changes color, believe it or not. Goldenrod.

I am just told there is a fourth on pastel green.

BROTHER ROBINSON: Then I am correct in assuming there are no further minority reports.

CHAIRPERSON CULVER: Yes, you are.

BROTHER ROBINSON: Thank you.

CHAIRPERSON CULVER: Okay.

Barry, you are recognized.

BROTHER LIPTON: Mr. Chairman, just a point of order. Michele Davis who added her name is not on the committee. I believe a mistake was made inadvertently.

CHAIRPERSON CULVER: Very well. We will delete Michele's name then.

BROTHER LIPTON: We have been through this for the greater part of today so I am not going to be extensive in my remarks because the great majority of you have heard the remarks at least a few times by now. But essentially what this represents is a bipartisan effort put together by people who originally had divergent opinions on Number 6 and put together with the support of the administration.

It simplifies what had been Number 6 and compacts it into two specific areas. A.) It calls for a single dues increase to go in instead of multiple dues increases. That dues increase which if passed by a membership referendum would go into effect one year from Monday, on July 1, 1986, and that dues increase, that single dues increase, would bring the Minimum Dues rate from 5 percent plus $1.50 to 6 percent flat.

At the same time, a year from Monday, if passed by referendum, the per-capita tax rate called for in the Constitution shall be changed, would be changed, in its present percentage plus dollar amount, which is 1.65 per cent plus $1.35, to a flat 1.939 percent.

Concurrent with these actions the strike-lockout benefits would be immediately raised on the same date, July 1, 1986, by 25 percent to pay a total of $125 a week as the basic payment.

One year after that and the year after that it will be raised by an additional $10 in each of the two years, $10 a week, and then in the third and final jump it would reach $150 by being raised by $5 a week. That would be plus weekly increments of $5 at both the 5th and 13th benefit payment weeks as now called for.

The effort is a simple one. It is to preserve what we believe to be an important part of our structure, and that is the members' inherent right to vote on any permanent change in the amount of money they have to pay in dues. It simplifies what to many looked like a deed on a house into a simple, easily understood ballot with a one-step procedure regarding the dues increases.

It includes the stepups in the strike-lockout benefits, therefore enabling us to give the members something in return for the financial support we hope they give us.

It is income-producing. It will produce approximately $162,000 the first year in additional per caps to the TNG. It's sound in that it would follow implementation of "2(d)" dues as called for by the Finance Committee. It would follow the payment of those dues by several weeks so the "2(d)" dues payments would not be in effect at the time of the vote.

We believe that this represents the best possible and probably the only chance of selling a new financial structure to the membership and running a reasonable chance of having them support us on it, and we ask for your help.

BROTHER KRUSE (Hawaii): I move for a roll call vote.

SISTER DAVIS: Davis, San Jose.

I second.

BROTHER BERNOTAS: (Wire Service): Point of order, Brother Chairman.

CHAIRPERSON CULVER: Just a minute. We cannot take a roll call until we have completed debate on the question and perfected it.

Yes. What is your point of order?

BROTHER BERNOTAS: Can we have this issue separated by taking up the dues increase and the higher lockout benefits separately?

CHAIRPERSON CULVER: The chair is going to rule that the two issues, (a) and (b), are interlocked. They lean on each other, that one would not have been introduced without the other, and therefore we must consider them together.

I believe you are next.

BROTHER DOUG LOUTH (Vancouver-New Westminster): This is something that we have been discussing in Finance Committee, and I am going to go over basically the same arguments that I spoke to in the Finance Committee. It is something that we feel is really important, and we have to do it, and here we go again.

One of the things that we did when we went to Puerto Rico last year was to put a plan forward. It was a plan that we came from Vancouver to adopt. A "2(d)" dues plan to build a healthy Defense Fund.

We didn't get it. What we came out with was a financial forum, a long-range planning session where we sent 34 locals representing approximatley 26,000 of our members. From that forum, with all the leaders of the locals there, we came up with some really good ideas, and they were sent back to the IEB with the intention of them coming with a plan. Thev did.

When we were at that long-range financial planing forum, which was held in Washington, which my local paid to send me to and the others, this was the document that was given to us.

A lot of work went into that document. We thought that the expanded Finance Committee put a lot of work into that, a lot of expense, from all the locals that went down there. The Finance Committee must have paid members from the different locals to put this together, which cost the international.

After that there were several things that occurred that you should know. Brother Dale and Brother Perlik sent out messages to your locals. Maybe you didn't see them, but they were addressed to all local presidents, treasurers and administrative officers, and I would quote, as I did in Finance Committee, the paragraph that I think is really important and that you should know.

"We urge you to study the report. More importantly, we urge you to give your membership the chance to study and comment on the recommendations so that your delegates to the 1985 convention in Pittsburgh can come there prepared to make conclusive decisions of such a great importance to our union."

Our union.

That's what we came down here for. That's why we sent seven delegates down here. We came down here to make decisions.

We put this plan to our membership. We discussed it on our executive, and we came down here prepared to make decisions, not prepared to send it to a referendum, because we believe that we can make decisions.

CHAIRPERSON CULVER: One minute, Doug.

BROTHER LOUTH: All this minority report does, as I said in the last part of the Finance Committee, is two things. It gives New York what it wants, and it gives the administration the other two parts of the plan, the building and the "2(d)" dues for five months. It doesn't do anything for everybody else. It is not going to do anything for the General Fund, and the Defense Fund will probably be spoken to by several other members within this session.

CHAIRPERSON CULVER: Fifteen seconds.

BROTHER LOUTH: I urge you to turn the minority report down for yourselves, for your members and for this union. You have come here to make a decision. Make it. (Applause.)

BROTHER HATCH (Cleveland): With deep regret at the loss of a much needed long-range financial plan. Cleveland will support the minority report. (Applause.)

SISTER BUSBY (Vancouver-New Westminster): The first line of the majority report reads, "It is bold, innovative, and long overdue," and I think that is the key. For five years I have been sitting on this Finance Committee, and we have put on one Band-Aid after another.

This minority report is another Band-Aid. It is not going to solve our financial difficulties. It is not going to give us the funds that we need to make this a strong union.

This minority report is like saying that I have a hundred thousand dollars in the bank for my retirement fund, but I'm only 35 years old. I don't need to worry about a retirement fund. I can keep on dipping into that hundred thousand dollars, and you mark my words, you start dipping into those funds, and it isn't very long before they are going to be gone.

Well, what this minority report offers us is very, very little new money into the General Fund. The only other fund we have that we can tap is our Defense Fund. We have heard for three days about the yo-yo effect of "2(d)" dues. None of us like "2(d)" dues. The long-range proposal was put forward through a lot of effort and a lot of expense by a lot of people to try and do away with that yo-yo effect.

We came here, as my brother said, to make decisions, prepared to make decisions. In fact, we put our house in order several months

ago, because we knew that this was coming forward. We knew it was going to necessitate a dues increase. You can't spend money unless you get it from somewhere. Our members are the only place we can get that money, and we knew that the dues had to go up.

I think it's time that some of the locals who keep telling us that they can't sell a dues increase got out and worked as hard to sell a dues increase as they are to try and put this union under. (Applause and boos.)

CHAIRPERSON CULVER: All right. Let's restrain the boos. (Laughter.)

I did not intend to infringe on your rights.

SISTER ANN B. COHEN (Detroit): Ann Cohen from Detroit, the local which believes the raiding of the Defense Fund has been raised to an art form by this Guild.

I, too, speak in opposition to this proposal. Section (a), by itself, is perhaps something that a number of us can live with, even those of us who have already raised our dues on our own as an act of fiscal responsibility. However, the way this proposal is presented, it would appear that by voting for (a), that will in fact fund (b), higher benefits in the strike fund.

That's not the case. Most of the money that will be provided from the raises in (a) will go to the General Fund, and once again the Defense Fund will clearly involve staying at "2(d)" dues from now through the rest of our lifetimes, and I urge opposition. (Applause.)

SISTER BRUNO (Denver): If you look at the minority report, you will notice that all members from Denver who were on the Finance Committee endorsed this minority report. Those fellow delegates who were in the Finance Committee know that Denver's position was for complete passage of the long-range financial plan as it was initially written. Notwithstanding, anyone who goes into negotiations knows that many times you cannot get everything you want, and that's exactly what this document represents.

Now, what we are trying to do is obtain a balance. On one hand we need immediate relief. We need to give the national office the tools to do the job that they have been elected to do. But on the other hand, we also need to give some sort of consideration to locals who are going to have political problems trying to sell this.

As I indicated, it is a very comprehensive plan.

Now, this document represents, as I said, a compromise, and it's because we want some progressive, constructive, result-oriented action. We don't want to go away from this convention with nothing, and unless this is passed that's our fear, that we will go away with nothing.

Thank you.

SISTER STRUZINSKI (Washington-Baltimore): A quick comment to the sister who just left the mike. We fear that we are going to go away from here also with nothing.

But I rise against the minority report. As Brother Louth from Vancouver so eloquently put it, "We did our homework." We did as well.

We took the program to our membership, and we came here to vote on a portion of the financial package, to agree with a portion of the financial package, and that is Item 6.

However, our membership wanted to see what we were going to come back with. Any of us who have been to convention knows that you don't come out of a convention with what you go into it with.

I don't know any time that I came to the convention that we went home with the Officers' Report we came with.

A few years back—I think it was six—I was approached about supporting the raising of the Defense Fund floor from $4.5 to $5 million. I was approached by a former IEB member, and I told him I would wholeheartedly support it. I didn't think it was enough. I told him I thought it should have been $10 million.

That was six years ago. Now we are raising it to $6 million.

I think the 5 percent Minimum Dues has probably been in the Constitution for about 20 years. It's time for a change. It's time that we recognize that we have to save this Guild. This is the future of The Newspaper Guild. Without the finances, this Guild is not going anywhere.

As I said earlier, we came prepared to vote in favor of the financial program. I can't tell you what our membership is going to do with regard to this program if it passes. I urge the defeat of the minority report. (Applause.)

BROTHER CUTHBERTSON (San Francisco-Oakland): I support the minority report. I can't say "wholeheartedly." I wholeheartedly supported the majority report on Item 6. But I respect those who say they could not get the entire program in Number 6 passed in a referendum at their locals. I respect that.

I do so knowing that we were confident that our local would pass it overwhelmingly. But conditions vary, feelings vary, political realities vary across this country, and I think anyone in this room who has analyzed the political realities recognizes that if you send the entire package of Number 6 out there, we are going to get nothing.

Well, we need something. We need the Band-Aid as the minority report has been described. One of my brothers has one hanging from the brim of his hat back there. (Laughter.)

I respect those who are outraged that we can't do the job we are supposed to do in this union financially, but as Dorothy suggested, there's not a deliberative body in the world in which any side comes out with everything they want.

I think we have to look upon the confines of this minority report as well as to some of the other aspects of the majority report, because we are going home with more than a small increase in the Minimum Dues schedule and an increase in strike benefits as an inducement to vote for it. We are going home with a restructured Defense Fund that ought to do something very significant to eliminate the yo-yo effect.

That's what the $6-million trigger is supposed to accomplish. I believe it will.

We are going back, I hope, with a measure that will allow our international to get a handle on its rising real estate costs and save significant amounts of money in the future, much to the relief of our General Fund, and we are going back saying that nobody got everything they wanted, but we made a significant step in the right direction.

We will have other opportunities in the future, and we haven't shoved anything down anybody's throat that they feel they can't live with. It ultimately would weaken us.

Thank you. (Applause.)

BROTHER DAVIS (San Jose): The minority report has been characterized as bipartisan and a compromise, and it surely is that, and it also has been characterized as something with frank and divergent views. That is true also, but it was put together as people believe that the reality of this situation was such that it was necessary to get something passed at all. And that's the only root, the only purpose of it, is to get something that is going to go to our membership.

I don't think anybody has any question whatsoever that one group or another at this convention will see that Recommendation 6, whatever form it is in, will go to a referendum. It was characterized by our sister from Vancouver, Alice Busby, as being not—or implied that it was not bold and innovative. I agree that Recommendation 6 by itself is not bold and innovative. The total program is good, and it's passable.

BROTHER BRUNER (Pacific Northwest): Thank you, Brother Culver.

Brothers and sisters, I don't believe that in any way we should doubt our ability as trade unionists or our beliefs because some of us—and I hope the great majority of us—believe that a program of this magnitude ought to be submitted to our membership in a referendum. I don't have any hesitancy in supporting that, even though at several conventions I supported financial programs as recently as 1979 and felt that that program should not be submitted to a referendum. I think we are dealing with a different factor here.

When we did what we did in 1979, we were deliberately and carefully building a Defense Fund to support strike benefits. We are now talking about a different thing. We are talking about General Fund money in the first part of the minority report.

I believe that the members have a right to vote on that.

My local has a dues schedule of 6.8 percent when the Defense Fund is above $50,000; 7.3 percent when it is below $50,000. Thank God we are above that and substantially above that.

The majority report would ruin us. We would have five substantial increases of the per capita, the four in the majority report, and we would get two-tenths of 1 percent of the increase in our dues schedule.

First of all, we don't want our dues schedule raised that way—we want to do it ourselves

in a referendum—but we could not sell a referendum.

I believe we have a good chance of selling the minority report. I don't believe the minority report is for New York and the administration. I believe it is for the great majority of this union.

I happen to believe that the majority report is not for the great majority of this union. I think it would hurt a lot of us, and I came to this convention prepared, frankly, to defend my local against that, because it would be ruinous to us and we cannot accept it.

I urge you to support and vote in favor of the minority report.

Thank you. (Applause.)

BROTHER OLIVE (San Francisco-Oakland): I oppose the minority report. I didn't come here for a Band-Aid. We have been talking about this for as long as I have been coming to Guild conventions, and I was very encouraged when I saw what was accurately described as a bold and innovative plan. I think it placed behind us this perennial problem of the dues level.

Now, when I arrived at this convention, I arrived against the proposition that the matter be referred to referendum. I felt then and I feel very strongly now that we are to make decisions here and that the proper mechanism of a referendum in those instances is to overturn some heinous activity undertaken by a convention. And I don't believe that the plan that was put together after many months of deliberation is a heinous activity. I think it is very far reaching, and it is exactly what we need.

Then I am told, after accepting the fact that there will be a referendum, there is no getting around that, and I accept it. It was my understanding a few days ago that if we have a referendum, everybody's going to go out and bust their tails for 7 percent. Tonight that's not the case any more. We are back down to 6 percent.

I can't adjust emotionally that quickly. I'm pissed off. I urge the defeat of the minority report, and if this damned thing goes down, then we will come back next year and just start all over again, but let's not take it up with a Band-Aid. (Applause.)

SISTER CHESKI (Bakersfield): I would like to essentially repeat what I said before the Finance Committee in opposing the minority report in that to me, as representative of a small local, it raises the spectre of "2(d)" dues returning over and over again, and nothing angers the members in Bakersfield more than "2(d)" dues.

I called it a cynical exercise early in committee, and I will call it that again because I feel that by increasing strike benefits and presenting this for referendum we make people feel as though that Defense Fund is going to be funded somehow. In the majority version of 6 at least there are provisions for increasing the funding of the Defense Fund.

This minority report provides nothing for that; "2(d)" dues will come back again. My members won't pay "2(d)" dues. They don't have dues checkoff and the won't pay them.

If this minority report passes I will go back to Bakersfield and urge that they vote against it.

BROTHER CONNER (Albany): I also represent a small local, but unlike my sister from Bakersfield, I speak in favor of the minority report.

Most small locals are also locals with a lower average income than the Guild average. The minority report calls for a smaller increase in per-capita dues than does the majority report.

The per-capita dues issue is crucial to low-income locals because they pay the same per capitas as does the New York local or other high-income locals.

It happens on this issue that our interests coincide with the New York local, and I urge members of locals with incomes lower than the Guild average to support the minority report. (Applause.)

SISTER CRAIG (Southern Ontario): Brother Chairperson, when the debate is complete on this minority report, may we have a three-minute break for a caucus? Four minute?

CHAIRPERSON CULVER: At what time?

SISTER CRAIG: As soon as the debate is completed, before the vote is taken on this report.

CHAIRPERSON CULVER: That sounds reasonable. We will consider it at that time.

SISTER CRAIG: Thank you.

BROTHER RAVICK (Victoria): My brother from New York mentioned, when he was making his opening statements, that he had the support of the administration, and I have no doubt about that. However, I'd like to make a couple of points that were brought out by our Secretary-Treasurer.

Number one, he asked for a long-term finance plan. He admitted on the podium that this in fact is a Band-Aid. We asked for a long-term financial plan last year in Puerto Rico. This is a Band-Aid.

Number two. When he was asked concerning what happens next year, he didn't quite specifically answer it, but he certainly alluded to the point that next year there is going to have to be another request for funds to boost up the General Fund, Defense Fund, both, whatever.

New York, Brother Barry Lipton mentioned that the time is now to go to referendum on the schedule that is in his minority report. Okay. Assuming that the minority report passes, with that assumption we get our dues increase now through referendum, we raise the dues now. That's the carrot. The strike benefit increases the carrot for the dues increase.

What do we do next year? Do we increase the strike benefits again, another carrot, to raise the dues one more time? We can't. So what do we do? We go to "2(d)" dues.

As my sister—and I can't remember from what local—said, we will be in "2(d)" dues forever and a day because that seems to be the only solution.

I urge you to support the majority report of the Finance Committee. (Applause.)

BROTHER BUFKIN (Lake Superior): Brother Culver, if I may address a question to Brother Dale through the chair.

It is the same question I addressed that the brother was just alluding to in the Finance Committee earlier about the actual financial gain to TNG at least under the first 12 months of this proposal if the minority report passes. I thought I heard a figure—and my ears may have been blocked—by the brother from New York of somewhere around $130,000. That isn't the figure I received from you this afternoon.

I just want to get some clarification from you on what it is we are looking at as far as revenue, and then I do have a comment to address after that if I could, Brother Chairperson.

BROTHER CULVER: Brother Dale.

SECRETARY-TREASURER DALE: I thought I heard a figure from the brother from New York that was based on two years of income. I think the brother from New York that was based on two years of income. I think the brother from New York said General Fund income in two years through this plan would produce approximately, I think he said, somewhere in the neighborhood of $160,000. And that's basically right. He is talking in terms of where the per-capita average is 27,100. Increase that, he said there would be an increase in the per capita of approximately 27 cents. The General Fund portion of that will produce somewhere in the neighborhood of $75,000 a year. Over two years from full regular dues-payers that would be about $150,000, and then he obviously factored in the agency fee-payers, and he added those on. That produces the figure he was talking about.

The number in the Defense Fund that I told you this afternoon is unchanged. The Defense Fund portion of that, that new per capita, would be about $16,000 a year. I don't know whether he gave you a two-year number, but those are indeed the number.

BROTHER BUFKIN: One quick comment. That's $160,000 starting with July 1, 1986, to July 1, 1988, correct? That is not the two years including next year. It is when this kicks in, which is two years, correct?

SECRETARY-TREASURER DALE: I am not talking about any particular year. I am just telling you if it goes into effect in July, in the first year it is going to produce approximately $80,000 in the General Fund, approximately $16,000 additional in the Defense Fund. You multiply those by two, whatever period you are talking about.

BROTHER BUFKIN: Thank you, Brother Dale.

If I still have some time left, Brother Chairperson.

I guess this makes it very easy for me. Coming from a small local, I spoke in Finance Committee in favor of referendum. I still stand on that. I insist on it. My members expect it, and if things go otherwise, I will still defend it.

However, it simply makes no sense to me to pass what is billed as a remedy for the General Fund that doesn't even take care of the deficit that is proposed for this coming fiscal year. In fact, it falls short by at least $13,000, maybe $15,000 or $20,000, and this money isn't even here yet. It won't come in until July of next year, and who knows what the deficit may be at that time. In my mind that makes no sense.

We are not really solving anything. We are simply bailing out enough water to get back to where we were at the beginning when we will have to do it all over again.

I am not that fond of 7 percent myself, and I am in favor of a referendum. But at least give me something to vote for that makes some sense. And I can't let my being gun-shy over a referendum that failed a few years ago blind me to the fact that in my view, at least, this does no good. (Applause.)

BROTHER MUIR (Harrisburg): I'd like to counter with a point of view from a small local that is fighting for its very survival, and I suspect that we are not the only ones in that position who tonight are faced with the predicament of being in a self-interest bind.

The situation before this convention forces us in Harrisburg to put our interests this evening before and above that of the international.

We had a decert election 20 months ago. Since that time the Mailers have joined the Engravers in our plant in decertifying. The ITU in our plant is scheduled for a decert election July 11, and if they succeed, we soon will follow again.

We cannot afford—and our situation may not exactly parallel that of other small locals, but it is still a matter of survival, and our situation is such that if the majority report is adopted, not only will we not be able to sell it, but we are probably going to lose our local by providing our union-busting publisher with another significant weapon to use against us.

We are forced in this situation to put our interests above that of the international. It is a matter we regret. But the minority report is the best we in Harrisburg can do for Harrisburg and can do for TNG, and we support the minority report. (Applause.)

BROTHER GRIFFIN (Canadian Wire Service): I stand to speak against the first minority report, and I think there is a lapse in logic here. The supporters of the report are saying that we have to have this solution because if we don't, we are going to have to have a referendum on the first report. They are saying that they can sell this—the minority report—but they can't sell the majority report, they can't go back and sell it at a referendum.

What they are essentially saying is that if they get into that situation, if we defeat this now and we go back to the majority report, they are going to go back and have to try to sell that to the members. Somebody is going to force a referendum, and they are not going to be able to sell it, and the Guild is going to be in a bad situation.

If that is the case, if the members are going to find themselves in that situation—I am going to get the logic straight here.

I wonder—it doesn't follow because if you say on the one hand that you can't sell that, then you are admitting that you are prepared really to not—you are not prepared to put the Guild back on a financial footing because you say in effect that by going back and doing that, by trying to sell that first report we are not going to be able to sell it, we are just not going to be able to do it.

I know this sounds a little bit illogical, so I am going to try it one more time. Give me another minute and a half and I will try it again, okay?

We are going to go ahead. It is Machiavellian, I will tell you.

But anyway, if they go back and try to sell this thing, they are saying that they are not going to be able to sell it because of the fact that the members are going to turn it down, and they don't want to be in that situation. Yet they are saying on the other hand that they are prepared to put the Guild in that situation, they are prepared to go through and bring that threat here to this convention by forcing that type of referendum on the membership.

DELEGATE: Try it again. (Laughter.)

BROTHER GRIFFIN: One more time.

No, I think essentially what we are seeing here is a situation where, by going to the minority report—

CHAIRPERSON CULVER: Excuse me, Paul. Not all of us can hear these fine words

of yours. Let's have a little order so we can hear Paul.

BROTHER GRIFFIN: I am going to cut it short. I realize I am having problems—(Applause). Okay. But I am going to support the minority report—no, no, no. I am only kidding. (Laughter.)

I am going to vote against it. I am going to vote against it. But I figured you needed some levity here tonight.

Believe me, there is a lapse in logic there somewhere, and I had it figured out before. (Applause.)

CHAIRPERSON CULVER: The floor-show will continue. (Laughter.)

BROTHER MORRISSEY (Wire Service): I don't know how anyone can follow that.

Brother Chairman, there are some serious issues here. There are some serious issues here, and the serious issues really are financial.

The first minority report asks that the convention endorse a new minimum dues program of 6 percent and holds out the carrot in a referendum to the membership of a 25 percent immediate increase in strike and lockout benefits and holds out to the international a 27-cent increase in per-capita tax.

While I very reluctantly would ever get into a debate with Brother Dale as to the value of that 27 cents, it produces a total of $87,804 if you count only the regular members that are being used in this budget, of which $13,171 would go to Defense in 12 months—27 cents per member per month.

The referendum that the supporters of the minority want to be held would cost almost as much per member as the first three months of dues that the international would collect in extra per capitas.

There are at least three mailings involved. There would be money spent to support the issue. The total net to the international is proabably nothing. But we are asked to increase the expenditures from the Defense Fund by huge amounts of money.

If we had had $125 strike benefit in the San Juan strike, instead of spending $346,000 on those benefits, we would have increased them by $86,000.

In Vancouver we would have increased expenditures by $123,000. In Wilkes-Barre by $112,000. And as a matter of fact, without pointing any fingers, if we had a rerun of the strikes in New York in 1978 it would have cost us, if there had been a 25 percent increase in strike benefits then, another half a million dollars, and we are going to fund that with a whopping $13,000 increase to the Defense Fund.

Now, it doesn't take any logic whatsoever, and it is not complicated. There is no money here to fund a 25 percent increase in strike and lockout benefits, and you are going to have "2(d)" dues.

Now, if what we want is a straight increase in the Minimum Dues structure to 6 percent, then let's do it. But let's not kid ourselves. This is no long-range financial plan. This is long-range financial disaster, absolute, unmitigated.

There is nothing to be done with this first minority report but to defeat it or to come back and fund a huge deficit in Defense and General Funds next year. (Applause.)

BROTHER EWEGEN (Denver): I am glad Bill had to follow the banjo act and not me.

I want to respond in part to some of the members, including Brother Morrissey but also earlier, who again raised the spectre that the minority report is somehow a trigger mechanism for "2(d)" dues. I respectfully submit that it is the only vehicle that realistically is going to cure the "2(d)" dues problem.

Remembering that this minority report only amends Section 6, I remind you that in the first section we are approving the extension to February 1987 of the present temporary reapportionment of the per-capita allocations, the 85-15 formula. After February of '87 this report, even as amended, reverts to the 80-20.

That brings some help into the Defense Fund. That is a longer-range help. What can we do in the short range?

Obviously we are still looking at Section 4. We are putting another million and a half dollars in the Defense Fund through the "2(d)" dues beyond what we have now, but we are not raising the floor.

I was at the Finance Forum. Along with everybody else I raised the problem of the yo-yo effect. We don't want these on and off. But that is money available once it hits $6 million that can be spent down to $4.5 million before we have to put them on and off.

That money does not sit there growing mildew in the interim. Brother Dale is going to invest that money. I can't predict the money market rates any more than he can, but I point out that 10 percent on $1.5 million is another $150,000 a year in interest alone.

These do not maybe constitute all told a long-run solution. I would like to say we can solve this to 1992. Maybe 2001. But what we are going to face if we pass the majority report and the subsequent referendum is nothing. What does nothing do compared to the short run.

The member asked earlier how can we say we would fight for the 7 percent but argue for the 6 percent in the referendum. Hey, if I have to, I will go on, if that is what this convention says, and fight the Russian army bare-knuckled and try to throw them out of Afghanistan. Will I win? No way.

I could go back to the membership and sell the minority report. They didn't elect me as king. They elected me as treasurer. They didn't elect me to order them what to do. They told me, quite the contrary, what they wanted.

The minority report is not a raid on the Defense Fund. I feel in my heart that, yes, a few years down the road we are going to have to adjust it again. But it's a start, and a half a loaf may not be much, but it is better than nothing.

Thank you. (Applause.)

BROTHER MICHAEL (San Francisco-Oakland): I'd like to speak against the minority report.

As I think about it more and more, we accept the fact that we need to do something about our financial situation and we want to correct it all now, but I don't think this does it. I don't want to see us coming back here after February of '87 and saying, "Well, now we need the other money that we didn't vote for back in '85," and I think that that's what is going to happen to us if we do this.

I also don't really worry particularly, at least in my own local, about a referendum. I do feel very strongly, though, that we are here to conduct business, and if we want to abrogate our responsibilities and turn everything over to referendum without dealing with it ourselves, then we might as well just dissolve the week and have a nice party.

BROTHER GOODMAN (Hudson County): The minority report has been referred to as a compromise, and the compromise can be defined in one of two ways. If you dislike it, the compromise is selling out. I certainly wouldn't insult my brothers and sisters with that term.

If you approve of it, the compromise is an exercise in reasonableness.

Well, here I do have to question the reasonableness of my brothers and sisters. Offering a short-term solution to a long-term problem is the ultimate in unreason.

I urge the defeat of the minority report. (Applause.)

SISTER LUKASIAK (Buffalo): I rise to support the minority report.

I think we all agree—at least I hope we do—that we need to do something about our finances in this Guild. But I ask you to please deal in realism. Can you honestly go back to your locals and explain the majority report? Can you tell them exactly how much it will cost?

I have problems with that. I can't project to 1992. I'd like to, but I don't own a crystal ball. The minority report I can explain to the membership. I can support it, and I hope you will, too, and in addition, I favor a referendum. I am not afraid to take anything home and ask them what they think.

Thank you. (Applause.)

BROTHER CAIN (San Jose): It is getting late, and I believe we have a long night ahead of us. **I move the previous question.**

DELEGATE: Second it.

PRESIDENT PERLIK: It takes 12 and five to move the previous question, 12 delegates from five locals. There seems to be no support.

BROTHER TOWNSEND: Bob Townsend, Brockton, seconds it.

SISTER HAMMOND: Sara Hammond, Portland, seconds.

BROTHER ROUSSEAU: Dave Rousseau, Manchester, seconds.

VICE PRESIDENT ROTHMAN: Rothman, Philadelphia, seconds.

BROTHER DAN OLDFIELD (Canadian

Wire Service): Dan Oldfield, Canadian Wire Service Guild, seconds.

BROTHER RAVICK: Joe Ravick, Victoria, seconds.

BROTHER BAILEY: Gil Bailey, Pacific Northwest, second.

BROTHER DAVIS: Davis, San Jose, seconds.

BROTHER YONSON: Doug Yonson, Ottawa, seconds.

PRESIDENT PERLIK: I think we have it.

BROTHER PENNACCHIO: Pennacchio, New York, seconds.

PRESIDENT PERLIK: That's sufficient. The issue before you is whether you wish to close debate. If the issue prevails, the debate is closed and the maker of the motion will be recognized to close debate.

I will now put the question. A vote "yes" is to close debate. A vote "no" is to continue debate.

All in favor please signify by saying aye. All opposed signify by saying no. The ayes clearly have it. Debate is closed.

MOTION CARRIED

PRESIDENT PERLIK: Brother Lipton.

BROTHER LIPTON (New York): I just want to assure those of you that unfortunately might doubt it that in New York we care about all Guild members and their future, and that includes the Guild members east of the Hudson River—west of the Hudson River. (Laughter and applause.)

I also want to assure you that those of us that worked together on this didn't simply do it as a political device to dump 7 percent without any thought as to the financial viability.

As we pointed out a few minutes ago, this takes into consideration the fact that we will have paid some four months of "2(d)" dues into the Defense Fund before the referendum takes place, therefore increasing its value by well over a million dollars. It takes into account the fact that the 85-15 will expire on February 1, 1987.

There is a foundation for financial viability, and it also takes into consideration the possibility of being able to pass what we bring home, because we can bring Number 7 home, and it will probably go to referendum, but it is never going to get passed, ever. It is impossible to pass Number 7—Number 6, rather. I am getting tired, obviously. Number 6.

This is viable, it is passable, and it is something we can work with, and I urge its adoption.

Thank you. (Applause.)

CHAIRPERSON CULVER: Thank you, Barry.

The debate is closed. Roy.

BROTHER KRUSE: Mr. Chairperson, **I now move for a roll call vote.**

CHAIRPERSON CULVER: Motion has been moved for roll call. It requires 12 seconds from five locals.

DELEGATE: Vancouver seconds.

BROTHER PENNACCHIO: New York seconds.

BROTHER DAVIS: San Jose seconds.

BROTHER MORRISSEY: Wire Service seconds.

SISTER HAMMOND: Sara Hammond, Portland, seconds.

SISTER STRUZINSKI: Struzinski, Washington-Baltimore, seconds.

BROTHER HATFIELD: Hatfield, San Francisco-Oakland, seconds.

SISTER BINKLEY: Binkley, San Francisco-Oakland, seconds.

SISTER BUNIS: Bunis, Rochester, seconds.

BROTHER BRUNER: Bob Bruner, Pacific Northwest, seconds.

BROTHER KRAUSE: Steve Krause, Lynn, seconds.

CHAIRPERSON CULVER: Very well. We have enough. Thank you.

Now, the Secretary-Treasurer will set up the roll call. Sue Craig asked for a caucus awhile ago. So we will allow five minutes before the roll call starts.

CHAIRPERSON CULVER: Will the tellers please come up, the same tellers as before.

Recognize the Secretary-Treasurer for the purpose of calling the roll.

PRESIDENT PERLIK: The convention will be in order.

SECRETARY-TREASURER DALE: The tellers are ready if you are ready to begin calling the roll.

(The roll was called by Secretary-Treasurer Dale as follows):

Local	*Yes*	*No*
Akron	—	3
Albany	5	—
Bakersfield	—	4
Boston	5	—
Bristol	2	—
Brockton	3	—
Buffalo	6	—
Canadian Wire Service	—	10
Central California	9	—
Chicago	—	7
Cincinnati	—	3
Cleveland	6	—
Denver	7	—
Detroit	—	13
Erie	4	—
Gary	3	—
Harrisburg	2	—
Hawaii	6	—
Hudson County	—	2
Kingston	—	2
Knoxville	—	2
Lake Superior	—	2
Lehigh Valley	—	2
Lexington	2	—
Los Angeles	—	5
Lynn	2	—
Madison	1	—
Manchester	3	—
Memphis	—	5
Montreal	—	5
New York	54	—
Northern Ontario	—	2
Ottawa	—	5
Pacific Northwest	11	—
Peoria	1	1
Philadelphia	17	—
Pittsburgh	3	—
Portland	5	—
Providence	—	6
Pueblo	3	—
Puerto Rico	5	5
Rochester	1	—
St. Louis	9.75	1.25
Salem	2	—
San Antonio	1	1
San Diego	10	—
San Francisco-Oakland	2	14
San Jose	10	—
Scranton	3	—
Sheboygan	2	—
Southern Ontario	—	22
Terre Haute	—	2
Toledo	—	5
Twin Cities	10	—
Vancouver-New Westminster	—	12
Victoria	—	4
Washington-Baltimore	1.66	18.26
Wilkes-Barre	3	—
Windsor	—	3
Wire Service*	2	10
Woonsocket	—	2
Youngstown	4	—

*Poll of Wire Service Guild delegation; two votes each:

Bernotas:	No.
Fowler:	No.
Gillen:	No.
McCormally:	No.
Culver:	Yes.
Morrissey:	No.

CHAIRPERSON CULVER: Stand easy a minute while we are doing the calculating.

SISTER BUSBY: Brother Culver.

CHAIRPERSON CULVER: Yes, Alice.

SISTER BUSBY (Vancouver-New Westminster): Would it be in order at this point to make an apology for my final remark when I was speaking?

CHAIRPERSON CULVER: Why, certainly. (Applause.)

BROTHER MacDONALD (Canadian Wire Service): Harry, can we table the convention until after the referendum? (Laughter.)

SECRETARY-TREASURER DALE: We now have the results of the roll call. The tellers report unanimously the following results of the roll call on the First Minority Report to the First Report of the Finance Committee: In favor, 226.41. Opposed, 178.51. No abstentions.

CHAIRPERSON CULVER: The first minority report having received a majority, the report has passed.

MOTION CARRIED

CHAIRPERSON CULVER: This was a substitute for item Number 6, and we will now go back, and what is before you is approval of the new section Number 6 as just substituted. All those in favor of the new sec-

tion 6 please say aye. Opposed, no. The ayes have it, and the Number 6 is approved.

MOTION CARRIED

CHAIRPERSON CULVER: We will now go to the second minority report. Robert Steinke, this looks like yours.

BROTHER STEINKE (St. Louis): Bob Steinke.

Yes, I want to add a new paragraph nine on Page 4 that would read:

SECOND MINORITY REPORT TO THE FIRST REPORT OF THE FINANCE COMMITTEE

On Page 2, 6th paragraph of the majority report, delete: "A proposal to cut costs by holding biennial conventions was rejected."

Add a new paragraph 9 on Page 4 as follows:

"Following approval by the general membership by a Guild-wide referendum to be held after January, 1986, the international shall institute the following:

Amend Article V, Section 1, of TNG's Constitution to provide that 1987 shall be the last annual convention and that thereafter conventions of The Newspaper Guild shall be held biennially."

Signed: Robert A. Steinke, St. Louis; Bill Davis, San Jose; George Randol, Central California; George Laine, Los Angeles; Donald A. Chorpenning, Los Angeles.

CHAIRPERSON CULVER: All right. Before we go on, are there any other names to be added to this minority report? Mr. Steinke, you are recognized to explain your motion.

VICE PRESIDENT McCRACKEN (Memphis): I would like to add my name.

SISTER COHEN: I would like to add my name.

BROTHER GILLEN: Gillen, Wire Service.

BROTHER MONTAGUE: Montague, Akron. Please add my name and that of Glenn Proctor.

CHAIRPERSON CULVER: Any other additions?

SISTER BARKER: Karlyn Barker, Washington-Baltimore. Please add my name.

SISTER CONNIE KNOX (Washington-Baltimore): Connie Knox, Washington-Baltimore. Please add my name.

SISTER STRUZINSKI: Struzinski, Washington-Baltimore. Please add my name.

CHAIRPERSON CULVER: Very well. The second minority report has been moved and seconded.

Bob, do you wish to speak on your motion?

BROTHER STEINKE: I will close debate.

CHAIRPERSON CULVER: Very well.

Does anyone else wish to speak on this motion? Larry.

VICE PRESIDENT HATFIELD (San Francisco-Oakland): That is such an attractive offer.

I would urge you to defeat the second minority report. We are going to have to meet here as a result of the last action you took at least once a year to replenish our supply of Band-Aids. (Laughter and applause.)

BROTHER DAVIS (San Jose): I won't argue the merits of it. I think everyone here knows what the arguments are for biennial convention.

I certainly support them and have all along, but there are a lot of delegates here who have argued very strongly, vociferously for including a variety of items in a referendum. It is my belief that the majority of the delegates here are opposed to biennial, and I am definitely the minority. It is also my belief that the rank-and-file members throughout the United States, Canada, and Puerto Rico would be supportive, and I would like to find out. I would like to see those of you who have supported sending everything to referendum send this one to referendum, too.

BROTHER OLIVE (San Francisco-Oakland): I feel very strongly about biennial conventions, and for certain reasons I would like to review the merits, because these folks here, we all are theoretically Guild leaders, and when the member comes to us to ask us about our opinions of biennial conventions, I would like to offer a few considerations.

The Newspaper Guild is one of the few international unions that hold annual conventions. The U.S. Landrum-Griffith Act requires that unions conduct conventions at least once every five years. Some do. I under-

stand Canadian law is silent on any such minimum requirement.

At last year's convention we directed the leadership to stretch our resources, both financial and human. Our leaders responded with a plan that was far reaching in some ways, long overdue in one other. That was the call for biennial conventions.

