

PROCEEDINGS

FIFTY-THIRD ANNUAL CONVENTION

The Newspaper Guild

(AFL-CIO, CLC)



June 23-27, 1986
Philadelphia Centre Hotel
Philadelphia, Pa.

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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, 1986, 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, 1986, 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 16, 1986

FINANCIAL HIGHLIGHTS

Average Monthly Per Capita Received Year Ended March 31, 1986

	<u>1st Quarter</u>	<u>2nd Quarter</u>	<u>3rd Quarter</u>	<u>4th Quarter</u>	<u>Average</u>
Employed members—regular rate	30,325	28,889	27,573	28,437	28,806
Agency fees	449	373	396	430	412
Unemployed and retired members	2,383	1,934	1,790	2,520	2,157
Part-time members	1,574	1,551	1,428	1,723	1,569
Members-at-large	6	4	3	8	5
TOTALS PER CAPITAS	<u>34,737</u>	<u>32,751</u>	<u>31,190</u>	<u>33,118</u>	<u>32,949</u>

Operations of General Fund

	<u>Year Ended March 31, 1986</u>	<u>Year Ended March 31, 1985</u>
Income	\$3,434,684	\$3,305,253
Expense	3,442,561	3,209,539
SURPLUS (DEFICIT) FROM OPERATIONS	<u>(\$ 7,877)</u>	<u>\$ 95,714</u>

Operations of Defense Fund

	<u>Year Ended March 31, 1986</u>	<u>Year Ended March 31, 1985</u>	<u>Year Ended March 31, 1984</u>
Income	\$3,731,404	\$ 991,068	\$ 892,037
Expense	<u>1,331,155</u>	<u>1,595,163</u>	<u>960,588</u>
SURPLUS (DEFICIT) FROM OPERATIONS	<u>\$2,400,249</u>	<u>(\$ 604,095)</u>	<u>(\$ 68,551)</u>

Summary of Net Worth of Guild

	<u>Year Ended March 31, 1986</u>	<u>Year Ended March 31, 1985</u>	<u>Year Ended March 31, 1984</u>
General Fund	\$ 505,729	\$ 410,708	\$ 314,994
Defense Fund	6,954,079	4,553,830	5,157,925
NET WORTH	<u>\$7,459,808</u>	<u>\$4,964,538</u>	<u>\$5,472,919</u>

BALANCE SHEET—GENERAL FUND
As of March 31, 1986, 1985 and 1984

		3/31/86	3/31/85	3/31/84
ASSETS				
Cash in banks and on hand		\$337,269	\$468,608	\$ 18,939
Advances receivable		30,249	26,906	27,075
Loans receivable:				
Individuals	26,691			
Locals			22,141	24,052
Lexington Guild	—0—		—0—	150
Bakersfield Guild	600		600	1,600
Wire Service Guild	40,000		40,000	40,000
Salem Guild	800		—0—	—0—
Scranton Guild	2,997		4,665	—0—
Due from Defense Fund		71,088	67,406	65,802
Due from Organizing Fund		—0—	—0—	401,199
Exchanges receivable		24,693	—0—	—0—
Prepaid insurance and transportation expenses		4,208	3,776	37,344
Deposits		29,636	33,481	29,025
Investments		675	675	675
Equipment (net)		100	100	100
		169,064	100,955	56,122
TOTAL ASSETS		<u>\$666,982</u>	<u>\$701,907</u>	<u>\$636,281</u>
LIABILITIES				
Due to Organizing Fund		\$ —0—	\$ 13,980	\$ —0—
Accounts payable		32,141	15,054	41,362
Payroll taxes payable		21,188	6,817	20,117
Due to Defense Fund		67,079	40,011	—0—
Severance pay reserve		—0—	211,048	259,808
Convention reserve		40,845	4,289	—0—
TOTAL LIABILITIES		<u>\$161,253</u>	<u>\$291,199</u>	<u>\$321,287</u>
NET WORTH		<u>\$505,729</u>	<u>\$410,708</u>	<u>\$314,994</u>
TOTAL LIABILITIES AND NET WORTH		<u>\$666,982</u>	<u>\$701,907</u>	<u>\$636,281</u>

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

For the Years Ended March 31, 1986, and 1985

	For the Year Ended March 31, 1986		For the Year Ended March 31, 1985	
	Amount	Percent	Amount	Percent
INCOME				
Membership Income				
Per-capita taxes	\$3,231,411		\$3,126,050	
Initiation fees	11,161		14,608	
Reinstatement fees	488		262	
Agency fees	<u>50,842</u>		<u>46,607</u>	
Servicing salaries and expenses paid by locals ...	\$3,293,902	95.90	\$3,187,527	96.44
Guild Reporter income	35,422	01.03	13,504	00.41
Research Department sales	3,214	00.09	3,008	00.09
Salaries and expenses paid by Defense Fund	3,789	00.11	4,923	00.15
Rental income	63,496	01.85	82,386	02.49
Miscellaneous income	<u>12,316</u>	<u>00.36</u>	<u>—0—</u>	<u>—0—</u>
TOTAL INCOME FOR YEAR	<u>22,545</u>	<u>00.66</u>	<u>13,905</u>	<u>00.42</u>
EXPENSES				
Per-capita taxes	\$3,434,684	100.00	\$3,305,253	100.00
Field operations				
Administrative operations	\$ 162,457	04.73	\$ 138,471	04.19
Office management	1,113,262	32.41	1,098,149	33.22
Executives	470,758	13.71	470,749	14.24
Other expenses	1,076,414	31.34	946,048	28.62
TOTAL EXPENSES FOR YEAR	<u>148,685</u>	<u>04.33</u>	<u>138,437</u>	<u>04.19</u>
OPERATING (LOSS) SURPLUS FOR YEAR	<u>470,985</u>	<u>13.71</u>	<u>417,685</u>	<u>12.64</u>
NET WORTH—BEGINNING OF YEAR	\$3,442,561	100.23	\$3,209,539	97.10
SEVERANCE RESERVE ADJUSTMENT	<u>(7,877)</u>	<u>(00.23)</u>	<u>\$ 95,714</u>	<u>02.90</u>
NET WORTH—END OF YEAR	<u>\$ 410,708</u>		<u>\$ 314,994</u>	
	\$ 102,898		\$ \$ —0—	
	<u>\$ 505,729</u>		<u>\$ 410,708</u>	

ANALYSIS OF GENERAL FUND, BUDGET AND EXPENSES—Years Ended March 31, 1986, 1985 and 1984

	Expended Year Ended 3/31/86	Budget Year Ended 3/31/86	(Over) or Under Budget	Expended Year Ended 3/31/85	Expended Year Ended 3/31/84
1. Per-Capita Taxes					
AFL-CIO	\$ 88,425	\$ 76,560	(\$11,865)	\$ 82,535	\$ 75,754
IUD	20,414	15,840	(4,574)	18,033	17,470
CLC	22,669	23,895	1,226	19,471	22,558
IFJ	28,249	22,000	(6,249)	18,432	21,161
AFL-CIO Union Label Dept.	2,400	2,400	—0—	—0—	—0—
CLC Union Label Dept.	300	240	(60)	—0—	—0—
	<u>\$ 162,457</u>	<u>\$ 140,935</u>	<u>(\$21,522)</u>	<u>\$ 138,471</u>	<u>\$ 136,943</u>
2. Field Operations					
A. Director—Salary	\$ 57,157	\$ 57,157	—0—	\$ 53,494	\$ 52,191
Expenses	3,937	3,500	(437)	5,544	4,548
B. Organizing and Servicing					
Representatives—Salaries	567,249	577,834	10,585	533,985	447,302
Expenses	232,946	245,000	12,054	228,700	216,381
Secretary-stenographers	—0—	—0—	—0—	10,062	10,593
Miscellaneous organizing and servicing	67,431	80,000	12,569	81,047	74,186
C. Collective Bargaining					
Salaries—Exec. Sec., Contracts Committee	49,648	49,648	—0—	47,383	50,374
Pension consultant	21,425	15,000	(6,425)	18,587	19,750
Secretary-stenographers	—0—	—0—	—0—	10,062	10,593
Bargaining and research assistant	30,354	29,396	(958)	24,540	23,721
Human rights coordinator	39,989	39,989	—0—	38,140	36,651
Research and information associate	34,206	34,206	—0—	32,625	28,408
Expenses—Personnel	8,920	10,000	1,080	13,980	7,958
	<u>\$1,113,262</u>	<u>\$1,141,730</u>	<u>\$28,468</u>	<u>\$1,098,149</u>	<u>\$ 982,656</u>
3. Administrative Operations					
A. Director—Salary	—0—	—0—	—0—	\$ 51,108	\$ 52,246
Expenses	—0—	—0—	—0—	1,323	620
B. Research and Information					
Salaries—Director	49,502	49,502	—0—	47,157	44,944
Assistant Director	—0—	—0—	—0—	13,081	16,481
Secretary-stenographers	—0—	—0—	—0—	10,062	10,593

ANALYSIS OF GENERAL FUND BUDGET AND EXPENSES—Years Ended March 31, 1986, 1985 and 1984 (Continued)

	Expended Year Ended 3/31/86	Budget Year Ended 3/31/86	(over) or Under Budget	Expended Year Ended 3/31/85	Expended Year Ended 3/31/84
Expenses—Personnel	2,228	5,000	2,772	2,817	1,863
Books and periodicals:					
Legal and bargaining services	3,666	4,000	334	3,475	1,825
Subscriptions	6,555	6,500	(55)	7,359	5,897
Other printed material	2,970	4,000	1,030	6,410	2,596
Publications and literature:					
Constitution	13,673	13,000	(673)	12,505	10,727
Organizing and other literature	3,153	6,000	2,847	1,718	2,926
Miscellaneous	31	—0—	(31)	—0—	2
C. Department of Education					
Director—Salary	47,932	47,932	—0—	—0—	—0—
Expenses	1,494	3,000	1,506	—0—	—0—
Publication-literature	—0—	2,500	2,500	—0—	—0—
Institutes and seminars	24,071	30,500	6,429	26,591	25,526
D. Guild Reporter					
Salaries—Editor	56,227	49,502	(6,725)	47,157	47,699
Assistant Editor	36,301	36,301	—0—	21,539	16,481
Clerical	27,810	27,375	(435)	27,230	27,635
Expenses—Personnel	3,681	4,500	819	2,777	4,832
Printing	96,073	96,000	(73)	95,379	99,758
Postage	64,109	66,000	1,891	62,822	58,026
Addressing	22,655	24,000	1,345	23,107	22,917
Pictures and special material	8,372	7,000	(1,372)	6,740	6,305
Miscellaneous	255	700	445	392	513
	<u>\$ 470,758</u>	<u>\$ 483,312</u>	<u>\$12,554</u>	<u>\$ 470,749</u>	<u>\$ 460,412</u>
4. Office Management					
Salaries—Office manager	\$ 31,540	\$ 31,200	(\$ 340)	\$ 38,707	\$31,439
Secretary-stenographers	69,544	66,779	(2,765)	30,186	31,777
Bookkeeping	45,182	43,506	(1,676)	425,437	45,198
General clerical	41,244	41,407	163	38,486	42,585
Expenses—Rent and maintenance	227,468	204,179	(23,289)	204,740	144,380
Moving expense	—0—	—0—	—0—	11,145	29,649
Stationery and supplies	46,124	30,000	(16,124)	36,850	30,980
Equipment	36,000	36,000	—0—	36,000	9,000