The issue was eventually adopted overwhelmingly by our elected IEB. It laid out these attractive elements: getting off the annual convention would save us $200,000 a year. That could finance about three organizers. Perhaps more important, there is the savings in human resources. I don't think you can put a figure on that.

The IEB reported to us that TNG staff is involved in convention preparations and business for one quarter of every year, three months of convention activity. During the convention week virtually every single IR is inside this convention hall shagging copy.

That's thirteen person-weeks, twelve IRs, one organizer—thirteen person-weeks not directed to organizing, not directed to servicing of our members. And that does not count all the local professionals involved each year in these deliberations. We have grievances on hold and the normal frantic questions and concerns also on hold.

This is my eighth convention. I am convinced our business can be conducted efficiently in conventions every other year. I think if given the opportunity to make the decision, the supreme authority of our union, the members, would say to all local leaders, "Every other year is plenty of time for you to do what you do in convention."

I think the members would say, "I want you here handling grievances, preparing for bargaining, organizing, instructing shop stewards, answering my pension questions and my insurance concerns and getting that department head off my back."

The member will say, given his choice, "I do not want to be told that on June 23 that you will get back to me July 1."

Let the members decide whether they want us breaking our backs each year in such outposts as San Juan, Puerto Rico, Honolulu, Hawaii, or San Diego, California.

I had never been to Pittsburgh. It's a great town. I have been to Toronto once, and it's a beautiful city.

Morally I don't think I should decide a question on the frequency of conventions while I am here at the convention. It would be a conflict of interest. (Applause.)

BROTHER LAINE (Los Angeles): The report of the Finance Committee opens with the lines, "It is bold, innovative and long overdue." I'd suggest it is also evasive, tentative, and piecemeal, primarily because this same black book I am holding here arrived in the homes of every one of your people, I presume, containing 24 pages of financial documents along with 13 exhibits and tables.

It assayed a long-range financial plan for you and my union. The IEB reported on a number of recommendations, nine in all, I believe, pursuant to a charge laid down in San Juan, Puerto Rico, last year.

It was thought it was a sincere projection of what lay ahead for the Guild. Since we got to Pittsburgh we found out that it's not, that only those things that we are willing to take the floor for are going to come out of this particular convention.

The proposal left on the table by this Finance Committee bears only the slightest resemblance to the recommendations that were laid out by the IEB, but I will tell you what is still in place is the $91,000 deficit that was there when we first picked this up in committee on Tuesday.

I need to tell you also that I have heard more since the original proposal—that is, the biennial convention thing—went off the floor today in a vote. I have heard two innovative proposals around that, one that we meet every year in Washington, D.C., because we won't have to transport staff halfway across the country, in this case, or all the way across the country a year from now—or two years from now, excuse me.

That makes sense to me. Biennials make sense to me.

If we are really sincere about getting a handle on the finances of this international, now is the time, this is the place. You can't put it off a lot longer, and like the brother from New York, I am concerned about all those members east of the Hudson River. (Laughter.)

SISTER HOPKINS (Peoria): In Peoria we see precious little of the international officers and staff, and when I came here I must confess I probably leaned toward a convention

every other year, but after being here for awhile, talking to people, learning a lot of things, I am convinced of the worth of the annual conventions, especially for people like us who are somewhat isolated and who feel isolated from the international.

This has been very valuable. It's democracy in action. It gives us a chance to have input and influence what is going on. If we need to save money, maybe we can have cheaper conventions in central locations. We might even cut them by a day or so to save hotel bills, but I think we need them every year to keep an eye on what's going on. (Applause.)

BROTHER BUFKIN (Lake Superior): I will hold any comment about the referendum idea until the end. What I am going to say I mostly said a few days ago, so since I am repeating everything, it will probably be a lot less impassioned than at that time, so please try to read the passion into it, please.

I come from a very small local with a very small budget. In fact, we did a little checking this week while we were here, and we found out that this is the fourth convention we have attended in the last 25 years. Therefore, you would probably assume I am here to speak in favor of the minority report. Nothing would be further from the truth.

It bothered me considerably when I came here and I found out that the only cost-cutting proposal that the IEB placed before this convention was to get rid of the convention every other year. That disturbed me greatly then, and it still does.

We are talking apples and oranges here. We are being asked to make a trade off of finances on one hand and political accountability on the other. I don't like to make that decision.

It also bothers me that there were no other financial cuts proposed before this convention but this one that would have simply dealt with finance and instead we are stuck with this.

Our finances are such that we may not be here for another 10 years. So be it. But if we cannot afford to come here, many of you can, and I have confidence that you as fellow newspaper employees will be able to speak for us, for the union, to the IEB, as well as we would if we were here. But I cannot rest easy with the notion of this union going 23 months without a solid input from the membership.

Now, it was pointed out that a lot of internationals don't meet every year. Well, maybe that is why we don't have a lot of the problems of a lot of other unions—of a top heavy management, of problems in the pension funds, of problems with the international representatives. This is a union from the bottom up, and maybe one reason it is is because we refuse to hand that responsibility for running our affairs over to anybody else for any great length of time, and I can't put a price-tag on that. I can't.

And I also ask those, as I did a few days ago, to go back into the minutes and tell me out of the last five conventions which one would you not have had. (Laughter and applause.)

What would have happened? What would have happened last year to the great financial package that was proposed on the floor if it was known that it would not have been implemented for 23 months. Instead of looking at July 1, '86 we would be looking at July 1, '87 for the start of that program.

There are contingencies that may come into play. The IEB would be responsible for making decisions that might properly come before the membership because there would be no choice, because the convention would be two years off, and this has to be dealt with now.

It may be, as I said, a long time before we come here again. Financially I am not sure if we will be able to afford to come to Buffalo. We are in negotiations next year. But that does not waver either my local's desire or my desire to make sure that if we can't be here, a convention is held somewhere.

Now, if they want to bring it to a referendum, that's fine. My personal opinion, speaking only for myself, if we hadn't had so much wrangling on referendum and other matters, this never would have come to the floor, and that bothered me, too.

If they want to take it to the membership, so be it. I will sell my point of view, and they have already spoken to me on this issue. But I believe in the conventions. I believe in them every year. I believe in the value of them. I think they are beyond price to this union and to its membership. (Applause.)

BROTHER SWEENEY (San Jose): The brother from Lake Superior was right in one respect. He was mixing apples and oranges with a lot of what he said.

We are not here on this minority report to

debate the issue of biennial conventions. What is before us is a proposal to put the decision before our members. After all, they are the ultimate authority of this union. The union is a union of individuals who banded together, and maybe it is time we heard what they think about annual conventions versus biennial conventions.

I support the minority report.

BROTHER LARRY McINNIS (Montreal): I speak against the minority report.

I have to comment that I understand the difficulty smaller locals—Montreal is small enough—smaller locals have getting to one of these conventions.

In Canada this year some of the larger locals got together and funded representatives from two smaller locals so that they could be here and voice their own opinions at this convention.

I recommend that as an approach that other smaller locals in trouble might look at. (Applause.)

BROTHER BARRY (Philadelphia): I also speak against the minority report, and I want to address the one point about the referendum.

I don't know how some of these other locals do their business, but we had our referendum. When we submitted our annual budget, we budgetted for the convention, and our membership voted for it.

When we nominated people to run for delegates to the convention, they knew that our prominent local officers and incidental staff person would be gone for a week, and our membership voted for that, and that is the control that we have, and any time that our membership decides to go to biennial conventions, they can reject it from the budget and refuse to elect our delegates. But until then there ought to be annual conventions, and we hope we will be there. (Applause.)

BROTHER CHRISTIAN (Buffalo): Thank you, Harry. I thought I became invisible. (Laughter.)

I rise in opposition to the second minority report for kind of a simple reason that really only came to me today in terms of what Buffalo has just gone through.

In terms of that I learned that had a resolution that did not pass been passed, some 50 percent, perhaps more, of our international smaller locals would never be able to present or host a convention of the international. I would not want to see this kind of amendment passed where the same kinds of persons would not be able to even attend those conventions wherever they were being held.

Am I making sense here? Do I have the wrong referendum? Who gave me this? (Laughter.)

Well, let me just say this, you know, I am in opposition to this; I think the Buffalo Local is. I think every local has the right to attend these conventions every year wherever they are, whether it is Buffalo or somebody else, and that's all. (Laughter and applause.)

BROTHER KRUSE (Hawaii): I rise to speak against the second minority report.

First of all, I think every year we have new delegates that come to the convention. We get to meet them, and this association is great. You know, I love everybody here. Every one of my brothers and sisters I actually love. I don't want to wait two years to see you. I don't want to wait two years to learn something from you. I'd rather get it every year. I even love the international. (Laughter and applause.)

BROTHER BERNOTAS (Wire Service): I am opposed to biennial conventions because if we met every two years—in other words, if we met half as often, we would have to return here to repair twice the damage. (Laughter and applause.)

BROTHER STEINKE (St. Louis): The Band-Aid that was mentioned by one speaker, it is not a Band-Aid, it's $200,000. The action we just took previously will generate $87,000 for this international union provided it passes.

I won't go through the list of expressions that I did earlier today, the seven, but I heard some new ones tonight that are even better. "From the bottom up." That's where we're coming from, "the bottom up."

The IEB set up biennial conventions. I say hogwash. We are going to the membership. Let them vote on it. They will tell us if they want it. Are we afraid of that membership?

Another expression: "The time is now to go to referendum."

You bet it is. Let's go. If you don't have any guts, go to your membership and vote one way or the other.

"From the bottom up, that's where we're coming from." (Applause.)

CHAIRPERSON CULVER: That concludes the debate. Before you is the Second Minority Report to the First Report of the Finance Committee.

This would add a new paragraph 9 on Page 4 and provide, following approval in a referendum, a membership referendum, that we would amend Article V, Section 1, of TNG's Constitution to provide that: "1987 shall be the last annual convention and that thereafter conventions of The Newspaper Guild shall be held biennially."

All those in favor of this motion please say aye. All those opposed please say no. The noes have it. The report is defeated. (Applause.)

BROTHER STEINKE: Roll call.

(Cries of "No" and boos.)

DELEGATE: Second.

BROTHER COHN: Roll call.

CHAIRPERSON CULVER: Just a minute. If you are serious about a roll call—and by the way, it is 11:25—give your name and local.

BROTHER COHN: Ray Cohn, Lexington.

BROTHER KUMMER: Kummer, Detroit.

CHAIRPERSON CULVER: That's two. There being no further seconds—

BROTHER OLIVE: Olive, SFONG.

SISTER DIANNE MARTINO (San Jose): Martino, San Jose, seconds.

BROTHER ED KIRGAN (St. Louis): Ed Kirgan, St. Louis.

BROTHER DAVIS: Davis, San Jose.

SISTER SIMONS: Roberta Simons, SFONG.

BROTHER HUNT: Hunt, Washington-Baltimore.

BROTHER ROGER KAUFHOLD (St. Louis): Roger Kaufhold, St. Louis.

BROTHER GILLEN: Gillen, Wire Service.

BROTHER MITCHELL (Gary): Mr. Chairman, don't you have the right to stop a facetious vote or facetious request?

CHAIRPERSON CULVER: That is not the chair's prerogative, John.

BROTHER MITCHELL: I think it is, sir.

CHAIRPERSON CULVER: I have just been advised by the Secretary-Treasurer we have sufficient seconds.

BROTHER MITCHELL: You may have the seconds, but it would be out of order. You have the right to stop these people from doing this.

CHAIRPERSON CULVER: Do you wish to move to overrule the chair on whether we are going to have a roll call?

BROTHER MITCHELL: Yeah. (Applause and cheers.)

CHAIRPERSON CULVER: Is there a second to that motion?

(Seconded by several.)

BROTHER MINKKINEN: Minkkinen, Chicago, seconds.

BROTHER MORRISSEY: Brother Chairperson, am I not correct that the rules of this convention provide that if an adequate number of delegates call for a roll call, that you will need unanimous consent to go against the rules?

CHAIRPERSON CULVER: No. The TNG Constitution provides all matters are decided by simple majority.

BROTHER MORRISSEY: You were going to overrule the rules on a simple majority?

CHAIRPERSON CULVER: That is up to this convention.

BROTHER MORRISSEY: I beg your pardon, Mr. Chairman. We have rules established for this convention. If someone wants to amend the rules, they may do so. But that will require it to go through the Rules Committee, and I think that your ruling is incorrect.

BROTHER MITCHELL: Robert's Rules says he can do it.

CHAIRPERSON CULVER: Well, look, the chair is going to back up. We will have the roll call. The Secretary-Treasurer will call the roll.

BROTHER MORRISSEY: Thank you, Mr. Chairman.

SECRETARY-TREASURER DALE: Will the three tellers please come to the platform.

BROTHER MINKKINEN: Mr. Chairman, point of information.

Did you have the proper number of seconds prior to the time that this discussion took place?

CHAIRPERSON CULVER: I was advised we had 12 seconds from five locals. Is that correct? That is correct.

SECRETARY-TREASURER DALE: We are prepared to begin, take the roll call, on the Second Minority Report to the First Report of the Finance Committee.

(The roll was called by Secretary-Treasurer Dale as follows:)

Local	*Yes*	*No*
Akron	3	—
Albany	—	5
Bakersfield	—	4
Boston	—	5
Bristol	—	2
Brockton	—	3
Buffalo	—	6
Canadian Wire Service	2.85	7.15
Central California	9	—
Chicago	—	7
Cincinnati	—	3
Cleveland	—	6
Denver	—	7
Detroit	13	—
Erie	—	4
Gary	—	3
Harrisburg	1	1
Hawaii	—	6
Hudson County	—	2
Kingston	—	2
Knoxville	—	2
Lake Superior	—	2
Lehigh Valley	—	2
Lexington	2	—
Los Angeles	3.34	1.66
Lynn	—	2
Madison	—	1
Manchester	—	3
Memphis	5	—
Montreal	—	5
New York	—	54
Northern Ontario	—	2
Ottawa	2.50	2.50
Pacific Northwest	—	11
Peoria	—	2
Philadelphia	—	17
Pittsburgh	3	—
Portland	—	5
Providence	—	6
Pueblo	—	3
Puerto Rico	10	—
Rochester	—	1
St. Louis	8	3
Salem	—	2
San Antonio	—	2
San Diego	10	—
San Francisco-Oakland	6	10
San Jose	10	—
Scranton	—	3
Sheboygan	—	2
Southern Ontario	—	22
Terre Haute	—	2
Toledo	—	5
Twin Cities	6	2
	(2 abstentions)	
Vancouver-New Westminster	—	12
Victoria	—	4
Washington-Baltimore	18	1.8
Wilkes-Barre	—	3
Windsor	—	3
Wire Service	10	2
Woonsocket	—	2
Youngstown	—	4

CHAIRPERSON CULVER: Let's take our seats. We have the results of the roll call, and then we are going to move immediately to the third minority report.

SECRETARY-TREASURER DALE: The results of the roll call are as follows: In favor, 122.69. Opposed, 280.11. And 2 abstentions.

MOTION LOST

CHAIRPERSON CULVER: The second minority report on biennial conventions is defeated.

We will move at this time to the third minority report. I recognize Mark Bufkin, Lake Superior.

Let's have some order.

BROTHER BUFKIN: This is the third minority report to the first report of the Finance Committee.

THIRD MINORITY REPORT TO THE FIRST REPORT OF THE FINANCE COMMITTEE

On Page 4 of the majority report, add an

additional numbered paragraph to read as follows:

"Upon the adoption by this Convention and/or the membership by referendum of a long-range financial plan for TNG, the IEB financial report to the 1986 Convention and each convention thereafter shall contain a balanced General Fund budget for the following fiscal year. The report may propose additional line-item expenditures as deemed necessary or advisable by the IEB to be added to the budget upon action by the convention"

Signed: Mark Bufkin, Lake Superior; Mary Birkett, Detroit; Alice Busby, Vancouver-New Westminster; Ann Cohen, Detroit; Ray A. Cohn, Lexington; Timothy Schick, Albany; Jane DuBose, Knoxville; Susanne P. Fowler, Wire Service Guild; Paul Furiga, Cincinnati; William Gillen, Wire Service Guild; Brian Hill, Vancouver-New Westminster; Doug Louth, Vancouver; Paul Kidd, Canadian Wire Service Guild; Donald Kummer, Detroit; David Markiewicz, Detroit; Louis Mleczko, Detroit; Lois Reed Munday, Washington-Baltimore; John Rau, Washington-Baltimore; Gene Schabath, Detroit; John Schultz, San Antonio; Dorothy Struzinski, Washington-Baltimore; Howard Warren, Detroit.

BROTHER BUFKIN: **I move adoption.**

CHAIRPERSON CULVER: Yes. It's been moved and seconded by the signers. Are there additional names to go on the report? Joe.

BROTHER RAVICK: Mr. Chairman, please add my name, Joe Ravick, Victoria.

SISTER BUNIS: Dena Bunis, Rochester. Please add my name.

CHAIRPERSON CULVER: Are there any other names to be added? Mark, you are recognized to explain.

BROTHER HATCH (Cleveland): Point of order, Mr. Chairman.

CHAIRPERSON CULVER: Yes, Steve.

BROTHER HATCH: Since there is no longer a long-range financial plan for TNG, is this not out of order? (Applause.)

SISTER CRAIG (Southern Ontario): That is the very point I was about to make, Brother Chairperson.

CHAIRPERSON CULVER: I couldn't hear you.

SISTER CRAIG: That is the point I was about to make, Brother Chairperson. I think this resolution is moot, as they say.

CHAIRPERSON CULVER: The chair will hold that the motion is in order, and Mark, you may proceed.

BROTHER BUFKIN: Thank you, Brother Culver.

DELEGATE: Roll call. (Laughter.)

BROTHER BUFKIN: You are not going to shut me up that easily, but it is a nice try.

I speak here—

CHAIRPERSON CULVER: Let's give Mark our attention.

BROTHER BUFKIN: I speak here at this late hour this evening as a representative from a small local that is frankly scared to death. We have a number of financial problems with us always, and with the adoption of the rest of the financial program we have a spectre hanging over us that is far greater than what we have had before.

What I bring forward here is an attempt by both myself and my local to try to balance out our concerns with the needs of, as I feel, both the Finance Committees in the future and the union as a whole.

First of all, let me just explain what this does. It seems like everyone I talk to has a different concept of what we are really talking about here. I just want to go through it quickly, please.

What I am suggesting is that starting with next year's convention the report of the IEB to the Finance Committee contain a balanced budget.

Now, if such a balanced budget means great hardship to the international, then it is more than likely and, in fact, quite possible for them to tell us, "Okay, to get this balanced budget we had to cut or reduce this, this, this, this and this. Now, if you want to have these things, that's fine. Here is what they are going to cost you. And here they are." Then it would be up to the Finance Committee at convention to decide whether to adopt those proposals and, therefore, deliberately put the budget out of balance or not.

This is predicated on the long-range, whatever your definition, financial report being adopted through referendum in the one part

and through convention action in its other parts. If that does not happen, if the referendum fails, then this point is moot. If we don't give them the money they want, I can't expect them to come back with a balanced budget. That's basically where I'm starting from.

Now, I have heard a number of reasons from people why this won't work. There are deficit budgets, you know, that we can't change. There are too many fixed costs involved. This union is not a business and cannot be run as such. We are underfunded as it is. Emergencies happen, and there wouldn't be the money to pay for them. It's not really a major problem to some people, and the figures used to base our revenue on will be probably less reliable under the pressure of having to come forward with a balanced budget.

Well, the current deficit as projected in the finance report amounts to about 2.7 percent of the total outlay of expenditures, and there were a number of things proposed on Page 20 of the financial report of the IEB that were also brought up before that were not brought to this convention. For instance, the ideas of reducing the number of IEB meetings each year, cutting the number of issues or the size of the Guild Reporter. There might have been more, but we did not see these. It has been mentioned about possibly cutting out the contribution to the International Federation of Journalists and maybe some other proposals that would cut costs. We do not see this.

Under this proposal, if adopted, it would be up to the IEB and its Finance Committee to decide what they have to do to bring us a balanced budget, and if some of these things are what is cut, then come before the convention and say, "Do you want these things included also or not?"

What we have right now is a situation where too often the budget is presented to the committee, and we don't have the expertise to try to cut it, so we simply pass it as it is and try to live with it. I think that is a poor way to do business.

We are going to have a lot of trouble paying "2(d)" dues, we are going to have a lot of trouble paying the 6 percent, but I feel I can go back and sell that to them if I also tell them that the IEB and the international will have their house in order when the time comes. We will not be funding a cumulative deficit of any kind. We will all be in this together to work for fiscal stability.

I can sell it on that basis, and I urge adoption.

CHAIRPERSON CULVER: Thank you, Mark.

BROTHER EWEGEN (Denver): The hour is late which I guess you know, but there is a point here we have to make. I am going to urge defeat of the minority report. I think I know a little bit about balanced budgets. I have a master's degree in economics, worked on the state budget in Colorado for many years. I am treasurer of my local, and I will make the same speech I make about the so-called balanced budget amendment to the United States Constitution. That amendment would do one of two things. It would either be a fraud, or it would be a disaster. I don't know which, I hope it would be a fraud. (Laughter.)

The reason, you can play games. You can play more in the federal budget than you can here, but you can play them here. There's lots of games. Accounting is not a precise science. You got a bill that is due in December. If you pay it Jan. 1, you are in another fiscal year. You balance it back—excuse me. Here you do it in March.

You can kick them for a month or two. You can play games with budgets. You can play games lots of ways. So maybe you hold off disaster. So maybe all we are perpetuating here with a magical piece of paper to balance this budget—no fiscal problem, we got a balanced budget here. It says so on paper. Maybe all we are doing is defrauding the membership. I hope that is all.

Because what is the alternative? The alternative, if we get a problem, if the Wire Service loses UPI and we lose a lot of dues with that, if other papers that have been mentioned go down here and we lose dues with that, if that throws the General Fund into a crisis—so we just go out and lay off the IRs. Sure, we are back to a balanced budget. We avoided the fraud, and now we have the disaster.

My guys and my gals are out in Denver, and they need some help. We have a balanced budget. Of course the union didn't come through for them when they needed it.

Okay. I think I said my piece, and I think it is clear. I don't know if this is going to be a disaster or a fraud, but it will be one of the two, and I urge you to vote "no." (Applause.)

BROTHER SWEENEY (San Jose): Whether the IEB sends us a balanced budget or an unbalanced budget seems to be six of one or half dozen of the other because we are the ones who have to decide. So if they send us a balanced budget that doesn't have the programs we need, we get to decide whether to add. If they send us an unbalanced one, we get to decide what to subtract.

I suggest our expertise in adding or subtracting programs to the budget is about the same, so I urge the defeat of the minority report.

BROTHER LAINE (Los Angeles): Brother Bufkin is a first-year delegate here, and I am not real surprised that he still has stars in his eyes about what he thinks this body can do, but the other 21 signatories to this third minority report, most of them have been here before, and most of them have certainly been here since Monday and watched the games that were played with the IEB's long-range financial plan.

This is to me, as the gentleman who preceded me suggested, a game.

Thank you.

BROTHER GOODMAN (Hudson County): To mandate the proposal of a balanced budget with the provision that it may be thrown into balance is, I submit, a masturbatory exercise. (Laughter.)

(The question was called.)

CHAIRPERSON CULVER: There is a call for the question. Are you ready for the vote? All right. The Third Minority Report to the First Report of the Finance Committee is before you for adoption. This is the one with the balanced budget. All those in favor please say aye. All those opposed say no. The noes have it. The report is defeated.

MOTION LOST

CHAIRPERSON CULVER: Let's go on to the Fourth Minority Report. Karlyn Barker, you are recognized.

SISTER BARKER (Washington-Baltimore): I would like to move this Minority Report which reads as follows:

FOURTH MINORITY REPORT TO THE FIRST REPORT OF THE FINANCE COMMITTEE

The following is proposed as a substitute for paragraphs 7 and 8, on Page 4, of the majority report:

"The Convention charges the IEB with undertaking an adequate study of the multiple options available to secure the most economically beneficial housing to meet the needs of the international.

"The study specifically requires the IEB to energetically explore these options and present a detailed report to the 1986 Convention reflecting its findings in these areas:

"1. The possibility of re-locating its offices in lower-rental buildings.

"2. Combined lease-ownership arrangements such as, but not limited to, rent with option to buy.

"3. Purchase of existing buildings.

"4. In choosing a site—should constructing a new building be considered the best alternative—the IEB must present data a) reflecting the marketability of any rental space that should be a part of such a building and b) showing that the developer was chosen after consultation with and/or competitive bid from several developers and c) demonstrating its ready accessibility to employees, guests and Guild members."

Signed: Karlyn Barker, Washington-Baltimore; Ed Bell, Pittsburgh; Mary Birkett, Detroit; Mark Bufkin, Lake Superior; Jane DuBose, Knoxville; Don Kummer, Detroit; Bill Levis, Pittsburgh; Lois Reed Munday, Washington-Baltimore; John C. Rau, Washington-Baltimore; Gene Schabath, Detroit; Dororthy Struzinski, Washington-Baltimore; Beth Tamke, Memphis; Ruth Ann Yatsko, Pittsburgh.

SISTER BARKER: **I move the minority report.**

CHAIRPERSON CULVER: All right. The fourth minority report has been moved and seconded by those signing it. Are there any additional names to be added?

BROTHER MINKKINEN: Please add the name of Gerry Minkkinen, Chicago, and that of Larry Finley of Chicago.

BROTHER LOUIS J. MLECZKO (Detroit): Please add Lou Mleczko to the report.

SISTER BUNIS: Please add Dena Bunis, Rochester, to the report.

BROTHER KIDD: Please add the name of Paul Kidd, Canadian Wire Service, to the report.

BROTHER FURST: Randy Furst, Twin Cities, please.

BROTHER MEL MORRIS: Mel Morris, Vancouver-New Westminster.

CHAIRPERSON CULVER: Are there any others?

Karlyn, do you wish to explain your report?

BROTHER MORRISSEY: Brother Chairperson, just before the debate begins could I ask a procedural question?

CHAIRPERSON CULVER: Yes.

BROTHER MORRISSEY: If this is adopted, will this replace 7 and 8?

CHAIRPERSON CULVER: Yes.

BROTHER MORRISSEY: If it fails, will 7 and 8 be adopted?

CHAIRPERSON CULVER: No. We will come back and have to again debate, consider, and adopt 7 and 8.

BROTHER MORRISSEY: Thank you.

CHAIRPERSON CULVER: Karlyn.

SISTER BARKER: Yes. I wish I could have spoken to this about four hours ago, and I know it is late and I know we are all tired, and I am tired, too, but the proposal for purchasing a building at this time is important. I hope that you all saw the information sheet that I and members of my delegation put together for you. If you haven't seen it, we have extra copies at the table of the Washington-Baltimore delegation.

I apologize this information is coming to you late. We have spent the last two days making phone calls and having real estate reporters and others making phone calls for us back in Washington.

I guess I am mostly troubled by the prospect that we are going to buy this building, and it is going to partially pay for itself with the rental income. I live in Washington, D.C., and I read the papers every day, and I don't know if the people that put this proposal together read the same papers I read, but there is a terrible office space glut in Washington, D.C., and that is also true in the suburbs.

We have had problems just in my delegation. We moved out of Washington. We had space in the suburban area, another part of Maryland.

We were not near the subway line, granted. It was in Oxen Hill, and we are paying double rent right now because we cannot find anybody, even at reduced rent, to lease the space.

I think I want to make four points quickly. I don't think this is the right time for this proposal. There is an office glut. I think because there is an office glut the international could find cheaper rental quarters than where they are now. They do not have to immediately jump to the idea of buying a building.

I don't think they are going to the right place. The proposal before you talks in general terms about buying this building. The specifics are they have selected the Silver Spring site. The information we have handed out gives you some idea of the picture as far as possibilities of renting out there.

By the same token, the office space glut would make it easier to find cheaper rental.

I don't think they are going about it in the right way. I think it is wrong to take money to do this from the Defense Fund, and particularly when the purchasing deal has only been worked out with one developer.

And I might add a fourth point, and that is that it is not the right strategy because there may be no referendum on the building itself, but our members are certainly going to know about it, and they are going to wonder why we are asking them to dip into their pockets and setting them up, as we talked earlier, for "2(d)" dues, and we are going to turn around and dip into that same Defense Fund, which is not being funded after the action tonight as it would have been under earlier proposals, and ask it to pay for a building in a speculative real estate venture. (Applause.)

CHAIRPERSON CULVER: Thank you, Karlyn.

BROTHER MINKKINEN (Chicago): Brother Chairperson, I know that the hour is very late, but I would admonish the delegation that this is probably one of the most important points that we have to consider in all of this. I would like to make a couple of points.

One of them is this. We have just passed a short time ago a proposal and a motion that in essence takes away from additional income

that would have gone into the Defense Fund.

The Defense Fund no longer can be counted on to be as healthy as it previously was anticipated.

We are further told that under the majority report the Defense Fund will not receive interest in the same fashion that it otherwise would have if we are going to deplete that Defense Fund by up to three-quarters of a million dollars to enter into this venture.

In the Finance Committee there was a great deal of discussion and presentation regarding the headquarters site and the financing behind it. One of the points that was made in the course of those considerations was that the choice of the joint operator or the joint partner in this operation should be chosen carefully.

We did not receive, at least to my satisfaction, a complete report and particularly an independent report regarding the health of the joint operator that we would be so very much dependent upon in the construction of this building.

To be honest about it and looking at the figures that have been supplied by the Washington-Baltimore local, despite the projections that were given to us in the Finance Committee on an anticipated 95 percent occupancy rate over the period in order to meet the projections that they are coming up with, it appears that those are very, very overblown.

I think that it is very necessary before we start investing three-quarters of a million dollars into a project of this sort that we take a very, very careful look before we make that plunge, and particularly under the conditions that we are talking about now, when we know that the Defense Fund is not going to be as healthy as earlier anticipated.

I do not believe that this is the time, and I believe that we should reconsider this action as of this time. (Applause.)

SISTER KIM HUNTER (Washington-Baltimore): My name is Kim Hunter, and I am from Washington-Baltimore.

I also speak in support of this minority report. I kind of wish we hadn't had to do this. I wish that we had the information in front of us that would allow us to feel good about buying this building in Silver Spring. I don't have anything against Silver Spring. I know plenty of people that live there, but I do know the commerical ventures that are there are worried. They aren't getting the traffic they need.

We passed out an information sheet showing there is going to be 3.6 million square feet of office space available for rent by the end of the year, and last year they could only rent out 1.4 million square feet of vacant space.

I don't think anybody here thinks it is smart for the Guild to throw away money on an expensive downtown rental. I don't support that, but neither do I support the creation of a white elephant that we will be saddled with, that we cannot really realize our equity in.

There are a lot of problems with this proposal, and I hope that if we go back and ask for a study we will get the information we need so that we can come back in a year and support what the international wants to do.

I think they should have a building or at least cheaper space. Certainly there are cheaper rentals, and I really seriously hope, even if they want a building, they can come up with something that will not require us to have something that will make us go into debt and that we may not be able to sell in the future.

I don't think there are tenants out there waiting to move into a building in Silver Spring. We know there are empty buildings out there now. I don't want to see any more, particularly not when it is going to take our international's finances down with it.

I work in Washington. My own company, BNA, wants to build a new building. They are worried that they are not going to find tenants in downtown D.C., much less out in Silver Spring. I pass empty new buildings all the time. There's lots of commercial space.

I don't know what deal we can make. I don't know what price we can get, but I think we need to look into it and be very sure, especially with our finances being as precarious as they are, that we make a good deal and not an unsound one.

Thank you. (Applause.)

BROTHER MORRISSEY (Wire Service): Brother Chairperson, it seems to me—first of all, I supported Recommendations 7 and 8 in the Finance Committee, but it seems to me that at this point in time and without any sour grapes whatsoever on Recommendation

6 that we have to face some realities. If the majority report as amended is adopted, we will raise our ceiling on the Defense Fund to $6 million, raising about a million and a half through "2(d)" dues, and then commit half of the money that we raise in "2(d)" dues to the possible construction and purchase of land for a new building.

We have to either adopt something like the fourth minority report or be willing to commit half of the dues that we raise in "2(d)" or defeat the whole concept on the new building.

I am not willing to defeat the whole concept of the new building, but I don't think we can afford to go forward on Recommendations 7 and 8, and this seems to be the best alternative at this point, and I support the fourth minority report. (Applause.)

BROTHER MORRIS (Vancouver-New Westminster): It seems like about a week ago, but we heard knowledgeable experts stand up there and give us what I consider to be a fairly convincing argument as to why we should go the way the IEB is suggesting. Mr. Perlik also spoke about it.

I would like a response from Mr. Perlik to what is going on now through this minority report.

PRESIDENT PERLIK: Brother Morris, I would like to defer to the Secretary-Treasurer. When this minority report became available to us, and particularly this document, we made some phone calls, too, and the Secretary-Treasurer has some information he would like to share with you.

SECRETARY-TREASURER DALE: Brother Chairperson, first some general comments on the proposal.

It suggests that the IEB begin a study and report back next year on the possibility of relocating its offices in lower rental buildings, as if that has not been done, at least by representatives of this international.

It suggests that we study combined lease-ownership arrangements such as but not limited to rent with option to buy and the possibility of purchasing an existing building.

Brother Chairperson, I suggest that a great deal more has been done than is being suggested by this report. All I suggest this does is ask us to cover old ground.

Let me cover very briefly with you what this is all about.

At the finance forum in October there was almost unanimous support there for the suggestion that The Newspaper Guild do something about controlling and reducing its rental costs. Before 1982 we were paying just about $8, $7.83, a square foot in very shabby space in a very nice building across the street from the Washington Post. When our lease ran out, we were in the middle of negotiations with the ITU, and we extended on a month-to-month basis with the owners of the building, the International Brotherhood of Electrical Workers, for $22 a square foot. Our rental rate went up three times.

Then we signed a lease with them after our negotiations with the ITU collapsed. We signed a new lease with them. The maximum length which we could get out of them was for three years, and we signed it at $19 a square foot, not $18.20, the rate you quoted here.

At the finance forum it was suggested to us—and it is a hell of a good idea—

If anybody in here doesn't agree with the economics or at least the concept, I wonder why most of us focus on trying to buy our own house instead of paying rent all the time.

It was suggested that one of the ways we could get control of our rental costs and ultimately reduce our housing cost was to purchase a building big enough for us to house not only TNG's headquarters but also to produce some rental income.

A good deal of time has gone into studying this. We have not just come to this convention and picked up some ideas and tossed them out at you. We have had expert advice from well known, nationally known, recognized—an internationally known firm in Washington, D.C., one of whose employees is Joe Cannon, brother of Lou Cannon, well known Washington Post columnist who is hardly a fly-by-night expert, and we have had independent consultants. And we have had proposals made to us, and we have had all kinds of materials supplied to the International Executive Board, and we had a person appear before the Finance Committee, and we provided paper and we provided numbers. And it makes sense for us to do what we are talking about doing.

Our rental rates right now add up to approximately $200,000 a year, and I told the Finance Committee and I told this convention when I made a speech to this convention on

the opening day that I would not hesitate to project that in a new lease, if we stay in the same space, our rental rates, our rental bill per year, is going to be up to about $250,000 with passthroughs.

I will concede that we can go to a variety of areas in Washington, D.C., and get rates a hell of a lot cheaper than that. I doubt that very many of our employees would want to walk out of there in the dark.

We have looked at buildings in Washington, D.C., for possible purchase. We looked at other space for possible rental before we renewed our lease in the IEBW building, and we haven't found very much that has the kind of facilities and the kind of configuration and the kind of comfort and the kind of security that we think we want your employees to have in facilities for rates that are any better than we are paying right now.

Washington-Baltimore Local moved out of Washington, D.C., to the suburbs because it didn't like the rental rates it was paying, and they've moved back into facilities in Washington, D.C.

I am not very impressed with their facilities. I had a meeting there the other night where it was virtually impossible to function without sweating, and I don't mean because of the pressure. I mean because of the lack of air conditioning.

The Washington-Baltimore people certainly seem to like our offices in D.C. We are right across the street from the Post, and they make extensive use of it, and I wonder whether or not that's not one of the elements involved here. (Groans.)

But let me tell you a little bit about this, this piece of paper. We are told here that there is a 10 percent vacancy rate in the Washington suburbs, and it is getting worse. I have no idea what we are talking about there. I suppose that is entirely possible when you take in Northern Virginia and everything else, but I was told tonight, after I checked with some people in Washington, D.C., about the number, where it takes 3.6 million square feet of office space available for rent at the end of the year, and I was told that in the area we are focusing on, or the area they have focused on goes well beyond the area we are talking about. That is not the market area that we are talking about.

The bulk of the space included in the 3.6 million number, a great deal of that is research and development space, 2- and 3-story buildings, adjacent or well beyond the Beltway, not within the area that we are talking about. That the bulk of the softness in the market right now is, we are told, in Prince Georges County, an area away out beyond the point that would afford us accessibility to the labor and governmental communities we need and want to maintain contact with.

If we wanted to go well beyond the area where we have some accessibility, some relatively easy contact, with the labor and government communities that we want to have contact with, we certainly could get a hell of a lot cheaper rates than we are getting now and we can get in the D.C. area.

That's not what we are talking about. If the Guild wants to go and rent in the cheapest possible area it can find, it can go well out, an hour's drive, an hour and a half's drive, and it can get rates probably $5, $6, $7 below what we are paying right now. I don't think that is what we had in mind when we talked about either locating in a building of our own in Washington, D.C., or very close to the Washington, D.C. area.

The Metro system is already established, and the space that we are talking about, the lot that we are talking about right at the moment—and it is in negotiations—is two and a half blocks away from the Metro stop, and Perlik and I have walked that area a number of times, and I don't regard it as a steep hill.

Do you regard it as a steep hill, Charles?

PRESIDENT PERLIK: Sometimes. (Laughter.)

SECRETARY-TREASURER DALE: And they are talking about us being in effect concerned—they are concerned about us renting space in that building that we would hope to own some day, assuming we ever get the authorization to purchase.

Under an arrangement we are talking about right now in a joint venture, what we are talking about right now is us leasing space for five years, and the other partner in effect absorbing the market risk for the additional space. We wouldn't have to worry about that. We don't have to worry about that at least until five years down the line, and from everything we have heard about the area immediately adjacent to the Silver Spring Metro stop, they are talking in terms of considerable growth in that area, considerable acceleration

there, in movement, movement of renters and leases into that area.

If we wait for a year to make another study or continue the study of what we are going to do, I think I'd suggest to you that the space we are talking about, the land that we are talking about, and the project that may be—the contract we are talking about, the development we are talking about, the joint venture we are talking about, probably won't be available to us. And I am fairly confident that industrial revenue bond financing, which is one of the things that we hope to be able to arrange and we are fairly confident we are going to be able to arrange, to keep the mortgage rates and financing rates down, certainly won't be available to us.

Involved in what we are talking about is a two-story, 20,000 square foot building in Silver Spring, Md. TNG would occupy, under the proposal that we are now looking at, 12,000 square feet for five years. We would put down $100,000 as our equity, and at the end of five years we believe, as I told you in my opening speech, that we can acquire ownership of that building for somewhere in the neighborhood of $400,000 to $500,000. Mortgage as well.

We are not talking about a magnificent structure. We are talking about a very modest building. We are talking about doing something, putting together a house for The Newspaper Guild that we will eventually have ownership of and certainly from the outset will be developing some equity in.

I think the proposal that is before you is a result of considerable study, good advice, thorough investigation, and I believe sooner or later we are going to have to act on this, and I hope we act on it favorably when we get around to voting on the question of giving us the authorization and the financing to do so.

Thank you.

CHAIRPERSON CULVER: Yes. You were the one who asked the question, I believe.

BROTHER KIDD (Canadian Wire Service): No. It was Mel Morris.

BROTHER MORRIS: I have no response.

CHAIRPERSON CULVER: All right.

BROTHER KIDD: I hope this one is working. Yes.

The reason I put my name to this minority report is because it strikes me as a document of sober, second thought. We have been here most of this week, and we have been hearing about our concerns, about our fiscal condition; we have been hearing about the sacrosanct—the—the—(laughter).

We have heard that the Defense Fund has traditionally—I got around it (laughter)—the Defense Fund is supposed to be sacrosanct, but for expeditious reasons and because of the need that has been placed on the membership, that we need, we need this new building. There has been almost, I think, a type of a brainwashing, and a lot of people have been saying, "Well, yes, we have to tamper with the Defense Fund. We have to touch it."

Well, I am troubled, and I think a lot of people are troubled about that, and I think we should look a little bit more deeply at the alternatives.

You know, what this is basically saying is, don't go along on the rollercoaster. Let's stop awhile, have another good look.

Thank you. (Applause.)

BROTHER HATFIELD (San Francisco-Oakland): I have been standing here wondering if it would help these proceedings along if I reminded the Canadians that in California it is only twenty after nine. (Laughter and applause.)

Actually I rise to urge the rejection of this minority report, and in so doing I firmly align myself with the administration and the majority of the IEB. (Laughter and applause.)

I do so because over the last two years the IEB has discussed this matter quite well. There has been an adequate study. The IEB has energetically explored options and has presented a detailed—I might say an excruciatingly detailed report—on those options, and is now making a proposal that will cost us much less in the future if we get on with it now but will assuredly cost us more next year or the year after that and, not incidentally, subject the members of the IEB to going through the whole process again. (Applause.)

BROTHER LAINE (Los Angeles): I am not at all crazy about taking out $750,000 of the international's money for this proposal, especially in view of the fact of what else has happened to the long-range finance programs, but I do have to object pretty strenuously to

the hour at which this debate is joined on this sheet of paper marked with an FYI.

I am sure that the rest of the members of the Finance Committee got the documentation we all got this week, and yet I see every signatory on this report, including the gentleman who just added himself a few minutes ago, was in the room with the rest of us all during the week while we debated this entire issue.

I was able to find only one inquiry, and it was Washington-Baltimore, incidentally, that asked, "Are we locked in?" and the response was from the gentleman who came to make the presentation, "As you know, you can shop these things."

That was the sum and substance of the quasi critical comment that was directed at that gentleman. There was no allusion to an inundated market such as we are hearing here this evening or this midnight.

I really object to the idea coming out at the last minute. It smacks a lot, for any of you who have covered our small town election program, of the kind of crap that comes out on Monday, the day before election.

Thank you.

BROTHER HOWARD T. WARREN (Detroit): I have here the document that the gentleman from the corporation which is advising us presented to us in the Finance Committee, and I had time between his presentation and now to do a little venture into higher mathematics, which is not my strong suit, but there were a couple of numbers on this sheet that bothered me and still bother me.

This guy was supposed to be a well qualified expert, the gentleman over here earlier said.

Well, on a hundred thousand dollars that we are going to loan from the Defense Fund, the opportunity cost, according to his figures, are $9,000 a year for ten years for a total of $90,000. That represents money which would have earned interest had it stayed in the Defense Fund.

Well, that's true if it were only simple interest, but it is compounded interest. The actual loss to the Defense Fund is not $90,000. It is $217,000 if compounded over ten years. It is really $127,000 more than he suggested in his well qualified report.

Also, he based his figures on rental income for the 8,000 square feet the Guild would be renting to its tenants on 95 percent occupancy, which is obviously something devoutly to be wished. However, I would suggest that if we had 50 percent occupancy, it would be costing us an additional $83,000 in the sixth year of the rental and almost $100,000 if it stayed at 50 percent occupancy.

I think there are a lot of holes in this report. I cannot believe that delaying construction of that building for one year would represent a serious blow to the future of the Guild. (Applause.)

BROTHER GRIFFIN: Paul Griffin, formerly of the Canadian Wire Service Guild. (Laughter.)

Now sitting as an independent.

I think my brothers and sisters will be pleased to know I made one or two notes, and I am going to keep this brief.

When you buy a home and you look at the market, and I think we have to remember that we are buying a home for our house of labor. I genuinely believe it is common sense to buy a home if you are able and capable and willing to buy a home. I think history proves itself. Generally speaking, it is a good idea. If you can buy a home, buy one.

Secondly, you look at the market when you buy a home. We are talking—I am only a Canadian citizen, but I understand this is the capital of the United States that we are looking at. This is not a mining town that is going to collapse tomorrow. The real estate market, if it is a little bit weak now, I have confidence in it that it will always be there, and it will continue to grow in the years ahead.

Essentially that's it. (Applause.)

BROTHER ROBINSON (Southern Ontario): I really sympathize that the Guild finds themselves in this position, particularly when we have heard at the forum in the fall and our report more recently at the Canadian District Council of the expected fluctuating costs in rental in the offices you are now in.

We bought a building last year—this year—last year. Recently. (Laughter.)

The question that I have—and I have no idea whatsoever whether the right thing to do is to buy a building, no difficulty whatsoever.

I do have some doubts which I may get a

chance to express later as to—what shall we say—the degree of grandness of it.

Perhaps it may not need to be as grand as is being projected, and certainly I have questions on the proposed funding, and just as a point of information, we purchased our building through—we used excess general fund capital that we had, and we did use our defense fund for additional funding but it is not interest free.

We borrowed money for two separate loans, one amortized over 25 years, one amortized over 10, but as Defense Fund investments—and I realize that is not relevant to this thing directly, but I think we should move ahead on the building and get it as soon as possible.

(The question was called.)

CHAIRPERSON CULVER: All right. Karlyn, you do have a right to close.

SISTER BARKER: I will try and make this brief.

First I will repeat what I said. We would have liked to have given you this information sooner.

I am a member of the Finance Committee. I came here wanting to hear some more information about this. I admit I came to the convention dubious. My questions were not satisfied in the Finance Committee, and there were several questions I personally raised. I don't know what the gentleman was referring to before.

We have been on the phone. What can I tell you. We have been doing reporting. I am not a public speaker. I am a reporter. We have been making lots of calls. We have been using some members in Washington who cover real estate and calling people.

We got this information, we typed it up, we got it to you as soon as we could. I tried very hard to get the subject to come up sooner tonight, and there were other plans.

Let me deal with a cheap shot now. I work at the Washington Post, and it is true that we have made extensive use of TNG's facilities across the street from us. Thank you, TNG. I have said it before; I say it now. That is not going to be a reason for me to advocate or be silent on a proposal that I have great doubts about.

As the report, the information, handed out said, we are not tryng to get you to stay where you are. I understand completely. We explained in that information just why it is getting so expensive for you to live where you are. I don't even have any objections if you go out to the suburbs.

My objection is that I really do not feel that you have looked at all your options, and I will tell you why.

You talked about going out and walking the site you picked. If you did that—we have talked to people that live out there. We have had some of our members go out there themselves. They talk about, not in Montgomery County as a whole, but right in that neighborhood all the vacant buildings. That is extraordinary to have so many vacant buildings so near a Metro line. If it was prime property, if it was a good deal, that space would have been taken a long time ago. That's my belief. That is the belief of the members of our delegation that have brought this.

I want to say one other thing about our local facilities since we came back to Washington. It was at that same meeting where Brother Dale talks about being uncomfortable and the air conditioning not working that I asked if TNG had explored other rental options as a temporary measure or permanent measure, and the answer I got was that TNG was not interested in moving again if it meant renting. So forgive me if that gave me the idea that perhaps you hadn't looked at some other sites, at some other rental property.

One last comment. It's true that you build equity, you buy homes—we all want to do it. TNG is not going to have any equity for five years under this particular proposal. It is quite possible there is another proposal out there, if you looked at it, maybe you could get equity sooner.

All I am saying, all this information thing is saying—I don't pretend it is the final word; it is just what we could get together in two days, and I have to say it is more than anybody else at this convention gave us—is that we don't think it is the right proposal to do now. We think it is too expensive. We think the actions you have taken tonight already are going to make it even more expensive, and I feel like I have done my duty to my members by trying to flag some of this, and I really implore you to look at this thing and to put it off a year. (Applause.)

CHAIRPERSON CULVER: Thank you, Karlyn.

The debate is closed. We are getting ready for the vote on the Fourth Minority Report to the First Report of the Finance Committee. This would be a substitute for paragraphs 7 and 8 on the majority report which was that portion dealing with the building. All those in favor——

SISTER CRAIG (Southern Ontario): Brother Chairperson, could we have a couple of minutes to caucus?

(Cries of "No.")

SISTER CRAIG: Just long enough to hold a vote, that's all.

CHAIRPERSON CULVER: Sue, let's have a voice vote first, and then we will see.

All those in favor of the minority report please say aye. All those opposed say no. The noes clearly have it. The report is defeated.

CHAIRPERSON CULVER: Now we will move back to the First Report of the Finance Committee.

SISTER BARKER: Mr. Chairman, I would like a roll call on that. (Groans.)

I'm sorry. It is late, but I think it is an important issue, and I would like to make an attempt to get a roll call. We are going to want to know this a year from now.

CHAIRPERSON CULVER: All right. That requires seconds from 12 delegates from five locals.

BROTHER HUNT: Hunt, Washington-Baltimore.

SISTER DuBOSE: Jane DuBose, Knoxville.

BROTHER MINKKINEN: Minkkinen, Chicago.

SISTER STRUZINSKI: Struzinski, Wshington-Baltimore.

SISTER COHEN: Cohen, Detroit.

BROTHER BUFKIN: Bufkin, Lake Superior.

SISTER BUNIS: Bunis, Rochester.

CHAIRPERSON CULVER: Speak a little louder, please, everyone.

BROTHER BRENNAN: Brennan, Windsor.

BROTHER BRYAN: John Bryan, Southern Ontario.

BROTHER YONSON: Yonson, Ottawa.

BROTHER MLECZKO: Mleczko, Detroit, seconds.

BROTHER KIDD: Kidd, Canadian Wire Service.

CHAIRPERSON CULVER: We have enough. The motion is properly seconded. Will the tellers please come up, and Sue Craig, yes, you have time for your caucus.

We are going to start in one minute.

SECRETARY-TREASURER DALE: We are ready to begin calling the roll.

(The roll was called by Secretary-Treasurer Dale as follows):

Local	*Yes*	*No*
Akron	2	1
Albany	—	5
Bakersfield	—	4
Boston	—	5
Bristol	—	2
Brockton	—	3
Buffalo	—	6
Canadian Wire Service	2.85	7.15
Central California	—	9
Chicago	7	—
Cincinnati	—	3
Cleveland	—	6
Denver	—	7
Detroit	13	—
Erie	1	3
Gary	—	3
Harrisburg	—	2
Hawaii	—	6
Hudson County	—	2
Kingston	—	2
Knoxville	2	—
Lake Superior	2	—
Lehigh Valley	—	2
Lexington	1	1
Los Angeles	—	5
Lynn	—	2
Madison	1	—
Manchester	—	3
Memphis	1.66	3.34
Montreal	—	5
New York	9.53	44.47
Northern Ontario	—	2
Ottawa	1.25	3.75
Pacific Northwest	—	11
Peoria	2	—
Philadelphia	2.83	14.17
Pittsburgh	3	—

Portland	—	5
Providence	—	6
Pueblo	—	3
Puerto Rico	—	10
Rochester	1	—
St. Louis	—	11
Salem	—	2
San Antonio	2	—
San Diego	—	10
San Francisco-Oakland	2	14
San Jose	—	10
Scranton	—	3
Sheboygan	—	2
Southern Ontario	—	22
Terre Haute	—	2
Toledo	1	4
Twin Cities	8	—
	(2 abstentions)	
Vancouver-New Westminster	—	12
Victoria	4	—
Washington-Baltimore	20	—
Wilkes-Barre	—	3
Windsor	3	—
Wire Service	—	12
Woonsocket	1	1
Youngstown	—	4

CHAIRPERSON CULVER: Give me your attention, please.

It is going to take at least 10 minutes to get the roll call completed, the count, so we are recessed until 1 a.m.

CHAIRPERSON CULVER: We are getting ready to reconvene.

Will the delegates take their seats so we can resume the session.

The recess is over. Will the delegates please take your seats.

Secretary-Treasurer Dale, would you read the results of the roll call on the fourth minority report.

SECRETARY-TREASURER DALE: The results of the roll call on the Fourth Minority Report to the First Finance Report on the building: "Yes," 94.12. "No," 308.88. Abstained, 2.

CHAIRPERSON CULVER: The Fourth Minority Report is defeated.

MOTION LOST

CHAIRPERSON CULVER: This moves us back to the First Report of the Finance Committee, and again, to Items 7 and 8 which is the subject we just discussed in the fourth minority report concerning the building. It has previously been moved for adoption, and Items 7 and 8, which are together, are before you for your consideration. Will there be discussion?

(The question was called.)

CHAIRPERSON CULVER: The question has been called. All those in favor of adoption of Recommendations 7 and 8 please say aye. Opposed, no. The ayes have it. Seven and eight are adopted. (Applause.)

MOTION CARRIED

CHAIRPERSON CULVER: Let's move to item—before we go further, I want to thank this group for your excellent decorum and order. (Laughter.)

What could have been a very unpleasant session—

DELEGATE: It's not done yet, Harry. (Laughter.)

CHAIRPERSON CULVER: It's not done yet.

All right. We go back to recommendation Number 1 regarding approval of the extension to February 1987 of the present temporary reapportionment of the per-capita allocations to the General and Defense Funds. That's item Number 1 on Page 2.

BROTHER MORRISSEY (Wire Service): For the record and for nothing else, I oppose the 85-15 apportionment of per capita taxes.

CHAIRPERSON CULVER: Is there further discussion?

(The question was called.)

CHAIRPERSON CULVER: Yes, Lou.

BROTHER MLECZKO (Detroit): Thank you, Brother Culver.

For the benefit of the delegates here tonight that haven't been here at past conventions, going back 10 or 20 years, the Defense Fund at one time used to receive 40 percent of the per capitas on a 60-40 split. We are now down to a 85-15.

One of the reasons we have been debating this financial mess we are in all of this week and tonight is underlining the need for a merger with another union, something we have only had a couple of sentences of reference to, unfortunately, at convention this week.

In effect what we are doing again is raiding the Defense Fund as we have done for IR salaries, on servicing strikes, as we have done on per capitas regarding strikes, now for our new building. On and on it goes.

I hope you people vote against this proposal before you.

Thank you.

CHAIRPERSON CULVER: Is there further discussion? The mikes are clear. I am getting ready to ask for the vote. All those in favor of recommendation Number 1 please say aye. Opposed, no. The ayes have it. Number 1 is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: We will go on to Number 2. That is the recommendation that begins, "Approves a fiscal year 1985-86 General Fund income estimate of $3,247,410," etc. That is recommendation Number 2 on Page 2. Will there be discussion?

(The question was called.)

CHAIRPERSON CULVER: Question has been requested. All those in favor of adoption of recommendation—

SISTER LEM (Southern Ontario): Excuse me. I have a question about this.

CHAIRPERSON CULVER: Yes. Proceed.

SISTER LEM: I'd like to know, through the chair to Mr. Dale, why we are projecting income based on membership of 27,100 members and 350 agency persons when we have been told by Mr. Perlik that we have 33,000 members.

CHAIRPERSON CULVER: Very well. We will ask Chuck Dale to respond.

SECRETARY-TREASURER DALE: We do have 33,000 members. We also have an average of fewer than that of full regular per-capita payers.

The membership number Mr. Perlik talks about is a combination of our full regular dues payers, our part-time payers, our members-at-large and our unemployed.

We project our income each year on our best estimate of what we are going to collect every month in the way of full per capitas—that's the $10.57 right now.

The number of those we are going to collect and those we collect from, the full-time regular working members. There are 33,000 members, no question about that. You look at the records in the Finance Committee report, also, it is broken down into a variety of columns, and you will see that we have full regular, part-time, members-at-large, etc., etc., and then a total.

Does that not answer your question? You are looking puzzled.

SISTER LEM: I don't know. I looked at all the figures, and I am not a financial wizard, but the disparity is really quite great. I mean, it is a difference projected on the per caps, if we look at 33,000 members, it comes to a different sum. If we are looking at full-time per caps, of $938,310, and even if we reduce that, even if we just took 25 percent of that, leaving the other, the remainder of it, to account for changes in membership levels, delinquent per caps, and part-timers, we'd still have a figure of nearly a quarter of a million dollars, which is a figure above the projected deficit, and it troubles me.

SECRETARY-TREASURER DALE: I refer you to Page 6 in the Finance and Administration section of the Officers' Report where you will see the column of employed members, 29,002; 390 agency payers; unemployed, 2,301; part-timers, 1,912; members-at-large, 10; and that adds up to 33,879, We base our per capitas on the employed full regular dues payers, not the total membership.

CHAIRPERSON CULVER: Very well. We have now that item Number 2 before us. All those in favor please say aye. Opposed, no. The ayes have it. Number 2 is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: We will go on to Number 3, again on Page 2. The language reads, "Approves the fiscal year 1985-86 General Fund budget of $3,339,183." Will there be discussion?

(The question is called.)

CHAIRPERSON CULVER: All those in favor of recommendation Number 3 please say aye. Opposed, no. The ayes have it. Number 3 is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: We next go to Number 4, again on Page 2. "Approves implementation effective August 1, 1985, of the dues rates required under Article XVII,

Section 2(d), of TNG's Constitution, with such higher dues rates to remain in operation until the dollar amount in the International Defense Fund, as defined by Article XVII, Section 2(e), reaches $6 million, with the Constitution to be amended accordingly." Will there be discussion?

(The question was called.)

BROTHER BUFKIN (Lake Superior): Like Brother Morrissey, it is late, and I will be brief. Because of the finances in my local, I must vote against this.

CHAIRPERSON CULVER: Is there further discussion? We are getting ready to call the question. All those in favor of recommendation Number 4 please say aye. Opposed, no. The ayes have it. Number 4 is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: Let's go on to Number 5. This is at the top of Page 3. That again relates to the Defense Fund and the severance pay fund liability. Do you wish me to read the entire paragraph?

(Cries of "No.")

CHAIRPERSON CULVER: Very well. Number 5 relating to the severance fund is before you. Will there be discussion?

(The question was called.)

CHAIRPERSON CULVER: All those in favor of recommendation Number 5 please say aye. Opposed, no. The ayes have it. Recommendation Number 5 is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: Number 6 we approved earlier.

Numbers 7 and 8 we approved earlier.

The First Report of the Finance Committee is completed and adopted. (Applause and cheers.)

BROTHER HATFIELD (San Francisco-Oakland): Would it be in order for me to move to delete the middle three words in the lead of this report?

CHAIRPERSON CULVER: The matter is closed, Larry. Thank you.

BROTHER HATFIELD: If it is, I so move as it speaks for itself.

DELEGATE: Second.

CHAIRPERSON CULVER: I guess we could show that had you moved earlier, you could have.

CHAIRPERSON CULVER: Thank you again for your help tonight and your excellent decorum.

You are recessed until 9 a.m.

(The Convention recessed at 1:20 a.m.)

FRIDAY MORNING SESSION

June 28, 1985

The Convention reconvened at 9:05 a.m., Chairperson Culver presiding.

CHAIRPERSON CULVER: Will the Convention please come to order. I see 75 delegates, even more.

Will you please take your seats.

As our first order of business this morning we are going to take up some more resolutions. I recognize Martin Goldman of the Resolutions Committee.

BROTHER GOLDMAN (St. Louis): A pink sheet titled, "Support of Rodino Amendment."

SUPPORT OF RODINO AMENDMENT

UPI is moving in bankruptcy court to abrogate its collective bargaining agreement with the Wire Service Guild.

The Convention directs that The Newspaper Guild vigorously support efforts to prevent development of case law that would turn the Rodino Amendment of the bankruptcy act into anti-union legislation.

BROTHER GOLDMAN: **Move adoption.**

CHAIRPERSON CULVER: The Rodino Amendment has been moved and seconded by the committee. Will there be any discussion? All those in favor of adoption please say aye. Opposed, no. The Rodino Amendment is adopted.

MOTION CARRIED

BROTHER GOLDMAN: One that appears green up here titled, "Continental Airlines."

(Cries of "We don't have it.")

BROTHER GOLDMAN: We have a pink sheet that has been around a day or two. We

will go to that because you should have it. It is titled, "Anti-Apartheid Act of 1985."

ANTI-APARTHEID ACT OF 1985

It is time to take economic action to pressure white minority South Africa leaders to end their unspeakable system of racial separation and to start a dialogue with the black majority.

Quiet diplomacy is not enough.

Anti-apartheid protests are not enough.

And while South African rulers have made minimal changes, these are not enough. They recently have set up separate parliamentary chambers for persons of mixed race and Asian descent. They have said that they would eliminate laws banning interracial marriage and would allow multiracial political parties.

Meanwhile, the oppression continues. And mounting racial violence in the past seven months has resulted in more than 300 black deaths. Imprisonment of black trade union leaders continues. And newspaper people are still forced to testify to what they see, reveal their sources and relinquish their photographs.

The South African government needs real pressure to force it to the negotiating table with the black majority. That pressure will be intensified with the passage of the Anti-Apartheid Act of 1985, also known as H.R. 1460 and S. 635.

This legislation bans new investment in South Africa, prohibits U.S. bank loans to the South African government, stops the sale of Krugerrand gold coins in the United States and ends the export of computers to South Africa.

In addition, the bills establish conditions under which two of the sanctions could be waived for limited periods and set penalties for enforcing the sanctions.

It is also noteworthy that South Africa's black trade unionists fully support the bills, according to AFL-CIO Sec.-Treas. Thomas R. Donahue.

However, neither bill calls for abolition of the preventive detention laws used to harass, intimidate and imprison black trade union leaders and to keep all South Africans from the basic freedom of association. The Newspaper Guild would support an amendment to such a call.

It is vital that each U.S. Guild local send immediately a copy of this resolution to the Senators in that local's state.

And it is urgent that U.S. locals begin immediate lobbying efforts to ensure passage in the Senate and subsequently to ensure a strong passage in Congress by a margin large enough to override a White House veto.

There is a growing anti-apartheid movement in Canada, as well. Unions, church groups and others are demanding that Canadian banks and manufacturers withdraw their investments from South Africa. Canadian Guild locals should join this campaign with all possible vigor and seek government action to enforce a ban on investment.

The Newspaper Guild is now in the process of putting its house in order and The Newspaper Guild Convention urges the Canadian and the United States governments to do the same.

It is time for economic sanctions.

BROTHER GOLDMAN: **Move adoption.**

CHAIRPERSON CULVER: The "Anti-Apartheid" resolution has been moved and seconded by the committee for adoption. Will there be discussion?

BROTHER BRYAN (Southern Ontario): It is just a question through the chair to, I guess, Brother Dale.

The last paper says we are now putting our house in order. Should I take that to mean we will no longer have an interest, economic or otherwise, in South Africa very shortly?

PRESIDENT PERLIK: Brother Bryan, you should read that in the context with the Second and Final Report of the Finance Committee in which that issue is addressed, and that is the procedure and process which we are following to fulfill the statement in this resolution.

CHAIRPERSON CULVER: Will there be further discussion? The mikes are clear. The "Anti-Apartheid Act" resolution is before you for adoption. All those in favor please say aye. Opposed, no. The ayes have it. The resolution is adopted.

MOTION CARRIED

BROTHER GOLDMAN: We have this

green sheet now. You should have it. "Continental Airlines." I see it on the tables.

CONTINENTAL AIRLINES

After its members agreed to major pay cuts and offered significant additional concessions, the Air Line Pilots Association was forced to strike Continental Airlines when the company nonetheless unilaterally voided the union's entire contract under a Chapter 11 bankruptcy filing.

The strike continues and the airline is operating with strikebreakers.

The ALPA points out that safety on Continental flights has been compromised severely by the airlines' replacement of its experienced, union pilots by inexperienced and inadequately trained personnel and by its refusal to abide by provisions of the ALPA's last contract with Continental.

This 52nd annual Convention of The Newspaper Guild calls upon Continental management to immediately stop its union-busting activity and at the same time to begin to bargain in good faith with the ALPA.

The Convention also calls upon the 33,000 members of The Newspaper Guild in the United States, Canada and Puerto Rico to boycott Continental and its affiliate New York Air until the airline's management and the ALPA have reached both an equitble new contract and a back-to-work agreement for Continental's union pilots.

BROTHER GOLDMAN: **Move adoption.**

CHAIRPERSON CULVER: The Continental Airlines resolution has been moved and seconded by the committee, and it is before you for adoption.

President Perlik asked to speak on this.

PRESIDENT PERLIK: Brother Chairperson, the delegation will recall Monday when you responded so warmly to John Meury and the report on this strike, I indicated that I thought this convention would respond in a more forthright and specific fashion.

Regrettably that viewpoint did not make its way to the committee, and I would like to offer this additional paragraph for addition to this report: **"And to help in their fight, the Convention authorizes a $1,000 Defense Fund contribution to ALPA's Continental pilots' strike fund."**

(Seconded by several.)

PRESIDENT PERLIK: We need a maker of the motion first.

BROTHER MacDONALD: **I will move it.**

PRESIDENT PERLIK: Jerry MacDonald moves the motion, Brother Chairperson.

CHAIRPERSON CULVER: Yes. The amendment has been moved and seconded. The amendment authorizes a $1,000 contribution to their strike fund. Will there be discussion on the amendment? All those in favor of adoption of the amendment please say aye. Opposed no. The amendment is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: You are back on the main resolution, "Continental Airlines." Will there be discussion on the resolution? All those in favor of adoption of the "Continental Airlines" resolution say aye. Opposed, no. The resolution is adopted.

MOTION CARRIED

BROTHER GOLDMAN: This is a revision of the resolution that was originally titled "Iran—" I can't remember what it was. We just retitled it, "Repression in Iran," and before I read it, there was a delegate that questioned whether "dustbin" was one or two words. The committee determined that George Bernard Shaw used "dustbin" as one word. Therefore we went along with Shaw.

Okay?

"Repression in Iran." It is on—what do you call it?—goldenrod or dark yellow.

REPRESSION IN IRAN

The Khomeini regime, which has consigned every principle of human rights to the dustbin, has placed the rights of a free press at the top of its contempt list.

Not content to close down all opposition newspapers, the Iranian government has exiled, jailed, tortured and executed those who worked for them. As of 1984, at least 45 journalists and writers had been executed or died under torture; hundreds more were jailed and other hundreds fled the country. Many still languish in prison and face death. It is estimated that some 3,000 newspapers and other publications have been closed down.

The Khomeini government may be deaf

to pleas, but The Newspaper Guild Convention believes it is long past time that not only press organizations but governments in every segment of the globe cry condemnation on these and other human-rights outrages in a voice so loud it will be heard even in Tehran.

The Convention directs that The Newspaper Guild's call for condemnation be circulated to every international journalistic labor federation in the world and that this position also be made known to appropriate American and Iranian diplomats.

BROTHER GOLDMAN: **Move adoption.**

CHAIRPERSON CULVER: The resolution entitled, "Repression in Iran," has been moved and seconded by the committee, and it is before you for adoption.

President Perlik asked to speak on the resolution.

PRESIDENT PERLIK: Brother Chairperson, in the next to the last line in the last paragraph I see no reason why Canadian diplomats should not be informed of our opposition as well, and **I would urge that you add the word "Canadian" after "American," making it "American, Canadian, and Iranian diplomats."**

CHAIRPERSON CULVER: All right. You have heard the proposed amendment to insert the word "Canadian" after "American" in the last sentence.

BROTHER LOWE (Southern Ontario): **So move, Harry.**

CHAIRPERSON CULVER: Moved by John Lowe and seconded by Rich of New York. Is there discussion on the amendment? All those in favor please say aye. Opposed no. The amendment is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: The full report is before you for adoption, entitled, "Repression in Iran." All those in favor say aye. Opposed, no. The resolution is adopted.

MOTION CARRIED

BROTHER GOLDMAN: Another yellow sheet entitled, "De-indexing of Old Age Pensions."

DE-INDEXING OF OLD AGE PENSIONS

The Mulroney government wants to put the burden of lowering the Canadian deficit on the backs of senior citizens. The conservative government is proposing to de-index the old age security payments. This action would result in retired persons suffering a real loss in income.

The Newspaper Guild Convention urges the Canadian director and all Canadian locals to send letters to the Canadian government opposing the plan to partially de-index old age pensions. The convention also calls on Canadian Guild members to contact their MPs to express their opposition to the proposal.

BROTHER GOLDMAN: **Move adoption.**

CHAIRPERSON CULVER: The resolution entitled "De-indexing of Old Age Pensions," has been moved and seconded by the committees. It is before you for adoption.

VICE PRESIDENT CLIFFORD (Canadian Wire Service): I am pleased to report that this resolution is somewhat dated now. I heard on CBC that Mulroney has withdrawn his proposal to de-index old age pensions and will be getting the extra funds that they require by extending taxes to business. (Applause.)

CHAIRPERSON CULVER: They heard you coming.

Is there further discussion on the resolution? We are getting ready to vote on the resolution, "De-indexing of Old Age Pensions." All those in favor of adoption please say aye. Opposed, no. The resolution is adopted.

MOTION CARRIED

BROTHER GOLDMAN: We have another sheet also on that goldenrod or whatever it is, entitled, "Star Wars."

STAR WARS

The Reagan administration's Strategic Defense Initiative is yet another escalation of the nuclear arms race which threatens the survival of all.

It has been shown that money invested in other areas of the economy creates far more jobs, dollar for dollar than money spent on the arms industry.

Canada is being asked to participate in this project.

The Newspaper Guild condemns the

militarization of space and urges Canada's Mulroney government to reject any participation in the "Star Wars" project.

Signed: Margaret Binkley, San Francisco-Oakland; Patrick Hunt, Washington-Baltimore; Dennis Robinson, Southern Ontario.

BROTHER GOLDMAN: At this point you might take note, at the request of the committee, there were three "yes" votes, one vote "no," and the other five votes were abstentions.

Move adoption.

BROTHER TOM STEERS (New York): Mr. Chairman, **I have an amendment to the resolution.**

CHAIRPERSON CULVER: Yes. Let me state the motion. The resolution entitled, "Star Wars" is before you for adoption having been moved and seconded by the committee. Will there be amendments?

BROTHER STEERS: The amendment would add to the last paragraph, **"It also urges the Reagan administration to reconsider its commitment to strategic defense initiative."**

DELEGATE: Second.

CHAIRPERSON CULVER: Very well. It has been seconded. Tom, do you wish to—

BROTHER STEERS: Yes. I would like to speak to the amendment.

At this point I will speak to the resolution.

The intent of the amendment is, I believe, obvious.

The Star Wars program originated in this country and all the problems that it entails, and I believe that the amendment makes this resolution relevant.

CHAIRPERSON CULVER: Thank you. Is there further discussion on the amendment?

SISTER LEM: (Southern Ontario): I would just like to say I was one of the originators of this motion. I consider it a friendly amendment. It should have been part of the original resolution since the strategic defense initiative is in fact an escalation of the arms race, and an escalation of the arms race affects all people.

CHAIRPERSON CULVER: Further speakers on the amendment?

SISTER CREIGHTON (Canadian Wire Service): Mr. Chairman, brothers and sisters, I wish to support this resolution, the amendment to the resolution and the resolution. I want to ask these questions. Does the Star Wars issue compromise journalistic objectivity? And may I ask this question: Does it compromise our objectivity if we act as a group democratically more than we are compromised by the positions our publishers take on the editorial pages?

Think about that. (Applause.)

CHAIRPERSON CULVER: Thank you. At this moment we are on the amendment. Is there further discussion of the amendment? All right.

BROTHER STEERS: I would like to close, Mr. Chairman.

CHAIRPERSON CULVER: Yes.

BROTHER STEERS: To answer the legitimate concern raised by the member, I don't believe it is the sole province of management or publishers on editorial pages to voice political concern, particularly over such an issue as nuclear war. Nuclear war is not conducive to collective bargaining at the very least. (Laughter and applause.)

It is an issue that touches everyone in this room, and I believe that we have every right as union members and as individuals to voice this concern.

CHAIRPERSON CULVER: Thank you. Are there further speakers?

Well, you closed the debate on the amendment.

BROTHER PELLETTIER (Southern Ontario): Mr. Chairperson, I would like to speak.

CHAIRPERSON CULVER: Yes. This is on the amendment urging the Reagan administration—amendment to the main motion, is that what you are speaking on?

BROTHER PELLETTIER: Yes.

CHAIRPERSON CULVER: Very well. Go ahead.

BROTHER PELLETTIER: I would like to speak in favor of the amendment.

This strategic defense initiative is an issue that has brought a new dimension to the continuing escalation of the arms race. That is a militarization of space, and it adds a dimen-

sion that is extremely costly to both the United States and Canada, not to mention other parts of the world.

You may or may not know that the Canadian government has been asked to participate in this program, and it is a point of contention in Canada right now that is awaiting decision.

The billions of dollars that will be spent on this program are being spent in a high technology area that will not produce nearly as many jobs as it would if it was spent on areas that address given needs or that are more productive in creating jobs.

This is happening at the same time that our governments in both of our countries are cutting back on and reducing social programs. Funds are being diverted from purposes of looking after human needs and creating jobs to destructive ends.

This program won't end the arms race. It will only escalate it.

After both our countries have spent billions of dollars on this and the Soviet Union has spent billions of dollars developing the same thing, they will then be coming back to us and they will be wanting to spend billions more trying to come up with ways to get around or destroy this new defense system.

I urge a vote in favor of this resolution.

CHAIRPERSON CULVER: Again, is there further debate on the amendment to the resolution?

BROTHER WHITE (Southern Ontario): Mr. Chairman, I would like to speak on the relationship between jobs and defense spending. In 1981, when consumers spent $1 billion on goods, 38,000 jobs were created. When the Pentagon spent $1 billion, they in fact created only 26,000 jobs. More specifically to this convention, in the field of writers and artists in 1981, 26,350 jobs were lost to reduced consumer spending, while only 18,950 jobs were created by defense expenditures.

CHAIRPERSON CULVER: One moment, please. Is this on the amendment in which we urge the Reagan administration to reconsider its commitment?

BROTHER WHITE: I am talking, Mr. Chairman, of jobs in the United States. I feel it is in support of the text.

CHAIRPERSON CULVER: Is it related to Star Wars?

BROTHER WHITE: I think defense and Star Wars are integrally related.

CHAIRPERSON CULVER: Go ahead.

BROTHER WHITE: Further, in the printing trades, 15,300 jobs were lost due to reduced consumer spending while only 7,200 jobs were created by defense spending.

This is another loss, this one surpassing the previous loss, the 8,100 jobs.

I urge all unionists to this convention to vote against this job loss and vote against the human tragedy that accompanies job loss.

(The question was called.)

CHAIRPERSON CULVER: All right. The amendment before you is an amendment to the "Star Wars" resolution, and it adds a new final paragraph stating, "It also urges the Reagan administration to reconsider its commitment to the strategic defense initiative." All those in favor of the adoption of that amendment please say aye. Opposed, no. The ayes have it. The amendment is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: You are now back to the main motion to the "Star Wars" as amended. Will there be further discussion or amendment? The mikes are clear. All those in favor of adoption of the "Star Wars" resolution please say aye. Opposed, no. This amendment is adopted.

I beg your pardon. This resolution as amended is adopted.

MOTION CARRIED

BROTHER GOLDMAN: Before I read this next resolution could I please have the attention of the people standing there behind the San Francisco-Oakland table. Could I ask the Washington delegates at the back of the room if they would be kind enough to please come back to their table. When you hear the next resolution, you will understand better.

All right. You all see a blue sheet with one paragraph that's titled, "Tribute to Dorothy Struzinski."

TRIBUTE TO DOROTHY STRUZINSKI

The Newspaper Guild Convention pays tribute to Dorothy Struzinski for her de-

voted work with the Washington-Baltimore Newspaper Guild. Her service at all levels of the local, demonstrates her commitment to personal growth and the trade union movement. While the convention will miss her contributions and insights we wish her well in all future endeavors.

BROTHER GOLDMAN: **Move adoption.**

CHAIRPERSON CULVER: The resolution entitled "Tribute to Dorothy Struzinski" has been moved and seconded, and it is before you for adoption. Will there be discussion?

SISTER KNOX (Washington-Baltimore): Mr. Chair, I would like to add the name of Connie Knox, Washington-Baltimore, and John Rau, Washington-Baltimore, to this, and I would like to speak to this.

CHAIRPERSON CULVER: They are not on the committee, but we will add that you are seconding the resolution.

Do you wish to speak?

SISTER KNOX: Yes, there are many of us in this room who have known Dorothy Struzinski for a longer time than I have, who have worked with her, admired her, fought with her, and most importantly, learned from her. But for what I have learned from her in the hours we have spent together at the bargaining table, sitting across from the company during grievance sessions and at the table here at this convention, for her caring, for her humor, for her friendship, I thank her and urge your adoption of this resolution.

CHAIRPERSON CULVER: Larry.

VICE PRESIDENT HATFIELD (San Francisco-Oakland): I, too, would like to personally add my endorsement to this resolution and to Dorothy Struzinski, a good friend, a good friend of the union and a good sister in all respects.

SISTER BINKLEY: (San Francisco-Oakland): One of the signers of this resolution.

I would like to urge the adoption of this well-earned tribute to one hell of a classy woman. (Applause.)

BROTHER BRYANT (Southern Ontario): I also support the resolution.

I just want to say that in the years that I have known Dorothy I have been impressed by her tenacity in attacking situations and positions, knowing when she was right and not wavering in her commitment.

BROTHER MINKKINEN: Jerry Minkkinen, Chicago.

All I have to say to Dorothy is, we'll miss you.

BROTHER LOUTH (Vancouver-New Westminster): I would also like to pay tribute on behalf of the Vancouver delegation.