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

	Expended Year Ended 3/31/86	Budget Year Ended 3/31/86	(over) or Under Budget	Expended Year Ended 3/31/85	Expended Year Ended 3/31/84
Telephone and telegraph	42,029	35,000	(7,029)	28,904	29,199
Repairs and improvements	13,121	6,500	(6,621)	7,630	6,607
Postage	28,723	25,500	(3,223)	23,645	24,746
Auditing	17,600	15,600	(2,000)	15,375	13,200
Insurance and bonding	20,000	20,000	—0—	20,000	20,000
Employee pension	107,218	104,000	(3,218)	95,903	89,854
Employee health and welfare	130,994	125,000	(5,994)	116,006	111,631
Directly billed transportation costs	155,486	150,000	(5,486)	151,563	135,585
Data processing	51,320	40,000	(11,320)	36,373	35,637
Miscellaneous	12,821	10,000	(2,821)	12,098	10,721
	<u>\$1,076,414</u>	<u>\$984,671</u>	<u>(\$91,743)</u>	<u>\$946,048</u>	<u>\$842,188</u>
5. Executives					
Officers' salaries	\$ 124,142	\$ 123,760	(\$ 382)	\$ 117,354	\$ 113,472
Officers' expenses	24,543	20,000	(4,543)	21,083	17,948
	<u>\$148,685</u>	<u>\$143,760</u>	<u>(\$ 4,925)</u>	<u>\$138,437</u>	<u>\$131,420</u>
6. Other Expenses					
Legal	\$ 42,471	\$ 40,000	(\$ 2,471)	\$ 40,014	\$ 40,645
Payroll and personal property taxes	88,499	85,000	(3,499)	86,711	79,818
Contributions and tickets	20,786	17,500	(3,286)	19,035	16,197
Delegates and committees	29,679	15,000	(14,679)	6,017	27,079
I.E.B. meetings	82,796	74,500	(8,296)	76,241	61,678
Severance pay provisions	63,030	65,275	2,245	50,000	50,000
Convention reserve	120,000	120,000	—0—	120,000	135,000
Broun Award	1,000	1,000	—0—	1,000	1,000
Broun Award expenses	3,230	2,500	(730)	1,893	2,567
AFL-CIO-IUD Convention	4,693	4,000	(693)	2,070	2,322
CLC Convention	270	500	230	913	509
IFI meetings	10,884	15,000	4,116	9,221	13,679
Guild Service Award	647	1,500	853	1,181	1,657
Irving Leichter Scholarship Fund	3,000	3,000	—0—	3,389	2,000
	<u>470,985</u>	<u>444,775</u>	<u>(26,210)</u>	<u>417,685</u>	<u>434,151</u>
	<u>\$3,442,561</u>	<u>\$3,339,183</u>	<u>(\$103,378)</u>	<u>\$3,209,539</u>	<u>\$2,987,770</u>
TOTALS FOR YEAR					

COMPARATIVE STATEMENT OF INCOME FROM MEMBERSHIP TO GENERAL FUND

For the period from April 1, 1982, to March 31, 1986

	Agency Fees	Per-Capita Taxes	Initiation Fees	Reinstatement Fees
1982-1983				
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
	<u>\$33,550</u>	<u>\$2,639,366</u>	<u>\$11,587</u>	<u>\$ 471</u>
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
	<u>\$34,970</u>	<u>\$2,908,730</u>	<u>\$11,133</u>	<u>\$ 840</u>
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
	<u>\$46,607</u>	<u>\$3,126,050</u>	<u>\$14,608</u>	<u>\$ 262</u>
1985-1986				
1. April through June	\$12,576	\$ 830,844	\$ 2,697	\$ 282
2. July through September	11,820	815,802	3,008	54
3. October through December	12,665	778,838	2,856	58
4. January through March	13,781	805,927	2,600	94
	<u>\$50,842</u>	<u>\$3,231,411</u>	<u>\$11,161</u>	<u>\$ 488</u>

AVERAGE MONTHLY PER-CAPITA PAYMENTS

Year Ended	Employed	Agency Fees	Unemployed	Part- time	Members At Large	Total
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
March 31, 1986	28,806	412	2,157	1,569	5	32,949

BALANCE SHEET—DEFENSE FUND

As of March 31, 1986, 1985 and 1984

ASSETS	<u>3/31/86</u>	<u>3/31/85</u>	<u>3/31/84</u>
Cash in banks:			
Checking account	\$ 59,538	(\$ 12,122)	\$ 6,004
Savings accounts and certificates of deposit	3,612,230	1,479,034	1,842,951
Investments—at cost	2,653,696	2,888,818	3,501,904
Loans receivable:			
Detroit Guild	29,000	29,000	35,000
Great Falls Guild	8,280	8,520	8,760
Knoxville Guild	5,500	7,250	—0—
New York Guild	—0—	—0—	48,426
San Francisco-Oakland—Vallejo Unit	12,000	46,000	46,000
Terre Haute Guild	15,700	16,900	18,100
Washington-Baltimore Guild	36,967	38,830	40,390
Wire Service Guild	22,850	2,850	2,850
Due from General Fund	67,079	40,011	—0—
Loan receivable (building)	422,500	—0—	—0—
Other investments (at cost)	8,739	8,739	8,739
TOTAL ASSETS	<u>\$6,954,079</u>	<u>\$4,553,830</u>	<u>\$5,559,124</u>
LIABILITIES—Due to General Fund	—0—	—0—	\$ 401,199
NET WORTH	<u>\$6,954,079</u>	<u>\$4,553,830</u>	<u>\$5,157,925</u>
TOTAL LIABILITIES			
AND NET WORTH	<u>\$6,954,079</u>	<u>\$4,553,830</u>	<u>\$5,559,124</u>

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

For the Years Ended March 31, 1986 and 1985

	Year Ended 3/31/86	Year Ended 3/31/85
INCOME		
Per-capita apportionment	\$ 470,987	\$ 463,797
Per-capita—higher dues	2,875,585	33,000
Interest and investment income	355,898	484,485
San Juan Star Unit	28,177	—0—
Vancouver-Sun and Province	—0—	9,786
Chicago Press Publications	757	—0—
TOTAL INCOME FOR YEAR	<u>\$3,731,404</u>	<u>\$ 991,068</u>
EXPENSES		
Auditing	625	—0—
Chicago—Slovene Unit	2,000	—0—
Chicago—Press Publications	—0—	39,100
AFL-CIO Strike Assistance Fund	—0—	1,000
Contribution—Continental Legal Defense Fund	1,000	—0—
Contribution—Eaton Strike	500	—0—
Contribution—Chicago Tribune Strike	2,500	—0—
Forgiveness of debt—New York Guild	—0—	48,426
Montreal Gazette unit	225	31,496
New York Post unit	—0—	1,360
New York—Consumer unit	—0—	13,962
North Ontario—Sudbury Star unit	325	78,237
Per capita for members receiving strike benefits	21,309	36,115
Philadelphia Guild	467,760	—0—
San Juan Star unit	—0—	346,500
San Francisco-Oakland—Vallejo unit	2,540	55,000
Southern Ontario—MacLean's unit	—0—	363
Southern Ontario—Toronto Star unit	—0—	934
Vancouver Sun and Province unit	—0—	492,276
Vancouver—New Westminster	—0—	2,119
Washington-Baltimore—FAST unit	1,000	—0—
Wilkes-Barre	366,371	448,275
Wire Service Guild	30,000	—0—
Transfer to TNG Severance Fund	435,000	—0—
TOTAL EXPENSES FOR YEAR	<u>\$1,331,155</u>	<u>\$1,595,163</u>
OPERATING GAIN (DEFICIT) FOR YEAR	2,400,249	(\$ 604,095)
NET WORTH—BEGINNING OF YEAR	<u>\$4,553,830</u>	<u>\$5,157,925</u>
NET WORTH—END OF YEAR	<u>\$6,954,079</u>	<u>\$4,553,830</u>

BALANCE SHEET—SPECIAL ORGANIZING FUND

As of March 31, 1986

ASSETS	3/31/86
Cash in banks:	
Savings accounts and checking account	\$ 55,207
Certificates of deposit and participation certificates	520,590
Employees' advances receivable	1,835
TOTAL ASSETS	<u>\$577,632</u>
LIABILITIES	
Due to General fund	\$ 24,693
NET WORTH	<u>\$552,939</u>
TOTAL LIABILITIES AND NET WORTH	<u>\$577,632</u>

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

For the Year Ended March 31, 1986

INCOME	Year Ended 3/31/86
Special-assessment income	\$ 6,028
Interest income	59,486
TOTAL INCOME	<u>\$ 65,514</u>
EXPENSES	
Salaries	\$ 85,222
Expenses	43,844
Employee benefits	18,854
Auditing	1,500
Office expenses	30
Organizing subsidies:	
Albany—Hudson unit	5,355
Central California Guild	5,000
Denver Guild	33,988
Detroit Guild	10,000
Philadelphia Guild	22,364
Louisville, Ky.	2,000
Los Angeles Guild	12,500
Milwaukee Guild	465
New York Guild	10,000
Reading, Pa.	1,507
Rochester Guild	793
San Antonio Guild	383
San Jose Guild	2,221
Southern Ontario Guild	10,211
Twin Cities Guild	13,237
Washington-Baltimore Guild	44,779
Waterville, Me.	3,954
Vancouver Guild	2,000
TOTAL EXPENSES	<u>\$330,207</u>
OPERATING DEFICIT FOR YEAR	<u>\$(264,693)</u>
NET WORTH—APRIL 1, 1985	<u>817,632</u>
NET WORTH—MARCH 31, 1986	<u><u>552,939</u></u>

NOTES TO FINANCIAL STATEMENTS

The Canadian exchange rate was (.716) 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 \$797,117.