I met Dorothy in 1980, which was my first convention, and from that convention we established the financial forums in Washington, D.C., and I have to tell you, I worked with Dorothy until 3 o'clock in the morning in her office, and that was, in my opinion, a lady that showed me a lot about this union.

BROTHER MORRISSEY (Wire Service): Dorothy, this is a well deserved resolution on your behalf. We are going to miss you.

BROTHER PROSNITZ (Providence): I think I met Dorothy about 350 years ago at our first Guild convention, and we worked together for a long time, and I know on behalf of myself and on behalf of my local we are going to miss you very, very much, Dorothy, in conventions and the Guild, and it is just not going to be the same without you.

BROTHER JONES (Philadelphia): Dorothy, on behalf of Philadelphia and our delegation we wish you God speed and good luck. It has been a pleasure knowing you, and I wish that all your dreams will come true.

VICE PRESIDENT STONEBANKS (Victoria): I will be brief. I just have two words to say. Thank you. (Applause.)

BROTHER MITCHELL (Gary): Dorothy, here's looking at you, kid. (Laughter.)

CHAIRPERSON CULVER: The mikes are clear. The resolution, "Tribute to Dorothy Struzinski," is before you for adoption. All those in favor please say aye. Opposed, no. The resolution is unanimously adopted.

(The audience rose and applauded.)

MOTION CARRIED

CHAIRPERSON CULVER: Recognize President Perlik for an introduction.

PRESIDENT PERLIK: Before, Brother Chairperson, we proceed to other business of the convention I would like to bring to the rostrum a delegate who certainly needs no introduction. He comes before you on this occasion—and I think it is perhaps his seventh, at least his seventh—to report on what at the

moment is TNG's only extant strike.

I speak, of course, about the Wilkes-Barre strike and the future and the fortunes of the Citizens' Voice and ask you once again to welcome to our dais the president of the Wilkes-Barre Local, Jack Wallace. (Applause.)

BROTHER WALLACE: For those who know me, no introduction is necessary. For those who don't, I am that lovable, sweet, nice guy from Wilkes-Barre. (Laughter.)

Mr. President, Mr. Chairman, ladies and gentlemen, brothers and sisters.

I used to bring my daughter to the convention every year, and everyone saw her grow up, and I am very happy to see Jerry MacDonald bring his daughter this year.

Where is she, Jerry? (Laughter.)

I think everybody knows about Wilkes-Barre, and I don't have to go into great detail. Everyone knows that this is the 2,457th day of the strike in Wilkes-Barre, and knowing Capital Cities, there will probably be a 10,000th day in Wilkes-Barre.

It is a study in unity that's probably unparalleled in the history of the labor movement—where a spirit of determination burns with an unextinguishable flame, a place where people can work as a model for all unity throughout The Newspaper Guild and all labor.

As a people in Wilkes-Barre we owe a lot to many. We are determined, just as we were on October 6, 1978, and we will be just as determined tomorrow and next year or however long it takes. Capital Cities some day may have to divest itself of one of its newspapers under the law because of taking over at ABC. We are sure it won't be at Wilkes-Barre, and that's a shame, but if it isn't the one in Wilkes-Barre, it will be somewhere else, but thank God those people, whoever worked for Capital Cities, will be at least free of the bonds of that Irish group of Mafia.

I want to tell you a little story about a young girl that worked in Fort Worth, Tex., for Capital Cities. She was given an opportunity to scab. She was given an opportunity to go to Pontiac, Mich., and work as a scab, and she turned it down, and I am proud of you, Lois Munday, and I am glad you work for the Washington Post.

Thank you. (Applause.)

We have, with the help of God on many occasions, put out a paper every day since the strike began, and as I said, we owe a lot to many.

There is a pressman that works for a weekly newspaper in our area who has come to our aid so many times when our presses were down and allowed us to use theirs.

We also had a man who was the president of a company that printed books, and now that he has gone to his heavenly reward—and I hope he's there—we can say that if it wasn't for that man we would not have been able to put out the Citizens' Voice, but now that he has died, we are able to tell the world that Thomas Marvel, the president of the Offset Paperback Company, was a man who was our source of newsprint that we couldn't get elsewhere and that Capital Cities tried desperately to cut off our supply, even so much so as to go to Canada and buy a plant that they thought was our source to cut us off.

Thomas Marvel, God rest his soul, was one of our benefactors. Thank God for him. And speaking of God, you know he is an honorary member of Local 120 at Wilkes-Barre (laughter), and we know for a fact that he and his son, you know, held Number 1 and 2 cards in the Carpenters Union. So he was a good union man and still is, and he is always on our side.

For Mulcahy, I want you to know, Mulcahy, we found out Christ was Irish. (Laughter.) Where else could you find a 33-year old man living at home with his mother and out drinking with 12 of his buddies on a Thursday night. (Laughter.)

Go ahead, laugh. (Laughter.)

As I said, in Wilkes-Barre we owe a lot to him. I was told, "Don't tell them how much income we have had, Jack. Don't tell them how much we've spent," but I can assure you folks we spent every penny that we have earned or got, and we want to thank God for everybody that has sent us donations and continues to send us donations, and I don't want to stand here and list everyone because I might miss somebody. But there is a young lady from Portland, Me., who sends us a check every month, and thanks, Sharon. I know you are only on the job a short time, but thanks for sending it. And Philadelphia and Buffalo and San Jose and everybody that sends us checks. Thank you very much. Every penny of it goes to the Blue Cross/Blue Shield Fund which last year cost Wilkes-Barre local

$340,000 for premiums for Blue Cross/Blue Shield, so you can see how important it is to us. We have had some very bad experience ratings as far as our premium cost to Blue Cross/Blue Shield due to cancer.

We publish a paper each day six days a week. We have averaged 72 pages per day, and that's pretty good production. We thank all of you who have sent your ads to us for our anniversary edition each year. That was a tremendous help in raising money for our cause. We will be doing it again in September and October, and we hope that you will continue to help us.

The legal battles continue. We are now before the United States Supreme Court on our pension plan. We are before the federal courts, local courts, state courts. We have so many legal cases going that, as I said before, with all due respect to David Barr, who is a good friend, lawyers get very rich and they get very rich on many, many disputes. I don't say they are getting rich on us because they are our helpers and our friends, but we are locked in some very, very serious legal battles which will affect all, not only in the Guild but in labor generally.

As a wise man once said, there is nothing that God and you and I can't handle today and every other day. So if we have faith in our fellow union people, we will make it, and we will make it well.

Our problems have included Ronald Reagan, Capital Cities and Mr. Bingle-Bangle and his ITU. I don't think Bingle retired, I am not sure, but I haven't heard yet. Has he been absorbed by some other union? (Laughter.)

I promised that I wouldn't say anything bad about the ITU, and I won't. I will just say it about Mr. Bingle. (Laughter.)

I like the guy who visited the White House the other day. He was wearing a pin, and the pin said, "Just because you are a Republican and I am a Democrat doesn't mean we can't get along." I think we can be friends. I will put it this way, Mr. Reagan: I will hug your elephant if you will kiss my ass! (Laughter and applause.)

There was a man on safari one time, and he came upon a village of cannibals. As he walked through the village of cannibals he saw a sign for a restaurant, and he said, "I'd like to have something to eat. Could you show me a menu? And the man did. When he looked at the menu, he saw fried missionary was $50, fried hunters were $100 and there were some other people on the list there, but he came across one that said "fried publisher, $300."

He said to the cannibal, "How come the publishers are $300."

The cannibal says, "Did you ever try to clean one of those things?" (Laughter and applause.)

I want to point out the help that we have received from a large number of people, and as I said before, I don't want to miss anybody, but Carl Schwab, who is our treasurer, is here, and he handles all the money in Wilkes-Barre.

Carl, stand up, please. Stand up and take a bow. (Applause.)

Bill Brown, Leo Ducharme, Jim Orcutt, Sabatini—lots of people help us.

The international Guild, you as individuals, your locals, every member of the Guild, Pressmen, Stereotypers and some ITU. (Laughter.) You have been our backbone. Please stay with us. We are not going to die.

I am sorry to see Tom Hiltz leaving the board. Tom has been a good representative of Region 1. I am sure his successor will do just as well.

Thank you, Tom.

Recently a Pennsylvania State University professor has taken on the task of writing a book about the strike in Wilkes-Barre. This book should be published some time next year and hopefully it will be good, but Carl and I are waiting for the movie rights. We would rather be in the movie than be in the book. If they can make one about the Washington Post why not one about Wilkes-Barre.

Speaking of books, you know, my book is coming along well. I am writing one called—I have titled it "The Games Judges Play and Lies Lawyers Tell." The overleaf of the book will say that the law is designed to perpetuate the wealth of attorneys. Everyone knows how I feel about attorneys and publishers.

Someone asked me one day about what's the difference between a lawyer and a prostitute. I said, "I really don't know," and the guy said, "Well, one gives good service at a reasonable price." (Laughter.)

A man walking through a cemetery one day came upon a most unusual monument ever

displayed anywhere. With all due respect to everyone in the room, I must tell you that it was a 6 foot granite penis, and the man stood in shock, and he is looking at it and he is staring and he is walking around it, and he just can't believe what he is seeing. And he looked at the inscription and the inscription said "John Q. Smith, publisher." (Laughter.) And as he saw the caretaker walking through the cemetery, he said to the caretaker, "Come here." He said, "I can't believe this. I have never seen anything like it in my life."

And the caretaker said, "What's so wrong?"

"My God, that must have been some man, some real man, to have that kind of monument on his grave."

The caretaker said, "Man, hell. His employees bought it for him." (Laughter.)

We want to thank you again for all you have done for us, and let us borrow an expression—and all the people of the Jewish faith bear with me, I want to borrow this statement that is inscribed on the Yad Vashem. Yad Vashem is the monument to the Holocaust in Jerusalem, and what it says is: "Nothing dies that is remembered."

If you will remember, we in Wilkes-Barre will never die. Thank you.

(The audience rose and applauded.)

PRESIDENT PERLIK: Thank you, Jack. Up to your usual form.

I am sure your friends will want to show you that nobody has forgotten and do want to remember you very tangibly this morning.

I would ask the staff to pass the buckets, and the microphones are open for those lines of local contributions.

BROTHER ROUSSEAU (Manchester): As president of the New England District Council, Jack and Carl, I am happy to tell you that you will be receiving a check for $300 from the New England District Council.

In addition to that, Manchester will continue its $50 monthly contribution. Keep up the good work.

BROTHER LaPOINTE (Albany): Albany will donate $100.

BROTHER CHRISTIAN (Buffalo): Buffalo pledges $100.

BROTHER MacDONALD (Canadian Wire Service): Canadian Wire Service Guild is very happy to donate another $1,000 to Wilkes-Barre. (Applause.)

SISTER RAJALA (Brockton): Brockton is privileged to participate with its $50 a month contribution. We will continue.

BROTHER LIPTON (New York): New York contributes $250 to its brothers and sisters in Wilkes-Barre.

BROTHER LOUTH (Vancouver-New Westminster): It will be our pleasure to go back to our executive and make a recommendation of $500.

SISTER BICKFORD (Portland): We will be happy to continue with our $75 a month contribution, and we will add $100 to that.

BROTHER KRAUSE (Lynn): Lynn donates $100 to the fund.

BROTHER SWEENEY (San Jose): Our local will continue $100 a month for as long as it takes Jack and the rest of the Wilkes-Barre strikers to grind Capital Cities down.

BROTHER GOODMAN (Hudson County): I will recommend to our local as soon as I get back a contribution of $100, and in the meantime I would like to say that I enjoyed the company of Jack Wallace at dinner last night, and to all our surpise, our delegation from Hawaii picked up the dinner tab, so the 20 bucks I would have spent on dinner is going to the Wilkes-Barre fund.

VICE PRESIDENT SOUZA (Hawaii): We would also like to donate $100.

BROTHER ROBERT SPECK (Toledo): Toledo has donated to Wilkes-Barre every month since the strike began and will recommend to its executive board a double contribution next month.

BROTHER LEROY MONTOYA (Los Angeles): The Los Angeles Local will donate $100.

BROTHER HENRY COLLINS (Salem): Salem will recommend $100 donation.

BROTHER SPOHN (Bristol): Bristol pledges $50.

BROTHER RAMIS (Puerto Rico): We contribute $200.

SISTER SALTER (Lehigh Valley): I will recommend $50.

BROTHER CUTHBERTSON (San Fran-

cisco-Oakland): When our strike began six years ago, we had a little agreement with Jack that we wouldn't send each other money for our mutual strikes. Well, after six years, ours is finally over in Vallejo, and this is our pledge that we intend to resume SFONG's policy, and that is to send a monthly check to Wilkes-Barre and any other local that has a strike. (Applause.)

BROTHER CHARLES WALKER (Providence): We will recommend to the executive board a donation of $300.

BROTHER RANDOL (Central California): In addition to our monthly contribution we will recommend an additional $100.

VICE PRESIDENT McCRACKEN (Memphis): We will recommend $100.

BROTHER MITCHELL (Gary): I will go back and recommend a $50 donation to Wilkes-Barre.

BROTHER JONES (Philadelphia): Jack, Carl, as you know, Philadelphia has been with you all through the strike. It is our pleasure and desire to say that we will continue to support your strike as long as it exists.

SISTER KNOX (Washington-Baltimore): We will recommend to our next executive council a donation of $100 to Wilkes-Barre.

BROTHER RAVICK (Victoria): In addition to our regular monthly contribution which started when the strike started, we will recommend to our executive a $100 contribution.

BROTHER MUIR (Harrisburg): Harrisburg continues its unwavering support to our brothers and sisters in Wilkes-Barre. We will not stop supporting them until they stop.

PRESIDENT PERLIK: Are there any others? I wouldn't want to cut off the floor too quickly.

BROTHER HATCH (Cleveland): We will recommend $200.

DELEGATE: Woonsocket $50.

PRESIDENT PERLIK: Very good. I am sure Jack would express his appreciation if he were here. The microphone will remain open forever for this purpose.

BROTHER WALLACE: Thank you very kindly, ladies and gentlemen. We had to cut the little speech short this morning because of all the nominations and elections coming up.

One thing I would like to say. Whatever Mr. Perlik said at dinner the other night about, you know, be nice to an ugly lady and give her a wink, believe me, there's not a female in this room deserves a wink because there is no such thing as an ugly lady.

PRESIDENT PERLIK: Any response from the ladies or otherwise?

CHAIRPERSON CULVER: Gil Bailey.

We are preparing to take up the Second and Final Report of the Collective Bargaining Committee.

BROTHER BAILEY (Pacific Northwest): The Second and Final Report of the Collective Bargaining Committee.

SECOND AND FINAL REPORT OF THE COLLECTIVE BARGAINING COMMITTEE

The experience of each local with new or modified equipment, machines, apparatus or processes may be of use to other locals in evaluating the impact on jurisdiction, job security, existing minimum salaries and working conditions, including workers' safety and health.

The Convention recommends that, upon notification from any TNG local of the introduction or proposed introduction of any new equipment or new process, TNG shall immediately gather information to determine whether this or similar new equipment or processes are in use at any TNG-represented bargaining unit and gather information to aid locals in their development of proposals for salary levels and working conditions. Locals shall notify TNG immediately when they become aware of the introduction or proposed introduction of new equipment or processes that may affect Guild members.

Signed: Gil Bailey, Pacific Northwest, Chairperson; Alvin Aleixo, Providence; Henry Baker, New York; Linda Beaulieu, Woonsocket; Mike Bocking, Vancouver-New Westminster; Mike Burrell, Denver; Kitty Caparella, Philadelphia; Lee Clifford, Canadian Wire Service; Michele C. Davis, San Diego; Dave Elder, Ottawa; Joe Frolik, Cleveland; Pam Haren, Cleveland; Mike Hoelscher, Brockton; Sophia Jensen, San Francisco-Oakland; Ed Kirgan, St. Louis; Connie Knox, Washington-Baltimore; Dennis Lajiness, Toledo; David Langzettel, Portland; Linda Lipp, Chicago; Dave Longerbone,

Twin Cities; Dianne Martino, San Jose; Steven Michael, San Francisco-Oakland; Richard Olive, San Francisco-Oakland; Earl Patrick, Philadelphia; Sandra Pearlman, Washington-Baltimore; Bill Phillips, San Jose; John Redenbo, Peoria; Christine Skeets, New York; Larry Smith, Denver; Stan Souza, Hawaii; Gustav Spohn, Bristol; Roger Stonebanks, Victoria; Jerry Trambley, Erie; Gene Turner, Central California; John Wallace, Wikes-Barre.

BROTHER BAILEY: I so move.

CHAIRPERSON CULVER: The Second and Final Report of the Collective Bargaining Committee has been moved and seconded by the committee. Are there any additions to the report? The report is before you for adoption. The mikes are clear. All in favor of adoption of the Second and Final Report of the Collective Bargaining Committee please say aye. Opposed, no. The resolution is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: We are going to take up the Second Finance Committee Report. Is John Edgington — yes, John.

BROTHER EDGINGTON: Second and Final Report of the Finance Committee.

SECOND AND FINAL REPORT OF THE FINANCE COMMITTEE

Recognizing employer assaults on organized labor through the use of bankruptcy proceedings, the Convention authorizes up to $30,000 from the Defense Fund to pay legal fees incurred by the Wire Service Guild in its struggle with United Press International.

The Convention also orders IEB studies in two areas.

It has long been the position of TNG to oppose the immoral denial of basic rights to South African blacks. In public statements and deeds, the leadership and membership of TNG have demonstrated opposition to apartheid.

The arrest outside the South African Embassy in Washington of President Charles A. Perlik, Jr., Anna Padia and Ernie Mercer attests to the Guild's conviction that pressure must be brought to bear on the racist regime in Pretoria.

Now is the time in both Canada and the United States to apply direct economic sanctions against South Africa.

The IEB is also instructed to study potential inequities in TNG minimum strike/lockout benefits and report its findings to the 1986 Convention.

Now therefore the Convention:

1. **Authorizes an expenditure of up to $30,000 from the Defense Fund to pay for bankruptcy counsel to the Wire Service Guild. This authorization will assist the local in protecting its members and collective bargaining agreement at United Press International. UPI is operating under protection of Chapter 11 of the U.S. Bankruptcy Code. On Monday, June 24, UPI announced its intention to use the Code to abrogate its union contract. The action, if successful, threatens to undermine all collective bargaining agreements.**

2. **Directs the IEB special South African divestment committee to recommend at the 1985 fall IEB meeting initiation of a plan, consistent with TNG's legal and fiduciary responsibilities, with the objective of divesting any TNG investments in companies that do business in South Africa and with banks that make loans to the government of South Africa.**

3. **Directs the IEB to study the minimum strike-lockout benefits and report to the 1986 convention its recommendations on increases in the strike-lockout benefit, if any, and the impact of the changes on the Defense Fund.**

Signed: Victor Alfano, Scranton; Elbert L. Atkinson, New York; Karlyn Barker, Washington-Baltimore; William Barry, Philadelphia; Pat Barth, Denver; John Belcarz, Montreal; Nelson Benton, Salem; Adolphe Bernotas, Wire Service; Sharon Bickford, Portland; Richard Brandow, New York; Rick Brennan, Windsor (except 1); Robert Bruner, Pacific Northwest; Barbara Bruno, Denver; John Bryant, Southern Ontario; William Buchanan, Erie; Mark Bufkin, Lake Superior; Dena Bunis, Rochester; Alice Busby, Vancouver-New Westminster; John Carmichael, Twin Cities; Chuck Caruso, New York; Bob Chartrand, Northern Ontario; Cynthia Cheski, Bakersfield; Donald Chorpenning, Los Angeles; Bernadette Clancy,

Southern Ontario; Ray Cohn, Lexington; Henry Collins, Salem; Doug Cuthbertson, San Francisco-Oakland; Bill Davis, San Jose; Jane DuBose, Knoxville; Fred Dunham, Montreal; Larry Finley, Chicago; Susanne Fowler, Wire Service; Paul Furiga, Cincinnati; William Gillin, Wire Service; Frank Goodman, Hudson County; Larry Hatfield, San Francisco-Oakland; Judith Hildner, Pueblo; Bob Hill, Montreal; Thomas Hiltz, Boston; Barbara Jahn, Manchester; Thomas Keenan, New York; John Kennedy, Youngstown; Paul Kidd, Canadian Wire Service; Dick Klinczar, Buffalo; Roy Kruse, Hawaii; George Laine, Los Angeles; Ike Lewis, Toledo; Barry Lipton, New York; Kim Lukasiak, Buffalo; Jerry MacDonald, Canadian Wire Service; Faye McCracken, Memphis; Randy MacDonald, Ottawa; Peter McLaughlin, New York; Jerry Minkkinen, Chicago; John Mitchell, Gary; Charles Montague, Akron; Leroy Montoya, Los Angeles; Mel Morris, Vancouver-New Westminister; William Morrissey, Wire Service; David Mulcahy, New York; Lois Reed Munday, Washington-Baltimore; Dan Oldfield, Canadian Wire Service; Paul Palange, Woonsocket; Tom Pennacchio, New York; Ralph Petrucelli, New York; Frank Prosnitz, Providence; George Randol, Central California; John C. Rau, Washington-Baltimore; Joe Ravick, Victoria (except 1); Rosa Salter, Legigh Valley; Tim Schick, Albany; John Schultz, San Antonio; Carl Schwab, Wilkes-Barre; Bob Speck, Toledo; Robert Steinke, St. Louis; Linda Stepp, Harrisburg; Dorothy Struzinski, Washington-Baltimore; Frank Sweeney, San Jose; Beth Tamke, Memphis; Neale Van Ness, Twin Cities; Charles Walker, Providence; Virginia Watson, St. Louis; Tim White, Southern Ontario.

BROTHER EDGINGTON: Chairperson Culver, **I move adoption of the Second and Final Report of the Finance Committee.**

CHAIRPERSON CULVER: Thank you, John.

First, are there any additions to make to the report?

BROTHER LOUTH (Vancouver-New Westminster): Please add my name.

BROTHER FURST (Twin Cities): Please add my name.

CHAIRPERSON CULVER: Are there others?

BROTHER HATCH (Cleveland): Please add my name.

BROTHER HILL (Vancouver-New Westminster): Please add my name.

BROTHER MITCHELL: I think we are missing the name of the chairperson, John Edgington. Please add it.

CHAIRPERSON CULVER: He is going to take care of that. Thank you, John.

Any other names to be added?

John Edgington's name has been added.

Bill, you were first at the mike.

BROTHER MORRISSEY (Wire Service): Brother Chairperson, during this convention you have heard President Lynn Williams of the Steelworkers refer to the problems created for the labor movement by the Bankruptcy Code of the United States and the manipulation of that code by the owners and management of businesses.

You have read in the local newspapers how, in order to get out of the lease at Three Rivers Stadium, the ownership of the Pittsburgh Pirates intend to make use of Chapter 11 of the U.S. Bankruptcy Code, and I could go on for hours about how the management of United Press International wants to strip the employees of United Press International of their most basic union-won benefits and wages through the U.S. Bankruptcy Code.

I urge your support for the Second and Final Report of the Finance Committee, because after the Continental Airlines use of the U.S. Bankruptcy Code to attempt to bust the Air Line Pilots Association's Continental Airlines unit, a good friend of labor, Representative Rodino of New Jersey, attempted to correct an interpretation of that code by the United States Supreme Court which was written and became known as the Bildisco decision.

The Rodino amendment requires that before an employer can abrogate a contract, it must go through a collective bargaining process, and it must meet certain standards, and among those standards are equity of treatment at United Press International. After making great sacrifices to see to it that their jobs were still in place, the employees of UPI were treated to one of the most brazen slaps in the face that I have seen in my years of union activity.

They were told that based upon the wages they gave up, management should get wage increases. They were told, after making the only investment to keep UPI alive, that they should give up their union contract.

We do not intend to allow the company to do that unchallenged. We appreciate your support for the philosophical resolution adopted earlier today which puts this convention on record as saying The Newspaper Guild will not allow UPI to treat its employees that way, and we urge support for this final report in order to give us the financial strength to appear before Judge Bason in Washington, D.C., and to keep the Rodino amendment the pro-union legislation that it was intended to be. (Applause.)

CHAIRPERSON CULVER: Thank you, Bill.

BROTHER RAVICK (Victoria): I rise in support of all three articles of the Second and Final Report of the Finance Committee. We wholeheartedly support all three articles therein.

However, we do have a problem with one aspect of that, and that is once more the raiding of the Defense Fund. We feel that the Wire Service Guild certainly has a good position and that the Guild should support them. However, we feel that the $30,000 or whatever amount is coming out of it should come out of the General Fund and not out of the Defense Fund.

BROTHER KRAUSE (Lynn): I would just like to say from the days of Scripps-Howard to the darker days of the present ownership, the names may change at UPI, but the song remains the same.

As far back as 1978 under Scripps-Howard, UPI asked for and got a wage and benefits freeze which at the time was almost unheard of. The Guild acquiesced then with the promise that in subsequent years they would be rewarded for it.

As we see here today, that has not been the case.

As we heard from the pilot from Continental Airlines, these bankruptcy proceedings can be used in many nefarious ways.

I believe what UPI is doing right now is reprehensible, especially in light of the story I read last week that the company said it had one of its best quarters in years.

I wholeheartedly support Number 1, and I would also like to say that what is a Defense Fund for if you can't use it for something like this.

Thank you. (Applause.)

VICE PRESIDENT HATFIELD (San Francisco-Oakland): I would like to make a response to the remark by my brother from Victoria about raiding the Defense Fund. This is not a raid. This is a legitimate expense. If ever there was a time we were using the money of the Defense Fund for what it was intended, this is it. This is defense of the member and defense of the union. (Applause.)

SISTER LEM (Southern Ontario): I just want to make a brief statement about a part of the resolution that dealt with South Africa and investments in South Africa.

I just want to remind the brothers and sisters in the room here of the basic analysis of the South African Congress of Trade Unions of the apartheid system in South Africa, and that is that the root and fruit of apartheid is cheap labor.

No union should have any investments in South Africa, and as is mentioned, the high profile that The Newspaper Guild has taken with Mr. Perlik and others demonstrating outside the embassy, you know, in light of that I think it is really shocking that the Guild at this time still has investments in companies that deal with South Africa or have other connections.

I want to make a statement about the second recommendation. Some members of my local considered asking for an amendment that would say that—the part of it which reads, "and with banks that make loans to the government of South Africa," we also wanted to say, "or make loans for the purpose of projects or investments in South Africa."

We are not sure that there would be any banks left that we could do business with, so we are not actually making that amendment, but we hope that the committee will seek out such a bank if there is one.

BROTHER BRENNAN (Windsor): I, too, agree with the final report but do take exception to the fact that $30,000 is coming from the Defense Fund. I think it should come from the General Fund. I believe that I know how much employees of UPI have given up. I was a recent employee of United Press Canada before they pulled the plug, and I know how

much they have given up, and they deserve this money, but I believe it should come from the General Fund.

Thanks.

SISTER FOWLER (Wire Service): I am one of two hard pressed Unipressers here this week. You cannot imagine what it's like to work there and what we have gone through the past year. Things are only going to get worse. I don't mind begging. We really need it.

Thank you. (Applause.)

BROTHER COHN (Lexington): I would like to speak in support of the money for UPI. If this is not a legitimate Defense Fund expenditure, I don't know if there is one. How can you take money from the General Fund when you have a $91,000 deficit?

SISTER LOIS REED MUNDAY (Washington-Balitmore): As to Number 1, I, too, agree, if this isn't defense, what is defense. And as to the second position, our local has already voted to direct our finance committee to divest ourselves of all of our interest in any banks or finanical institutions that do anything with South Africa. We wouldn't touch it with a 10-foot pole.

BROTHER BERNOTAS (Wire Service): I don't work for UPI. I work for the Associated Press, sometimes referred to by a recent dead right-wing publisher as the asphyxiated press or the assassinated press.

Nevertheless I compete with UPI every day, but I am in the same local with my brothers and sisters as unionists, and I can think of no more proper moment to use the $30,000 from the Defense Fund as now because even as we speak, this instant, Local 222, the Wire Service Guild local, is in bankruptcy court in Washington now, this minute, fighting to preserve that contract and not only that contract but every contract in The Newspaper Guild. Please approve this report. (Applause.)

BROTHER McCORMALLY (Wire Service): My colleagues have pretty well stated it, but I think it is important for the convention to remember that the company came in here on Monday, to this convention hall—actually across the building—and told us they wanted to tear our contract up, and Monday at 5 o'clock my colleagues and I were looking at the prospect of being on the picket line or the unemployment line, and I want to thank the leadership and my brothers and sisters here in the hall for their expressions of support and solidarity.

This money will be wisely used, and it is to defend the rights of all of us, protect us all from the greedy and wrong-headed owners and publishers, whatever they are, who are trying to take away our rights under the guise of law. (Applause.)

BROTHER KIDD (Canadian Wire Service): We have heard from the other Wire Service members from the United States. We have heard them succinctly. It is an appeal from the heart. Support them. (Applause.)

CHAIRPERSON CULVER: Very well. The Second and Final Report of the Finance Committee is before you for adoption. All those in favor please say aye. Opposed, no. The resolution is unanimously adopted. (Applause.)

MOTION CARRIED

BROTHER MORRISSEY: Brother Chairperson, if I may be allowed, I now know something about how Jack Wallace often feels, and I feel it is appropriate to thank this assembly for its support. And I commit to you that this money will be spent as it is intended, and I hope to report to you at the next convention that we have saved our contract and kept the law as it was meant to be.

Thank you. (Applause.)

BROTHER KRAUSE: Steve Krause from Lynn again.

I don't want this as a resolution or anything like that, but I just want the Wire Service Guild to know when I get back to Lynn I am going to ask my local to donate some money to the Wire Service Guild, and I strongly request that any other local do the same thing.

Thank you. (Applause.)

CHAIRPERSON CULVER: The chair would like to say something. It is not permitted for the chair to enter into debate, but as someone who worked for United Press International for 35 years and as a member of the Wire Service Guild, I join my delegation in our deepest thanks for what you have done today and all of your expressions of support.

I would like to recognize Charles Dale for one final remark regarding the Finance Committee.

SECRETARY-TREASURER DALE: Thank you, Brother Harry.

For serveral years now we have had the good fortune of having a very gracious and extremely competent person agreeing to serve as chairperson of the Finance Committee. For the last several years we have asked John Edgington of San Diego to perform that chore, and each year he has had a full plate to deal with. This year I think he performed as well as anybody could possibly perform in that role, and all I can say, John, is thank you, and I hope you will be willing to come back and do it again.

(The audience rose and applauded.)

CHAIRPERSON CULVER: The chairperson of the Constitution Committee, Russ Cain.

CHAIRPERSON CULVER: Excuse me, Dorothy.

SISTER STRUZINSKI (Washington-Baltimore): Brother Dale took the wind out of my sails. If John Edgington ever chose not to chair the Finance Committee, this is one person who would understand it, but I want to thank him for not only this year but for the many years that he served as chair.

Thank you, John. (Applause.)

CHAIRPERSON CULVER: Thank you, Dorothy.

We will now turn the order of business to the First and Final Report of the Constitution Committee. Russ Cain, you are recognized.

BROTHER CAIN (San Jose): This is the First and Final Report of the Constitution Committee. It is on a white sheet.

FIRST AND FINAL REPORT OF THE CONSTITUTION COMMITTEE

To implement Convention adoption of Recommendations 1, 4, 5, and 6 of the First Report of the Finance Committee, the Convention amends Article XVII as follows (new language in **bold face;** deletions in *italics):*

Amend Section 7(c) to read:

Out of every per capita payment under (a)(1), less $1.35, 15 percent shall be deposited in the International Defense Fund effective May 1, 1982, through *June 30, 1985* **January 31, 1987;** effective *July 1, 1985*, **February 1, 1987,** 20 percent shall be deposited in that Fund.

Amend Section 2(d), first paragraph, to read:

The monthly dues of each member shall include, for all months except when TNG is in a reduced dues period as defined in Section 2(e) of this Article, **and except for the one-month period referred to in the second paragraph of Subsection (e) of the Section,** the difference between the amounts set forth under Table A and Table B of Section 2(c) of this Article.

Amend Section 2(e), first sentence, to read:

Except for the one-month period referred to in the second paragraph of this Subsection, TNG will be in a reduced dues period whenever the International Defense Fund reaches *$5,000,000* **$6,000,000,** and will remain in a reduced dues period thereafter until the International Defense Fund is below $4,500,000.

Add the following paragraph to Section 2(e):

When dollar amounts in the International Defense Fund reach $6,000,000 for the first time following August 1, 1985, then for the ensuing month the monthly dues of each member shall include dues equal to the rates required under Subsection (d) of this Section, with the income produced thereby to be used exclusively to fund TNG's severance pay liability to its staff.

Amend Section 2(c) by inserting a new paragraph immediatley preceding the final paragraph on page 78 of the Constitution, as follows:

[Based on 1985 Convention action, following approval by the general membership by a Guild-wide referendum to be held after January 1986, the foregoing paragraph shall be changed to read: "or *five percent* **a percentage** of one week's regular weekly compensation up to the maximum required by the above schedules, *plus $1.50, or a dues schedule which yields at least an equivalent total dues income,* as follows: **5 percent, plus $1.50, through and including June 30, 1986; and 6 percent, effective July 1, 1986; or a dues schedule which yields at least an equivalent total dues income."**]

Delete Section 2(f).

Amend Section 7(a)(1) by adding a new paragraph, as follows:

[Based on 1985 Convention action, following approval by the general membership by a Guild-wide referendum to be held after January 1986, the foregoing paragraph shall be changed to read: "(1) For each monthly dues payment, except as provided in (2), (3) and (4) below, *1 13/20 percent (.0165)* **a percentage** of the average top reporter minimum in TNG contracts determined annually as provided in Section 7(b), and *$1.35 in addition but* as follows: **Through and including June 30, 1986, 1.65 percent plus $1.35; and effective July 1, 1986, 1.939%. In each case, the per capita tax shall not be** more than 50 percent of each dues payment which does not exceed the per capita payment."]

II

The Convention notes the recent 5-4 decision by the United States Supreme Court in Pattern Makers League vs. NLRB that unions may not bar resignations from membership during a strike or lockout or at a time when a strike or lockout appears imminent.

This decision would appear to affect Article X Sections 13 and 15 of TNG's Constitution and a number of pending cases involving TNG locals. There is insufficient time at this convention to obtain and review the decision and appropriately amend the Constitution. Therefore, the IEB is empowered to undertake that review and advise U.S. locals as to provisions of the Constitution that are or may be unenforceable as a consequence of the court's opinion, pending full consideration of appropriate constitutional amendment(s) at the next convention.

Signed: Russ Cain, San Jose; Dick Christian, Buffalo; Roy Cummings, St. Louis; Paul Griffin, Canadian Wire Service; Ray Hill, Buffalo; Rufus Irondi, Washington-Baltimore; Doug LaRochelle, Southern Ontario; John Lord, Southern Ontario; Paul Pelletier, Southern Ontario; Shirley Rajala, Brockton; Thomas Steers, New York; Roy Tubbs, Vancouver-New Westminster.

BROTHER CAIN: Brother Culver, **I move adoption.**

CHAIRPERSON CULVER: Yes. The First and Final Report of the Constitution Committee has been moved and seconded and is before you for adoption. Are there any name additions to the report?

Will there be discussion?

Is there discussion on the Constitution report? Very well. President Perlik has something to say.

PRESIDENT PERLIK: Brother Chairperson, I draw the delegates' attention to the material under Roman Numeral II and where I take it you are about to authorize the International Executive Board and TNG to do certain things with respect to this decision of the Supreme Court.

This issue has been before this and other unions for years now. Three of our locals have had National Labor Relations Board orders pending against them for many, many months awaiting this decision because our Constitution reads precisely in this area as does the Pattern Makers' constitution.

The Newspaper Guild is, always has been, always will be a law-abiding organization. That will occur in this respect as well. But just because we are does not deprive us of the indignation brought upon us by this decision of the Supreme Court. I suppose we should be growing used to these things by now, given the nature of this court and given the nature of the administration of American government, which so closely parallels the conservative philosophy that motivates the court.

Once again, unions have been pilloried by an attitude in this country. Once again our job has been made more difficult. We now have beyond our reach the ability to penalize defectors who now have opened the doors wider for employers to attempt to induce defection during strikes. Once again unions find it necessary to do their own job, to do their own work, and abandon the hope that the government will be of any assistance.

The final word can only be we have to change the government. (Applause.)

CHAIRPERSON CULVER: Is there other discussion? The First and Final Report of the Constitution Committee is before you for adoption. All those in favor please say aye. Opposed, no. The ayes have it. The report is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: Thank you, Brother Cain.

BROTHER GOLDMAN (St. Louis): We have a yellow sheet titled, "Barney Wippold."

BARNEY WIPPOLD

It is with great sorrow that The Newspaper Guild Convention notes the passing of Bernhard T. "Barney" Wippold, a founding member of the St. Louis Local in 1934 and its original treasurer. For 45 of his 53 years on the St. Louis Globe Democrat he was an active Guild member, including seven terms as president, more than 25 years as a convention delegate, more than 25 years as an executive committee member and many years as a delegate to the Midwest District Council.

BROTHER GOLDMAN: **Move adoption.**

CHAIRPERSON CULVER: Thank you, Marty.

The "Barney Wippold" resolution is before you for adoption. All those in favor please say aye. Opposed, no. The resolution is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: We will next take up the resolution headed "In Memoriam" on the green paper.

BROTHER GOLDMAN: "In Memoriam."

IN MEMORIAM

It is with sadness at their passing, but hopefully, better for having known them, that this convention must report that a number of members and leaders have departed in the months preceding this 52nd Annual Convention, including:

Toledo, Local 43: Lillian White long time Guild activist and local officer; Darrel Minder, Diane Pierce, Wanda Cook, Dick Delaney.

BROTHER GOLDMAN: **Move adoption.**

CHAIRPERSON CULVER: Thank you, Marty.

Before proceeding on the addition of names, any names you wish to add to the "In Memoriam" resolution, please print the name of the person and the local and hand deliver it to Lenore Hayes, the stenotypist.

BROTHER SCHICK (Albany): Please add the name of **Charles Nicholson** who died on the job this year.

BROTHER BERNOTAS (Wire Service): Please add the names of **Henrietta Leith Ambro** and **Donald Faulkner.**

BROTHER MITCHELL (Gary): Please add the name **Jim Hill,** Gary.

SISTER CRAIG (Southern Ontario): Please add the name of **Milt McPhail** who also died on the job this year.

BROTHER YONSON (Ottawa): Please add the name of **Paul Cragg.**

BROTHER HATCH (Cleveland): Please add the names of **Art Schrock, Michael Kelly, A. Lynne Browne, Dennis Lustig, James Clark,** and **Norman Mlachak.**

SISTER STRUZINSKI (Washington-Baltimore): Please add the names **Walter G. Davis,** at-large; **Raymond Alvarez,** AFL-CIO; **Richard Childress,** Baltimore Sunpapers; **Urcel Daniels,** Bureau of National Affairs, retired; **Harry D. Garduk,** Labor newspaper, retired.

CHAIRPERSON CULVER: Thank you.

BROTHER JONES (Philadelphia): Please add the names of **Patricia Pierce, Regina Tobin, James M. Jesakow, Eugene A. Murray, Betty Donovan, LeRoy F. Holmes, Girard Chaput, Robert Klingenberg, George Mullen, Albert Lucet,** and **Frank McDevitt.**

BROTHER MacDONALD (Canadian Wire Service): Please add the name of **John Howlett** of our CBC Ottawa news.

BROTHER LIPTON (New York): Please add the names of **Seymour Peak, William Farrell, John Parker, Al Healy, Ann Bonner, Teresa Evans, Ed Dyson, Tony Calvacea, Ed Ringer,** and the names of two very special guild members, **Peter Kihss,** the dean of reporters in New York City who was a Guild member almost during his entire career, served as a unit officer, member of the negotiating committees, grievance committee, member of the New York Times unit, was probably the single most important person at the Times during problem periods in New York; and also **Henry Lee Moon** who was fired in 1935 for leading a strike at the New York Amsterdam News. He was joined on the picket line by Heywood Broun. He then served for over thirty years as the public relations director of the NAACP. He was also the author of several important books on labor relations.

Thank you.

BROTHER LANGZETTEL (Portland): Please add the names of **Bertrand J. "Pat"**

Patenaude, John R. "Jack" Murphy, " M. Arline Dolley, and lastly, a special person for the Portland Guild, **William W. Galbraith,** charter member from our formation in 1937.

BROTHER MORRIS (Vancouver-New Westminster): With regret I ask you add the names of **Helen Bateson, Mary Phippen, Larry McLeod,** and **Bill Simpson.**

BROTHER BELL (Pittsburgh): Please add the names of **Jimmy Miller, Saul Berliner, Maurice Sullivan, Zora Unkovich,** and **Bert Kost.**

BROTHER KRAUSE (Lynn): Please add the names **William W. Rolfe** and **Mary-Alice Parsons.**

BROTHER MONTAGUE (Akron): Please add the names of **Tom Ryan, Don Hawk, Fonzo Smith.**

BROTHER BENTON (Salem): Please add the names of **Joseph Robinson** and **Helen Williamson.**

SISTER STEPP (Harrisburg): Please add the name **Bruce Cutler.**

BROTHER MICHAEL (San Francisco-Oakland): Please add the names of **Thomas Allbright, Cody Williams** and **Prescott Sullivan.**

BROTHER CHRISTIAN (Buffalo): With deep sorrow we ask you to add the names of two former local presidents of Buffalo, **Charley Fox,** who served from 1943 to 1948 as our president and a founder of the Buffalo Newspaper Guild in 1935, and the name of **Marty O'Neil,** president of our local in 1948-49.

BROTHER MLECZKO (Detroit): Please add the name of **James Scott,** a retired member of the Detroit News maintenance unit.

BROTHER BAUM (Scranton): It is with regret that we add the name of **Tom Phillips,** Scranton Tribune city editor emeritus and charter member of Scranton Local 177.

BROTHER BURRELL (Denver): Please add the names of **Doug Bradley** and **Billy Norwood.**

BROTHER LONGERBONE (Twin Cities): Please add the names of **Jerry Vandenberg** and **Wally Grannes.**

BROTHER MARAGHY (Boston): Please add the name of **Robert Morrissette** and **Richard Doyle** of our Fall River unit.

SISTER SMITH (Terre Haute): Please add the name of **Gladys Seltzer.**

BROTHER SCHWAB (Wilkes-Barre): Please add the name of **Rita McCall** and **Michael Margo** and **John Monahan,** all of whom were striking members working at the Citizens' voice; the IR from the Pressmen's Union once described Rita McCall as the Citizens' Voice cheerleader, and she was.

CHAIRPERSON CULVER: Are there other names?

Thank you. It is customary at this time that we stand and observe a moment of silence.

(Moment of silent tribute.)

CHAIRPERSON CULVER: Thank you very much.

The resolution, "In Memoriam," is before you for adoption. All those in favor please say aye. Opposed, no. The resolution is adopted.

MOTION CARRIED

BROTHER GOLDMAN: Other than the report, this should be the last resolution. The white sheet titled, "Pittsburgh." It is pink, I'm sorry. The light really made it look white. It is pink.

PITTSBURGH

The 52nd Annual Convention of The Newspaper Guild salutes the City of Pittsburgh and Pittsburgh Local #61 for the most livable convention in America's #1 city.

BROTHER GOLDMAN: **Move adoption.**

(The audience rose and applauded.)

CHAIRPERSON CULVER: The resolution labeled "Pittsburgh" is before you for adoption. All those in favor please say aye. The chair will not ask for "noes." (Laughter.) Because obviously there will be none. The resolution is adopted.

MOTION CARRIED

BROTHER GOLDMAN: Now you will get rid of me. A yellow sheet that says, "Final Report of the Resolutions Committee." (Applause.) Thank you very much.

FINAL REPORT OF THE RESOLUTIONS COMMITTEE

The Resolutions Committee received 22

resolutions, of which 18 were adopted by the committee and moved to the convention floor. Three were referred to other committees including one that had unanimous recommendations for approval and one was not taken up because another committee acted on the same matter.

The committee also initiated four resolutions, dealing with the selection of convention sites, supporting Continental pilots, paying tribute to Dorothy Struzinski and thanking the host local.

Signed: Martin Goldman, St. Louis, Chairperson; Brian Beaulieu, Providence; Margaret Binkley, San Francisco-Oakland; Patrick Hunt, Washington-Baltimore; Peter Jones, New York; Jan O'Brien, Vancouver; Dennis Robinson, Southern Ontario; Tom Thibeault, Manchester; Doug Yonson, Ottawa.

BROTHER GOLDMAN: **Move adoption.**

CHAIRPERSON CULVER: The resolution, "The Final Report of the Resolutions Committee," has been moved and seconded, and it is before you for adoption. Will there be discussion? All those in favor of adoption please say aye. Opposed, no. The Final Report of the Resolutions Committee is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: President Perlik.

PRESIDENT PERLIK: Brother Steinke, may I have your undivided attention, please.

BROTHER STEINKE (St. Louis): You got it.

PRESIDENT PERLIK: There have been 361 postcards turned in so far, 361. We still have more. There are still opportunities to sign them and give them to Phil Kadis.

Also, for you smaller locals we have additional cards you can take home in quantities of 25 or more. Let's keep those cards and letters rolling.

There is no reason for us to carry them back to Washington unsigned.

The Wilkes-Barre cash contribution on the floor this morning totaled $1,344, Brother Wallace. (Applause.)

We are going to proceed with the nomination of candidates for international office. Relative thereto I would like to read into the record the relevant section of the TNG Constitution and of this convention's rules.

I am reading from Article VI, Section 3, as follows:

"(a) Nominations for International Chairperson, President, Secretary-Treasurer and all Vice-Presidents shall be made one by one by Convention vote. In each case the two candidates receiving the largest number of votes shall be the nominees.

"(b) If more than two candidates be nominated to the office of International Chairperson, President, Secretary-Treasurer or any Regional Vice-Presidency, the Convention shall ballot by a roll-call vote; the candidate receiving the least number of votes in the first ballot shall be eliminated and such balloting shall continue until only two names remain; these two shall then be declared the nominees of the Convention. Only the delegates of the regions concerned, and the two electoral areas into which Canada is divided, shall ballot upon the nominations for their respective Regional Vice-Presidents; provided that for purposes of this Section delegates of the United States Wire Service Local shall be deemed delegates of the region in which their bureaus are located and the delegates of each region shall cast a number of votes according to the application of Article V Section 4(a) to the number of members of the Wire Service Local in their region; and provided further that for purposes of this Section all delegates of the Canadian Wire Service Guild shall be deemed delegates of the electoral area of the Canadian Region which lies east of Manitoba.

"(c) If more than twelve candidates be nominated for the six offices of Vice-President At Large, the Convention shall ballot by roll-call vote; upon each ballot the candidate receiving the least number of votes shall be eliminated until twelve candidates remain; these twelve shall then be declared the nominees of the Convention."

Rule 8 of the Convention says:

"In the case of any nomination for international officers, the nominating speech shall be limited to five minutes; there shall be no more than three seconding speeches limited to two minutes each, and thereafter other individual delegates shall be recognized by the chair for the purpose of recording their names, with local union identification as supporting the nomination."

The chair declares nomninations open for the office of International Chairperson and recognizes Delegate Richard Olive.

BROTHER OLIVE (San Francisco-Oakland): Brother Perlik, sisters and brothers. **It is an honor for me to nominate Harry Culver for a fifth term as International Chairperson of our union.** I am but one of the many, many friends Harry has, one of the many to know his warmth and sincerity and his dedication to our union mission.

Those who know Harry no doubt are waiting for me to emphasize what perhaps is his outstanding attribute, and that's his integrity. At this very convention I encountered another longtime friend of Harry who said that if Harry had any shortcoming in his office, he was too honest and not political enough. I know this was not a serious suggestion that Harry cut back on his integrity, but if it is a handicap, all of us have been happy to be saddled with a chairperson who is too honest.

Let me tell you something about his remarkable dedication.

I have known Harry for 18 years. In my first experience as a shop steward or so-called branch chairman in the AP bureau in Kansas City, I quickly became aware of my key support in that part of the country.

Harry was the Oklahoma Statehouse reporter for UPI and in those days, many years ago, had been for nearly two decades. He and I were professional competitors, but we had a common mission in the union movement as we addressed its concerns. One of the continuing foremost concerns was signing up the free riders sheltered by the open contracts of AP and UPI.

Harry Culver traveled all over his far-flung region as a member of the representative assembly, talking about and subsequently persuading these so-called non-members. I don't know how many UPI contracts Harry helped negotiate, but they were a lot, and in the unique bargaining experiences of the Wire Service Guild it meant weeks, sometimes two months away from home and family.

As if that were not enough, Harry was on at least one bargaining committee at AP. In addition, some of you in the 1977 Convention heard Ray Mann, our dear brother and one-time administrative officer of the Wire Service Guild, describe how Harry worked for the AP unit during its eight-day strike in 1969. Ray said—and I am quoting—"Harry flew in from Oklahoma City and manned the strike headquarters day and night for a period of a week without sleep. Those things you don't forget."

At this point I would like to acknowledge that there is something else we don't forget. Is Lee Culver in the room, by chance? (Applause.)

Lee, of course, shared the brunt of the sacrifice that Harry made as he spent all that time in New York, and as the applause attests, we deeply appreciate your sacrifice over these years.

Harry was an inspriation to me as a tyro representative assembly delegate in the Wire Service Guild, as he was to most beginning delegates who were willing to listen. That is an example of what Harry has been to us all.

When he honored me with a request that I nominate him for yet another term, I asked him why he was running, and he didn't even pause to consider. He said, "I am committed to this union, and I just don't feel that there's substantial enough commitment in this day."

With Harry still around as a leader of our union, we have a better chance of seeing his kind of commitment developed in our leaders of the future.

Harry recently retired from UPI after nearly 35 years' service, and I know that was a tough decision for him to make.

As a PR employee of the Oklahoma budget office, he is an at-large member now of his beloved Wire Service Guild. He stands ready to serve as International Chair of this great union for two more full years, and how do I know this?

PRESIDENT PERLIK: One minute.

BROTHER OLIVE: The response, brothers and sisters, is because Harry told me so.

Thank you. (Applause.)

PRESIDENT PERLIK: For purposes of a second the chair recognizes Delegate Adolphe Bernotas.

BROTHER BERNOTAS: (Wire Service): My relationship with Harry, like Dick Olive's, goes back to the AP strike when Harry held my hand over the phone during those eight eventful days.

That was shortly after I had switched jobs from the Jersey Journal to the Associated Press and my Guild local affiliation from Hudson County to the Wire Servic Guild.

Those of you familiar with Wire Service Guild politics and the doings of TNG conventions over the past dozen years or so probably have noticed that Harry and I often are on the opposite sides of the issues. You probably also have noticed that Local 222 rarely is unanimous on any vote taken on the convention floor. But one thing the Wire Service Guild local is in unity on this morning is the nomination of our own Harry for a fifth two-year term as International Chairperson of The Newspaper Guild.

In reality Harry and I stand together more often than we stand apart. Many years ago Harry told me that his style of TNG involvement is to be a team player, a role that frankly sometimes infuriates some of us here because the team is usually the opposing team. But above being a team player, Harry is first a trade unionist who closes ranks after the battle.

For instance, a few years ago Harry and I parted on an internecine struggle in the Wire Service Guild local, and it was Harry's politicing that led to my un-election for a time on the executive committee of my local.

PRESIDENT PERLIK: Thirty seconds.

BROTHER BERNOTAS: Yet it is the same Harry who in recent years has encouraged me to stop indulging myself as an elder statesman of our local, if you will, and to get back into Guild activity. If it hadn't been for Harry, I wouldn't be here to speak against some of his positions. (Laughter.) But if it weren't for Harry I would not have the honor of standing here today to endorse for International Chairperson one of the founders of my local.

Brother President, I proudly second the nomination of Harry Culver for International Chairperson. (Applause.)

PRESIDENT PERLIK: Thank you.

VICE PRESIDENT ROTHMAN: (Philadelphia): Thank you, President Perlik and fellow delegates.

I wanted to tell you that I first met Harry Culver at the convention in Hawaii in 1977 when he was first nominated the International Chairperson, and I think it is an office that he's continued to serve in well.

I got to know him better over the years when, as a delegate to successive conventions, I came to appreciate his worth as a paramount parliamentarian. It took me awhile to get used to his patient demeanor at the podium, but I soon realized that it was his sense of fair play and his concern for the rights of all the delegates here that often kept the tumultuous business of the convention on an even keel.

During my recent term on the IEB I became an eyewitness to the rare enthusiasm and dedication that Harry brings to his work, and his work never seems to end.

When he gets a break from chairing the IEB meetings in Washington, Harry spends that time working on special projects for his home local of 35 years, the Wire Service Guild.

He is always the first one to volunteer when there is leg work that needs to be done, and Harry is always the last one left standing up when everyone else is tired out.

Everybody will use the same words in describing Harry—honesty, integrity, diligence and commitment.

I'd like to keep running this international according to Harry's rules of order, so I proudly second his nomination for International Chairperson. (Applause.)

PRESIDENT PERLIK: For purposes of a second the chair recognizes Delegate Robert Bruner.

BROTHER BRUNER (Pacific Northwest): Thank you, Brother Perlik.

Brothers and sisters, I am personally very honored to second the nomination of my friend, Harry Culver.

The difficulty in being the third seconder for someone like Harry Culver is that the three previous speakers say everything—his dedication, his commitment, his ability, his reasonableness.

I am going to talk about my association with him on the Merger Committee. If you think that the debates at this convention are rancorous, you should have been there in the caucuses of our Merger Committee.

There were very serious differences between us, and they had to be healed, and Harry was one of those persons that brought that about.

His knowledge of the union, his desire to get to merger, his commitment to that goal, his ability to bring people together to heal wounds, not cause open sores, were an instrumental part in our finally bringing together an agreement. Unfortunately, as we all know, it didn't materialize to be adopted. I still have hopes that that is going to be accomplished, and frankly I think Harry Culver will be one of those to bring it about.

Harry is one of our best leaders, one of our most able leaders, and without hesitation I second the nomination of Harry Culver for International Chairperson.

Thank you. (Applause.)

PRESIDENT PERLIK: Are there further seconds?

SISTER KAREN WOLL (Washington-Baltimore): I am proud to second the nomination of Harry Culver.

BROTHER MORRISSEY: Bill Morrissey, Wire Service Guild. Proud to second the nomination of Harry.

SISTER MARTINO (San Jose): On behalf of our entire delegation, it is with pride that we second Harry's nomination.

BROTHER McCORMALLY (Wire Service Guild): Proud to second the nomination of Harry Culver, a good brother and a good colleague.

BROTHER SOUTH: (New York): Proud to second the nomination of Harry.

BROTHER MARAGHY (Boston): I second the nomination.

SISTER FOWLER (Wire Service): I second Harry's nomination.

VICE PRESIDENT TURNER (Central California): For myself and my local, happy to second the nomination.

BROTHER FROLIK (Cleveland): Local 1 is happy to second the nomination.

BROTHER LIPTON (New York): With total support for Harry I am proud to second his nomination.

BROTHER LaPOINTE (Albany): Albany seconds Harry's nomination.

VICE PRESIDENT SOUZA (Hawaii): We are happy to second the nomination of Harry.

VICE PRESIDENT CLIFFORD (Canadian Wire Service): I am very happy to second the nomination of Harry Culver.

BROTHER PENNACCHIO (New York): Very proud to second Harry's nomination.

BROTHER ROUSSEAU (Manchester): The Manchester local is very pleased to support Harry Culver along with my personal second.

BROTHER RAMIS (Puerto Rico): Puerto Rico is happy to second the nomination of Harry Culver.

BROTHER MacDONALD (Canadian Wire Service): Very pleased to second the nomination of Harry Culver.

BROTHER HOELSCHER (Brockton): Second the nomination.

SISTER DAVIS (San Diego): I am pleased to second the nomination.

BROTHER THOMAS KEENAN (New York): Proud to second the nomination.

BROTHER CHRISTIAN (Buffalo): On behalf of our delegation, with deep respect and love for Harry, we second the nomination.

BROTHER JONES (New York): Honored to second Harry's nomination.

BROTHER KIRGAN (St. Louis): We are happy to second the nomination of Harry Culver.

BROTHER KRAUSE (Lynn): It is a privilege to second the nomination of Harry Culver.

SISTER DEBORAH M. YUHAS (New York): Proud to second the nomination of Harry.

BROTHER LANGZETTEL (Portland): We second with pleasure.

BROTHER TRAMBLEY: The Erie delegation unanimously seconds the nomination of Harry Culver.

BROTHER HENRY BAKER (New York): Pleased to second the nomination of Harry Culver.

BROTHER EDGINGTON (San Diego): Standing with Harry.

BROTHER SWEENEY: Sweeney, San Jose, personally seconds for Harry.

SISTER CHRISTINE V. SKEETE (New York): I am happy to second the nomination.

BROTHER CAIN (San Jose): My personal second to a great person.

BROTHER DAVIS (San Jose): My personal second.

BROTHER STEERS (New York): Happy to second the nomination for Harry.

BROTHER WALLACE (Wilkes-Barre): I second the nomination.

BROTHER OLDFIELD (Canadian Wire Service): Proud to second the nomination for Harry Culver.

BROTHER ROBINSON (Southern Ontario): Personal second for Harry.

VICE PRESIDENT HILTZ (Boston): Proud to second.

SISTER SANDRA PEARLMAN (Washington-Baltimore): I second Harry's nomination.

BROTHER CUTHBERTSON (San Francisco-Oakland): With you all the way, Harry.

BROTHER KENNEDY (Youngstown): Happy to second the nomination of Harry.

SISTER BUNIS: Rochester seconds for Harry.

BROTHER ELBERT L. ATKINSON (New York): Proud to second the nomination of Harry.

BROTHER SPOHN (Bristol): Bristol is pleased to second the nomination of Harry.

SISTER DuBOSE (Knoxville): Second the nomination of Harry.

SISTER CLARA BENNETT (New York): Proud to second the nomination of Harry.

BROTHER JONES (Philadelphia): On behalf of my delegation, we are happy to second the nomination of Harry.

BROTHER RANDOL (Central California): A personal enthusiastic second.

VICE PRESIDENT McCRACKEN (Memphis): Memphis is happy to second the nomination.

SISTER HILDNER (Pueblo): Proud to second the nomination of a fellow—how do I say this?—east of the Rockies and west of the Mississippi

BROTHER COHN (Lexington): Happy to second the nomination of Harry.

BROTHER CHARLES J. CARUSO (New York); Pleased and happy to second the nomination for Harry Culver.

BROTHER DONALD CHORPENNING (Los Angeles): Los Angeles is pleased to second Harry's nomination.

VICE PRESIDENT PETER E. McLAUGHLIN (New York): I am proud to second the nomination of a grand old country ɔoy, Harry Culver.

SISTER SMITH (Terre Haute): Happy to second the nomination of Harry Culver.

BROTHER RICHARD BRANDOW (New York): Pleased to second the nomination of Harry Culver, a great man. Thank you.

BROTHER HOWARD BURKHARDT (Toledo): The Toledo delegation seconds.

SISTER BRUNO: On behalf of the entire Denver delegation we second the nomination of Harry Culver.

SISTER MARY ECKARDT (Sheboygan): Happy to second the nomination.

PRESIDENT PERLIK: Are there further seconds? Vice President Mulcahy.

VICE PRESIDENT MULCAHY (New York): As the poorest member of the pasteboard caucus, it is a pleasure to second the nomination of the great Harry Culver.

PRESIDENT PERLIK: Are there further seconds? The mikes are clear.

Are there further nominations for the position of International Chairperson?

BROTHER WARREN: (Detroit): Mr. President.

PRESIDENT PERLIK: Howard Warren.

BROTHER WARREN: **I rise to nominate Lou Mleczko of Detroit for the post of International Chairperson**

As you know, Local 22 has been concerned for some years with the fiscal stability of the international. I beleieve Lou Mleczko can bring to the International Executive Board the same sort of leadership which brought Local 22 from financial chaos in the 1970s to solvency today.

I first met Lou Mleczko in 1971 when he came to the News as a young reporter. He had previously been at the Akron Beacon Journal from 1969 to 1971 and first joined the

Guild there. But he wasn't a Guild member at the News, not at first. There was no Guild except for a small maintenance unit, and no one since the 1940s ever attempted to organize it. A few good men's lives were ruined in the 1940s when the News defeated an organizational effort.

Then early in 1974 an event occurred which became known as the "Monday Morning Massacre". Without warning more than 40 News editorial employees, some of them with 15 years or more of service, were fired in a cost-cutting move. the rest of us realized that our jobs were subject to the whims of our employer. We called for help, and the Guild answered.

Lou and I became active in the organizational movement, and in August of 1974, by an overwhelming margin, the editorial department of the News voted to organize.

I still remember that night in the midst of a long, liquid celebration talking with Willard Hatch, who was our IR at the time, about a leader for our negotiating team. I told Willard that I'd back Mleczko for that job because of his intelligence, his integrity and his ability to keep his temper during adversity, something some of the rest of us don't always do too well.

We successfully negotiated that first contract almost exactly a year later, and Lou became our first unit chair.

When Louis Cook of the Free Press, whom I am sure many of you know, stepped down as Local 22 president in 1977, Lou succeeded him and has been president since.

Many of you also know Lou as a member of the international's elections committee on which he served for four years. But his greatest achievement, I believe, was getting Local 22 out of the morass of debt in which we found ourselves in the late 1970s. partially as a result of a disastrous strike which we supported at the Adrian Telegram and partially as a result of trying to do things we weren't financially capable of doing.

Perhaps Lou's biggest coup was hiring Don Kummer of the Pressmen and poker fame as our administrative officer. Between the two of them they cut costs, raised revenues by investing our money more wisely, and wound up cutting our dues from 6.5 to 6 percent, all without reducing services to our members.

Local 22 believes the same things can be done at the international level. It is for that reason that I find it my pleasure and my privilege to nominate Lou Mleczko of Detroit for the post of International Chairperson of The Newspaper Guild.

Thank you. (Applause.)

PRESIDENT PERLIK: Lou Mleczko has been nominated. Are ther seconds? Brother Furst.

BROTHER FURST (Twin Cities): Yes. I would like to second the nomination of Lou Mleczko.

Lou is running on the issues. He favors a referendum on the key financial elements in the financial package. He wants the membership to be able to vote on the international building. He believes the membership should vote on the increase in the dues schedule. He believes the membership should have the right to vote on the "2(d)" dues that would increase the Defense Fund from $5 to $6 million.

Lou supports a sound financial policy, and he supports union democracy.

Thank you.

PRESIDENT PERLIK: Further seconds?

SISTER HOPKINS (Peoria): I also second the nomination of Lou Mleczko.

Any man who can cut dues and keep services for his local deserves our support. Any man who believes in union democracy deserves our support.

I think he will make an excellent candidate.

PRESIDENT PERLIK: Further seconds?

PRESIDENT PERLIK: Further seconds?

BROTHER KIDD (Canadian Wire Service): I rise and I support Brother Mleczko for, to some degree, philosophical reasons but also because of a personal belief in the man. I haven't known him long. I am a former—would you believe—resident of Royal Oak, Mich., and I had my share in the Detroit riots. So there is a certain affinity that I feel for Detroit, and that's one reason I am here.

There is another reason, We are an international. We are not an American Guild. We are a Canadian Guild, an American and Puerto Rican Guild. We are one, and it troubles me in any forum—and I have had a rather interesting experience over the last

two or three years—it bothers me in any forum where you get an apathy and where you get a built-in condition of the membership to say, "Well, what's the use of running? They are in."

Well maybe, maybe Mr. Culver is in, and maybe he is in by an overwhelming vote, and maybe he deserves to be in, and I have listened and observed Mr. Culver, and that man is a gentleman. (Applause.)

PRESIDENT PERLIK: Thirty seconds.

BROTHER KIDD: What I am saying in support is no direct reflection against Harry Culver. What I am saying is, this is democracy in action. Let's keep it alive, and I can't think of any better way than having this election and vote.

Thank you.

PRESIDENT PERLIK: Further seconds?

SISTER KNOX (Washington-Baltimore): I simply want to second the nomination.

SISTER HUNTER (Washington-Baltimore): I second the nomination of our brother from Detroit.

SISTER MARY K. BIRKETT (Detroit): Very happy to second the nomination of Lou Mleczko.

VICE PRESIDENT STONEBANKS: Stonebanks, Victoria. We support Lou.

BROTHER MacDAONALD (Ottawa): Happy to give our membership a choice by seconding the nomination.

BROTHER MINKKINEN (Chicago): On behalf of myself and the entire delegation, second the nomination of Lou Mleczko.

SISTER MUNDAY (Washington-Baltimore): Anybody with a baseball team that good deserves my support. I second. (Laughter.)

SISTER SOPHIA JENSEN (San Francisco-Oakland): Sophia Jensen, San Francisco-Oakland, Santa Rosa Unit. Happy to support someone who makes me so proud of my hometown.

BROTHER BRENNAN (Windsor): I'd like to support Lou.

SISTER CREIGHTON (Canadian Wire Service): I would like to support Lou.

BROTHER SCHABATH (Detroit): I have known Lou for about 20 years, worked with him. I can tell you he is probably the most qualified person for that job, and I proudly second the nomination.

BROTHER REDENBO (Peoria): I proudly second the nomination of Lou Mleczko.

SISTER CRAIG (Southern Ontario): We support the nomination of Lou Mleczko.

PRESIDENT PERLIK: Are there further seconds? The microphones are clear.

The chair declares the nomination of Lou Mleczko closed.

Are there further nominations? The microphones are clear. The chair declares the candidates of this convention for the position of International Chairperson are Harry Culver and Lou Mleczko, the decision of the membership to be rendered in a referendum after this convention.

Brother Chairperson.

CHAIRPERSON CULVER: The Constitution calls for the next election to be that of President of The Newspaper Guild. Nominations are open at this time for nomination of President.

Dick Christian, Buffalo, you are recognized.

BROTHER CHRISTIAN: Thank you, Mr. Chairman.

I rise to nominate a man who has been a personal friend, a labor stastesman, and most of all, a labor leader.

As most of you know, our nominee is a longtime dues-paying member of the Buffalo Newspaper Guild, Local 26, and we thank him for his 60 bucks a month. It is meaningful.

From time to time we have used that most favored relationship, and we have found him to be a very present help in time of trouble, I am equally certain that every local in the United States and Canada and Puerto Rico can attest to the very same personal concern and cooperation he has shown us, for all of us.

Especially in the face of an emerging of a radical right with its assortment of pecans and filberts, we can say with pride our nominee has been an articulate spokesman for all of organized labor. And make no mistake about it, brothers and sisters, if there ever was a time for labor to speak out and

stake out its own turf in no uncertain terms, this is surely the hour. For The Newspaper Guild and for all organized labor it is important to keep statesmen at the helm while we wait for the storming of fringes to abate.

Such a man is our nominee. The place for honest difference is here on the convention floor, and as Guild people we know this is the one week in the whole year that we glorify and magnify those differences. But whatever the outcome, all of us are keenly aware of one simple truth, and that truth is, our nominee has never advanced a single proposal that would deter our pursuit of the objective set forth by Heywood Broun.

On the contrary, there have been times when our nominee has been out in front, prodding us to bite the bullet, asking us to make unpopular decisions so that we will attain the goals of The Newspaper Guild, and those goals as enunciated by our nominee are simply to give dignity through benefits to its members and to accord full civil rights to those who have been denied human dignity, either through custom or law. On all counts he has kept the faith.

And so we come here today in recognition of that, to nominate a friend, a labor statesman, and most of all, a labor leader to be the President of The Newspaper Guild. Who else, brothers and sisters—**I give you Chuck Perlik for President of The Newspaper Guild, AFL-CIO-CLC.** (Applause.)

CHAIRPERSON CULVER: Thank you, Dick.

SISTER HAMMOND: Sara Hammond from Portland.

Our hosts remind us that we have a friend in Pennsylvania, and to modify that phrase somewhat, I would like to say that Chuck Perlik has friends in New England.

Throughout his tenure as President of the Guild Brother Perlik has been a moving force in New England. He played a crucial role in the formation and development of the New England Servicing-Organizing Program to provide five small locals in the far Northern corner of the United States with much needed assistance at the bargaining table and with contract enforcement.

He has walked the picket line in Brockton and Fall River, Mass., and was confronted by police at the latter location.

Recently Chuck worked with the Manchester local in the successful fight against proposed right-to-work legislation in New Hampshire.

He is always there when we need him and the Guild.

I met Chuck Perlik under the shadow of the Washington Monument at the Solidarity Day rally in 1981, and I was impressed with the fact that the President of my union was out there with the troops handing out box lunches and marching up Constitution Avenue.

He further surprised me at our next meeting at a New England District Council session by remembering me and greeting me with the nickname "Sam" derived from the first three letters of my otherwise unpronounceable former last name.

I continue to be impressed with Chuck's concern for all of us in The Newspaper Guild, and therefore it is a great honor for me personally as well as on behalf of my local and NESOP to second the nomination of Charles A. Perlik, Jr. for President of our union. (Applause.)

BROTHER MORRIS (Vancouver-New Westminster): I also rise to second the nomination.

In Canada we recognize that Chuck Perlik is Buffalo's native son, but we also like to think of him as Canada's adopted son, because it was in Canada that Chuck worked as an IR. In the few years he was there he helped lay the foundation for the Guild as a Canadian institution.

Chuck organized the Toronto Star and the old Toronto Telegram, and he organized the television news service of the Canadian Broadcasting Corporation, and he bargained the Guild's first CBC contract. But the international obviously wasn't going to let Canada monopolize that kind of talent, and Chuck was called back home where he became Secretary-Treasurer and then later, of course, President.

But Chuck always retained that special understanding of Canada that he had acquired in his first years as a Guild pro, and it has served us at critical times.

One of those times came in the early '70s when Chuck responded to growing sentiment among Canadian locals by initiating an unprecedented series of hearings across Canada. Chuck fathered the establishment of

the Guild's Canadian national office and a national director plus a second Canadian vice presidency.

So you see, McLeman, no matter what people say, you are legitimate. (Laughter.)

Another major step of Chuck's was the establishment of the Eastern Canadian Servicing Program which embraced four locals. That program enabled the Guild to spread to Canadian Press.

In Vancouver we have seen Chuck's picket line cap on our strike lines and some of other Canadian locals, and we identify with him because he's always identified with us.

In Canada we couldn't be more pleased than to second the nomination of Charles A. Perlik, Jr., for President of The Newspaper Guild.

Thank you. (Applause.)

BROTHER LIPTON (New York): I have known Chuck Perlik since the mid-1970s when I was introduced to him by the former New York Guild leader, the late Harry Fisdell.

As I moved up through Guild ranks in my own local and became more aware of the international, I became more aware of Chuck's outstanding talents.

New York and the international sometimes disagree on approaches to solve Guild problems, but I am pleased to say that in the last few years both our business and personal relationship with Chuck Perlik and the international have become very strong. Chuck made it clear time and time again that the entire Guild is committed to the welfare of all Guild members. He has done this in our local with financial assistance and by making available to us his outstanding staff and his own great talent for help with a wide range of problems.

It is with a deep sense of personal respect for his talent as a leader of our international that I second his nomination.(Applause.)

CHAIRPERSON CULVER: Are there other seconds?

SISTER WOLL (Washington-Baltimore): I am proud to second the nomination of Charles Perlik as President of The Newspaper Guild.

BROTHER PENNACCHIO (New York): I am proud—and I know Chuck for 20 years—to second his nomination.

BROTHER FETZER (Cleveland): Local Number 1 proud to second the nomination of Charles Perlik.

BROTHER SOUTH (New York): Second the nomination of Charles Perlik.

BROTHER BERNOTAS (Wire Service): On behalf of Local 222, we proudly second the nomination of former Wire Service reporter, Chuck Perlik.

SISTER DOOLING (Philadelphia): I would like to second the nomination of Chuck Perlik.

BROTHER OLDFIELD (Canadian Wire Service): Proud to second the nomination of Chuck Perlik.

BROTHER ATKINSON (New York): Proud to second the nomination.

BROTHER ROUSSEAU (Manchester): The Manchester delegation is proud to support Chuck Perlik, again.

BROTHER LaPOINTE (Albany): Albany local is proud to support Chuck.

BROTHER BAKER (New York): Pleased to second the nomination of Chuck Perlik.

VICE PRESIDENT ROTHMAN (Philadelphia): With great respect, I second the nomination of Chuck Perlik.

BROTHER BRUNER (Pacific Northwest): We second the nomination of Charles Perlik.

BROTHER KEENAN (New York): Proud to second the nomination.

BROTHER KRAUSE (Lynn): Pleased to second the nomination.

SISTER LUGER: The Lexington Guild supports Chuck Perlik.

VICE PRESIDENT McLAUGHLIN (New York): It is with great personal pride that I second the nomination of Chuck Perlik.

VICE PRESIDENT HILTZ (Boston): Proud to second the nomination of Chuck Perlik.

SISTER DuBOSE (Knoxville): Happy to second the nomination of Charles Perlik.

VICE PRESIDENT MULCAHY (New York): It is with geat pleasure and personal satisfaction that I second the nomination of Charles A. Perlik, Jr. for President.

BROTHER DAVIS (San Jose): On behalf

of myself and the entire delegation, we second the nomination.

VICE PRESIDENT CLIFFORD (Canadian Wire Service): I am very pleased to second the nomination of Chuck Perlik.

BROTHER MARAGHY (Boston): We second the nomination.

BROTHER ZIEDLER (Canadian Wire Service): Happy to support Chuck Perlik.

BROTHER CUTHBERTSON (San Francisco-Oakland): Happy to second.

BROTHER DICK KLINCZAR (Buffalo): Proud to second the nomination of Chuck Perlik for President.

BROTHER BUFKIN (Lake Superior): We are happy to even be here so we can second the nomination of Chuck.

BROTHER PROSNITZ (Providence): Second the nomination.

SISTER LUKASIAK (Buffalo): With great pride, I second the nomination of Chuck Perlik.

VICE PRESIDENT TURNER (Central California): Happy to second the nomination of Chuck Perlik.

SISTER BUNIS (Rochester): Happy to second.

BROTHER VAN NESS (Twin Cities): Happy to second the nomination.

SISTER DAVIS (San Diego): I am honored to second the nomination of Chuck Perlik.

BROTHER EDGINGTON (San Diego): My personal and local support for Chuck.

VICE PRESIDENT SOUZA (Hawaii): I am proud to second the nomination of Chuck Perlik.

BROTHER DARGAN (St. Louis): We are happy to second the nomination.

VICE PRESIDENT SHELLOCK (Youngstown): On behalf of Youngstown, I am pleased to second the nomination of Chuck Perlik.

SISTER RAJALA (Brockton): For myself and the Brockton delegation we second the nomination.

BROTHER GOODMAN (Hudson County): Very proud to second the nomination of Chuck Perlik.

BROTHER BELL (Pittsburgh): It is a great honor, Chuck, to second your nomination.

BROTHER EARL PATRICK (Philadelphia): I am proud to second the nomination of Chuck Perlik.

BROTHER ELDER (Ottawa): Happy to second the nomination of Charles Perlik on behalf of the delegation of Ottawa.

SISTER YUHAS (New York): Happy to second the nomination of Chuck Perlik.

CHAIRPERSON CULVER: One moment, please. We are having a little trouble hearing. Speak a little louder, all of you.

BROTHER SPOHN (Bristol): Bristol heartily endorses Chuck Perlik.

SISTER PEARLMAN (Washington-Baltimore): Second the nomination of Chuck Perlik.

BROTHER SCHULTZ: San Antonio is pleased to second the nomination of Chuck Perlik.

BROTHER WALKER: The Providence delegation seconds Brother Perlik.

BROTHER MacDONALD (Canadian Wire Service): Both my daughter and I are proud to second the nomination of Chuck Perlik. (Applause.)

BROTHER JAMES CUMMINGS (St. Louis): We are proud to second the nomination of Chuck Perlik.

BROTHER MONTOYA (Los Angeles): I would like to personally second the nomination.

BROTHER RANDOL (Central California): Honored to second the nomination.

BROTHER CAIN (San Jose): On behalf of myself, my local and my unit proudly second the nomination.

SISTER ECKARDT (Sheboygan): Happy to second the nomination of Chuck Perlik.

BROTHER JONES: Peter Jones and Local 3, New York, for Perlik.

VICE PRESIDENT McCRACKEN: Memphis is happy to second the nomination.

BROTHER SWEENEY (San Jose): A personal second for Chuck Perlik.

SISTER SKEETE (New York): Happy to second the nomination.

SISTER BENNETT (New York): Happy to second the nomination.

BROTHER GROCHOWSKI (Scranton): It is an honor for the Scranton delegation to second the nomination of Charles Perlik.

SISTER BERLIER (Cincinnati): I am happy to second the nomination.

BROTHER MORRISSEY (Wire Service): A personal second.

SISTER STEPP (Harrisburg): We are proud to second the nomination of Chuck Perlik.

BROTHER LOWE: Southern Ontario seconds the nomination.

SISTER SALTER: Rosa Salter, Lehigh Valley, Local 49. We are happy to second the nomination of Brother Perlik.

BROTHER RAMIS: Charley Ramis, Puerto Rico. We are proud to second the nomination of Chuck Perlik.