OFFICERS' REPORT FINANCIAL TABULATIONS

SCHEDULE OF ADVANCES TO EMPLOYEES AND OTHERS

As of March 31, 1986

Baker, Ellis T.	\$ 485
Blatz, J. William	250
Brandow, Richard	300
Brown, William	750
Bruno, Barbara	300
Bryant, Eugene	750
Buchanan, William	350
Canadian Region Office	3,827
Cesnik, James	1,100
Culver, Harry	660
Dale, Charles	151
David, Janet	300
Davis, Michelle	683
Ducharme, Leo	537
Eisen, David	223
Griffin, James	500
Hatfield, Larry	2,070
Holt, Robert	1,830
Jones, Eugene	150
Lowe, John	2,876
McCarthy, James	230
McCormick, Harry	684
MacDonald, Jerry	853
McLaughlin, Peter	565
McLeman, William	1,000
Montanez, Luis	300
Mulcahy, David	234
Nelson, Barbara	150
Nelson, Bruce	500
Padia, Anna	114
Pattison, Richard	400
Peery, Richard	1,325
Perlik, Charles A., Jr.	210
Ramsey, Richard	275
Rayl, Hannah Jo	1,500
Rothman, Carol McGarvey	565
Rousseau, David	300
Sabatini, Richard	547
Schiewe, Marshall	210
Shellock, Marie	630
Turner, Eugene	565
Walker-Tyson, Joyce	930
Wilson, Frederica	490
TOTAL	<u>\$30,249</u>

COMPENSATION AND EXPENSES OF TNG OFFICERS AND ADMINISTRATIVE STAFF EMPLOYEES

For the Fiscal Period April 1, 1985, to March 31, 1986

Name	Position	Compensation	Expenses*	Repayment and Direct Charges to Locals and/or Defense Fund
Blatz, William J.	Director, Field Operations	\$ 57,157	\$ 6,007	(503)
Brown, William	International Representative	48,712	20,574	(63,100)
Bryant, Eugene S., Jr.	International Representative	47,932	21,337	(4,818)
Cesnik, James M.	Editor, Guild Reporter	56,227	2,784	
Clifford, Lee	Vice President	4,808	8,406	
Culver, Harry S.	International Chairperson	6,412	5,568	
Dale, Charles	Secretary-Treasurer	59,808	16,197	
David, Janet	International Representative	47,932	14,245	
Ducharme, Leo	International Representative	49,502	24,558	(1,358)
Eisen, David	Director, Research and Information	30,354	3,339	
Foley, Linda	Bargaining Research Assistant	34,206	1,088	
Geist, Eric	Research and Information Associate	38,402	1,043	
Griffin, James	International Representative	9,796**	11,955	(1,478)
Hatch, Willard	Former International Representative	5,155	1,205	
Hatfield, Larry D.	Vice President	2,138	812	
Hiltz, Thomas	Former Vice President	2,240	2,081	
Holt, Robert C., Jr.	Vice President	47,931	1,183	
Kadis, Phillip M.	Director, Education	31,540	2,729	
Lehr, Pamela	Office Manager	1,612	542	
Louth, Douglas	Vice President	50,585	2,488	
McCormick, Harry	International Representative	2,256	26,561	(868)
McCracken, Faye	Vice President	4,293	2,731	
McLaughlin, Peter	Vice President	50,178	2,502	
McLeman, William	Director, Canadian Region	41,479	21,247	
Montanez, Luis	International Representative	7,281	19,819	
Mulcahy, David	Vice President	36,301	2,606	
Nelson, Barbara	Assistant Editor, Guild Reporter	41,664	1,776	
Nelson, Bruce	International Representative	39,989	18,824	
Padia, Anna	Human Rights Coordinator	64,015	6,544	
Pattison, G. Richard	International Representative	28,519	21,105	(10,237)
Perlik, Charles A., Jr.	President	2,691	28,519	
Peery, Richard	Vice President	50,585	2,205	
Ramsey, Richard	Executive Secretary, Contracts Committee		3,819	(6,612)

Rayl, Hannah Jo	International Representative	48,853	16,637	(4,095)
Roedler, Jackie	Organizer	5,936	4,629	
Rothman, Carol M.	Vice President	3,237	1,698	
Rousseau, David	Vice President	1,195	1,432	
Schaufenbil, James	Organizer	34,596	19,706	
Schiewe, Marshall	International Representative	48,853	14,847	(271)
Shellock, Marie	Vice President	3,657	3,692	
Stonebanks, Roger L.	Former Vice President	2,151	1,606	
Souza, Stanley	Vice President	5,053	5,477	
Turner, Gene	Vice President	3,111	3,241	
Wilson, Frederica	International Representative	47,932	18,200	(4,255)
TOTAL		<u>\$1,277,051</u>	<u>\$397,564</u>	<u>(\$97,595)</u>

* Does not include directly billed transportation.

** Includes severance pay.

SCHEDULE OF COMPENSATION AND EXPENSES OF OTHER GUILD REPRESENTATIVES

For the Fiscal Period April 1, 1985, to March 31, 1986

Bruno, Barbara	Negotiations	\$ 941
Anastasi, Rachel	Negotiations	623
Bargen, Paul	Negotiations	240
Esquivel, Mary Ann	Negotiations	1,022
Feuerherd, Victor	Negotiations	362
McNally, Joel	Negotiations	1,533
Morrison, Walter	Negotiations	1,812
Norman, Jack	Negotiations	2,143
Weis, Gail	Negotiations	696
Small, John	Negotiations	159
Squire, Jeffrey	Negotiations	76
Buchanan, William	International Election and Referendum Committee	1,650
Brandow, Richard	International Election and Referendum Committee	1,668
Davis, Michelle	International Election and Referendum Committee	2,178
MacDonald, Jerry	International Election and Referendum Committee	471
Steinke, Robert	International Election and Referendum Committee	2,961
Harrison, Hugh	Broun Award Committee	1,180
Smith, Jim	New Administrative Officers— Orientation	713
Rocker, Gerald	New Administrative Officers— Orientation	1,268
TOTAL		<u>\$21,696</u>

ANALYSIS OF DELEGATE AND COMMITTEE EXPENSES

For the Fiscal Period April 1, 1985, to March 31, 1986

Special IEB assignments	\$11,729
International Election and Referendum Committee	15,969
New administrative officers orientation	1,981
Delegates to AFL-CIO, CLC, and IFJ conventions	15,847
TOTAL	<u>\$45,526</u>

MISCELLANEOUS ORGANIZING AND SERVICING COSTS

For the Fiscal Period April 1, 1985, to March 31, 1986

Milwaukee (negotiations)	\$ 8,665
Mountaineer (legal)	2,163
Halifax (legal and organizing)	210
Pacific Northwest (legal and organizing)	3,779
Gary (legal)	15,382
Knoxville (legal)	7,291
Lansing (legal)	8,061
San Jose (legal)	2,413
Pittsburgh (legal)	657
Albany (legal and organizing)	5,631
Kingston (legal)	12,238
Denver (negotiations)	941
TOTAL	<u>\$67,431</u>

SCHEDULE OF ORGANIZING-SERVICING CHARGES DUE FROM GUILD LOCALS

As of March 31, 1986

<u>Local</u>	<u>Balance due TNG 4/1/84</u>	<u>Salaries</u>	<u>Advances during year</u>	<u>Repaid or credited during year</u>	<u>Balance due TNG 3/31/85</u>
Battle Creek	\$ 751	\$ —0—	\$ —0—	\$ —0—	\$ 751
Buffalo	72	—0—	125	197	—0—
Cincinnati	2,001	3,652	1,003	868	5,788
Cleveland	750	—0—	—0—	—0—	750
Columbus	7,697	—0—	—0—	—0—	7,697
Erie	1,650	2,164	590	—0—	4,404
Los Angeles	—0—	7,439	2,798	10,237	—0—
Montreal	4,255	—0—	—0—	4,255	—0—
New England Servicing-Organizing Program	4,482	—0—	—0—	1,239	3,243
Pacific Northwest	1,521	—0—	—0—	—0—	1,521
Pawtucket	3,109	—0—	—0—	100	3,009
Peoria	1,860	—0—	—0—	—0—	1,860
Philadelphia	—0—	406	22	—0—	428
Pueblo	—0—	4,328	996	5,324	—0—
Sheboygan	—0—	271	—0—	271	—0—
Terre Haute	950	—0—	—0—	—0—	950
Twin Cities	8,287	—0—	—0—	2,000	6,287
Wilkes-Barre	600	—0—	—0—	400	200
Wilkes-Barre Council	769	39,638	—0—	39,595	812
York	—0—	1,353	125	1,478	—0—
TOTAL	\$38,754	\$59,251	\$ 5,659	\$65,964	\$37,700

Paid since 3/31/86:
Wilkes-Barre\$812

BUDGET FOR 1986-87 AS APPROVED BY THE 53RD ANNUAL CONVENTION

For the Fiscal Year Ending March 31, 1987

	Expenditures 1985-86	Budget 1985-86
1. Per-Capita Taxes		
AFL-CIO	\$ 88,425	\$ 84,630
IUD	20,414	16,280
CLC	22,669	28,800
IFJ	28,249	24,000
AFL-CIO Union Label Dept.	2,400	2,400
CLC Union Label Dept.	300	240
TOTALS	\$ 162,457	\$ 156,350
2. Field Operations		
A. Director—Salary	\$ 57,157	\$ 59,763
Expenses	3,937	3,500
B. Organizing and Servicing		
Representatives—Salaries	\$ 567,249	\$ 607,144
Expenses	232,946	245,000
Miscellaneous	67,431	75,000
C. Collective Bargaining		
Salaries		
Exec. sec. contracts committee	\$ 49,648	\$ 51,875
Pension Consultant	21,425	15,000
Research and Info. Associate	34,206	35,766
Bargaining and Research Ass't	30,354	34,550
Human rights coordinator	39,989	41,812
Expenses—Personnel	8,920	12,500
TOTALS	\$1,113,262	\$1,181,910
3. Administrative Operations		
A. Research and Information Director—Salary	\$ 49,502	\$ 51,729
Expenses	2,228	5,000
Books and periodicals:		
Legal & bargaining services	3,666	4,000
Subscriptions	6,555	6,500
Other printed material	2,970	4,000
Publications and Literature:		
Constitution	13,673	14,000
Organizing and other literature	3,153	5,000
Miscellaneous	31	50
B. Department of Education		
Director—Salary	\$ 47,932	\$ 50,117
Expenses	1,494	3,000
Publications and literature	—0—	2,500
Institutes and seminars	24,071	30,000
C. Guild Reporter		
Salaries:		
Editor	\$ 56,227	\$ 51,729
Assistant editor	36,301	37,956
Clerical (½)	27,810	29,431
Expenses:		
Personnel	3,681	4,500
Printing	96,073	96,500
Postage	64,109	76,100
Addressing	22,655	18,000
Pictures and special material	8,372	7,500
Miscellaneous	255	750
TOTALS	\$ 470,758	\$ 498,362

BUDGET FOR 1986-87 AS APPROVED BY THE 53RD ANNUAL CONVENTION**For the Fiscal Year Ending March 31, 1987**

	<u>Expenditures 1985-86</u>	<u>Budget 1985-86</u>
4. Office Management		
Salaries:		
Office manager	\$ 31,540	\$ 34,850
Secretary-stenographers	69,544	71,458
Bookkeeping	45,182	46,459
General clerical (½)	41,244	44,456
Expenses:		
Rent and Maintenance	227,468	205,309
Moving expense	—0—	25,000
Stationery and supplies	46,124	40,000
Equipment and machinery	36,000	36,000
Telephone and telegraph	42,029	40,000
Repairs and improvements	13,121	8,000
Postage	28,723	27,500
Auditing	17,600	17,160
Insurance and bonding	20,000	20,000
Employee pension	107,218	117,436
Employee health and welfare	130,994	130,500
Directly billed transportation	155,486	155,000
Data processing	51,320	30,000
Miscellaneous	12,821	15,000
TOTALS	<u>\$1,076,414</u>	<u>\$1,064,128</u>
5. Executives		
Officers' salaries	\$ 124,142	\$ 129,413
Officers' expenses	24,543	25,000
TOTALS	<u>\$ 148,685</u>	<u>\$ 154,413</u>
6. Other Expenses		
Legal fees	\$ 42,471	\$ 49,917
Payroll and personal property taxes	88,499	100,000
Contributions/tickets	20,786	17,500
Delegates and committees	29,679	15,000
IEB meetings	82,796	84,000
Severance-pay provisions	63,030	65,181
Convention reserve	120,000	95,000
Broun Award	1,000	1,000
Broun Award expenses	3,230	2,750
Guild Service Award	647	1,500
AFL-CIO-IUD conventions	4,693	4,000
IFJ meetings	10,884	15,000
CLC convention	270	2,500
Irving Leuchter Fund	3,000	3,000
TOTAL	<u>\$ 470,985</u>	<u>\$ 456,348</u>
SUMMARY		
1. PER CAPITA TAXES	\$ 162,457	\$ 156,350
2. FIELD OPERATIONS	1,113,262	1,181,910
3. ADMINISTRATIVE OPERATIONS	470,758	498,362
4. OFFICE MANAGEMENT	1,076,414	1,064,128
5. EXECUTIVES	148,685	154,413
6. OTHER EXPENSES	470,985	456,348
TOTAL EXPENSES	<u>\$3,442,561</u>	<u>\$3,511,511</u>
TOTAL INCOME	<u>\$3,434,684</u>	<u>\$3,525,485</u>
SURPLUS or (DEFICIT)	<u>(\$7,877)</u>	<u>\$13,974</u>