BROTHER BRANDOW (New York): It is a pleasure to second the nomination of Charles Perlik.

BROTHER BURRELL (Denver): On behalf of the Denver delegation and the ex employees of the Buffalo Courier who now work for the Rocky Mountain News, we are happy to second him.

BROTHER MONTAGUE: Akron joins the second

BROTHER COLLINS: Salem seconds the nomination.

BROTHER LAINE (Los Angeles): Especially delighted to second this nomination.

SISTER RUTH YATSKO (Pittsburgh): We second the nomination.

BROTHER CHORPENNING (Los Angeles): Pleased to second Chuck's nomination.

BROTHER WALLACE (Wilkes-Barre): Second the nomination.

BROTHER HILL: Ray Hill of Buffalo, your next convention host. Proud to second the nomination of a favorite son, Chuck Perlik.

SISTER SMITH (Terre Haute): Happy to second the nomination of Chuck Perlik.

BROTHER BURKHARDT (Toledo): The Toledo delegation proudly seconds.

BROTHER BUCHANAN (Erie): My delegation and my home local is proud to second the nomination.

SISTER HILDNER (Pueblo): Proud to second.

SISTER CHESKI (Bakersfield): Happy to second the nomination of Chuck Perlik.

BROTHER THIBEAULT (Manchester): Proud to second the nomination.

SISTER MARTINO (San Jose): Chuck's got what it takes.

BROTHER LEOPOLD DE ROSA (New York): Chuck Perlik.

BROTHER REDENBO: On behalf of Peoria I would like to second the nomination of Chuck Perlik.

CHAIRPERSON CULVER: Are there further seconds?

Paul.

BROTHER KIDD: I am sorry to see that there isn't going to be a contest. Nevertheless, I proudly second the nomination of President Perlik.

CHAIRPERSON CULVER: Thank you, Paul.

Further seconds? I declare Chuck Perlik nominated.

(The audience rose and applauded.)

CHAIRPERSON CULVER: Are there further nominations? The microphones are clear. There being no other candidate, **I declare Chuck Perlik re-elected for another term as President.**

(The audience rose and applauded.)

PRESIDENT PERLIK: Thank you, brothers and sisters, for your expression of support and for your expression of confidence in re-electing me to this very challenging office.

I feel this morning, however, that the applause should go to you. This is the 17th term, I think, I will be starting. I can't think of many across that span when the convention has reached Friday morning and has done as much productive work as this one.

I know there are those among you who are

disappointed that all you hoped to achieve when you got here was not achieved. But I am sure that on sober reflection, when you get home and reflect on just what we did do here, particularly last night, you will join me in that conclusion—that an awful lot of important things were said and an awful lot of important things were done.

You have handed us, of course, a lot more to do, and I approach the responsibility of tackling those assignments with renewed and increased vigor, knowing the devotion you put into the decisions that were made last night. I think we leave here a much, much better union than we were when we came, and I am delighted to have the honor of leading it.

Thank you very much. (Applause.)

CHAIRPERSON CULVER: Thank you, Chuck Perlik.

Nominations are open at this time for the office of Secretary-Treasurer. I recognize Doug Cutherbertson.

BROTHER CUTHBERTSON (San Francisco-Oakland): Thank you.

Doug Cuthbertson, SFONG, for one of the happiest jobs I ever face at Guild conventions.

Somewhere down in the South Pacific there is a little sailboat bobbing around with a couple of longtime and good Guild members, undoubtedly, after more than a year out there on the high seas, getting on one another's nerves. (Laughter.)

One of them is Helen Palter, several times president of our local, who came to a number of conventions and got on all of our nerves here, too. (Laughter.) But a damned good and damned effective Guild member.

And the other one is Fred Fletcher, my predecessor as executive secretary of SFONG, in my opinion one of the most brilliant and effective administrators of the local the Guild has ever seen.

Fred was the one who had the privilege of nominating Chuck Dale when he first ran for Secretary-Treasurer of TNG, and I keep going back and looking at the closing remarks Fletcher made in that nominating speech and trying like hell to improve on the substance and the meter of those remarks, and I have never been able to do any better. So a couple of times I have brought that back, and I bring it back again today.

This was in Boston in 1979: "Tenacious, talented, quick, courageous, compassionate and, where necessary, as tough as they come. That's Chuck Dale."

If some of you haven't seen or heard Chuck's resume, here is a brief summary.

He was born in Nova Scotia, educated in Canada and New Zealand, worked for the Canadian Broadcasting Corporation as a national political editor, helped organize the Canadian Wire Service Guild, was president of that local when he went to work for the international 30 years ago this year

What can be said of those 30 years of service to us and our union? Well, I am sure Chuck's done it all—organizing, bargaining, strikes. He's given his undivided attention and concern and hard work for locals, large and small, long days and hours on the road and in the air, weeks and months away from home, the godfather of joint and coordinated bargaining throughout the Guild, and along the way choosing San Francisco-Oakland as his home local.

After a quarter century of work in the field, he brought his skills and integrity into the headquarters, turning his attention in '79 to the financial and administrative affairs of TNG, and that hasn't been easy.

He said to me the other day over in the corner, "Doug, if you need something new for that nominating speech this year, you can say that I am learning to live with this appointment," and I think that suggests what quality is at the core of Chuck Dale. He cares deeply. He cares about you, your successes, your future, and he feels your disappointments as his own.

There just isn't a better person for the job, and **I ask you to join me in re-electing the pride of Local 52, Chuck Dale.** (Applause.)

BROTHER STEINKE (St. Louis): I am here to second the nomination of Chuck Dale for Secretary-Treasurer. The previous speaker stole about three-fourths of what I wanted to say. That happens every year. At least this time I am fortunate not to follow Doug and Roy Kruse.

Chuck Dale has been a Guild member for some 30 years, and he looks it—he is old. We know that. (Laughter.)

He has been extremely active, and it shows, and he also told me to say something different

than I say every other year, and I am doing that, Charles. (Laughter.)

But seriously, the man was called on in 1979 to run for Secretary-Treasurer, and that was a tough decision for Chuck Dale to make. He had a nice home in Walnut Creek, Calif. It meant selling it, uprooting his family and traipsing across the country to Washington, D.C. But he has done the job. He's one of the most respected men in The Newspaper Guild. He continues to do the job, and I know he will this term. Good luck to you, Charles. (Applause.)

BROTHER MacDONALD (Canadian Wire Service): It gives me great pleasure once again to second the nomination of Charles Dale.

As many of you know by now, Chuck was a Canadian and was an officer of the Canadian Wire Service Guild before becoming an International Representative in 1955.

Chuck's still on leave, written into the contract with the Canadian Broadcasting Corporation, and he can go back there any time he wants. (Laughter.)

As far as we are concerned, Chuck is still a blue-noser. Chuck Dale is a hard-working, dedicated member of the Guild.

Chuck's from a mining town in Nova Scotia, and he is a glutton for punishment. After all, anyone who can come to this convention hoping to get some long-term solution to the financial problems of the Guild only to return home deeper in debt and not feel shafted has got to have a coalminer's high threshold for pain.

However, this setback will not phase Brother Dale. He will cope.

I am proud to second his nomination. (Applause.)

BROTHER KRUSE: Roy Kruse, Hawaii. I also am proud to second the nomination of Chuck Dale. Let me give you some background of our local.

We a long time ago were a member of the American Newspaper Guild, and one day we received a letter that no longer should we be members of the American Newspaper Guild because we were too far in the middle of the Pacific.

That's true.

And a good friend of ours came up one day and got us back into the Guild.

Then they sent Chuck Dale over to help us organize and negotiate.

When he first came to Hawaii, a bunch of us Kanakas—"kanaka" is a word for "Hawaiian"—got together.

"Hey, where you from?"

He said, "I'm from Canada."

"Oh, we know where that was—upper U.S." (Laughter.)

He came a "malihini," a newcomer, a visitor, a "haole," newcomer, a white visitor.

When Chuck left us a few years later, he left us as a "keiki 'o kaaina," a child of the land. He is a true child of the land.

He has served us well, not only Hawaii but every local of The Newspaper Guild.

He has left us in Hawaii with a heritage. We are a fierce local, fiercely strong local, fiercely loyal. Anyone coming in with intent to harm him triggers our war canoes. (Laughter.)

We jump into the canoes, we paddle through the surf, we get our battle spears on top of our head gear, man, and we "geeve 'em. Mo betta you no fool wid our kanaka bruddah—mo bettayou vote for our kanaka bruddah."

We sincerely ask for support for Chuck Dale as the Guild's Secretary-Treasurer.

Aloha.

CHAIRPERSON CULVER: Are there further seconds for Chuck Dale?

SISTER WOLL (Washington-Baltimore): I am proud to second the nomination of Chuck Dale for Secretary-Treasurer of The Newspaper Guild.

BROTHER LIPTON (New York): Chuck's been a good friend to me and a good friend to our local. I am proud to second his nomination.

BROTHER LAINE (Los Angeles): Forming a relationship that goes back to the Herald Examiner strike, and we appreciate that.

Thanks a lot, Chuck.

SISTER BUSBY (Vancouver-New Westminster): It gives me great pleasure to second on behalf of the Vancouver delegation.

BROTHER PENNACCHIO (New York):

Proud to second the nomination of Charles Dale, the Godfather. (Laughter.)

BROTHER THIBEAULT (Manchester): On behalf of the Manchester delegation, we are honored to second.

BROTHER SOUTH (New York): Proud to second the nomination.

BROTHER BAKER (New York): Pleased to endorse and second the nomination of Charles Dale for Secretary-Treasurer.

BROTHER SWEENEY (San Jose): Personally and on behalf of the entire San Jose delegation, I second the nomination of Chuck Dale.

BROTHER LaPOINTE (Albany): The Albany Local is pleased to second the nomination.

VICE PRESIDENT MULCAHY (New York): It is a pleasure to second the nomination of my boss on the Finance and Administration Committee, Chuck Dale, for Secretary-Treasurer.

BROTHER KRAUSE (Lynn): Very pleased to second the nomination of Chuck Dale as treasurer.

BROTHER BAILEY (Pacific Northwest): On behalf of the local and on behalf of myself and on behalf of the barnburners present and absent we second the nomination of Chuck Dale.

VICE PRESIDENT McLAUGHLIN (New York): It is a great pleasure to second the nomination of Chuck Dale, a man who really watches the Guild money just like it was his own. (Laughter.)

BROTHER MARAGHY: Boston seconds the nomination.

SISTER DuBOSE (Knoxville): On behalf of my local, I would like to second the nomination.

VICE PRESIDENT HATFIELD (San Francisco-Oakland): On behalf of his home local, our entire delegation and myself I second the nomination.

SISTER JAHN (Manchester): As treasurer of our local, I am proud to second the nomination.

VICE PRESIDENT CLIFFORD (Canadian Wire Service): Very pleased to second the nomination of this son of Nova Scotia.

BROTHER BERNOTAS (Wire Service): The other Wire Service Guild also seconds.

SISTER HAMMOND (Portland): We are proud to second Chuck's nomination.

SISTER BINKLEY (San Francisco-Oakland): Pleased to add a personal second to the nomination of Charles Dale.

BROTHER ATKINSON: New York endorses Chuck Dale.

BROTHER ALFANO: Scranton proudly seconds the nomination of Chuck.

VICE PRESIDENT TURNER (Central California): Happy to second the nomination of longtime friend, Chuck Dale.

SISTER BUNIS: On behalf of Rochester, pleased to second.

VICE PRESIDENT SOUZA (Hawaii): Brother "Moki" Dale, we are proud to second your nomination.

BROTHER HILL (Vancouver-New Westminster): Our personal second to the nomination of a true friend of Vancouver, Chuck Dale.

BROTHER PROSNITZ (Providence): Pleased to second the nomination of Chuck Dale.

VICE PRESIDENT HILTZ (Boston): Proud to second the nomination.

BROTHER BRYANT (Southern Ontario): This is a paid-for announcement. Second the nomination. (Laughter.)

BROTHER KEENAN (New York): Proud to second.

BROTHER KLINCZAR (Buffalo): On behalf of the Buffalo delegation and the local, proud to second the nomination of Chuck Dale.

BROTHER COHN (Lexington): Because of his great friendship to our local, it is an honor that we second the nomination of Chuck Dale.

BROTHER CARUSO (New York): Pleased and proud to second the nomination of Chuck Dale for Secretary-Treasurer.

SISTER HILDNER (Pueblo): I am proud to second the nomination.

SISTER PEARLMAN (Washington-Baltimore): I second Chuck's nomination, downtown or in Silver Spring. (Laughter.)

BROTHER KENNEDY: Youngstown, Ohio, is happy to second the nomination of Chuck Dale for Secretary-Treasurer.

SISTER DOOLING (Philadelphia): I would like to second the nomination of Chuck Dale for Treasurer.

BROTHER ELDER: Ottawa seconds the nomination of Chuck Dale.

BROTHER PALANGE: Woonsocket seconds the nomination of Chuck Dale on behalf of two paisans.

VICE PRESIDENT ROTHMAN (Philadelphia): Second the nomination.

BROTHER FURIGA (Cincinnati): Very proud and very happy to second the nomination of Chuck Dale.

BROTHER ALEIXO: The Providence delegation has asked their only Italian delegate to second the nomination of their paisan who we happen to know is Charles Bonafacio Dale. (Applause.)

BROTHER SPOHN: Bristol offers its endorsement of Chuck Dale.

BROTHER EDGINGTON (San Diego): On behalf of the Pacific Near Southwest, we are happy to support Chuck Dale.

BROTHER MALLON (Southern Ontario): I am pleased to second.

BROTHER ROUSSEAU (Manchester): Chuck, you certainly have my second.

BROTHER RANDOL (Central California): The soon-to-become Northern California Newspaper Guild will be unanimous for Chuck Dale.

SISTER YUHAS (New York): Happy to second the nomination.

BROTHER TOWNSEND: Bob Townsend from the great fight city of Brockton, on behalf of myself, my local and marvelous Marblehead, we also support the nomination of Chuck Dale. (Applause.)

BROTHER GOODMAN (Hudson County): You were right the other night, Chuck. It wasn't necessary to ask me for a second. You have it.

SISTER SKEETE (New York): Happy to second the nomination.

BROTHER BARRY: From your convention host, Philadelphia, supporting Chuck Dale.

BROTHER JONES (New York): Peter Jones, Local 3, where 5,250 proud Guild members work. Proud to second the nomination of Chuck Dale.

VICE PRESIDENT McCRACKEN: Memphis is proud to second the nomination.

SISTER ECKARDT (Sheboygan): Happy to second the nomination of Chuck Dale.

BROTHER STEERS (New York): Supporting the nomination of Chuck Dale.

BROTHER PETRUCELLI (New York): Proud to second the nomination of Chuck Dale.

BROTHER SCHWAB: Wilker-Barre proudly and enthusiastically supports Chuck Dale.

SISTER DAVIS (San Diego): I am pleased to second Chuck's nomination.

BROTHER CAIN (San Jose): Definitely for Dale.

SISTER SALTER (Lehigh Valley): Local 49 seconds Mr. Dale's nomination.

CHAIRPERSON CULVER: All of us speak up just a little bit. We are having trouble hearing.

BROTHER RAMIS: Charley Ramis from Puerto Rico. Second the nomination of our brother and friend, Chuck Dale.

BROTHER SCHULTZ (San Antonio): Happy to second the nomination of Chuck Dale.

BROTHER CHORPENNING (Los Angeles): Really proud and pleased to second the nomination of Darlene's husband, Chuck Dale.

BROTHER MONTAGUE (Akron): Join in the second of another Chuck.

SISTER SMITH: (Terre Haute): Happy to second the nomination of Chuck Dale.

SISTER BRUNO (Denver): On behalf of Local 74, Denver, I am proud to second Chuck Dale.

BROTHER DAVIS (San Jose): My personal second.

SISTER PRZYBYSZEWSKI (Erie):

Proud to second the nomination of Chuck Dale.

BROTHER MONTOYA: (Los Angeles): Happy to second.

BROTHER BRANDOW (New York): Proud to second the nomination of Chuck Dale, a man I look up to. (Laughter and applause.)

BROTHER DeROSA (New York): Proud to second the nomination.

BROTHER CHRISTIAN (Buffalo): Very proud to give a half second to Chuck and the other half to a long suffering saint, Darlene. (Laughter.)

BROTHER MINKKINEN (Chicago): Happy to second the nomination of Chuck Dale.

BROTHER MORRISSEY (Wire Service): Second the nomination of Chuck Dale.

BROTHER MUIR (Harrisburg): On behalf of our delegation and our local we proudly Second this nomination of Chuck Dale.

BROTHER BURKHARDT: The Toledo delegation proudly seconds.

BROTHER TIM McLOUGHLIN: Lake Superior seconds Chuck Dale.

BROTHER VAN NESS (Twin Cities): Pleased to second the nomination.

BROTHER BENTON (Salem): Proud to second the nomination.

SISTER CHESKI: Bakersfield seconds the nomination.

SISTER MARTINO (San Jose): Another Chuck who's got what it takes.

SISTER RAJALA (Brockton): Adding my personal second to this nomination.

BROTHER FETZER (Cleveland): We are happy to second the nomination of Chuck Dale.

CHAIRPERSON CULVER: Thank you. Are there other seconds for Charles Dale? Charles Dale has been nominated.

Are there other nominations? The microphones are clear.

Chuck Dale, there is no other candidate, and I hereby declare you elected.

Congratulations.

(The audience rose and applauded.)

SECRETARY-TREASURER DALE: Thank you, Doug Cuthbertson, Bob Steinke, Roy Kruse and Jerry MacDonald for somehow or other finding some nice words to say about me after this week, and I want you to know that I am sure Darlene is incredulous that she has somehow or other been sainted. Some of the things that I have said to her in the wee hours of the morning, after some long days this week, I am sure will leave her surprised that she has been elevated to that status, but I happen to concur in that judgment.

To all of you I want to say a couple of things that perhaps do duplicate some of the things Chuck Perlik has said but necessary nevertheless.

You have ended a superb week of work, and I think all of you are to be commended for being able to show the tolerance and the compassion and the energy needed to produce for this union certainly something short of what I wanted to emerge from this week but obviously very, very constructive decisions that are going to help this union move forward and to help us do the kinds of things for our members that we all want to do.

I went to bed last night or, I should say, in the early hours of the morning thinking about this moment and thinking about the two years ahead of me if I gained your confidence, sufficient to get re-elected, and I contemplated all the problems that face me, face Chuck and Harry and all the officers of this union and you as members, and I was kind of overwhelmed by what we have facing us but convinced nevertheless we are all matched for it.

I have to tell you, I had some difficulty going to sleep, and you know how I managed to go to sleep last night? I counted the number of people I had offended this week (laughter), and I started before the convention even started, and I ended up where I ran out of people to count finally around 2:30 last night—this morning.

I apologize to all of you. I hope you understand that I came to this convention pretty damned intent on achieving something that a lot of us had put a lot of work into putting together, determined to achieve, and if I got carried away at any point and hurt any of you, I can assure you I hurt me more by having done it.

I apologize especially to the Washington Post unit. I think I did get carried away last night. (Applause.)

I have given you in each year that I have been your Secretary-Treasurer every bit of energy and every bit of dedication I could possibly give you. I cannot promise you more in the next two years. I indeed will not deliver you less.

Thank you.

(The audience rose and applauded.)

CHAIRPERSON CULVER: Let me add one personal note to this. The two people who stand behind these two officers who were just re-elected often do not get all the praise they deserve. I am going to ask Marnie Perlik and Darlene Dale to stand.

(The audience rose and applauded.)

CHAIRPERSON CULVER: We now move on the nominations for regional vice presidents. The first one is for Region 1. This region includes: Connecticut (excepting the counties of Fairfield, Hartford, Litchfield and New Haven), Delaware, Maine, Massachusetts, New Hampshire, the New Jersey counties of Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester, Hudson, Ocean and Salem; New York (excepting the counties of Bronx, Kings, Nassau, New York, Orange, Queens, Richmond, Rockland, Suffolk and Westchester), Pennsylvania, Rhode Island and Vermont.

Nominations are open for Region 1.

Tom Hiltz, you are recognized.

VICE PRESIDENT HILTZ (Boston): **It is a very special honor and pleasure for me to rise today to nominate David Rousseau of Manchester Local 167 for Region 1 Vice President.**

I have had the honor of working with Dave in volunteer service to the Guild for more than five years now, and I cannot imagine a more qualified candidate to seek this position.

It gives me great comfort and pride to know he will occupy the office from which I am retiring. Dave is well experienced in all aspects of Guild procedures and possesses the energy and determination to formulate opinions and ideas consistent with the needs and interests of Region 1.

He can be persuasive when it is necessary or can be a diplomat when the philosophies differ and the need for a compromise arises. His wit can subdue the most heated debate, yet his serious concern for the Guild is without question.

Dave was a delegate to the 1982 New Officers' Seminar, a representative at the recent financial forum, president of New England District Council, six-year veteran of conventions, a longtime executive board and bargaining committee member in Manchester, and past delegate to the New Hampshire State AFL-CIO.

Dave certainly has the wisdom and wherewithal necessary to be an effective member of the IEB. He possesses the ability to identify potential problems and react before they become critical. I guess it is safe to say David sacrificed a couple of inches of height for an extra measure of the guts and perseverance necessary to deal with the publishers' illogical and unjustified practice.

When I think back, I have to ask myself, is there any end to the steady flow of qualified union people that emanate from Manchester. As were his predecessors, Dave is totally devoted to his local and sincerely concerned about the successful future of The Newspaper Guild and what it will take to maintain that success.

It is with a hope for even greater commitment and devotion that brings him to the doorstep of the International Executive Board. He is again seeking to help whenever and wherever he can. It is this type of attitude, this source of energy, this total devotion and expertise we need to represent our interests and fulfill our objectives on the IEB.

It is with this reason and logic that I urge your support for my very good friend, Dave Rosseau, as our Region 1 International Vice President. (Applause.)

BROTHER KLINCZAR (Buffalo): Mr. Chairman, brothers and sisters. A desire to become a more integral part in the future growth of the decision-making process of The Newspaper Guild, the will and determination to work relentlessly to find solutions to the problems presently facing our union, and the realization that his common sense and practical experience as a union activist can be an asset to the policy-making process of the International Executive Board. These are several important reasons why David Rousseau should be Region 1's next Vice President.

Currently the president of the Manchester

local, where he is employed as advertising development coordinator, David has been active in the Guild since he joined the union in 1974. A member of the Manchester executive board for four terms, a bargaining committee member since 1980 and vice president for two years. Prior to his presidency, Dave had an obsession to repeal the injustice of arbitrary midjudgments of the publishers' policies and practices. As a representative to the IEB he would continue that struggle.

A delegate to TNG's last five conventions, Dave has served on the Collective Bargaining, Human Rights, Research and Information, Organizing and Resolutions Committees.

While vice president of the Manchester Local, he also chaired the New England Servicing and Organization Program's committee on long-range financing and planning, the results being the development of a comprehensive financial strategy that included the purchase of a computer system and a long-range program that maintains the financial solvency of NESOP while at the same time allowing for more extensive administrative servicing and counseling to all its member locals.

As the current president of the New England District Council, he pushed for the adoption of a proposal for an educational program designed to create a sense of awareness among its members and local officers on potential problems such as fair representation, contract procedures and arbitration and cost containment of health plans. The various programs are designed to be held in conjunction with future district council meetings to allow as many participants to attend as possible.

Dave is committed to utilizing all of his available time and energies to help protect and enhance the rights and benefits we presently enjoy and has pledged to the members of Region 1 to listen, convey and react to the concerns of problems they are really faced with.

It is with a sense of concern, of fairness, along with his amiable personality and ability to work with others, that can serve us well when he is elected to the IEB. He has proven he can do the job, and I have no doubt he will perform the duties of the IEB successfully.

CHAIRPERSON CULVER: Time is up.

BROTHER KLINCZAR: A quiet leader from New England wanting to be the quality leader for the Northeast, with all the necessary tools will be just that. It is with those thoughts I stand before you today and ask that you support and elect Manchester's favorite son to the International Executive Board as Region 1 Vice President. (Applause.)

CHAIRPERSON CULVER: Thank you, and may I remind you, we are limited to two minutes.

SISTER DOOLING (Philadelphia): I am pleased to have this opportunity to second the nomination of Dave Rousseau as Region 1 Vice President. Having served with Dave at several conventions, I recognize, as many others have, the leadership qualities he possesses and have seen the genuine concern he has for the Guild to remain strong and aggressive within the labor movement.

Dave carries these same concerns through on the regional level as shown in his involvement as chairperson of the New England Servicing and Organizing Program's committee on long-range planning in which he played a large part in the development of a plan that was presented to TNG for the creation of a full-time organizer in New England. The plan was instituted and is already bearing fruit.

Dave is a past vice president of a small local and most recently elected president of the conference of councils as well as serving as chairperson of this year's Organizing Committee.

Dave's on-going need to contribute and the desire to fight for the issues he believes in is reason enough to have him represent us on the board, but certainly his perception as to what is best along with his 11 years of Guild involvement led to the fact that he is most capable of playing a strong role in the decision-making process on the IEB, a role that can only solidify our union and region.

It is attitudes and personalities like this that we need to be successful, and I strongly suggest you support the nomination of Dave Rousseau for Vice President, Region 1.

Thank you. (Applause.)

BROTHER BERNOTAS (Wire Service): As a fellow resident of New Hampshire, I rise to second the nomination of Dave Rousseau not only because we both live in New Hampshire, but also because Dave's local, Local 167, brothers and sisters, was instrumental, along with the New Hampshire AFL-

CIO and the central bodies in that state, in beating back the vermin of the National Right to Work Committee. (Applause.)

Also, Local 222, the Wire Service Guild, had no better friend during the AP and UPI strikes than Local 167, and we thank you. (Applause.)

BROTHER WALLACE (Wilkes-Barre): I came to this convention almost hell bent on taking on New England. I have learned a few things in the past couple of days, and I think that Dave Rousseau will "grow" into the shoes of his predecessor and into his prior predecessor's.

He is a fine young man, and I am sure he will serve the Northeast, not only the New England District or the Middle Atlantic District Council, to his best ability, and I urge your support of Dave Rousseau.

SISTER BUNIS (Rochester): We are pleased to second the nomination of our next Regional Vice President.

BROTHER LaPOINTE (Albany): Albany local will support Dave Rousseau.

BROTHER PROSNITZ (Providence): With pleasure I support Dave Rousseau. I think he has demonstrated to us in New England that he can do the job.

BROTHER BRIAN BEAULIEU (Providence): Support Dave Rousseau.

BROTHER GOODMAN (Hudson County): Happy to second the nomination of Dave Rousseau.

BROTHER PALANGE: Woonsocket happily endorses Dave Rousseau.

BROTHER BENTON (Salem): I am happy to second the nomination.

BROTHER THIBEAULT (Manchester): Proud to add my personal second.

BROTHER ALEIXO (Providence): The Italian connection from Providence wishes to endorse their adopted Rousseau—who doesn't know how to spell it like an Italian, but we will accept it, and we endorse him.

BROTHER MARAGHY: Boston seconds the nomination.

BROTHER COLLINS (Salem): Pleased to endorse the nomination.

BROTHER KRAUSE: Lynn wholeheartedly supports and seconds the nomination.

SISTER RAJALA: Shirley Rajala of Brockton seconds the nomination for Dave Rousseau.

BROTHER SPOHN: Bristol endorses the nomination of my New England District Council colleague, Dave Rousseau.

SISTER PRZYBYSZEWSKI: Erie seconds the nomination for Dave Rousseau.

BROTHER WALKER: Charles Walker, Providence, seconds.

VICE PRESIDENT ROTHMAN (Philadelphia): My personal second and on behalf of the Philadelphia delegation.

BROTHER SCHWAB (Wilkes-Barre): Happy to second Dave's nomination.

BROTHER HOELSCHER: Brockton seconds the nomination of Dave.

SISTER HAMMOND (Portland): I am pleased to add my personal second for my friend, Dave Rousseau.

BROTHER TOWNSEND: Brockton's all behind Dave.

BROTHER MUIR (Harrisburg): We look forward to working with Dave Rousseau, and we second the nomination.

BROTHER CHRISTIAN (Buffalo): My personal second for Dave Rousseau, my man.

SISTER SALTER (Lehigh Valley): On behalf of Local 49 and in appreciation for the model that the New England Servicing-Organizing Program offers all of us, even small locals, I am very pleased to second the nomination.

SISTER JAHN (Manchester): Second the nomination.

VICE PRESIDENT SOUZA (Hawaii): I would like to make a personal second.

BROTHER ALFANO (Scranton): Good luck to Dave. I personally second him.

SISTER MARTINO: Realizing that I am out of order, Martino, Manchester, seconds.

VICE PRESIDENT SHELLOCK (Youngstown): Personal second.

CHAIRPERSON CULVER: Are there other seconds? All right. Dave Rousseau has been nominated.

Are there other nominations for Region 1?

VICE PRESIDENT MULCAHY: Further seconds, Harry.

CHAIRPERSON CULVER: Are there further seconds for Region 1?

VICE PRESIDENT MULCAHY (New York): Thank you, Harry. A personal second to Dave Rousseau as a new board member.

CHAIRPERSON CULVER: Are there further seconds?

Very well. Dave Rousseau has been nominated.

Are there other nominations for the Region 1 vice presidency? The microphones are clear, and **I declare Dave Rousseau has been nominated as Vice President Region 1.**

(The audience rose and applauded.)

BROTHER MARAGHY (Boston): In our exuberance we would be remiss, however, if we didn't just take a quick moment here to take note of the long and very good service of Dave's predecessor, Tom Hiltz, on the IEB. Tom has been Region 1's spirited Vice President on the IEB. He has met the challenges of that office with hard work and handled the frustration of the post with a large dose of humor.

In recent times Tom has gone through a period of very personal hardship, but despite that he has fulfilled in its entirety the job on the IEB with unflagging dedication, and for this service we can only say, as inadequate as it is, thank you, Tom. We appreciate all that you have done.

(The audience rose and applauded.)

CHAIRPERSON CULVER: Thank you. Chuck Dale and Chuck Perlik and myself would like to add to this commendation.

We now open nominations for the vice presidency in Region 2. This comprises the states of Alabama, Arkansas, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, Commonwealth of Puerto Rico, South Carolina, Tennessee, Texas, Virginia and West Virginia.

Are there nominations for Region 2?

SISTER TAMKE (Memphis): **I nominate Faye McCracken** who, despite a great deal of personal trials and tribulations still continues to serve The Newspaper Guild in every way possible. She has paid her dues. She has served two terms on the IEB and has voiced the concerns of the Southern region and the small locals in that area.

Faye and I have worked very closely during the past four years. We complement one another by taking turns being outraged and hotheaded.

Faye's stubborn determination that the Memphis Newspaper Guild and The Newspaper Guild in toto will survive in the South and especially in the Memphis Publishing Company is never waning. Because of this she has served in almost every office in Local 91. She's been secretary-treasurer, third vice president, second vice president, and president for three terms. She is currently serving her fourth term as first vice president.

Local 91 has honored her twice with the highest honor it gives. She was named Guildsman of the Year in 1973 and again in 1982.

She has served as president of the Southern District Council which endorsed her candidacy at a meeting in Toledo recently. She has also received an endorsement from the Memphis Newspaper Guild.

For these reasons I nominate Faye McCracken for Vice President of Region 2. (Applause.)

CHAIRPERSON CULVER: Thank you, Beth. Are there seconds? Ray.

BROTHER COHN (Lexington): It is with great pleasure and honor that I rise to second the nomination of Faye McCracken as Region 2 Vice President.

To have a better understanding of where I am coming from, you need to realize that I come from a very small local.

We have no union security, we hand collect dues. We are the only union left at the Lexington Herald Leader. We are also an editorial only unit.

Unfortunately, most of the locals in the South are small and have problems as serious or even more serious than we do. We have two locals in Virginia who don't even have a contract.

Why do I bring this out? Because Lexington and the South have had no greater friend than Faye McCracken.

We in the Lexington unit can speak from personal experience. If you have a problem,

all you have to do is pick up the phone, and she will find a way to help you. This has happened time and time again, and when you are a little local like we are, and even with all the wonderful support that we have had from the international—and we have had wonderful support—it gets awfully lonely out there.

You cannot survive without loyal friends, and I know of no one who has been more loyal to Lexington or to all the locals in the Southern region than Faye McCracken. This includes the big ones as well as the small ones.

My brother from Puerto Rico is going to tell you about the help that she has given to that local, and as a rooky to this convention I can tell you how patient and wonderful and understanding—virtually all of the knowledge that I have gained about—

CHAIRPERSON CULVER: Five seconds.

BROTHER COHN: —the Guild at the international level has come through the patient help of Faye.

Therefore I second the nomination, and I ask you to support her as well. Thank you. (Applause.)

BROTHER RAMIS (Puerto Rico): As a former member of the IEB and president of the Puerto Rico local, I support my good friend, Faye McCracken, for Region 2 Vice President. Faye has always represented Puerto Rico well, both on the Southern District Council and on the IEB.

During her last two terms on the IEB she has served on the Human Rights and Collective Bargaining Committees. She has served both the small and large locals in the region.

Even though Puerto Rico is hundreds of miles from Memphis, Faye has never failed to keep in touch with our local. She has always represented our interests and the interests of the rest of the Southern District Council with great results.

I can't think of a better representative for the IEB, for us, and all the locals in the region than Faye McCracken. She will get all the Puerto Rico votes and she deserves yours.

Thank you. (Applause.)

SISTER DuBOSE (Knoxville): As a fellow Tennessean, I would like to say that I second the nomination of Faye McCracken for regional vice president.

I think she is a very capable leader. She's represented Knoxville very well. She is thoughtful and caring and very careful about what she does. I would just like to say we give her our support. (Applause.)

BROTHER SCHULTZ (San Antonio): I echo the sentiment of the predecessors at this microphone, and on behalf of the largest and best little local in Texas I offer my continued support to Faye McCracken.

SISTER MUNDAY (Washington-Baltimore): When the Post unit was in shambles, she came to our aid. I second her nomination.

SISTER WOLL (Washington-Baltimore): I am proud to second the nomination of Faye McCracken for regional—I can't say it all. You know. (Laughter.)

SISTER LUGER (Lexington): I support the nomination.

CHAIRPERSON CULVER: Yes. Before we go on, let me remind the delegates, in order to second, they must be in the region of the candidate.

BROTHER ANGEL BAEZ (Puerto Rico): Second the nomination of Faye.

CHAIRPERSON CULVER: Dave. I am still taking seconds.

VICE PRESIDENT MULCAHY (New York): Understood.

I would like to, as a member of the board, give my personal second to the very good friend of mine from Memphis, Faye McCracken.

VICE PRESIDENT McLAUGHLIN (New York): As a member of the board, I would like to add my personal second. Years ago when Faye first ran, I was impressed with her. Serving on the board with her, I am sill impressed with her.

CHAIRPERSON CULVER: Are there other seconds to the nomination of Faye McCracken?

Very well. Faye McCracken has been nominated.

Are there other nominations?

SISTER STEPP (Harrisburg): Mr. Chairman, I have a second.

CHAIRPERSON CULVER: To Faye McCracken?

I'm sorry. If you are not in the Region 2, you cannot make a second. The chair has erred in permitting some delegates to make seconds who were not in the regions, including board members, and from here on we will have no seconds unless you are in the region of the person being nominated.

Are there further seconds for Faye McCracken from persons in the region?

Very well. Faye has been nominated.

Are there other nominations for the vice presidency of Region 2? Dorothy.

SISTER STRUZINSKI (Washington-Baltimore): **I am pleased as my last official act at a Newspaper Guild convention to place in nomination the name of Patrick Hunt of the Washington-Baltimore local for Vice President of Region 2.**

Patrick Hunt is a first-time delegate to this convention, but I think many of you have got to know him since he has been here. Let me share with you some of my excitement in his nomination.

Patrick is a Vietnam combat veteran who after the war went back to school and earned a master's degree in labor and industrial relations.

He has worked for the trade union movement his entire adult life. In 1975, while serving as a labor economist at the congressional research service in the Library of Congress, he chaired an ad hoc organizing committee which resulted in the successful creation of an independent union.

After serving on its board of governors and as its president, he left the library to serve as campaign manager for Arnold Miller's reelection campaign as president of the United Mineworkers.

Since then he has worked as senior staff economist for the United Mineworkers in Washington, D.C., campaign manager for Jeannette Reibman's attempt to represent the 15th Congressional District in Pennsylvania, and for the last four and a half years as a research economist for the Communication Workers of America and a member of the Washington-Baltimore local.

In that position at the Communication Workers of America he is chiefly responsible for studying the effects of new technology on work and for researching organizing targets for the Communication Workers.

He has traveled throughout the South, leading workshops, seminars and training programs on the new technology and work issue. As such he has expertise and perspectives that will be of great value to this organization.

But aside from his expertise, I am especially pleased to nominate Patrick because of the breath of fresh air and enthusiasm he has brought to the executive council of the Washington-Baltimore Newspaper Guild. In our local he also serves on the Organizing Committee, and he is chair of the Human Rights Committee.

I am very proud to place Patrick Hunt's name in nomination. (Applause.)

CHAIRPERSON CULVER: Are there seconds to the nomination of Patrick Hunt?

BROTHER TERRY MARSHALL (Washington-Baltimore): It gives me great pleasure to second the nomination of Patrick Hunt.

I think that Patrick Hunt is a very capable leader, he is a very intelligent and perceptive person. He is very compassionate. He has been a very big help to me personally throughout my work in my local and throughout this convention.

Dorothy mentioned that Patrick is a Vietnam veteran, and I would like to add to that that as a tribute to his own personal toughness, she did not mention that while he was in Vietnam Patrick put his best foot forward, and it landed on a land mine.

Patrick lived through that, and he is here today still working for the best and the good of America, and I think that you should all support him in his candidacy.

Thank you. (Applause.)

SISTER HUNTER (Washington-Baltimore): In spite of what my ancestors in Scotland might say, I would like to second the nomination of our wild colonial boy.

In the year or so that I have worked with Patrick on the executive council I have been impressed by his energy, by his activism and by his knowledge of unions.

He has been a critically important member of our delegation at this convention.

I heartily endorse the nomination of Patrick Hunt.

BROTHER McCORMALLY: Sean McCor-

mally, Wire Service Guild member working in Washington, D.C.

I am happy to add my personal second for Patrick Hunt as our regional vice president.

SISTER KNOX (Washington-Baltimore): Many of the conversations I have had with Patrick Hunt over the last several weeks have been about trade unionism. We have exchanged ideas about them, the philosophy about them, the importance of building the local and working for the union, and I think that he is really very good at that, very enthusiastic and very witty. I endorse his nomination.

CHAIRPERSON CULVER: Are there further seconds to the nomination of Patrick Hunt, Region 2?