ESTIMATED GENERAL FUND INCOME FOR 1986-87 FISCAL YEAR

As Approved by the 53rd Annual Convention

Membership Income	Actual Income 1985-86	Estimated Income 1986-87
Regular Members		
Per-Capita Taxes		
Employed	\$3,131,686	\$3,179,743*
Unemployed-retired-inactive	2,587	2,500
Part-time	76,812	75,000
Associate	20	75
At-large	346	350
Delinquent per capitas	19,960	65,000
Fees		
Initiation	11,161	14,500
Reinstatement	488	400
TOTAL MEMBERSHIP INCOME	\$3,243,060	\$3,337,568
Other Income		
Defense Fund repayment for strike assignments	63,496	50,000
Local repayment for servicing	35,422	35,000
Guild Reporter income	3,214	3,500
Agency fees	50,842	46,816**
R&I sales and subscriptions	3,789	5,000
Miscellaneous income and interest	22,545	20,000
Rental income	12,316	24,591
Charter fees	—0—	10
TOTAL OTHER INCOME	\$ 191,624	\$ 187,917
TOTAL INCOME	<u>\$3,434,684</u>	<u>\$3,525,485</u>

* $27,500 \times \$9.187$ for 2 months = \$ 505,285

$27,500 \times \$9.544$ for 2 months = \$ 524,920

$27,500 \times \$9.833$ for 7 months = \$1,892,853

$27,500 \times \$9.334$ for 1 month = \$ 256,685

**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 53rd Annual Convention. Convention action and debate on these recommendations will be found in the Convention Proceedings.

Collective Bargaining

I. The IEB recommends that the Convention amend the strike-lockout benefit formula effective July 1, 1986, to read as follows (new wording in **bold face**; deletions [bracketed]):

Every qualified member is entitled to a benefit of 35 percent of his or her basic weekly pre-strike salary from the struck employer to a maximum of \$125 a week, and **minimum of \$75 a week**, with a ceiling of 90 percent of that salary [after tax deductions].

II. The IEB recommends that the Convention adopt the following addition to the Convention Recommendations on Collective Bargaining, numbered 30, renumbering subsequent sections (new wording in **bold face**):

30. Locals should seek provision for the employer to pay the costs of caring for the employee's elderly dependents and handicapped or disabled adult dependents.

III. The IEB recommends that the Convention:

1. Urge locals to ensure that there be no discrimination in the workplace against victims of Acquired Immune Deficiency Syndrome and that AIDS victims suffer no discrimination in hiring or employment, including, by way of example without limitation, in job security, sick leave and health-and-welfare benefits.

2. Urge locals to aggressively resist proposals for mandatory retirement, redouble efforts to eliminate mandatory retirement from contracts or retirement plans where it exists and support adoption of legislation outlawing mandatory retirement.

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

Organizing

1. TNG and its locals focus on their organizing efforts through joint and cooperative efforts, best utilizing the resources of the locals and TNG, including Special Organizing Fund monies.

2. To more rapidly implement Recommendation 1, 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.

3. 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.

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

Research and Information

1. TNG continue to press of Congressional passage of legislation to curb the growing domination of the news industry by newspaper chains.

2. TNG continue to work for the establishment of Writers Watch as a legislative watchdog over the interests of news-industry and other writers.

3. TNG explore training for staff members and others in polling techniques for organizing situations.

Safety and Health

1. TNG continue to press of governmental research on the reproductive effects of VDT radiation.
2. TNG continue to press for adequate shielding against VLF radiation from VDTs, particularly against magnetic-field emissions, and locals seek to have management install the most protective shielding available.
3. Locals seek TNG advice on consultants and instruments to be used in VDT radiation testing and provide tests results to TNG.
4. Locals support the introduction and passage of VDT regulatory legislation in conjunction with unions and other groups, using TNG's Model Bill.
5. TNG continue close cooperation with unions and other organizations concerned with VDT health-related problems.
6. Locals use materials available from TNG's R&I Department, particularly its VDT manual and the International Trade Union Guidelines on VDTs, to acquaint their safety and health committees, officers, stewards and members with safety and health problems and methods of resolving them.
7. Locals be alert against asbestos hazards, using TNG's new asbestos fact sheets, and seek guidance from TNG when confronted with them.
8. Locals make sure that employers are in compliance with OSHA's Hazard Communication Standard and all other applicable "Right to Know" regulations.
9. Locals investigate and seek management action to combat such safety and health hazards as chemical and carbon-monoxide fumes and unsafe equipment and vehicles, and seek testing of air quality and action to eliminate contaminants.
10. Locals investigate environmental problems associated with smoking and seek management action, where necessary, to combat them by such measures as seating separation, air purifiers, improved air circulation and other steps acceptable to the majority of affected Guild members.
11. All locals that do not have safety and health committees act immediately to create them, using TNG's memorandum on safety and health committees as a guide, and that all local safety and health committees cooperate with counterpart committees of other unions in their plants wherever possible.

Guild Reporter

1. 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" is fulfilled.
2. Locals that have not done so seriously consider taking out first-class subscriptions to the GR for members of their governing bodies.
3. U.S. locals that have their own publications, no matter how modest, and that have not already done so, consider affiliating them with the International Labor Communications Association.
4. Canadian locals with 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 with the ILCA.

Education

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.

3. Locals that have not done so make regular contributions to the Leuchter Memorial Scholarship Fund to keep the Fund's assets from being depleted.

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 the candidates and parties responsive to concerns of the Guild and other unions.

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

5. U.S. locals that have not already done so seek full affiliation with their state and local AFL-CIO central bodies and Canadian locals seek similar affiliation with their provincial and municipal labor bodies.

Human Rights

Human rights in both the United States and Canada, particularly those involving discrimination based on sex, race, age and handicaps, are currently undergoing significant regulatory, judicial and legislative changes, causing Guild locals to travel a rough and uncertain road. To manage the changes, and the challenges of an expected rougher road ahead, the IEB urges Guild locals to strengthen and enforce their equal-employment and related contract provisions, to support legislation reflecting long-standing Guild human-rights objectives and to encourage all members to exercise their right, and responsibility, to vote.

More specifically, the IEB recommends that:

1. Locals intensify efforts to achieve: a) wage parity for inside advertising salespersons with those in key classifications; b) equal pay for equal work or work of equal value; c) upgradings for jobs traditionally filled by 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 provisions, such as job-posting, promotion, tuition-aid and training clauses, that are key to equal opportunity for 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, overtime, merit pay, day of original hire and date of all classification changes—to obtain 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 Communication, and that U.S. locals subscribe to the Service's job-candidates bulletin, provide copies of the bulletin regularly to employers and urge employers to subscribe.

5. TNG continue to distribute to U.S. 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 unions 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, the Coalition of Black Trade Unionists, 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 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, national origin, race, sex, job title and date of hire for their staffs, and locals and district councils 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 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 meetings and other Guild forums.

9. Locals provide TNG with copies of documentation, charges or complaints before filing a discrimination charge with any agency, court or tribunal.

Finances

1. Approve a fiscal year General Fund income estimate of \$3,525,485, which assumes a per-capita apportionment of \$9.187 for two months, \$9.544 for two months, \$9.833 for seven months and \$9.344 for one month, and which also assumes a monthly per-capita average of 27,500 and a monthly agency-fee payment average of 350.

2. Approve a fiscal year 1986-87 General Fund budget of \$3,511,511.

Constitution

To bring TNG's Constitution into conformity with the U.S. Supreme Court decision in Pattern Makers League v. NLRB, the IEB recommends that the Constitution be amended by deleting Sections 13 (c) and 15 of Article X.

CONVENTION SESSIONS

MONDAY MORNING SESSION

June 23, 1986

The 53rd Annual Convention of The Newspaper Guild, AFL-CIO, CLC, held in the Philadelphia Centre Hotel, Philadelphia, Pa., was called to order at 9:35 a.m. by Fredric Tulskey, President of the Newspaper Guild of Greater Philadelphia.

BROTHER FREDRIC TULSKY: Good morning to you all.

I'm Fredric Tulskey. I am the president of The Newspaper Guild here in Philadelphia. (Applause.) And it is a pleasure to welcome you all to our city.

Last year I was up at this podium on a different assignment. It was in the middle of the six-week strike, and I can assure you I am much happier to be here today.

If there is any doubt about what the Guild means to our people, I think there is a woman in this state who learned last week what the Guild is all about. She worked for a newspaper upstate in a town which is a two-newspaper town, and she got fired for placing a classified ad in a competing newspaper. That was considered treason.

By the way, the newspaper that she planted the ad in was the Citizen's Voice. She worked for the Times Leader. She went to court. She had the employee handbook that said she should only be fired for cause.

Last week, the state appellate courts told her that absent a collective bargaining agreement, what the employer promises in his handbook means nothing. So I think hopefully she finally understands why it is important to have a Guild. I know all of us know that lesson, and I look forward to a week where we renew our dedication to making our papers the best possible place to work.

It is a pleasure for me this morning to introduce the mayor of our city, the Honorable Wilson Goode. (Applause.)

MAYOR WILSON GOODE: Thank you all very much.

It certainly is my distinct honor and pleasure to have this opportunity to extend to all of you a very cordial, warm and friendly welcome to our city. We welcome you to the city where the first newspaper was published, where the first cartoon was in fact drawn.

We welcome you to the birthplace of this nation. We welcome you to the city where in one year we will celebrate the bicentennial of our U.S. Constitution, and certainly among those basic rights that we are guaranteed of the right to assemble, freedom of press and freedom of religion.

On Oct. 17, 1987, in this city the U.S. Supreme Court will convene in a special session, a joint session of Congress here, and the President and Vice President will be here in order to help us to properly celebrate this very, very happy occasion.

This city is also a city that has always been, since the very beginning, a strong town for labor unions, and certainly The Newspaper Guild is among those that are indeed respected here in our city, and we want to welcome you from all across this country here to our city. I hope that while you are here that you will have a chance to see our museums and to see our Penn's Landing area, to see our baseball team. (Laughter.) Those folks here from St. Louis just keep quiet. (Laughter.)

We hope that you have a chance to see our baseball team and to see the many sights that we have here in this city for people to come and see.

You will find that this is a city that has learned how to deal with the problem of our infrastructure. Indeed, you will see a strong economic growth here in the city, with many buildings being built, and we are very, very pleased with the fact that there are some \$3 billion going on now in construction. But equally as important as dealing with our bridges, roadways, and buildings is the fact that we have a deep concern, a deep compassion, for those persons who live on the edge, for those persons who are homeless, and we have in this city a comprehensive program that responds to those persons who are homeless. We say no one, no one in the city, should ever have to sleep outdoors, and we guarantee to every person, to every single person, an opportunity to come inside.

Secondly, we have said that those persons who find themselves unable to read and write — I will give you a number. Four hundred thousand adults in this city are unable to read above the fourth-grade level, and there are some 22 million Americans who likewise cannot read above the fourth-grade level. We believe that the city government — the na-

tion, indeed — ought to respond to that basic problem. And those who represent newspapers from across this country, though they be on the side of those who write and publish and all those kinds of things, we want to indicate that we believe that we ought to do something about dealing with that problem, and we have established here what we believe to be a model program, the Mayor's Commission on Literacy. It is indeed dealing with the overall problem of helping people to read and to write above the fourth-grade level.

With those few words we extend to you a cordial welcome to our city, a city that certainly has been in the news in recent years but one which I believe will be making news for years to come, because we believe that we, as the birthplace of this nation, ought to be the model city that others can look to for direction and for guidance.

We thank you all for coming here to our city, and I ask all folks who come here to just kind of spend a little money with us while you are here. We, as you may be aware, are having kind of a small budget problem, but if you come and spend some of your dollars, you will help us to balance our budget, and looking at you, you all look like big spenders to me.

DELEGATE: Oy, yeah?

MAYOR GOODE: Oh, yeah.

Seriously, let me just extend to all of you a very cordial, a very friendly welcome. I hope that you enjoy your stay here, and as I said to your local president, Mr. Tulskey, if there is anything that I can do while you are here to help your stay here to be more pleasant, to be more convenient, we stand ready in our office to make sure that is in fact done.

We hope that you will visit our Liberty Bell, our Independence Hall, visit the Independence Square, and see the most historic square mile in the city.

This city is also the home of the largest park inside any city anywhere in the world, Fairmount Park. We have a terrific exhibit over at our Museum of Art.

Please feel free to visit our town and do the things that you feel that you can do.

We also have the best restaurants that you will find anywhere in the whole world. That was not always the case, but in recent years we in fact have done that.

So please enjoy your stay here, have a good time, spend some money, and I hope it is not

30 years before you come back again.

Thank you all very much. (Applause.)

BROTHER TULSKY: Thank you, Mayor Goode.

I would now call on our Secretary-Treasurer Chuck Dale to designate the Rules Committee.

SECRETARY-TREASURER CHARLES DALE: As many of you are aware, the first order of business of the convention is the appointment of the Rules Committee whose report has to be returned before the close of the opening session. We have the following names in hand already for the Rules Committee:

RULES COMMITTEE

Barry Lipton, New York, Temporary
Chairperson
Kim Klesty, Buffalo
Vic Alfano, Scranton
David M. Mulcahy, New York

I know, having checked beforehand, there are no deletions. Are there any additions? If there are additions to the Rules Committee, will you go to the microphone, identify yourself by name and local.

BROTHER DENNIS LAJINESS (Toledo): Dennis Lajiness, Local 43, Toledo.

BROTHER MICHAEL HOELSCHER (Brockton): Mike Hoelscher from Local 27, Brockton.

SECRETARY-TREASURER DALE: Are there any other additions to the Rules Committee? If there are no other additions to the Rules Committee, then, Brother Chairperson, a motion would be in order to establish that as the Rules Committee of this convention, and as soon as that occurs, I would ask that the members of the Rules Committee leave the convention hall, go directly to the Guild office, and begin their work to establish the rules for this convention.

BROTHER TULSKY: I would entertain a motion at this time. (Moved by several)

BROTHER TULSKY: Second?

(Seconded by several)

BROTHER TULSKY: It has been moved and seconded. All in favor say aye. Opposed. Motion carried.

MOTION CARRIED

BROTHER TULSKY: Next it is my pleasure to introduce the president of the Philadelphia Central Labor Council, Ed Toohey. (Applause)

BROTHER ED TOOHEY: Mr. President, chairman of this preliminary proceedings of the convention, all the International officers and the delegates from all around the country.

I want to personally thank your officers for inviting me here this morning. It is a particular pleasure because it gives me an opportunity to say rather briefly a few things that think ought to be said in a proceeding such as this.

I want to say to you this Newspaper Guild's legendary reputation has already preceded it. You're coming here after 30 years. While we wish it had been shorter, we do know that the officers that you have had have kept at the local level this organization in the forefront in practically every activity that they have been called upon by the central body in the area of performance for the overall good for the trade union movement.

Your organization is a very important organization. From my standpoint what it does is chronicle the events of the entire world, and it gives us the thinking based on your knowledge and information, and your ability to write and inform the public of what will become in the future the historical events of this great nation.

Your opportunities are great; your responsibilities are even greater. Nonbiased, straightforward, uninhibited press is the very freedom that we cherish and possess without which you can never have the kind of a nation that we have here in the United States. You are the repository of making known to the public from the point of knowledge what was known around the world, locally as well as globally. And I do want to say that in spite of whatever faults we may have in this nation, I don't think anyone has ever indicated a lack of independence that you people have possessed in spite of enormous pressures applied at one time or another by strange assorted people who are in political office. You have maintained, in my judgment, those great moral standards even though it was many times over the objection of many of the people who would like to have you bend to their will.

We applaud you. We say to you that in your hands rests the great future of this trade union movement.

If I were to wish you anything here this morning, it would be that every delegate assiduously apply himself to the details of this convention to harness the great talent that collectively resides within each of you and do it in a very competent and qualified fashion so that your deliberations can bring forth to your general presidents and your organization's members the kind of direction that is needed and required in these perilous times.

You are part and parcel of the overall program of the trade union movement. We hear all the things that you people possess and have indicated through your policies throughout the last 50 or 60 years, and it is indeed a pleasure and an honor to be representing the trade union movement which in a similar fashion has been able to withstand all the barbs that are thrown at us. We possess, in my judgment, philosophically and collectively the best minds in America for the purpose of advancing the best interests of all the people, and let the chips fall where they may.

Thank you very, very much for having me. (Applause.)

BROTHER TULSKY: Thank you, Ed. Finally, to offer the opening address, I would like to introduce the chairperson of the Guild, Harry Culver. (Applause)

CHAIRPERSON HARRY S. CULVER: Thank you.

When we first selected a site for our 1986 Convention, I was pleased it was to be in Buffalo because it would give me the opportunity to recount how this was to be my 25th consecutive Guild convention and that my first one was in Buffalo in 1962.

As part of the opening remarks I had planned to retell the story of how my wife, Lee, and our three children crowded into our 1953 Ford with 130,000 miles on the speedometer and on a hot July day set out from Oklahoma City for Buffalo. We loaded a Styrofoam ice chest into the back seat, filled it with a chunk of ice, a slab of bologna and a loaf of bread, and with all four windows down most of the way, we drove 1,500 miles to Buffalo in the next three days.

Well, as it turned out, moving this year's convention to Philadelphia posed no problem for that story, because in 1963, one year later, the Guild held its convention in this city. And the same wife, the same three kids and I drove the same car to Philadelphia. The only difference was that the car had 140,000 miles on the speedometer.

Well, here we are today, in the same hotel, with the same wife, and this time we have three Styrofoam ice chests in our room. But what's in them ain't bologna. (Laughter) There must be something symbolic about that story.

I'll have some more to say about Buffalo in a moment, but first I want to go into some more recent history concerning what has happened in The Newspaper Guild the past year.

Our long-range finance program is firmly in place, thanks to the final touches given it by the last convention and the membership. We fought for and won the whole package—the minimum-dues, per-capita and strike-benefit schedules, and financing for the new TNG headquarters building, on which construction will soon start.

Our Collective Bargaining Program did not accomplish all we would have liked, but we did produce one turnaround. Wages plus fringes averaged \$55.86 per week over the first two years of two-year or longer-term contracts. This marked the first time in four years that such settlements have topped those of the previous year. And while the average percentage of increase in the reporter minimum declined, Guild settlements continued to exceed national averages in both the United States and Canada.

In other words, the Guild did better than the nation as a whole.

Our organizing program, fueled in large measure by the Special Organizing Fund, is moving into high gear. Sixteen locals attained record membership levels last year, and 42 locals showed membership gains over the previous year.

This year's membership high of 33,110, reached in March, was only 762 below TNG's all-time high of 33,872, reached in 1978.

All too often, I'm afraid, we leave organizing to the Guild professionals, when in truth no one can organize better than a fellow worker on the job.

Have you run out of ideas on what to tell prospective members? Let's begin by measuring what it's worth to work under a Guild contract.

How about a quarter of a million dollars, just for starters.

The average reporter top minimum under Guild contracts was \$567.44 per week as of April 1, 1986.

That average figure exceeds by more than \$200 a week the average pay of \$364.96 a week for experienced general-news reporters, according to a survey conducted in mid-1985 by the University of Missouri School of Journalism.

That's a spread of more than \$10,000 a year.

And the Missouri University survey included both Guild and non-Guild papers. Had it been confined only to non-Guild papers, the gap obviously would have been much higher.

Multiply that \$10,000 figure, conservative as it is, times 25 years of service, and the average veteran reporter under a Guild contract has pocketed \$250,000 more in that time frame.

Not only that. He or she would have made enough—and I figured this out on a calculator—to have paid all of his or her Guild dues at the full regular rate 12 months every year and still made that extra \$250,000. Even if all you counted was just the difference, you could truthfully say a reporter under a Guild contract is a quarter-million-dollar man or a quarter-million-dollar woman.

And that doesn't count fringes or job security or all of the other things that come with a Guild contract.

I mentioned Buffalo a while ago. The theme of the 1962 Buffalo Convention was "\$200 a Week Now." Today that's just the amount by which Guild reporter top minimums exceed the industry average.

Up to now I've been patting ourselves on the back about the good things that have been happening. But it would be wrong to assume that all is well with the Guild and other unions in the present bargaining, economic and political climate.

That is just one more reason why we have to convince our members of the need to be politically active, a skill our opponents have long since mastered.

In the United States Congress today, were it not for organized labor and some of our allies, particularly minority and women's groups, I fear the political atmosphere would be almost sterile of attention to human rights and the quality of life.

There's something else that bothers me and a lot of the people in The Newspaper Guild, and, I have been told, even the publishers are getting worried about this.

That is the trend toward media concentration.

Let me digress a moment on the matter of concentration.

In my home state of Oklahoma, they tell the story of a football coach who recruited a highly talented tailback who was such a good power runner they nicknamed him the Centipede. He was even better than the Refrigerator.

News that the Centipede would play drew a sell-out crowd for the season's opening game. The officials signaled for the game to start, but the Centipede failed to show up, and the opposing team scored touchdown after touchdown.

Shortly after the second half opened, a roar suddenly went up from the crowd as the Centipede finally raced out onto the field. Well, you can guess what happened. This time it was the Centipede who scored again and again and again, and of course won the game.

After the game was over, a sports reporter asked the coach why he waited so long to bring the Centipede into the game. The coach replied, "It took the entire first half for him to get his shoes on."

The Gannett Company recently purchased the Louisville Courier-Journal and Times for \$307 million, making them the 92nd and 93rd newspapers to be acquired by that company. Now, it only takes someone able to count on their fingers to know that seven more acquisitions will make Gannett the Centipede of the American news media.

And this Centipede already has its shoes on.