BROTHER RUFUS IRONDI (Washington-Baltimore): I second the nomination of Mr. Patrick Hunt.

CHAIRPERSON CULVER: Further seconds?

BROTHER JOHN C. RAU (Washington-Baltimore): I second the nomination of Patrick Hunt.

CHAIRPERSON CULVER: Are there further seconds to the nomination? Very well. Patrick Hunt has been nominated for Region 2.

Are there further nominations for Region 2? The microphones are clear. I declare nominations are closed. **That leaves two nominees for Region 2, Faye McCracken and Patrick Hunt.**

I will turn the chair over to President Perlik for the next region.

PRESIDENT PERLIK: The chair declares nominations open for the vice presidency for Region 3.

Region 3 consists of Colorado, Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota and Wisconsin.

Are there nominations?

The chair recognizes Delegate Hatch.

BROTHER HATCH: On behalf of the Cleveland Local and personally, **I would like to nominate for International Vice President Richard Peery.**

If I had an hour or so, I could run down all of his accomplishments at the local and international level for you. However, I would like to make this observation about a job with the responsibility such as the IEB. It is very easy to fall into one of two traps.

The first trap is the rubber-stamp trap. That is when you become so enamored with your office and with those who are in power that you automatically approve whatever plans and whatever ideas they come up with.

The other trap, equally as bad, is the "againer" trap. You are against everything that the "ins" call for, no matter what the merit.

It is my sincere belief that Brother Peery is not either—he is neither a rubber stamp nor is he an "againer." He has not been, and I believe he will not be.

He has served honorably and well for four years, and I urge all the locals in Region 3 to re-elect Brother Peery from Cleveland.

Thank you. (Applause.)

PRESIDENT PERLIK: The chair recognizes Delegate Furiga for purposes of seconding that nomination.

BROTHER FURIGA (Cincinnati): I am very pleased, very proud and very thankful to second the nomination of Brother Peery for Region 3.

It is without any measure of exaggeration or hyperbole that I say I wouldn't be here if it weren't for him. Many of you may know that we faced a very tough organizing drive in Cincinnati last year to bring what at one time was Gannett's largest daily, the Cincinnati Enquirer, into the Guild. We are, so far as we know, the only Gannett newspaper to organize after Gannett purchased the newspaper.

On a very cold December day last year Dick took time out of his personal schedule to come down to Cincinnati, face a crowd of about 75 or 80 very fiercely independent, very determined editorial members of the Enquirer. They had heard a lot from me about what the Guild was like and what it would be for them, but they weren't convinced. They needed to see somebody in the flesh who could tell them what it was like to be a member of this union.

Dick was very willing to come down, make a one-day visit, in fact fly in in the morning and back to Cleveland in the afternoon, to tell

those people exactly what it was like to be a member of the Guild.

They were very impressed. It was very refreshing to hear professionalism, the integrity and the honesty of Dick Peery before that crowd.

It is also not an exaggeration to say that he won them over that day and that his talk that day had a good deal to do with our victory at the Enquirer. Now we are on to a new contract, and I know with Dick Peery in office that we can count on his support again as we face that next hurdle.

SISTER BRUNO: The Denver Local proudly seconds the nomination of Dick Peery.

Being new to the publishing industry but not to the union movement, I first met Dick at a council meeting. I had many problems and many concerns with respect to how to best serve my membership. Dick was a central asset in terms of helping me quickly acclimate to a union in the publishing industry.

When I went home and shared some of these ideas with my membership, I was not totally amazed, but I was impressed with the credibility that Dick Peery has with our local.

Therefore, we proudly second the nomination of Dick Peery.

PRESIDENT PERLIK: Brother John Mitchell for the purpose of a second to this nomination.

BROTHER MITCHELL (Gary): I rise to second the nomination of Dick Peery. Four years ago I didn't support Dick Peery for the IEB. I opposed him.

When he was nominated two years ago in Cleveland, after observing his good work, I wished him good luck.

Today I proudly rise to second his nomination as he has served the region very well. He has served TNG well.

We need his wisdom, and we need his experience there.

Thank you very much.

Good luck again, Dick.

PRESIDENT PERLIK: Are there further seconds to this nomination?

SISTER FOWLER: Yes, sir. Susanne Fowler, Wire Service Guild.

I would like to add my second to Dick's nomination.

BROTHER FROLIK (Cleveland): Personally and on behalf of the Cleveland local and especially on behalf of the 285 members of the Plain Dealer Unit, I would like to enthusiastically second the nomination of our colleague, Dick Peery.

BROTHER MONTAGUE (Akron): I am pleased to join in seconding the nomination of my neighbor from Akron's largest suburb.

SISTER ECKARDT: Sheboygan supports Dick for Vice President.

BROTHER STEINKE (St. Louis): We certainly support Dick Peery.

VICE PRESIDENT SHELLOCK: Personally and on behalf of Youngstown, I am very proud to second the nomination of Dick Peery.

PRESIDENT PERLIK: Brother Christian, I recognize your local is in the same district council as Cleveland, but you are not in the same region.

BROTHER CHRISTIAN (Buffalo): That's all right. I speak for them anyhow. Buffalo delegation—are you saying I can't second?

PRESIDENT PERLIK: Yes, I am.

BROTHER CHRISTIAN: Is that what you are saying?

PRESIDENT PERLIK: Yes. The seconders come only from locals in the region.

BROTHER CHRISTIAN: Oh, excuse me. I'll be back.

SISTER SMITH (Terre Haute): With great pleasure I would like to second the nomination of Dick Peery.

BROTHER BURKHARDT: The Toledo delegation seconds.

PRESIDENT PERLIK: Are there further seconds? Are there further nominations for the vice presidency for Region 3?

Brother Mleczko.

BROTHER MLECZKO: Thank you, President Perlik.

Lou Mleczko of Detroit.

I am very proud and delighted to be here to nominate Eugene Schabath of the De-

troit Local as a candidate for the Region 3 vice presidency.

Gene is new to international conventions, this being his first, but we have known him in Detroit for a long time. He has been an active and hard working member of the Detroit Local 22.

Gene's membership in Local 22 goes back to 1957 when he started his newspaper career as a copy boy at the Detroit Free Press where he was a member of the Guild for five years, and Gene was one of our principal organizers during our successful initial organizing attempt at the Detroit News eleven years ago.

Gene was responsible for all of the suburban units in our organizing drive, and that was the only department we had where we had a unanimous pro-Guild vote and membership during that effort.

Since then Gene has served as a shop steward in the Detroit News unit. He is currently the unit chairman of the Detroit News editorial unit of Local 22, and he is the editor of our revitalized local newspaper.

Gene comes from a family with 15 brothers and sisters, and it will not be difficult for him to adjust to dealing with that number of brothers and sisters on the IEB with that background.

He is serving as unit chair now at the Detroit News, responsible for enforcing the contracts there, but more importantly, in all of his endeavors, both in our local and also here at convention, he has brought about a responsible, solid voice to union activities. He has stressed fiscal integrity not only in the local but here at the convention.

One of the things I know Gene will do in serving on the IEB will be to continue that tradition of looking for better ways to make use of the scarce funds that we have both in the General Fund and in our Defense Fund, to get the most bang for our buck in our organizing efforts, and to continue our efforts to getting closer to a merger with other crafts in the newspaper industry.

For these reasons I strongly recommend to you the nomination of Gene Schabath for Region 3 Vice President.

Thank you. (Applause.)

PRESIDENT PERLIK: Gene Schabath has been nominated for Region 3 Vice President.

Are there seconds? Brother Minkkinen.

BROTHER MINKKINEN (Chicago): On behalf of myself and the Chicago delegation, we are very, very happy to second the nomination of Brother Schabath of Detroit as Vice President from Region 3.

I have come to know Brother Schabath in recent weeks and months, and I am convinced that he will become a voice of reason, responsibility and independent judgment on the International Executive Board. Whether as a leader in his community or as a leader in his unit—the Detroit News where he serves as unit chair—his dominant motivation has been his concern and commitment to the rights of the rank and file members.

We have dealt in this convention with a number of very contentious issues, and in my many discussions with Gene he has shown that membership concern.

I believe he will exercise his responsibility as the International Executive Board representative from Region 3 with an eye towards fiscal responsibility as well as a sensitivity to Guild membership both in Region 3 and throughout the Guild.

We endorse the candidacy of Gene Schabath without hesitation and urge his support to all locals in Region 3.

Thank you.

PRESIDENT PERLIK: Are there further seconds to this nomination?

BROTHER REDENBO (Peoria): It is a pleasure to second the nomination of Gene Schabath as Vice President of Region 3.

From Motor City, Mich,, Gene is the type of candidate that can lead the Guild down a more responsible road. He is from the rank and file and therefore understands the problems and needs, including possible mergers.

PRESIDENT PERLIK: Further seconds?

BROTHER BUFKIN (Lake Superior): I rise to also second the nomination of Gene Schabath for Region 3 Vice President.

As I have probably mentioned more times than anybody cares to hear, we have been re-emerging back in the Guild affairs for the last three or four years, and while Lake Superior is not necessarily in a position of knowing well—certainly not knowing well the candidates involved, we are certainly becoming more and more aware of the issues that

are involved, particularly in reference to what's been going on here in the last few days and in the region of the Midwest as a whole.

There are issues that need to be addressed, there are things that need to be said. There needs to be at least some good, solid discussion, and maybe a change is due, and for all those reasons we therefore second this nomination.

BROTHER FURST (Twin Cities): I am honored to cast a seconding nomination for a candidate for union democracy, Gene Schabath.

SISTER LIPP (Chicago): I second the nomination of Gene Schabath.

SISTER BIRKETT (Detroit): On behalf of the Detroit delegation, we second the nomination of Gene Schabath.

SISTER HOPKINS: Peoria, a city so typical it is used as a test market city for the products you eventually see in your stores, we second the nomination of Gene.

BROTHER DAVID A. MARKIEWICZ (Detroit): I am proud to second the nomination of Gene Schabath.

PRESIDENT PERLIK: Are there further seconds to this nomination? The microphones are clear. **The chair therefore declares the nominees for Region 3 vice presidency to be Richard Peery and Gene Schabath.** The electorate will determine which shall be the vice president in the ensuing referendum.

CHAIRPERSON CULVER: Nominations are now open for vice presidency for Region 4. This includes the states of Alaska, Arizona, California, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington and Wyoming.

Are there nominations for Region 4?

BROTHER CUTHBERTSON (San Francisco-Oakland): **I am here to nominate Larry Hatfield, incumbent Vice President for Region 4.**

Larry goes back a long way in fighting for people's rights. In the 1960s he was a civil rights activist, ended up in jail in Mississippi.

He lost his job in 1969 in San Rafael, Calif., respecting an ITU picket line. He came to our local to work for the San Francisco Examiner and began a career of service to us that's included three times president, unit chair, 10 conventions, 13 or 14 years on executive committees and representative assemblies.

Larry at the international level has become known as an aggressive and independent voice on the IEB. That's euphemistic to some. Well, I want to tell you, it's the same way back home. We have some interesting meetings in our local when Larry is there, but I will tell you why.

It's that way because Larry is a fighter. He fights hard for the principles and the ideas and the causes he believes in, but he fights the hardest of all for the people that he cares about, working people, union people.

That earns him my support, my nomination, and I believe the overwhelming support of our region.

Thank you. (Applause.)

CHAIRPERSON CULVER: Are there other seconding speeches for Larry Hatfield?

BROTHER RANDOL (Central California): I am personally glad that I remained in my job just long enough to change my mind.

Four years ago when Larry first ran, Central California did not enthusiastically throw any support behind Larry.

Two years ago when Larry ran, I was not among those seconding him, and I am here to second his nomination with great conviction today.

I think either I have changed or Larry has changed or possibly both of us have changed. At the time that we were skeptical, a number of us in the West, we made a mistake. We thought Larry dealt solely in personalities, and we learned—and it has been demonstrated especially at this convention in the Finance Committee—that Larry deals with issues.

You need not always agree with Larry, but you can be confident that he is operating from a position of integrity and courage, and I would like to personally thank Larry for the great assistance he has provided Central California and the leadership he is providing in bringing about the forthcoming merger of SFONG and Central California that typifies the dedication to his region.

We have found him to be committed to all Guild members in Region 4. We have found a commitment to communicating to us what

is going on in the board and soliciting our input as to what is going on in the board. He has been a splendid vice president, and we look forward to his continuation in that role. (Applause.)

BROTHER KRUSE (Hawaii): In a bold, innovative, and long overdue move (laughter), I second the nomination of our brother, Larry Hatfield.

Larry is bold. His programs are innovative, and all of us have witnessed that.

Contrary to common belief, Larry is not overdue. He may look it, but he is not overdue. (Laughter.)

He is right on time—contributing his sincere time and efforts for the better of The Newspaper Guild and all Guild members. This is not a Band-Aid approach but a bold move.

We give you the Best of the West, Larry Hatfield. (Applause.)

BROTHER BAILEY (Pacific Northwest): On behalf of my local, Bob Bruner and myself, I am happy to second the nomination of Larry Hatfield, a bipartisan political figure in the Guild. He often offers a necessary leavening to the proceedings here, but beyond that, as an alumni of SFONG among a number of other locals, I can testify that he well represents the City by the Bay, and I think he brings to the executive board the kind of clear-eyed look that aids it in its deliberations.

CHAIRPERSON CULVER: Before we take more seconds, let me remind you again that a second has to come from the region of the candidate being nominated. That also applies in the case of Wire Service Guild delegates in the event anyone was getting ready to second who is not in that region.

BROTHER BERNOTAS (Wire Service): Point of order, Brother Chairman.

CHAIRPERSON CULVER: Yes, Adolphe.

BROTHER BERNOTAS: On behalf of the members of Local 222 in the region of the delegation, second for Larry Hatfield even if we are out of order.

CHAIRPERSON CULVER: Well, please adhere to the rules.

We will go on to the next second.

BROTHER LAINE (Los Angeles): Deeply pleased to second the nomination of Larry Hatfield.

VICE PRESIDENT TURNER (Central California): Pleased to second the nomination of a board member who is dedicated to restoring the Canadian party to conventions.

BROTHER DAVIS (San Jose): On behalf of the entire San Jose delegation, including myself, I am happy to second the nomination of Larry D. Hatfield.

CHAIRPERSON CULVER: Before we go on, this mike on the right seems to be weak, and sometimes we can barely hear.

BROTHER CAIN (San Jose): I am very happy to second the nomination of Larry Hatfield.

SISTER JENSEN (San Francisco-Oakland): Very happy to second the nomination and support Larry Hatfield who's taught me a lot about what it means to be a Guild member.

SISTER CHESKI (Bakersfield): Very pleased to second the nomination of Larry Hatfield.

SISTER SIMONS (San Francisco-Oakland): On behalf of our delegation and myself, happy to second the nomination of Larry Hatfield who has demonstrated at this convention that he can indeed be reasonable. (Laughter.)

SISTER BINKLEY (San Francisco-Oakland): Proud to make a personal second to Larry Hatfield's nomination.

SISTER MARTINO (San Jose): Don't know about the reasonable, but I am happy to offer my personal second.

BROTHER MICHAEL (San Francisco-Oakland): I am happy to keep sending Larry to Washington. (Laughter.)

BROTHER EDGINGTON (San Diego): We are also happy to keep sending Larry to Washington.

BROTHER SWEENEY (San Jose): This shows the times they are a changin'. Second Larry Hatfield.

SISTER DAVIS (San Diego): I am pleased to second the nomination of our resident fighting jailbird.

BROTHER MONTOYA (Los Angeles): Happy to second.

BROTHER ROBERT H. HOYER (San

Francisco-Oakland): I would like to second Larry's nomination. To know him is to love him—or maybe to like him.

VICE PRESIDENT SOUZA (Hawaii): I would like to second the nomination of my 49er partner over there, Larry Hatfield.

BROTHER CHORPENNING (Los Angeles): Second Larry's nomination.

BROTHER OLIVE (San Francisco-Oakland): Hatfield's all right. (Laughter.)

CHAIRPERSON CULVER: Are there further seconds to the nomination of Larry Hatfield? Are there further nominations for Region 4? The microphones are clear. **Larry Hatfield is the only nominee for Vice President of Region 4. I declare him elected.** (Applause.)

We will now go on to the vice presidency for Region 5. This includes the Connecticut counties of Fairfield, Hartford, Litchfield and New Haven; New Jersey (excepting the counties of Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester, Hudson, Ocean and Salem); and the New York counties of Bronx, Kings, Nassau, New York, Orange, Queens, Richmond, Rockland, Suffolk and Westchester.

Nominations are open for Vice President in Region 5.

Tom, you are recognized.

BROTHER PENNACCHIO: Pennacchio of New York.

I am proud to nominate Pete McLaughlin for International Vice President from Region 5. Pete's been a Guild member for 28 years. All of those years were spent with the Daily News. He started as a copy boy and a clerk in the wire room. Later he became a reporter.

Pete's a police reporter. He's one of the better ones, in my opinion. His father was a business agent for a union, and he helped to organize the Madison Square Garden in New York. Pete was brought up in a trade union family.

He continues practicing these principles, and today, in my opinion, he is a great trade unionist.

He's held every position in his unit at the Daily News. He was a shop steward, a grievance chairman and eight years he was unit chairman. He is presently unit chairperson of the Daily News, a unit that has 825 members.

In Local 3 he is serving his second term as local chairperson. He's also served many terms on the executive committee and representative assembly of the local.

Pete's experience includes successful negotiations at the Daily News, and he's been a delegate to many of these conventions.

He also has organized and helped in the Detroit and Los Angeles areas. Two years ago he was elected to his first term on the International Executive Board. He has approached this job as an International Vice President with the same enthusiasm and dedication and good humor that has marked his entire Guild service.

Local 3 wants Pete to continue with the job he started in his first term.

A dedicated family man, a great union leader, and a good friend. It's an honor and a delight for me to nominate the smiling Irishman from New York, Pete McLaughlin, for International Vice President from Region 5. (Applause.)

CHAIRPERSON CULVER: Thank you.

One thing before we start. The hour is 1:15, and time is running out for a lot of people, so let's move as rapidly as we can.

You have the floor, Barry.

BROTHER LIPTON (New York): I am proud to second the nomination of Peter McLaughlin as IEB member from Region 5.

He is a personal friend. He's done an exceptional job as local chairperson. He is a man of many talents.

Not many people realize just how much he has contributed because he took over as local chairperson as New York was coming out of the throes of deep division among its rank and file due to the political wars that had taken place, and Pete has made a tremendous contribution in healing those rifts, and we now stand as a relatively united local.

He's participated in organizing and in negotiating, and I respect his talents in those areas. He's helped bring in benefit programs for all Guild members, including a scholarship program for the children of the members in the New York Local.

We appreciate the work he's done, and I fully support his renomination.

Thank you. (Applause.)

BROTHER BAKER (New York): I also am proud to endorse and second the nomination of Peter McLaughlin for Vice President.

BROTHER BRANDOW (New York): I have been with Pete for 28 years in the Guild, and he has set an example for everyone coming into the Guild.

He's dedicated, he doesn't turn his back on anyone. He is there when you need him. He has given to New York somebody who can really say that they believe in unions and they are proud of them.

Thank you.

BROTHER SOUTH (New York): I am very proud to second the name of Pete McLaughlin, a good friend.

VICE PRESIDENT MULCAHY (New York): It is a sincere pleasure to second the nomination of the smiling Irishman, Peter McLaughlin.

BROTHER CARUSO (New York): I am pleased and proud to second the nomination for Peter McLaughlin, a friend, an adviser and a real true leader.

BROTHER STEERS (New York): I am sincerely proud to second the nomination of Peter McLaughlin, a man of true humanity and integrity.

BROTHER PETRUCELLI (New York): I am extremely proud to second the nomination of Peter McLaughlin.

BROTHER JONES (New York): Proud to second the nomination of Pete McLaughlin.

Thank you for being there, Peter.

SISTER YUHAS (New York): Pleased and proud to second the nomination of Peter McLaughlin.

SISTER BENNETT (New York): Pleased to second the nomination of Peter McLaughlin.

BROTHER KEENAN (New York): Proud to second the nomination of Peter.

SISTER SKEETE (New York): I am happy to second the nomination for Peter.

BROTHER ATKINSON (New York): Happy to second the nomination.

CHAIRPERSON CULVER: Are there other seconds for Pete McLaughlin?

Are there other nominations for Region 5?

The mikes are clear. **I declare Pete McLaughlin re-elected as Vice President of Region 5.** (Applause.)

CHAIRPERSON CULVER: Nominations are now open for the Canadian Region for Eastern Canada, for that portion of Canada east of Manitoba.

BROTHER YONSON: Doug Yonson of the Ottawa Guild.

I am pleased to place in nomination the name of Lee Clifford of the Canadian Wire Service Guild for the position of Eastern Canadian Vice President.

I also would make clear that this is on behalf of the Ottawa's Guild treasurer, Randy MacDonald, also who had early plane problems.

Randy MacDonald first ran across Lee Clifford in 1978 when they were both in Halifax. Randy was working at the competing television station. Lee works for the CBC, and not surprisingly, since Lee's first love is organizing, they ended up meeting through some consultation about potentially organizing the private sector work place where Randy MacDonald worked. Nothing at that time came to pass, but it is symbolic of the work Lee's done in seeking out any sort of organizing opportunities in Eastern Canada.

In spite of his busy and bright-eyed appearance, he has been active in the Guild for nearly 15 years, has been at this convention for more than ten years, has been an IR in the past, is the first Maritime member of the IEB to anyone's knowledge, and was first elected—is just finishing his first term as the first non-Toronto-Montreal-Ottawa resident to represent Eastern Canada, and I am happy to nominate Lee Clifford.

BROTHER OLDFIELD (Canadian Wire Service): It gives me a great deal of pleasure to second the nomination of Lee Clifford.

Lee, as anyone knows—most people are very aware of his dedication, along with the people on this floor are very familiar with him. Not only has he been a Guild member for 17 years, he served as our local president. He's also served as a temporary IR, and his most recent service has been on the IEB.

We don't only know him for that hard work, but we also know him for his conviction and

his compassion. I believe that his brand of leadership, Lee Clifford's brand of leadership, is very important to the future success of The Newspaper Guild.

I second the nomination of Lee Clifford.

BROTHER MacDONALD (Canadian Wire Service): He is experienced, he is dedicated, and he has been around for a long time. He has held practically every position possible in the local. He has served on the international as an IR, he has served one term on the board.

Lee is the type of person who believes in servicing the people he represents, and Lee in fact has done that. As a member of the local he has taken care of all of the needs of the people in his region, he has taken care of the needs of the people across the country, and he continues to do so.

Just to show the kind of dedication Lee has for the Guild and the people in the Guild, in the last six months Lee has been absent from home for four of them.

I am proud to second the nomination of Lee Clifford.

BROTHER GRIFFIN (Canadian Wire Service): I first met Lee 11 years ago in Halifax, and Lee was the lineup editor with the television news there. We had a very strident and troublesome management, and Lee is the type of guy who will put his job, his career on the line for fellow Guild members. He is not able in his nature to back down from a fight when it comes to protecting other members of the Guild, and he is a man who I am proud and thankful to nominate here today, and it is with a great deal of pleasure I would like to also say he is my friend of 11 years.

I second the nomination of Lee Clifford.

BROTHER ZIEDLER (Canadian Wire Service): I stand in support of Brother Lee, and I urge all of my Canadian brothers and sisters to recognize his 17 years of hard work, his commitment and loyalty to the Guild and to the concept of organized labor by echoing their support.

CHAIRPERSON CULVER: Are there further seconds for the nomination of Lee Clifford? Very well.

Are there further nominations for the vice presidency from Eastern Canada?

BROTHER BRENNAN (Windsor): **I am proud to nominate Dennis Robinson of the Southern Ontario Newspaper Guild for the position of Eastern Canada Vice President.**

The following remarks are not mine but those of Larry McGinnis, president of the Montreal Local, who wanted very much to nominate Dennis, but Larry and the Montreal delegates had to catch a plane back to Montreal.

"Larry is a longtime Guild member and watches closely what happens in the Eastern Canada Region. Dennis has been a Guild activist for many years. He has served several terms on its local executive committee and during the years has been elected unit chairman, vice chairman and membership secretary all at the Globe and Mail in Toronto.

"Dennis has also served as treasurer of the Southern Ontario Newspaper Guild from 1978 to 1985. During that time SONG has come to be one of the most financially stable locals in the Guild. That is without doubt due in no small measure to Dennis' administrative and fiscal abilities."

Remember, this is Larry talking.

"At my age I guess my passions are getting fewer. However, one I have that takes time but little effort is reading and re-reading the minutes of the meetings of as many locals as care to send them. One that does is SONG, and it was in those minutes I got an overview of those abilities of Dennis Robinson.

"At this convention we have been dealing with long-term financial planning for TNG. Dennis was one who was in at the beginning. Dennis was sent by his local to the conference in Washington to participate in the formulation of the consensus that resulted in the plan that was put before this convention. His broad Guild experience, but more particularly his financial planning and administrative experience, will make Dennis a valuable addition to the International Executive Board." Thank you.

CHAIRPERSON CULVER: One moment. Try to keep the noise down so we can hear.

Proceed.

BROTHER MALLON (Southern Ontario): Brother Chairperson. I have had the pleasure of working with Dennis on our finance committee of the Southern Ontario Newspaper Guild over several years. Whenever we were

confronted with a problem concerning our finances, he has been quick to come up with a workable solution.

Dennis' responsibilities as a local table officer have been those of a treasurer, but his involvement in all aspects of our local's administration has been most helpful and productive. He has justly earned the respect of the membership of our local.

Our local executive committee has given me, as president of the Southern Ontario Newspaper Guild, the pleasant mandate, and I am personally most honored on behalf of my local, to second the nomination of Dennis Robinson as a candidate for the office of Eastern Canadian Vice President.

Thank you. (Applause.)

BROTHER ELDER (Ottawa): I will keep this short because I have to catch a plane.

I can't imagine a finer candidate for Eastern Canada Vice President than Dennis Robinson of SONG, and please accept my seconding of his nomination.

SISTER CREIGHTON (Canadian Wire Service): I am delighted to second the nomination of the dynamic, energetic and dedicated Dennis Robinson.

Thank you.

BROTHER WHITE (Southern Ontario): I am proud to second the nomination of Dennis Robinson, a man of eminent ability and even greater potential.

BROTHER LOWE (Southern Ontario): Very proud to second Dennis Robinson.

BROTHER BRYANT: John Bryant, Southern Ontario, seconds.

BROTHER PELLETTIER (Southern Ontario): I have seen the tremendous respect with which Dennis is viewed by his fellow members in the Globe and Mail unit, and I am pleased to second him.

SISTER BRYANT (Southern Ontario): I am proud to second the nomination.

SISTER LEM (Southern Ontario): I have worked with Dennis Robinson in the Southern Ontario Newspaper Guild at the local level and at the unit level for several years now. Dennis is a very highly respected, very, very capable person, and I am very, very proud to personally second his nomination.

BROTHER GIFFIN (Southern Ontario): My pleasure to second Dennis.

CHAIRPERSON CULVER: Are there any further seconds?

SISTER CRAIG (Southern Ontario): Pleased to second Dennis Robinson.

CHAIRPERSON CULVER: Further seconds for Dennis Robinson?

Are there further nominations for Vice President for Eastern Canada?

The microphones are clear. **There are two nominees, Lee Clifford and Dennis Robinson.**

We will now move on to the vice presidency for Western Canada. Roger Stonebanks.

VICE PRESIDENT STONEBANKS (Victoria): **I rise to place in nomination the unanimous choice of Western Canada, a man you have heard from very much this week on a subject which is very important, and that man is Doug Louth.**

Many of you will not know, but his delegation certainly does know, that Doug is a well traveled man. He knows that the cheapest distance between two points is not necessarily in a straight line.

He has been a member of the Guild since 1974. He has been treasurer and is treasurer of his local for five years. He has been at every convention since 1980. He is a former president of his local. But his most important qualification, which I commend to you, is the fact that he will be an independent member of the IEB. (Applause.)

CHAIRPERSON CULVER: Are there seconds to the nomination of Doug Louth?

BROTHER HILL (Vancouver-New Westminster): Is this the appropriate time to pay a tribute to——

CHAIRPERSON CULVER: No.

This is for seconds to the nomination of Doug Louth.

BROTHER HILL: Okay, Brother Culver. Then I would like to continue there.

I have known Doug for about 11 years. I have worked with him, and I have gotten to know him, and I have gotten to know his wife and his family, and I have a great deal of respect for him.

He's served our local as a unit delegate, its treasurer, its president and now again back to treasurer.

I agree with what the former speaker said about travel arrangements, but I can't say anything because I am not home yet.

I want to say that I think Doug's qualification is he is the most respected member in our local, and he is that for two reasons—his honesty and his integrity.

I am proud to call him my friend. I am going to be even prouder to call him my Vice President.

Thank you. (Applause.)

BROTHER TUBBS (Vancouver-New Westminster): The reason that all of the delegates from Vancouver are lined up at the mikes is that we thought we'd get some equal time, and I would like to commend my brother from Vancouver for running for Vice President.

It is certainly going to be a difficult task, commuting from Vancouver to Washington to attend the International Executive Board meetings, but I am sure that if he makes arrangements to transport himself there as well as he did to transport the Vancouver delegation here, we have a problem. (Laughter.)

He has been the treasurer of Vancouver for some distinctly long time, and the reason that I've been so long at the mike is because he signs my check, and he told me if I didn't get up to support him publicly that I could be in some difficulty come next pay time.

So you got my support, Doug.

SISTER BUSBY (Vancouver-New Westminster): If Doug Louth serves the international even half as well as he has our local, it gives me a great deal of pleasure to second his nomination. (Applause.)

BROTHER RAVICK (Victoria): On behalf of the Victoria Local and myself, I second Dout Louth.

SISTER O'BRIEN (Vancouver-New Westminster): It gives me a great deal of pleasure to second the nomination of Doug Louth, a very dedicated union member.

BROTHER BOCKING (Vancouver-New Westminster): I also am very pleased to second Doug Louth.

BROTHER MORRIS (Vancouver-New Westminster): In order that he may buy me a beer, I also second Doug Louth.

CHAIRPERSON CULVER: Are there further seconds to Doug Louth? Very well. Are there further nominations for Western Canada? The microphones are clear. **Doug Louth is the only nominee, and I declare Doug Louth elected.**

(The audience rose and applauded.)

BROTHER RAVICK: Mr. Chairman, would this be the appropriate time to pay credit to a retiring Vice President? If I may take two minutes of the convention's time.

On behalf of the Victoria local, the Western Canadian Region and myself, I would like to pay tribute to a man who is retiring from the International Executive Board.

Roger Stonebanks was the man that introduced me to the Guild. He's given Victoria probably some of the best contract language in the entire international. He has spent weekends, hours, years, devoting his life to the union in Victoria, through strife, through the good times and through the hard times we are going through right now.

Roger, I salute you, and I thank you.

(The audience rose and applauded.)

BROTHER RAVICK: I will not do this again when he comes back in. (Laughter.)

CHAIRPERSON CULVER: Nominations are now open—

VICE PRESIDENT HATFIELD (San Francisco-Oakland): Excuse me, Brother Chairperson.

I also want to pay some tribute to Roger Stonebanks and in the process make it clear to my colleagues on the board that Roger and I do not always agree.

I think it was the wrong thing for him to do to leave the board, although I am confident that the new Vice President from Western Canada will serve the board as well as Roger has for more than a decade.

CHAIRPERSON CULVER: Very well. (Applause.)

BROTHER HILL (Vancouver-New Westminster): Mr. Chairperson, could I make one comment about Roger from the Vancouver Local, please.

CHAIRPERSON CULVER: Yes, and as short as possible.

BROTHER HILL: It will be short.

He served us well. We are proud of him. We know him, we love the man, and, Roger, we are sorry to see you leave, too. But for a guy that never threw a hospitality suite the whole bloody time you ran, thanks a lot. (Laughter.)

BROTHER PROSNITZ (Providence): On behalf of all of us from our area I just want to say thank you, Roger.

CHAIRPERSON CULVER: All right. Thank you for all of the commendations, and we must move on to the at-large nominations now.

Barry Lipton, you are recognized.

BROTHER LIPTON (New York): **I stand here for the purpose of nominating for IEB member at-large David Mulcahy.**

I was trying to remember how many years I have known David, and I fixed it at 12 because that's when my hearing started to go, I think.

In spite of all the good natured fun we poke at him, this loud human tornado is really one of the Guild's most valuable assets.

David has served as chairperson of the Standard & Poor's unit in New York since 1974 and served as vice chairperson for four years prior to that.

He has been primarily responsible for increasing the membership of Standard & Poor's from about 250 members to the current level of almost 600. It now stands as the local's third largest unit behind the New York Times and the News.

Dave was responsible for the merger of the former Standard & Poor's independent association into the Guild in 1975, increasing membership by about 135 people. He also conducted three separate organizing drives at S&P—in '76 and '77—increasing the membership by another 50 members.

Currently Dave is working on other organizing efforts there and others in New York City. He currently serves as second vice president of the New York local and heads up our finance committee where he has done an exceptional job and has made a major contribution to the repair work that has been done for the local's financial condition in the last few years.

He first attended a Guild Convention in St. Louis in 1974 and has attended every single convention since then. Dave was first elected to the IEB in 1975 and was re-elected in '77, '79, '81 and '83.

He has served on the Finance and Administration Committee of the international for 10 years and has also served on the Constitution Committee of the IEB for the same 10 years. He was named chairperson of that committee in '79 and renamed in '81 and '83.

He has served for eight years on the Appeals Committee of the IEB and was named chairperson in 1979. He was renamed chairperson in '81 and '83.

Dave is well known for his attendance at district council meetings. He is a delegate to the Mid-Atlantic District Council, and he attends the NEDC frequently and has also attended tri-council meetings for several years.

Dave and I often differ over Guild issues, but when all is said and done, we form a unified team and, in the best interests of both the New York local and the international, go out and get the job done.

He has been a tremendous help to me in my own Guild career, encouraging and working with me, sometimes patiently, for more than 12 years.

Dave has done an exceptional job as an IEB member, and I am proud to nominate him.

Thank you. (Applause.)

PRESIDENT PERLIK: David Mulcahy has been nominated for Vice President At Large.

Are there other seconds for this nomination?

BROTHER CHRISTIAN (Buffalo): I have been asked by Kim Lukasiak who had to catch a plane, to read her speech. You might notice I am not Kim. There is a resemblance, but—. Let me read her second.

"I proudly second the nomination of Dave Mulcahy. Despite the forcefulness Dave often displays on the convention floor, I can assure you he does have a soft spot."

I hadn't read that before. (Laughter.)

"He cares about his union. Dave has been

a Guild member for 23 years, 17 of which he has spent holding local and international offices, tirelessly serving his brothers and sisters coast to coast.

"He has been responsible for increasing the membership of his home local as head of the Standard & Poor's unit. He has been an active and vocal member of the IEB for a decade, serving on the Finance and Administration, Constitution and Appeals Committees. He is also a frequent visitor to district council meetings across the country. This lengthy and impressive track record has made Dave a valuable part of our union.

"His vast experience has helped guide him on a road of leadership. His outspoken and pragmatic personality has helped veterans reach decisions that have benefited all of us.

"I urge you to re-elect Dave Mulcahy an International Vice President. Thank you." (Applause.)

PRESIDENT PERLIK: For the same purpose the chair recognizes Delegate Roy Kruse.

BROTHER KRUSE (Hawaii): I rise to second the nomination of David "Kawica" Mulcahy. "Kawica" is his Hawaiian name. It means a true warrior. In our interpretation, a warrior of the Guild.

"Kawaica" reminds me of the Hawaiian state fish. (Laughter).

PRESIDENT PERLIK: Everything reminds you of a Hawaiian fish, it seems to me.

BROTHER KRUSE: A small, not too good looking, but colorful fish. (Laughter.) A fish that is always seen darting to and fro between the coral reefs, taking care of his home and protecting his family. A small fish but one that packs a powerful punch. This fish, named humu humu nuku nuku apo'aa (laughter) is also like Dave. It has such a long name because it refers to long and faithful service.

I ask your support for David "Kawika" Mulcahy.

Aloha. (Applause.)

PRESIDENT PERLIK: Brother MacDonald for the same purpose.

BROTHER MacDONALD (Canadian Wire Service): I did this one on the back of the "Star Wars" resolution.

He can't see, he can't play poker, and he's no longer capable of—but he is an ass-et to the International Executive Board. (Laughter.)

Where else could the other members of the board get their regular subsidy to their measly per diems. They need him on the board, and so do we.

I am very happy to second the nomination of Dave Mulcahy.

BROTHER ISIAH LEWIS (Toledo): Ike Lewis from Toledo.

I rise to second the nomination of Mr. Mulcahy, but I was torn between him and his pipe, so I guess I'll go with him.

VICE PRESIDENT McLAUGHLIN (New York): There are a lot of modest, self-effacing people in the Guild. Dave is not one of them. (Laughter.)

In New York Dave has a reputation for being a financial genius. I know he is because he told me he was. (Laughter.)

And he takes care of the Guild money and watches it as he would his own. That's because he has more money than the Guild has in its treasury.

I have learned a lot from Dave Mulcahy, and he has served the Guild well.

I am proud to stand up here and nominate him for another term as At-Large Vice President. (Applause.)

BROTHER BAILEY (Pacific Northwest): We second the nomination.

VICE PRESIDENT ROTHMAN (Philadelphia): We second the nomination.

SISTER BUNIS (Rochester): Second the nomination.

SISTER STEERS (New York): It is a pleasure to second the nomination.

BROTHER SCHWAB (Wilkes-Barre): Pleased to second the nomination of Dave.

BROTHER BAKER (New York): Proud to second the nomination of my neighbor in New Jersey, Dave Mulcahy.

BROTHER JONES (New York): In exchange for an invitation to his annual pool party, I am pleased to second his nomination.

Thank you, Boomer.

BROTHER WALLACE (Wilkes-Barre): Second the nomination.

BROTHER PENNACCHIO (New York): If I had time, I would want to make a speech. I second the nomination.

BROTHER GOODMAN: Goodman, Hudson County, two and a half miles from the headquarters of the local, Dave's local, happy to second the nomination.

BROTHER KRAUSE (Lynn): Happy to second the nomination.

SISTER SKEETE (New York): I am happy to second the nomination of my friend and adviser, Dave.

BROTHER SOUTH (New York): Happy to second the nomination of New York's Boomer.

SISTER HAMMOND (Portland): We are pleased to second Dave's nomination.

BROTHER PETRUCELLI (New York): I am extremely happy and proud to second the nomination of Dave Mulcahy.

VICE PRESIDENT TURNER (Central California): Myself and also speaking for Brother Larry Hatfield, happy to second the nomination of Dave Mulcahy—Hatfield and Mulcahy, an odd couple. (Laughter.)