No wonder that Gannett Chairman Allen Neuharth remarked recently, "I love this company."

What pikers Gannett has made of William Randolph Hearst and E.W. Scripps!

This "burst of ownership" has not been confined to Gannett. An incomplete count shows that media properties totaling more than \$7 billion have been gobbled up through merger and other acquisitions in little more than a year.

The implications this carries for free speech and a free press in this country are obvious, and ominous.

Most of what I have said today has con-

cerned the economic benefits of the union movement. But clearly it involves much more than that.

I want to repeat a quotation from an earlier convention. It comes from Walter Reuther. "There is no greater calling than to serve your fellow man. No greater contribution than to help the weak. No greater satisfaction than to have done it well."

That, my friends tells why you and I are Guild members.

And it also tells why the Guild and what it stands for must never go away. (Applause)

CHAIRPERSON CULVER: We are preparing to take up the Credentials Committee report, and the staff is distributing the list at this time. Will Bob Steinke, the chairperson of Credentials, please come forward?

In order for the convention to be legitimate, the Constitution requires that we approve the credentials of delegates. The Credentials Committee is appointed prior to the convening of the convention, and at this time Bob Steinke will deliver the Credentials Committee report for approval by the convention. Brother Steinke.

BROTHER ROBERT A. STEINKE (St. Louis): The First Report of the Credentials Committee.

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:

<i>Local</i>	<i>Votes</i>	<i>Delegates</i>
Akron	3	Susan K. Smith
Albany	5	Robert Conner Thomas LaPoint Timothy F. Schick Bruce Scruton
Bakersfield	4	Cynthia A. Cheski
Boston	5	Thomas Hiltz Marjorie C. Howard
Bristol	2	Mark J. Anderson
Brockton	3	Michael Hoelscher Robert Malley Shirley Rajala

<i>Local</i>	<i>Votes</i>	<i>Delegates</i>	<i>Local</i>	<i>Votes</i>	<i>Delegates</i>
Buffalo	6	Dennis Corbran Elizabeth Elinski Kimberly Hill Kim Klesty Richard Klinczar John Panasiewicz			Jim Smith John Zappe
			Manchester	3	Barbara E. Jahn Denis Paiste (Alt.) David Rousseau Thomas Thibault
Canadian Wire Service	11	Warren Caragata Lee Clifford Robert Fife Lise Lareau Jerry MacDonald Keeble McFarlane Diane Menzies Dan Oldfield Bruce Wark	Memphis	5	Evalynn Carter Dan Hanson Beth J. Tamke
			Milwaukee	3	Jack Norman
			Montreal	5	John Belcarz Fred Dunham Bob Hill Larry McInnis Jan Ravensbergen
Chicago	6	Jon Drummond Larry Finley Mary Kilzer Gerald J. Minkinen	New York	50	Elbert L. Atkinson Clara Bennett Richard Brandow Leonard Buder Charles J. Caruso Robert Cohen Peter Jones Sidney D. Kress Barry F. Lipton Key Martin Peter E. McLaughlin David M. Mulcahy Cleopatra Pappas Tom Pennacchio Ralph Petrucelli Christine V. Skeete William R. South Joseph H. Steele, Jr. Deborah M. Yuhas
Cincinnati	3	Paul Furiga			
Cleveland	6	Rollie Dreussi Pam Haren J. Stephen Hatch Janet Kolodzy Lou Mio Dick Peery			
Denver	8	Michael Burrell Bruce Meachum Ron Watson			
Detroit	13	Mary Birkett William J. Bresler Robert Carr Kristen A. Hamel Luther P. Jackson, III Donald C. Kummer Louis J. Mleczko Gene Schabath Howard T. Warren	Northern California	20	Elizabeth Ann Fleming Larry D. Hatfield Norm Melnick Richard J. Olive Gerald Rocker Floyd Tucker Gene Turner
Erie	4	William Buchanan Sandra Chermack			
Gary	2	John B. Mitchell Wallace M. Thrower	Ottawa	5	David Elder David Mullington
Harrisburg	2	Thomas A. Dochat	Pacific Northwest	12	Gilbert E. Bailey
Hawaii	6	Roy C. Kruse Stan Souza	Peoria	3	Jan Herbig Elaine Hopkins
Knoxville	2	Rebecca L. Ferrar	Philadelphia	17	Michael Falcone Elizabeth Gillin Joseph Hart Eugene B. Jones Gar Joseph
Lexington	1	Ray A. Cohn			
Los Angeles	5	Bobbie Jenkins George Laine			

<i>Local</i>	<i>Votes</i>	<i>Delegates</i>	<i>Local</i>	<i>Votes</i>	<i>Delegates</i>
		Isabella Laubert Geraldine Oliver Beverly Powell-Swanson Lila Roisman Carol Rothman	Terre Haute	3	Patricia Smith
Pittsburgh	4	Ed Bell Ken Fisher	Toledo	5	Howard Burkhardt Dennis Lajiness Isiah Lewis Kenneth E. Rieger Robert Speck
Portland	5	Sara Hammond David Langzettel Michael Millett	Twin Cities	10	Tony Carideo Randy Furst Iva Lang Dan Mathews Terry McKey
Providence	6	Brian Beaulieu Henriette Streker Charles D. Walker	Vancouver-New West-minister	12	Alice Busby Don Ellam Mel Morris Jan O'Brien Mike Waddell
Pueblo	3	Dave Pettinari	Victoria	4	Roger Stonebanks
Rochester	2	Dena Bunis Sonja Payton	Washington-Baltimore	20	Lewis Diuguid Mary Esslinger Patrick Hunt Connie Knox Toby McIntosh Lois Reed Munday Sandra Polaski John C. Rau Martin Van Opdorp
St. Louis	10	Rebecca Avett Theodore Dargan Martin Goldman Robert C. Holt, Jr. Roger Kaufhold Edward Kirgan Robert A. Steinke	Wilkes-Barre	3	Carl B. Schwab John J. Wallace
Salem	2	Nelson K. Benton Sheila Hawes	Windsor	3	Mary MacKay-Black Doug Millar
San Diego	11	Michele C. Davis John C. Edgington Mark J. Monday	Wire Service	10	Dan Carmichael Harry Culver Kate Ferguson William Gillen William Morrissey Janet Terrell
San Jose	11	Russ Cain Janet Contreras William C. Ernst Dianne Martino Bill Phillips	Youngstown	3	Anthony H. Rothwell Marie A. Shellock
Scranton	3	Victor Alfano Dave Baum Mitchell Grochowski	Appeals from Southern Ontario and Northern California Newspaper Guilds were denied.		
Sheboygan	2	Milton Freimuth	There are 199 delegates and 1 alternate from 52 locals registered. The votes of all the locals at the Convention total 380.		
Southern Ontario	20	Paul Bryan John Bryant Sharon Bryant Robert Bullard Gail Lem John Lord John Lowe Paul Mallon Paul Pellettier Marietta Quinney Sam Reyenga Dennis Robinson Tim White	Signed: Robert A. Steinke, Chairperson, St. Louis; Shirley Rajala, Brockton; David M. Mulcahy, New York; Larry McInnis, Montreal; Floyd Tucker, Northern California; Howard Burkhardt, Toledo; Sandra Polaski, Washington-Baltimore.		

BROTHER STEINKE: I move adoption of the report.

CHAIRPERSON CULVER: Thank you, Brother Steinke. The report has been moved by the chairperson, Brother Steinke, and seconded by the members of the committee. Will there be discussion? Dick Olive.

BROTHER RICHARD J. OLIVE (Northern California): Point of information, through the chair to Bob Steinke. The number of votes that are listed for each of the locals, does that constitute the total number of votes allocated to each local?

CHAIRPERSON CULVER: Brother Steinke says "Yes."

BROTHER OLIVE: On three checks we come up with a total of 372, and I am just wondering about that possible discrepancy.

BROTHER STEINKE: I will have to add it myself. I didn't. I relied on someone else to add it, and I will have to add it myself and report.

CHAIRPERSON CULVER: Very well. We will re-add that. But the main thing that counts at this point is the numbers beside each local.

Is there further discussion? The First Credentials Committee Report is before you for adoption. All those in favor please say aye. Opposed, no. The report is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: The next item is the submission of the agenda. Do I hear a motion for approval of the convention agenda?

BROTHER OLIVE (Northern California): **So move.**

CHAIRPERSON CULVER: Please state the name of your — one moment, please. Recognize Secretary-Treasurer Dale for correction of the convention agenda.

SECRETARY-TREASURER DALE: You will find the proposed convention agenda in the centerfold of the Philadelphia convention booklet. I would like to note a couple of changes in the printed version. You will see on Monday it shows the address by Congressman Robert Edgar at 2 o'clock. That should be 2:30. Committee sessions begin at 2 o'clock. The convention forum on drug abuse and testing shows at 2:30. That should be 3 o'clock. Brother Chairperson, a motion would

be in order to adopt the agenda for this convention.

CHAIRPERSON CULVER: Is there a motion for adoption? Barry Lipton is that ...?

BROTHER BARRY F. LIPTON (New York): Lipton, New York. **I move adoption of the agenda.**

BROTHER OLIVE: Second.

CHAIRPERSON CULVER: Seconded by Dick Olive. All those in favor of adoption of the agenda as submitted please say aye. Opposed, no. The agenda is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: Again I will call on Secretary-Treasurer Dale to explain the designation of convention committees.

SECRETARY-TREASURER DALE: Comes now the time to establish the committees through which the bulk of the work of this convention gets done.

Two committees obviously have already been established, one the Credentials Committee appointed by the International Executive Board. It was appointed on Friday, began its work this morning, and you already heard its first report.

The Rules Committee was established this morning. It has already gone to work, and I assume you will have a report from them before the end of this morning's session.

The other committees that we must establish are as follows. I will read them very quickly. I will give them to you in no particular order, but I will begin constructing each of the committees, and I will read the names that we received in advance from locals designating them as delegates, assigning various delegates to various committees, and then we proceed as follows: We will ask first for deletions, and if you want to delete your name from the committee, come to the microphone and identify yourself by name and local and delete your name. Then we will get to the addition process. I trust everybody understands that.

I will begin with the Human Rights Committee.

HUMAN RIGHTS COMMITTEE

Pat Bell, Ottawa, Temporary Chairperson
Dave Pettinari, Pueblo

Marty Goldman, St. Louis
Marty Van Opdorp, Washington-Baltimore
Ruben Batista, New York

Are there any deletions from the Human Rights Committee? Seeing none, are there any additions to the Human Rights Committee? Please go to the microphone, and we will try to call on you in order. Center mike.

BROTHER MICHAEL BURRELL (Denver): Mike Burrell, Denver, Local 74. Please add my name.

SECRETARY-TREASURER DALE: The mike over there.

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

BROTHER BRUCE WARK (Canadian Wire Service): Please add the name of Beatrice Hogan, Canadian Wire Service.

BROTHER GAR JOSEPH (Philadelphia): Gar Joseph, Local 10, Philadelphia.

BROTHER LUTHER P. JACKSON, III (Detroit): Luther Jackson, Detroit.

VICE PRESIDENT LARRY D. HATFIELD (Northern California): Larry Hatfield, Northern California. Add the names of Joseph Shea and Jeanette Alloway.

SISTER JANET KOLODZY (Cleveland): Janet Kolodzy, Cleveland.

SECRETARY-TREASURER DALE: Add your name?

SISTER EVALYNN CARTER (Memphis): Evalynn Carter. Memphis.

SISTER SANDRA POLASKI (Washington-Baltimore): Sandra Polaski, Washington. We have a deletion. Can we make the announcement?

SECRETARY-TREASURER DALE: Sure.

SISTER POLASKI: Marty Van Opdorp.

SECRETARY-TREASURER DALE: That was a deletion. We are having additions.

SISTER SHIRLEY RAJALA (Brockton): Shirley Rajala, Brockton. Please add my name.

BROTHER WILLIAM MORRISSEY (Wire Service): Bill Morrissey, Wire Service Guild. Will you add the names of Kate Ferguson and Janet Terrell?

SECRETARY-TREASURER DALE: Are there any other additions to the Human Rights Committee? If there are none, a motion is in order to establish that as the Human Rights Committee of this convention.

CHAIRPERSON CULVER: Is there a motion for adoption? State your name and local.

SECRETARY-TREASURER DALE: Come on, somebody.

BROTHER MITCHELL (Gary): John Mitchell of Gary. **I so move.**

CHAIRPERSON CULVER: John Mitchell of Gary.

BROTHER EUGENE B. JONES (Philadelphia): Eugene Jones seconds.

CHAIRPERSON CULVER: Gene Jones seconds it from Philadelphia. Is there discussion? All those in favor of adoption of the constitution of the Human Rights Committee please say aye. Opposed, no. The committee is completed.

MOTION CARRIED

SECRETARY-TREASURER DALE: The Education-Political Action Committee. We have the following names in advance:

EDUCATION-POLITICAL ACTION COMMITTEE

Toby McIntosh, Washington-Baltimore,
Temporary Chairperson
Robert Cohen, New York
Pappas Cleopatra, New York

Are there any deletions? I hope not. (Laughter.) Are there additions to the Education-Political Action Committee? Please go to the microphone and give your name and local.

VICE PRESIDENT DAVID ROUSSEAU (Manchester): Dave Rousseau, Manchester. Please add my name and the name of Denis Paiste, alternate.

BROTHER DENNIS CORBRAN (Buffalo): Dennis Corbran. Buffalo. Please add my name.

BROTHER JOSEPH HART (Philadelphia): Joe Hart, Local 10, Philadelphia.

BROTHER TOM PENNACCHIO (New York): Pennacchio, New York. Would you please charge the name of Pappas Cleopatra to Cleopatra Pappas?

SECRETARY-TREASURER DALE: It seemed to me it should have been, too. OK. Are there any other additions to the Education-Political Action Committee? There being none, a motion to approve the committee would be in order.

CHAIRPERSON CULVER: Is there a motion for approval?

BROTHER MITCHELL (Gary): So move.

CHAIRPERSON CULVER: John Mitchell of Gary moves. Is there a second?

(Seconded by several)

CHAIRPERSON CULVER: Seconded by several. All those in favor of completion of the Education and Political Action Committee please say aye. Opposed, no. The committee is completed.

MOTION CARRIED

SECRETARY-TREASURER DALE: Resolutions Committee:

RESOLUTIONS COMMITTEE

George Laine, Los Angeles, Temporary Chairperson
Ed Kirgan, St. Louis
Sandy Polaski, Washington-Baltimore
Peter Jones, New York

Are there any deletions?

SISTER POLASKI (Washington-Baltimore): Sandy Polaski, Washington. Remove my name.

SECRETARY-TREASURER DALE: Being no further deletions, are there additions to the Resolutions Committee?

SISTER IVA LANG (Twin Cities): Iva Lang, Twin Cities. Please add my name.

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

VICE PRESIDENT HATFIELD (Northern California): Larry Hatfield, Northern California. Add Gerry Rocker.

BROTHER MARK J. ANDERSON (Bristol): Mark Anderson, Bristol. Please add my name.

SISTER ELIZABETH ELINSKI (Buffalo): Liz Elinski, Buffalo. Please add my name.

SISTER KRISTEN A. HAMEL (Detroit): Kristen Hamel, Detroit.

BROTHER SAM REYENGA (Southern Ontario): Sam Reyenga, Southern Ontario. Please add my name.

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

BROTHER WALLACE M. THROWER (Gary): Wallace Thrower, Gary. So move.

CHAIRPERSON CULVER: Is there a second?

(Seconded by several)

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

MOTION CARRIED

SECRETARY-TREASURER DALE: Collective Bargaining Committee. We have the following names:

COLLECTIVE BARGAINING COMMITTEE

Dianne Martino, San Jose,
Temporary Chairperson
Jack Wallace, Wilkes-Barre
Ted Dargan, St. Louis
Michele C. Davis, San Diego
Milton Freimuth, Sheboygan
Dennis Lajiness, Toledo
Connie Knox, Washington-Baltimore
Charles Caruso, New York
Sidney Kress, New York
Peter McLaughlin, New York
Joseph Steele, New York
Doug Millar, Windsor
Janet Contreras, San Jose
Bill Phillips, San Jose

Are there deletions? Are there additions to the Collective Bargaining Committee? First deletions.

BROTHER LIPTON (New York): I am afraid of crowds. Please delete the name of Charles Caruso.

SECRETARY-TREASURER DALE: Delete the name of Charles Caruso. Are there any other deletions from the Collective Bargaining Committee? I again remind you, would you please give your name and local and then tell us who you want to have on the committee even if it is yourself. Starting here.

BROTHER LIPTON: Barry Lipton, New York. Please add the name of Bill South, New York.

SISTER JAN HERBIG (Peoria): Jan Herbig. Please add my name. Peoria.

SECRETARY-TREASURER DALE: What local?

SISTER HERBIG: Peoria, 8.

BROTHER MORRISSEY (Wire Service): Bill Morrissey, Wire Service Guild. Please add the name of William Gillen.

SISTER SHEILA HAWES (Salem): Please add my name. Sheila Hawes, 105, Salem.

SISTER ELIZABETH GILLIN (Philadelphia): Elizabeth Gillin, Local 10, Philadelphia. Please add my name.

BROTHER WARK (Canadian Wire Service): Bruce Wark, Canadian Wire Service. Please add the names of Lee Clifford and Lise Lareau.

BROTHER CHARLES D. WALKER (Providence): Charley Walker, Providence, Local 41.

SECRETARY-TREASURER DALE: Whose name are you adding, Charley?

BROTHER WALKER: My own.

SISTER KIM KLESTY (Buffalo): Kim Klesty, Buffalo. Please add my name and the name of Dick Klineczar, also of Buffalo.

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

BROTHER PAUL MALLON (Southern Ontario): Paul Mallon, Southern Ontario. Please add my name and that of Marietta Quinney.

BROTHER PAUL FURIGA (Cincinnati): Paul Furiga, Cincinnati. Please add my name.

SISTER POLASKI (Washington-Baltimore): Sandra Polaski, Washington.

BROTHER MARV GANDALL (Ottawa): Marv Gandall, Ottawa. Please add my name.

BROTHER ED BELL (Pittsburgh): Ed Bell, Pittsburgh. Please add my name and that of Ken Fisher.

SISTER CYNTHIA A. CHESKI (Bakersfield): Cynthia Cheski, Bakersfield. Please add my name.

SISTER REBECCA L. FERRAR (Knoxville): Rebecca Ferrar, Knoxville. Please add my name.

BROTHER JACK NORMAN (Milwaukee): Jack Norman, Milwaukee. Please add my name.

VICE PRESIDENT HATFIELD (Northern California): Larry Hatfield, Northern California. Please add the name of Richard Olive, the names of Gene Turner and Ann Fleming.

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

SISTER DENA BUNIS (Rochester): Dena Bunis, Rochester. Please add my name.

VICE PRESIDENT CAROL ROTHMAN (Philadelphia): Carol Rothman, Philadelphia. Please add my name.

BROTHER ROBERT MALLEY (Brockton): Bob Malley, Brockton. Please add my name.

BROTHER TERRY MCKEY (Twin Cities): Terry McKey, Twin Cities Local. Please add my name and the name of Dan Mathews, Twin Cities Local.

SISTER LINDA DOOLING (Philadelphia): Linda Dooling, Philadelphia. Please add my name.

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

BROTHER RAY A. COHN (Lexington): Ray Cohn, Lexington. Please add my name.

BROTHER ROY TUBBS (Vancouver-New Westminster): Roy Tubbs, Vancouver-New Westminster. Please add my name and the names of Don Ellam and Mike Bocking.

BROTHER TIMOTHY F. SCHICK (Albany): Schick, Albany. Add the names of Robert Conner and Bruce Scruton.

BROTHER BRUCE MEACHUM (Denver): Bruce Meachum, Denver. Please add my name.

BROTHER TULSKY (Philadelphia): Fredric Tulsy, Philadelphia. Please add my name.

SISTER ISABELLA LAUBERT (Philadelphia): Isabella Laubert, Philadelphia. Please add my name.

SISTER BETH J. TAMKE (Memphis): Beth Tamke, Memphis. Please add my name.

BROTHER JIM SMITH (Los Angeles): Please add Jim Smith, Los Angeles.

SECRETARY-TREASURER DALE: That was Jim Smith of Los Angeles Local who wanted to add his name.

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

BROTHER JOHN BELCARZ (Montreal): John Belcarz, Montreal. Please add my name.

BROTHER DAVE BAUM (Scranton): Dave Baum. Scranton. Please add my name and the names of Victor Alfano and Mitch Grochowski.

BROTHER GERALD J. MINKKINEN (Chicago): Gerry Minkkinen, Chicago, Local 71. Please add my name and that of Larry Finley.

VICE PRESIDENT DICK PEERY (Cleveland): Dick Peery, Cleveland, Local Number 1. Please add my name.

BROTHER ROY C. KRUSE (Hawaii): Roy Kruse, Hawaii. Please add my name.

BROTHER WILLIAM J. BRESLER (Detroit): Bill Bresler, Detroit. Please add my name.

SECRETARY-TREASURER DALE: Are there any further additions to the Collective Bargaining Committee? If there is anybody left in the house. (Laughter) In that event, a motion to approve the committee would be in order.

BROTHER JOHN C. EDGINGTON (San Diego): So move.

BROTHER JONES (Philadelphia): Second.

CHAIRPERSON CULVER, Who made the motion? John Edgington moves the adoption of the committee designation. Is there a second?

(Seconded by several)

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

MOTION CARRIED

SECRETARY-TREASURER DALE: Finance Committee. I have the following names:

FINANCE COMMITTEE

John Edgington, San Diego,
Temporary Chairperson
Carl B. Schwab, Wilkes-Barre
Roger Kaufhold, St. Louis
Dena Bunis, Rochester
Robert Speck, Toledo
Isiah Lewis, Toledo
John Rau, Washington-Baltimore
Patrick Hunt, Washington-Baltimore
Lois Munday, Washington-Baltimore
Elbert Atkinson, New York
Thomas Keenan, New York
Dave Mulcahy, New York
Barry Lipton, New York
Tom Pennachio, New York
Ralph Petrucelli, New York
Faye McCracken, Memphis
Bill Ernst, San Jose

SISTER BUNIS (Rochester): Dena Bunis, Rochester. Please delete my name.

SECRETARY-TREASURER DALE: Are there further deletions from the Finance Committee? Are there additions to the Finance Committee? Middle mike.