SISTER MARTINO (San Jose): On behalf of the entire local along with my warmest personal second.

BROTHER KEENAN (New York): Proud to second.

BROTHER LaPOINTE (Albany): Albany supports Dave Mulcahy.

VICE PRESIDENT HILTZ (Boston): Pleased to second.

SISTER YUHAS (New York): Pleased to second.

BROTHER STEINKE (St. Louis): We are happy to support Dave.

VICE PRESIDENT SHELLOCK (Youngstown): We are very pleased to support Dave.

BROTHER EDGINGTON (San Diego): It is tough to support Republicans these days, but Dave Mulcahy is my guy.

VICE PRESIDENT CLIFFORD (Canadian Wire Service): Pleased to bring a second for Dave Mulcahy from Canada's East Coast.

VICE PRESIDENT SOUZA (Hawaii): We are happy to second Dave Mulcahy.

BROTHER CARUSO (New York): It is a great pleasure to send the voice of moderation to the IEB.

BROTHER RANDOL (Central California): The Pasteboard Caucus seconds.

BROTHER THIBEAULT (Manchester): On behalf of Dave Rousseau and the Manchester delegation, proud to second.

BROTHER CUTHBERTSON (San Francisco-Oakland): Another second from out west.

SISTER DAVIS (San Diego): I am proud to second the nomination of the very audible Dave Mulcahy.

BROTHER MARAGHY (Boston): Boston seconds.

SISTER DOOLING: Philadelphia, seconds.

BROTHER COHN (Lexington): We second.

BROTHER DAVIS (San Jose): My personal second.

BROTHER RAMIS (Puerto Rico): The delegation of Puerto Rico seconds the nomination of Dave.

SISTER BRUNO (Denver): On behalf of the local and personally.

BROTHER MORRISSEY (Wire Service): Second the nomination.

BROTHER ALFANO (Scranton): Scranton seconds.

SISTER McCRACKEN (Memphis): Memphis is happy to second the nomination of Dave Mulcahy.

BROTHER HUNT: Patrick Hunt, Washington-Baltimore seconds Dave Mulcahy.

SISTER RAJALA (Brockton): The local and my personal second.

BROTHER BENTON (Salem): Happy to second the nomination.

BROTHER BUCHANAN (Erie): Happy to second the nomination.

DELEGATE: I have heard a lot of jokes about David, and I have heard a lot of people

laugh, but from the bottom of my heart I duly want to second his nomination because he is our champion in Local 3.

Thank you.

PRESIDENT PERLIK: Are there further seconds? The mikes appear to be clear. Dave Mulcahy is declared a candidate for Vice President At Large.

Are there further nominations?

BROTHER GOLDMAN (St. Louis): **I rise to nominate Robert C. Holt, Jr., for Vice President At Large.**

The good news is that Vice President Bob Holt is on the mend from injuries suffered in a traffic accident that was not his fault.

The bad news is that the injuries kept him from making this convention and being among us.

Let's review the qualifications of Bob Holt to see how fortunate we are to have him running for a fifth term as Vice President At Large.

First there is dedication. Bob Holt lives the Guild every waking moment. He serves the Guild as president of his local, a delegate to the Midwestern District Council and a Vice President on the IEB. No task is too small or too big for him.

Then there is energy. Matched with his dedication, his energy makes him a tireless working leader of the Guild.

Along with dedication and energy there is character. Bob Holt merges the admirable qualities of strength with refinement and gentility. He is soft-spoken and dignified, but inside he is tenacious and firm when it comes to advocating the best interests of Guild members. He talks quietly but carries clout you can hear.

Added to these qualities is his ability to communicate, to have time to listen to the problems of the rank and file members and to act on those problems.

Then there is his natural quality of leadership. In his quiet way he is able to persuade and influence people to get things done, and because of this he is respected by management as well as by his fellow Guild members.

Yes, these are qualities that make him a superior candidate for the IEB, but perhaps one of his strongest points is his unflinching determination to meet crises head on. His local and unit have had their share of crisis after crisis since he has been in office. Where others would wilt under pressure, he seems to get stronger with challenges.

He is the ideal type of Guild member we need on the IEB. So it is with great pride and privilege that I nominate Robert C. Holt, Jr., of St. Louis for Vice President At Large on the International Executive Board.

Thank you.

PRESIDENT PERLIK: Robert C. Holt has been nominated for Vice President At Large. Are there seconds to this nomination? Brother Mulcahy.

VICE PRESIDENT MULCAHY (New York): From the home of my beloved St. Louis Cardinals and Budweiser beer comes a man who alleges that Harry Culver taught him how to play poker. The meetings of the Pasteboard Caucus this week have not been the same as in past years because this candidate has been and is in the hospital in St. Louis. His credentials have been reported to you in some detail by Brother Goldman.

He and I have worked together on the IEB since his first term in 1977. I consider him one of the best board members I have ever known. His quiet and gracious manner add dignity to the deliberations of the IEB, and I look forward with pleasure to his attendance at the next meeting of the IEB in Washington on October 15.

I urge the re-election of Robert C. Holt, Jr. (Applause.)

CHAIRPERSON CULVER: Are there further seconds for Brother Holt? Further seconds? George.

BROTHER LAINE (Los Angeles): It is with a great deal of pride we rise to second the nomination of Robert C. Holt. We hold, as does Brother Mulcahy and the other speaker before him, that Mr. Holt's record will give you ample cause to support his candidacy for membership on the International Executive Board.

He has voted solid union all the way. You can't ask more than that.

Thank you.

CHAIRPERSON CULVER: Are there further seconds for Brother Holt?

BROTHER KENNEDY: Youngstown is happy to second for Holt.

BROTHER KRUSE: Roy Kruse, Hawaii, seconds.

BROTHER BRYANT: John Bryant, Southern Ontario, seconds.

BROTHER JONES (Philadelphia): Eugene Jones seconds.

BROTHER DAVIS (San Jose): On behalf of the entire delegation, I am happy to nominate my good friend and former colleague, Bob Holt.

BROTHER SCHICK (Albany): On behalf of myself and my local, we second.

BROTHER SCHWAB (Wilkes-Barre): Happy to second Bob's nomination.

SISTER BINKLEY: San Francisco-Oakland seconds the nomination of Bob Holt.

BROTHER BAILEY: Pacific Northwest seconds the nomination of Bob Holt.

BROTHER BURKHARDT: Toledo Local seconds.

VICE PRESIDENT McCRACKEN: Memphis is proud to second the nomination.

BROTHER OLDFIELD: Canadian Wire Service Guild seconds the nomination of Bob Holt.

VICE PRESIDENT SOUZA (Hawaii): Proudly second the nomination of Bob Holt.

BROTHER McLAUGHLIN (New York): I proudly second the nomination of Bob Holt.

VICE PRESIDENT TURNER (Central California): Happy to second the nomination of Bob Holt.

BROTHER ROUSSEAU: The Manchester delegation is happy to support Bob Holt.

BROTHER SCHULTZ: John Schultz, San Antonio, seconds the Holt nomination.

VICE PRESIDENT SHELLOCK (Youngstown): A private and personal second to Bob.

SISTER BRUNO: On behalf of the Denver local and personally, we second the nomination of Bob Holt.

BROTHER MALLON (Southern Ontario): It is a pleasure to second.

VICE PRESIDENT CLIFFORD (Canadian Wire Service): I am pleased to second Bob Holt.

BROTHER MARAGHY: Boston seconds.

BROTHER COHN (Lexington): Happy to second the nomination.

BROTHER KRAUSE: Lynn seconds.

BROTHER LANGZETTEL: Portland seconds.

BROTHER BAEZ (Puerto Rico): Second the nomination of Bob Holt.

BROTHER ALFANO: Scrantor. seconds.

VICE PRESIDENT ROTHMAN: Philadelphia seconds.

BROTHER RANDOL (Central California): Second.

VICE PRESIDENT HILTZ: Tom Hiltz, Boston, seconds.

BROTHER MINKKINEN: Jerry Minkkinen, Chicago, seconds.

BROTHER EDGINGTON: San Diego seconds Holt.

SISTER PRZBYBSZEWSKI: Erie seconds the nomination.

BROTHER COLLINS: Salem seconds.

BROTHER OLIVE: Olive, SFONG, seconds.

BROTHER WALLACE: Wilkes-Barre seconds.

BROTHER PENNACCHIO: Pennacchio, New York, seconds.

BROTHER MORRISSEY: Morrissey, Wire Service, seconds.

BROTHER BRANDOW: Brandow, New York, seconds.

SISTER MARTINO: Martino, Manchester, enters a strong personal second.

PRESIDENT PERLIK: Are there further seconds?

BROTHER LIPTON: Lipton, New York, seconds.

PRESIDENT PERLIK: Are there other seconds? The mikes are clear.

Robert C. Holt, Jr. of St. Louis has been

declared a nominee of this convention for the position of Vice President At Large.

The chair recognizes for the purpose of making a nomination John Kennedy from Youngstown.

BROTHER KENNEDY: Brother Chairman, **I rise to nominate Marie Shellock from Youngstown for her second term as Vice President At Large.**

Marie has served on the IEB and on the committees of Organizing, Research and Information and Guild Reporter.

On the local level she just came through a tough negotiation. She served three years as our president and achieved something that has made me the happiest guy at this convention. We have tried for 20 years to get dues deduction, and we finally achieved it through Marie's leadership.

She is in the forefront of all of our organizing work and does a real good job on enforcing the contract and the working conditions. Daughter of a steelworker, with a real tough stance in tight spots and gets in the middle of all the fights.

Marie is vice president of the Council of Vindicator Unions which is the power that the company and the publisher fear.

She is a delegate to the Great Lakes District Council and TNG convention.

Being from a small local that is constantly harassed by a new regime publisher, she stands firm and fights but is always available to take up any problem.

These are but a few of the high points from a very concerned and caring individual who puts her entire energy into the fight and is never afraid to get involved on any level of a union.

It is a personal pleasure for me to nominate Marie Shellock.

PRESIDENT PERLIK: Sister Marie Shellock has been nominated. Are there seconds? Brother Goldman.

BROTHER GOLDMAN (St. Louis): In Marie Shellock we find youth with maturity, experience with compassion, warmth with determination. She represents the bright leadership of the future. Leadership that will carry the torch of tradition of progressive Guild action.

As a leader from a small local, she is well aware of the particular problems of our smaller locals and how they function without resident staff. Leadership in small locals requires an extra dose of strength and dedication, and that is what Marie Shellock offers us.

It is with great pleasure that I second the nomination of Marie Shellock for International Vice President At Large.

PRESIDENT PERLIK: Are there further seconds? Brother Hiltz.

VICE PRESIDENT HILTZ (Boston): It is a great personal pleasure to second the nomination of Marie to International Vice President. I have been a delegate along with Marie to the past five conventions. During that time we have served on committees together, worked together and learned together.

I have also had the honor of serving with her as a fellow board member for the past two years. Her dedication and commitment to serving the Guild is backed up with plain hard work. Many times I have seen Marie complete her day's IEB responsibilities and then work late into the night on her local's problems.

She is seriously committed to staying in touch with the members and leadership she represents.

Last year Marie spent a midwinter weekend in New England with our district council, and that, brothers and sisters, is dedication. Speaking of the weather, of course.

We are all fortunate that an individual such as Marie has chosen to seek a leadership role in the Guild, with her proven ability to calmly face complex problems, solve them with creativity and common sense and then make a strong and presentable representation in achieving the final goals.

I sincerely urge you support Marie Shellock.

PRESIDENT PERLIK: Are there further seconds? Sister Martino.

SISTER MARTINO: First of all, to clear the record, I inadvertently said "Martino, Manchester" last time. Old habits die hard, but Martino, San Jose, please.

I consider it an honor and a pleasure to second the nomination of Marie Shellock of Youngstown for a second term as an Interna-

tional Vice President At Large. Other speakers have already listed a great many of Marie's qualifications and achievements.

There are many more. Marie's history within the Guild has been one of distinction, but she has never been provincial. She has shown concern for Guild problems, she has shown concern for Youngstown's problems, she has shown concern for Guild problems throughout the United States, Canada and Puerto Rico.

She understands the problems of small locals as well as she understands the problems of large locals.

She is sensitive to the problems of women in the work force, she is sensitive, equally sensitive, I should say, to the problems of minorities and, yes, delegates, white males.

Her first term on the IEB serving on the R&I, Guild Reporter, Organizing Committees evidenced her ability and commitment to the labor movement.

She is my friend, she is my sister in unity, both upper and lower case, and she has earned your support.

I urge her re-election.

VICE PRESIDENT TURNER (Central California): For myself and my fellow delegates, George Randol, a very warm second.

BROTHER KRUSE: Roy Kruse, Hawaii, seconds.

VICE PRESIDENT SOUZA: Stan Souza, Hawaii, seconds.

SISTER HAMMOND (Portland): I will add my personal second.

BROTHER BAILEY: Gil Bailey, Pacific Northwest, seconds.

SISTER ECKARDT: Mary Eckardt, Sheboygan, seconds.

VICE PRESIDENT CLIFFORD (Canadian Wire Service): Proud to second.

BROTHER BRANDOW: Rich Brandow, New York, seconds.

BROTHER SWEENEY (San Jose): The entire delegation seconds.

BROTHER RAMIS: Charley Ramis, Puerto Rico, seconds.

BROTHER COHN: Ray Cohn, Lexington, seconds.

VICE PRESIDENT McLAUGHLIN (New York): I am proud to second.

BROTHER SCHWAB (Wilkes-Barre): Happy to second.

SISTER McCRACKEN: Memphis is happy to second.

VICE PRESIDENT ROTHMAN (Philadelphia): Happy to second.

BROTHER EDGINGTON: Edgington, San Jose—San Jose? San Diego. It's been a long day.

Second for Marie.

We are on the way to merger, too.

PRESIDENT PERLIK: How about Manchester?

SISTER DOOLING: Linda Dooling, Philadelphia, seconds Marie.

BROTHER MARAGHY: Boston seconds.

BROTHER LaPOINTE: Albany seconds.

BROTHER LIPTON (New York): Pleased to second.

SISTER RAJALA: Shirley Rajala, Brockton, seconds.

BROTHER MINKKINEN: Jerry Minkkinen, Chicago, seconds.

VICE PRESIDENT MULCAHY (New York): It is indeed a pleasure to second the nomination of Sister Shellock.

BROTHER THIBEAULT: Tom Thibeault, Manchester, seconds.

BROTHER DAVIS (San Jose): My personal second.

BROTHER WALLACE: Wallace, Wilkes-Barre, seconds.

SISTER BRUNO: Denver local and Barbara Bruno personally.

BROTHER BUCHANAN: Buchanan, Erie, seconds.

BROTHER KRAUSE: Steve Krause from Lynn seconds.

BROTHER ROUSSEAU (Manchester): A personal second.

PRESIDENT PERLIK: Are there further seconds for Sister Shellock? If not, the chair declares Marie Shellock a candidate for Vice President At Large.

I recognize Brother Jones. You have been at the mike for some time. Are you there for the purpose of making a nomination?

BROTHER JONES: Nomination.

PRESIDENT PERLIK: I will recognize you next, Roy.

BROTHER JONES (Philadelphia): She has been found—weighed in the balance and found not wanting.

It was two years ago I stood at the microphone and put into nomination the name of Carol McGarvey for the Vice Presidency of the IEB. **It is again with great pleasure that I nominate my friend, Carol McGarvey Rothman.**

Carol has been active in Local 10 for more than 15 years. She has worked and served in just about every capacity a person can do in a local—shop steward, RA representative, unit officer, negotiator, special committee chairpersons and now our unit chair.

When I was president of Local 10 it was comforting to know that there were some people whom I could count on and not feel uncomfortable with because I know that Carol would always come through in no matter what capacity she was serving.

We are presently in contract negotiations. We have been going over the contract, and it is Carol who has the keen eye to go over every detail and find what we have missed or what should be there, and this is indeed comforting to the members to know that there is someone looking out for their interests.

She is a member of CLUW, NOW, the Women's Committee, the MADC, and now she has chaired the Human Rights Committee for several years.

Carol's first term on the IEB has been a great learning experience for her. We at Local 10 have benefited from it greatly, but not only has Local 10 benefited from it, TNG has also. Therefore, let's take advantage of this experience and dedicated person and return Carol McGarvey Rothman to the IEB.

Thank you. (Applause.)

PRESIDENT PERLIK: Carol McGarvey Rothman has been nominated for the position of Vice President At Large. Are there formal seconds—

SISTER SMITH (Terre Haute): It is indeed a pleasure for me to second the nomination of Carol McGarvey Rothman for International Vice President At large.

My contacts with Carol have exposed me to a hard working person who gives of her time and knowledge for the Guild and, most importantly, for people.

With a ready smile always available, complete attention to your problem, Carol has a knack to direct you toward the most effective solution with the least amount of effort.

I recently participated in an organizational meeting to establish a chain council. It occured over a weekend in Philadelphia. Although it was not directly related to Carol's unit activity, she was there, supportive, involved, committed, not for her own sake but for ourselves.

Here is a dedication born out of certainty of purpose that is infectious, indeed inspiring, to the brotherhood and sisterhood of unionism in general and of The Newspaper Guild specifically.

The Guild has an abundance of people who care and give fully to further our cause. Carol is one of them, and I feel we need her contribution to continue.

Thank you.

BROTHER OLIVE (San Francisco-Oakland): Brother Chairman, I am honored to second the nomination of Carol McGarvey Rothman.

She has been a Guild member for 15 years, working in classified at the Inquirer, has been active in the Guild for virtually that whole time.

I had the pleasure of working with Carol on two Human Rights committees. We are lucky to have such a vigorous advocate of our human rights principles in our midst, and it is apropriate that she has served as chairperson of the IEB's Human Rights Committee

Let's send her back.

BROTHER LANGZETTEL (Portland): I am happy also to second the nomination of Carol McGarvey Rothman because the labor movement, this Guild and New England in particular have been represented very well by Carol in her first term as Vice President At Large.

She has been a delegate to seven conventions, working willingly and effectively to de-

fend and advance the principles of trade unionism for all our members.

Carol's energetic labor commitment spans 15 years and runs the gamut from shop steward to International Vice President.

In her home local she continues to serve as unit chair at the Philadelphia Inquirer and Daily News and has been a member of the executive board for ten years.

We in New England know Carol has taken her responsibilities seriously. She has been a welcome and informative guest at our district council meeting.

She stands as an example that every person can make a difference and everyone should certainly try. Carol succeeds in both respects.

Her sense of fair play, her social consciousness, her willingness to push on one more step and undertake one more task all earn her our admiration and respect.

BROTHER BARRY (Philadelphia): On behalf of the local and myself personally, we want to endorse Carol's candidacy.

I also want to say for the younger union activists here, we talked about people spending a lot of time in the union, making a lot of sacrifices, not getting anything in return. Carol has done it for many years. She wandered into an Ingersoll council meeting and came out with a return, her charming and distinguished husband, Marshall Rothman. I am going to introduce him over here.

Support the nomination. Thank you.

BROTHER SCHWAB (Wilkes-Barre): Happy to second Carol's nomination.

SISTER WATSON: Virginia Watson, St. Louis, seconds.

BROTHER WALKER: Charley Walker, Providence, seconds.

SISTER DOOLING (Philadelphia): Very pleased to second Carol's nomination.

VICE PRESIDENT TURNER (Central California): For my local and myself, second the nomination.

SISTER CAPARELLA (Philadelphia): It's been a pleasure working with Carol and the local, and I'd like to second her nomination.

BROTHER MacDONALD (Canadian Wire Service): Very pleased to second the nomination of Carol.

BROTHER COHN: Ray Cohn, Lexington, seconds.

BROTHER DAVIS (San Jose): Our entire delegation seconds the nomination.

VICE PRESIDENT SHELLOCK: Youngstown is pleased to second.

BROTHER LaPOINTE: Albany seconds.

BROTHER PATRICK (Philadelphia): I am proud to second.

VICE PRESIDENT HATFIELD (San Francisco-Oakland): Seconds for a good friend and a good Vice President.

VICE PRESIDENT MULCAHY (New York): It is a personal pleasure to second the nomination of Carol McGarvey Rothman for re-election to the IEB.

VICE PRESIDENT HILTZ (Boston): Pleased to second.

BROTHER BAILEY: Gil Bailey, Pacific Northwest, seconds.

BROTHER RAMIS: Ramis, Puerto Rico, seconds.

BROTHER MARAGHY: Boston seconds.

SISTER RAJALA: Shirley Rajala, Brockton, seconds.

BROTHER EDGINGTON: San Diego seconds.

SISTER SALTER (Lehigh Valley): Proud to second Pennsylvania's favorite daughter.

BROTHER BRANDOW: Richie Brandow, New York, seconds.

BROTHER PALANGE: Paul Palange, Woonsocket, seconds.

BROTHER THIBEAULT: Tom Thibeault, Manchester, seconds.

VICE PRESIDENT McLAUGHLIN: Pete McLaughlin, New York, seconds.

VICE PRESIDENT CLIFFORD (Canadian Wire Service): Pleased to second.

SISTER MARTINO (San Jose): Personal second.

VICE PRESIDENT McCRACKEN: Memphis is pleased to second the nomination.

SISTER DAVIS (San Diego): I am proud to second Carol's nomination.

BROTHER KRAUSE: Lynn is proud to second.

BROTHER LIPTON (New York): Pleased to second Carol's nomination.

SISTER BINKLEY: Binkley, San Francisco-Oakland, seconds the nomination.

SISTER ECKARDT: Mary Eckardt, Sheboygan, seconds.

SISTER BRUNO: Denver seconds the nomination.

BROTHER KRUSE: Roy Kruse, Hawaii, second.

BROTHER ROUSSEAU (Manchester): Carol has my second.

BROTHER GOODMAN: Goodman, Hudson County, seconds.

BROTHER MORRISSEY: Morrissey, Wire Service, seconds.

SISTER BUNIS (Rochester): Pleased to second.

BROTHER FROLIK (Cleveland): Second personally and on behalf of the entire Cleveland delegation.

BROTHER ALFANO: Scranton seconds.

BROTHER COLLINS: Salem seconds.

VICE PRESIDENT SOUZA: Stan Souza, Hawaii, seconds Carol's nomination.

BROTHER WALLACE: Wallace, Wilkes-Barre, seconds.

CHAIRPERSON CULVER: Are there further seconds for Carol McGarvey? Carol has been nominated. Are there further nominations for Vice President At Large?

Roy Kruse, you are recognized.

BROTHER KRUSE (Hawaii): Two years ago I had the pleasure of nominating Hawaii's best, the first Guildperson from Hawaii to run for office. I again am pleased to nominate him for a second term as International Vice President At Large.

Stan Souza has been our local president since 1969. He has served the Guild well in the following positions: Guild member for 26 years, one day after he started work; a shop steward for 25 consecutive years; the Guild's membership director where he signed up all of our free riders; picket captain for the Guild and for the joint unity program for all six unions; 19 consecutive years as a member of the joint unity team; 18 consecutive years as a delegate to the Hawaii State Federation of Labor.

He has been executive board member of the local and our local president for 16 consecutive years.

He is a vice president of the Western District Council, and he has been an International Vice President of The Newspaper Guild for the past two years. And he is also married to my cousin. (Laughter.)

Again I say to you, he has paid his dues. He has given over half his life to this Guild, and Stan is probably one of the best joke-tellers you will ever meet, but when it comes to Guild business, he is not joking. When it comes to being a union member, he is not joking.

He is honest, truthful and loyal. He lives and believes in the theory of an injury to one is an injury to all.

I sincerely ask for your support of your brother and mine, and **I hereby nominate Brother Stan Souza as International Vice President At Large of The Newspaper Guild.**

Aloha nui loa.

Thank you very much. (Applause.)

CHAIRPERSON CULVER: Stan Souza has been nominated.

I recognize Barry Lipton for a seconding speech.

BROTHER LIPTON (New York): Pleased to second Stan's nomination.

I have learned to appreciate the Hawaiian language, attending these conventions, a very beautiful language. My grandparents were from Russia. They didn't speak Hawaiian, but in their language I think Stan would be called a "mensch," which means a very good and fine man.

Stan is an effective Guild leader, and he's certainly, I think our finest good-will ambassador, and I am pleased to second his nomination.

BROTHER MacDONALD (Canadian Wire Service): The following report of the Resolu-

tions Committee—Oh. (Laughter.)

If you knew Souza like I know Souza! (Boos.)

Oh, oh, what a guy!

Let's face it. I love Stan. I love Carol. I even love Roy. (Laughter.)

DELEGATE: Does your daughter know?

BROTHER MacDONALD: Stan, the Man, Souza has been a welcome addition to the IEB. He may not be capable of producing a basketball team, but he is more than capable of representing us on the board.

I am very happy to second his nomination. (Applause.)

BROTHER WALLACE (Wilkes-Barre): Very proud to come to a microphone and to second the nomination of my Portuguese brother. And Portuguese, you know what they are in Hawaiian—I don't have to explain it. But he is without a doubt an asset to this organization, and I am sure that Stan will continue to serve in the next two years as he has in the past, and we want to second him.

BROTHER ALEIXO (Providence): The Providence delegation has sent the only Portuguese delegate from Providence up to second the nomination of Brother Stan.

BROTHER ROY CUMMINGS (St. Louis): With much aloha, the St. Louis delegation seconds the nomination of Stan Souza.

BROTHER LAINE (Los Angeles): Proud to second the nomination of Stan Souza.

BROTHER PROSNITZ (Providence): Very proud to second the nomination of Stan Souza.

BROTHER BAILEY: Gil Bailey, Pacific Northwest, seconds.

BROTHER SCHWAB (Wilkes-Barre): Pleased to second the nomination of my main brother.

VICE PRESIDENT McLAUGHLIN (New York): To me the most important title Stan has is friend. He is my friend, and I am proud to nominate him for another term on the IEB.

BROTHER LaPOINTE: Albany seconds.

BROTHER SWEENEY (San Jose): On behalf of the local and personally, I am happy to second the nomination of that Guild kama aina, Stan Souza.

VICE PRESIDENT HATFIELD (San Francisco-Oakland): Proud to second a friend.

BROTHER GOODMAN (Hudson County): As a former resident of Hawaii for two years, I am pleased to second the nomination of a local boy.

BROTHER ALFANO: Scranton proudly seconds Stan's nomination.

SISTER BINKLEY (San Francisco-Oakland): Enchanted to second the man from the place of my birth, Stan Souza.

VICE PRESIDENT TURNER (Central California): Aloha.

BROTHER KENNEDY: Youngstown is happy to second the nomination.

BROTHER MALLON (Southern Ontario): It is a pleasure to second Stan Souza.

SISTER DAVIS (San Diego): Very pleased to second Stan's nomination.

SISTER CAPARELLA (Philadelphia): I am proud to second the nomination.

SISTER DOOLING: Linda Dooling, Philadelphia, seconds.

BROTHER DAVIS (San Jose): Personal second.

VICE PRESIDENT HILTZ (Boston): Proud to second.

VICE PRESIDENT ROTHMAN (Philadelphia): Proud to second.

VICE PRESIDENT CLIFFORD (Canadian Wire Service): Pleased to second the nomination of my good friend, Stan Souza.

BROTHER MARAGHY: Boston seconds.

BROTHER EDGINGTON: Edgington, San Diego, to say mehalo and happy to support Stan Souza.

BROTHER OLDFIELD: Canadian Wire Service, Oldfield, seconds.

SISTER ECKHARDT: Mary Eckhardt, Sheboygan, seconds.

BROTHER TOWNSEND: Bob Townsend, Brockton, seconds.

BROTHER HUNT: Patrick Hunt, Washington-Baltimore, seconds.

BROTHER KRAUSE: Krause from Lynn seconds.

VICE PRESIDENT MULCAHY (New York): On behalf of the rest of the haolis east of the Pacific Ocean, happy to second Stan.

VICE PRESIDENT SHELLOCK (Youngstown): Proud to give a personal second.

BROTHER LANGZETTEL (Portland): Pleased to support Stan Souza for another term.

BROTHER RANDOL (Central California): Happy to second.

BROTHER BAEZ: The Puerto Rico delegation seconds.

BROTHER THIBEAULT (Manchester): Happy to second.

BROTHER CAIN (San Jose): Happy to second.

BROTHER OLIVE (San Francisco-Oakland): My pleasure to second Stan.

BROTHER MONTOYA (Los Angeles): Happy to second and say that if Bobbie Jenkins was here, she would second also.

VICE PRESIDENT McCRACKEN: Memphis is happy to second.

BROTHER MORRISSEY: Morrissey, Wire Service, seconds.

BROTHER CHORPENNING (Los Angeles): Very pleased to second Stan's nomination.

BROTHER COLLINS: Collins, Salem, seconds.

BROTHER TRAMBLEY: Jerry Trambley, Erie, seconds.

SISTER BUNIS (Rochester): Pleased to second.

SISTER BRUNO: Barbara Bruno, Denver, seconds.

SISTER MARTINO (San Jose): I love Stan, too.

BROTHER BRANDOW (New York): Proud to second.

BROTHER ROUSSEAU: Dave Rousseau, Manchester, seconds.

BROTHER LOWE (Southern Ontario): Proud to second.

BROTHER COHN (Lexington): Proud to second.

CHAIRPERSON CULVER: Are there further seconds to Stan Souza?

Are there other nominations?

DELEGATE: Move they be closed.

CHAIRPERSON CULVER: George Randol.

BROTHER RANDOL (Central California): A year ago I was denied the great personal honor of nominating **Gene Turner** as Vice President At Large because of a personal emergency that took me away from the convention early. **Therefore it is a special pleasure today to nominate my fellow member of Local 82 for his second term as an At Large Vice President of this great labor union.**

His platform is to serve all the members of The Newspaper Guild, and consistent with that he has instructed me to make this extremely brief.

I will tell you that since Day One, 25 years ago, when he went to work for the Stockton Record, he has been a member of this union, and for each of those 25 years he has served it in some office or another. He has continued to serve it both at the local level and the international level.

For us he is Mr. Guild, and for you throughout this country he will become Mr. Guild, I am sure.

We urge you to return him to the IEB. Thank you.

BROTHER STEINKE (St. Louis): Second the nomination of Gene Turner who has been a Guild member for 25 years.

He's past president for four years of a small local, the Stockton Local. He's been president or has been three years president of the Central California Local. He helped lead the merger of the Stockton-Sacramento Locals to form what is now known as the Central California Newspaper Guild.

He continues to work for the Central California Newspaper Guild in trying to merge it with the San Francisco-Oakland.

He has also served three terms as president of the Western District Council and has been a delegate to 12 conventions.

He's been on bargaining committees, he's been on grievance committees and, as you know, he has been on the IEB for a year.

I urge your returning Gene Turner to that position. (Applause.)

BROTHER CUTHBERTSON (San Francisco-Oakland): Beneath that unwrinkled shell of serenity burns a white-hot core of a fanatical trade unionist.

Vibrating with dedication, intelligence and capacity to serve, a Vice President well worth hanging onto, we in the West are excited to share with you our volcanic treasure, Gene Turner.

CHAIRPERSON CULVER: Are there further seconds for Gene Turner?

BROTHER EDGINGTON (San Diego): A year ago I had the privilege of nominating Gene Turner for Vice President At Large, and at this time I am honored to be able to second his nomination.

Gene is outspoken, he is dynamic, he is compassionate, he is perceptive and he is dedicated.

Few of us have done what Gene Turner has done. Gene Turner in his own personal way contributed every month to the strikers in Vallejo, and that's the kind of person that we should have on the IEB—someone who understands problems down in the pits.

So I urge you to endorse and support Gene Turner for Vice President At Large.

CHAIRPERSON CULVER: I believe that concludes the seconding speeches. Now for seconds.

BROTHER LAINE: (Los Angeles): Deeds, not words. Gene Turner.

BROTHER BAILEY (Pacific Northwest): The best comes last. We second Gene Turner.

BROTHER MacDONALD (Canadian Wire Service): Pleased to second the nomination of Gene Turner.

BROTHER MARAGHY: Boston seconds.

VICE PRESIDENT HATFIELD (San Francisco-Oakland): On behalf of myself and the Western half of the new Northern California Guild, we second Gene Turner.

VICE PRESIDENT CLIFFORD (Canadian Wire Service): It is a pleasure to join others in seconding the nomination of Gene Turner.

BROTHER ROUSSEAU: Manchester wants to see Gene back on the Board.

SISTER BINKLEY (San Francisco-Oakland): Pleased to add my personal second to Gene Turner.

SISTER DAVIS (San Diego): Very warm second for Gene Turner.

SISTER MARTINO (San Jose): On behalf of our entire delegation and personally second Gene Turner.

BROTHER CAIN (San Jose): I second that second for that oracle of Hornitos.

BROTHER SCHICK: Albany seconds.

BROTHER SWEENEY (San Jose): A personal second for Gene.

SISTER BUNIS: Rochester is pleased to second.

SISTER WATSON: Virginia Watson, St. Louis, seconds.

BROTHER KRUSE: Roy Kruse of Hawaii.

Second him.

BROTHER PROSNITZ (Providence): Pleased to second Gene.

VICE PRESIDENT MULCAHY (New York): It is indeed a personal pleasure to second the nomination of Gene Turner for reelection to the IEB.

BROTHER KENNEDY: Youngstown is happy to second the nomination of Gene Turner.

SISTER HAMMOND: Sara Hammond, Portland, seconds.

BROTHER SCHWAB (Wilkes-Barre): Happy to second.

BROTHER TOWNSEND: Brockton seconds.

VICE PRESIDENT ROTHMAN (Philadelphia): Happy to second.

VICE PRESIDENT SHELLOCK (Youngstown): Proud to give a personal second to Gene.

VICE PRESIDENT HILTZ: Hiltz, Boston, seconds.

BROTHER DAVIS (San Jose): Personal second.

SISTER BRUNO: Barbara Bruno, Denver, seconds.

SISTER DOOLING: Linda Dooling, Philadelphia, seconds.

VICE PRESIDENT McLAUGHLIN (New York): Proud to second.

BROTHER GOODMAN: Goodman, Hudson County, seconds.

SISTER CHESKI (Bakersfield): Happy to second.

BROTHER COLLINS: Salem seconds.

BROTHER ALFANO: Scranton seconds.

BROTHER BRANDOW: Richard Brandow, New York, seconds.

VICE PRESIDENT SOUZA: Stan Souza, Hawaii, seconds.

VICE PRESIDENT McCRACKEN: Memphis seconds the nomination.

SISTER ECKHARDT: Eckhardt, Sheboygan, seconds.

BROTHER CHORPENNING (Los Angeles): My enthusiastic second for Gene.

BROTHER MORRISSEY: Morrissey, Wire Service, seconds.

BROTHER MONTOYA: Leroy Montoya, Los Angeles, seconds.

BROTHER OLIVE (San Francisco-Oakland): Olive, promising to get all the votes from the sunset district for Gene Turner.

BROTHER WALLACE: Wallace, Wilkes-Barre, seconds.

CHAIRPERSON CULVER: Are there further seconds for Gene Turner? Yes.

BROTHER COHN: Ray Cohn, Lexington, seconds.

CHAIRPERSON CULVER: Further seconds for Gene Turner? Are there further nominations for Vice President At Large?

The microphones are clear. I am closing the nominations.

There being six candidates elected for six positions, I declare all six elected.

(The audience rose and applauded.)

CHAIRPERSON CULVER: For the record I will repeat their names: **Dave Mulcahy, Bob Holt, Marie Shellock, Carol McGarvey, Stan Souza, Gene Turner.**

The next item on the agenda—let's have some order.

The next and, I am told, the last item on the agenda is selection of the 1988 convention site.

BROTHER MORRIS (Vancouver-New Westminster): **Vancouver will be very, very happy indeed to host the 1988 convention.**

I can assure you the Canadian party will be on in Vancouver. I think it will be on next year if you want to come out. I think we are going to have a world's fair out there, too. We will just celebrate right through. (Applause.)

CHAIRPERSON CULVER: Are there other invitations for 1988?

Are there other invitations? Will all those in favor of selection of Vancouver say aye. Opposed, no. Vancouver, you are the winner, and we are winners. (Applause.)

MOTION CARRIED

CHAIRPERSON CULVER: Gene Turner, you asked to be recognized.

VICE PRESIDENT TURNER (Central California): Brother Chairperson, I would like to take just a moment before we depart to pay brief tribute to a gentleman who is serving his last time as convention delegate for the Central California Newspaper Guild for two reasons.

Number one, the Central California Guild will soon cease to exist and become part of the Northern California Newspaper Guild.

Number two, he has announced his departure simultaneous with that happening. George Randol has been a valuable asset, not only to his local but to the international and certainly to these past conventions that he has attended in which he has served as a very constructive force out here.

I would be remiss if I did not express my gratitude and that of this body to George Randol.

(The audience rose and applauded.)

CHAIRPERSON CULVER: Bill Barry.

BROTHER BARRY (Philadelphia): Last

year we came to the microphone in San Juan to say that Philadelphia would like to host a convention. The management of United Airlines tried to help us out, but we didn't meet in Philadelphia this year, and we want to express, as the brides maybe who got left standing at the altar, our appreciation to the Pittsburgh delegation for a wonderful time.

We also want to tell people that we will come back here next year to propose that in 1989 the Guild convention come to Philadelphia. (Applause.)

CHAIRPERSON CULVER: We are open for a motion to adjourn.

BROTHER MORRISSEY (Wire Service): Brother Chairperson, **I move we adjourn.**

(Seconded by several.)

CHAIRPERSON CULVER: Moved, seconded by several. All those in favor say aye. Opposed, no.

MOTION CARRIED

CHAIRPERSON CULVER: The convention is adjourned. (Applause.)

(The Convention adjourned at 2:25 p.m.)

APPENDIX A

INTERNATIONAL ELECTION RESULTS

Referendum elections for International Chairperson and three regional vice presidents were conducted Sept. 19-24, 1985.

Following are the results, as certified by the International Election and Referendum Committee:

International Chairperson

Harry S. Culver ..... 4,868 Louis J. Mleczko 2,299

Region 2 Vice President

Faye McCracken ..... 891 Patrick Hunt 661

Region 3 Vice President

Richard M. Peery ..... 1,194 Gene Schabath 748

Canada East Vice President

Lee C. Clifford ..... 505 Dennis Robinson 487

Elected by acclamation during the convention were: President Charles A. Perlik, Jr.; Secretary-Treasurer Charles Dale; At-Large Vice Presidents Robert C. Holt, Jr., David M. Mulcahy, Carol D. McGarvey Rothman, Marie Shellock, Stanley Souza, and Gene Turner; Region 1 Vice President David M. Rousseau; Region 4 Vice President Larry D. Hatfield; Region 5 Vice President Peter E. McLaughlin; and Canada West Vice President Doug M. Louth.