SISTER GERALDINE OLIVER (Philadelphia): Gerry Oliver, Local 10. Please add my name.

SECRETARY-TREASURER DALE: Local 10 is Philadelphia. Correct?

BROTHER MORRISSEY (Wire Service): Bill Morrissey, Wire Service Guild. Please

add my name and the name of Dan Carmichael.

BROTHER LARRY MCINNIS (Montreal) Larry McInnis, Montreal, Local 111. Please add my name and that of Fred Dunham.

SISTER LILA ROISMAN (Philadelphia): Lila Roisman, Philadelphia, Local 10. Please add my name.

VICE PRESIDENT DOUG LOUTH (Vancouver-New Westminster): Doug Louth, Vancouver-New Westminster. Please add my name and the name of Alice Busby.

BROTHER RANDY MACDONALD (Ottawa): Randy MacDonald, Ottawa. Please add my name.

BROTHER WARK (Canadian Wire Service): Bruce Wark, Canadian Wire Service. Please add the names of Jerry MacDonald and Dan Oldfield.

SISTER BARBARA E. JAHN (Manchester): Barbara Jahn, Manchester. Please add my name.

BROTHER RANDY FURST (Twin Cities): Randy Furst, Twin Cities. Please add my name and that of Tony Carideo, Twin Cities.

VICE PRESIDENT HATFIELD (Northern California): Larry Hatfield, Pacific . . . (laughter). I knew I was going to do that some time. Northern California. Please add the name of Roberta Simons, the names of George Randol, and Larry Hatfield, wherever he's from. (Laughter.)

BROTHER NELSON K. BENTON (Salem): Nelson Benton, Salem. Please add my name.

BROTHER JOHN PANASIEWICZ (Buffalo): John Panasiewicz, Buffalo, Local 26. Please add my name.

BROTHER ANTHONY H. ROTHWELL (Youngstown): Anthony Rothwell, Youngstown. Please add my name.

BROTHER JOHN ZAPPE (Los Angeles): John Zappe. Los Angeles.

SECRETARY-TREASURER DALE: Please add your name?

BROTHER ZAPPE: Yes.

BROTHER DENNIS ROBINSON (South-

ern Ontario): Dennis Robinson, Southern Ontario. Please add my name.

BROTHER ROLLIE DREUSSI (Cleveland): Rollie Dreussi. Local 1, Cleveland. Please add my name.

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

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

BROTHER SCHICK (Albany): Schick, Albany. Please add my name.

SISTER HENRIETTE STREKER (Providence): Henriette Streker, Local 41, Providence. Please add my name.

VICE PRESIDENT STAN SOUZA (Hawaii): Stan Souza, Hawaii. Please add my name.

BROTHER LOUIS J. MLECZKO (Detroit): Lou Mleczo, Detroit. Please add my name and the names of Don Kummer, Howard Warren and Gene Schabath.

BROTHER KRUSE (Hawaii): Roy Kruse, Hawaii. As a special favor to my friend from the Pacific Northwest, please add the name of Gil Bailey of the Pacific Northwest at his request.

SECRETARY-TREASURER DALE: Are there any further additions to the Finance Committee? In that event, a motion to approve would be in order.

CHAIRPERSON CULVER: State your name and local.

BROTHER THOMAS LAPOINT (Albany): LaPoint, Albany.

CHAIRPERSON CULVER: **Tom LaPoint, Albany, moves for approval of the Finance Committee.** Is there a second? (Seconded by several)

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

MOTION CARRIED

SECRETARY-TREASURER DALE: Organizing Committee. I have the following names:

Tom Hiltz, Boston,
Temporary Chairperson.

Let me stop here for just one minute. I want to announce to this hall that that gentleman, a former IEB member, has made a hell of a sacrifice. He just got married two days ago, and he and his lovely bride Betty are making this their honeymoon. Would you believe it? At a Guild convention. (Applause.)

Tom, if you have time, we have designated you as temporary chairperson (laughter) of the Organizing Committee. The other members:

ORGANIZING COMMITTEE

Tom Hiltz, Boston,
Temporary Chairperson
Robert C. Holt, St. Louis
Sonja Payton, Rochester
Howard Burkhardt, Toledo
Clara Bennett, New York
Richard Brandow, New York
Key Martin, New York
William South, New York

Are there deletions? Barry.

BROTHER LIPTON (New York): Please delete William South, New York.

SECRETARY-TREASURER DALE: Are there further deletions from the Organizing Committee from the names I read? In that event, we will now take additions.

BROTHER LIPTON: Barry Lipton, New York. Please add Charles Caruso.

SISTER POLASKI (Washington-Baltimore): Polaski, Washington-Baltimore. Please add Marty Van Opdorp.

BROTHER RON WATSON (Denver): Ron Watson, Denver. Please add my name.

BROTHER SCHICK (Albany): Tim Schick, Albany. Please add the name of Tom LaPoint.

BROTHER DAN HANSON (Memphis): Dan Hanson of Memphis. Please add my name.

VICE PRESIDENT HATFIELD (Northern California): Larry Hatfield, Northern California. Add Crystal Cage, please.

SISTER BEVERLY POWELL-SWANSON (Philadelphia): Beverly Powell-Swan-son, Philadelphia, Local 10. Please add my name.

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

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

SISTER KIMBERLY HILL (Buffalo): Kimberly Hill, Buffalo. Please add my name.

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

SISTER MARY MACKAY-BLACK (Windsor): Mary MacKay-Black, Windsor. Please add my name.

BROTHER THOMAS A. DOCHAT (Harrisburg): Tom Dochat, Harrisburg. Please add my name.

SISTER MARY BIRKETT (Detroit): Mary Birkett, Detroit. Please add my name.

BROTHER WARK (Canadian Wire Service): Bruce Wark, Canadian Wire Service. Please add my name and what of Warren Caragata.

SISTER MARJORIE C. HOWARD (Boston): Marjorie Howard, Boston. Please add my name.

BROTHER J. STEPHEN HATCH (Cleveland): Please add Hatch from Cleveland.

SECRETARY-TREASURER DALE: Steve Hatch of Cleveland adding Steve Hatch.

SISTER SANDRA CHERMACK (Erie): Sandra Chermack, Erie. Please add my name.

BROTHER BOB HILL (Montreal): Bob Hill, Montreal. Please add my name.

BROTHER DAVID ELDER (Ottawa): Dave Elder, Ottawa. Please add my name.

SECRETARY-TREASURER DALE: Are there any further additions to the Organizing Committee? Hearing none, motion to approve the committee would be in order.

CHAIRPERSON CULVER: Is there a motion for approval? **Larry Hatfield moves**, seconded by Eugene Jones. 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: Constitution Committee. The following are named:

CONSTITUTION COMMITTEE

John Bryant, SONG,
Temporary Chairperson
Becky Avett, St. Louis
Mark J. Monday, San Diego
Kenneth Rieger, Toledo
Mary Esslinger, Washington-Baltimore
Leonard Buder, New York
Russ Cain, San Jose

Are there deletions? Are there deletions from the Constitution Committee? Are there additions to the Constitution Committee? Please take the mikes.

BROTHER JAN RAVENSBERGEN (Montreal): Please add Jan Ravensbergen of Montreal.

BROTHER JONES (Philadelphia): Eugene B. Jones, Philadelphia. Please add my name.

BROTHER WARK (Canadian Wire Service): Bruce Wark, Canadian Wire Service. Please add the name of Keeble McFarlane.

BROTHER MICHAEL MILLETT (Portland): Mike Millett, Portland. Please add my name.

BROTHER THROWER (Gary): Wallace Thrower, Gary, Local 14. Please add my name.

VICE PRESIDENT HATFIELD (Northern California): Larry Hatfield, Northern California. Please add Floyd Tucker.

SISTER MARY KILZER (Chicago): Mary Kilzer, Chicago. Please add my name.

BROTHER MEL MORRIS (Vancouver-New Westminster): Mel Morris, Vancouver. Please add my name.

BROTHER PAUL PELLETTIER (Southern Ontario): Paul Pellettier, Southern Ontario. Please add my name and that of John Lord and Paul Bryan.

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

BROTHER STEPHEN J. SAMORANSKI (Detroit): Steve Samoranski, Detroit. Please add my name.

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

SECRETARY-TREASURER DALE: Hearing no further additions, a motion is in order to approve.

CHAIRPERSON CULVER: Is there a motion for approval?

VICE PRESIDENT DAVID M. MULCAHY (New York): So move, Harry. Dave Mulcahy, New York.

CHAIRPERSON CULVER: Thank you, Dave. Is there a second? (Seconded by several)

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

MOTION CARRIED

SECRETARY-TREASURER DALE: Research & Information-Guild Reporter-Safety and Health Committee:

RESEARCH & INFORMATION-GUILD REPORTER-SAFETY & HEALTH COMMITTEE

Sara Hammond, Portland,
Temporary Chairperson
Robert A. Steinke, New York
Christine Skeete, New York
Lew Diuguid, Washington-Baltimore
Deborah Yuhas, New York

Are there deletions? Are there deletions from Research & Information-Guild Reporter-Safety and Health Committee? Being none, are there additions to the Research & Information-GR-Safety and Health Committee?

BROTHER WARK (Canadian Wire Service): Bruce Wark, Canadian Wire Service. Please add the names of Robert Fife and Diane Menzies.

BROTHER TIM WHITE (Southern Ontario): Tim White, Southern Ontario Newspaper Guild. Please add my name.

BROTHER MICHAEL FALCONE (Philadelphia): Mike Falcone, Philadelphia. Please add my name.

BROTHER MIKE WADDELL (Vancouver-New Westminster): Mike Waddell, Vancouver-New Westminster. Please add my name.

BROTHER DAVID MULLINGTON (Ottawa): Dave Mullington, Ottawa. Please add my name.

VICE PRESIDENT HATFIELD (Northern California): Larry Hatfield, Northern California. Please add Norm Melnick.

BROTHER ROBERT CARR (Detroit): Robert Carr, Detroit. Please add my name.

BROTHER JON DRUMMOND (Chicago): Jon Drummond, Chicago. Please add my name.

BROTHER LOU MIO (Cleveland): Lou Mio, Cleveland. Please add my name and the name of Pam Haren.

SISTER SHARON BRYANT (Southern Ontario): Sharon Bryant, Southern Ontario. Please add my name and the name of Bob Bullard.

SECRETARY-TREASURER DALE: Are there any further additions to the Research & Information-GR-Safety and Health Committee? There being none, a motion would be in order to approve.

CHAIRPERSON CULVER: Is there a motion for approval? State your name and local. **Tom LaPoint, Albany.** Is there a second?

(Seconded by several)

CHAIRPERSON CULVER: Seconded by several. All those in favor of approval of the Research & Information-GR-Safety and Health Committee please say aye. Opposed, no. The committee is approved.

MOTION CARRIED

SECRETARY-TREASURER DALE: We have one final committee to establish. That is the Appeals Committee which is one of the committees on which delegates can serve and also serve on another major committee. The names are:

APPEALS COMMITTEE

Ken Fisher, Pittsburgh,
Temporary Chairperson

Barry Lipton, New York
Mary MacKay-Black, Windsor

Are there additions?

BROTHER WARK (Canadian Wire Service): Bruce Wark. Canadian Wire Service. Please add the name of Dan Oldfield.

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

SECRETARY-TREASURER DALE: Appearing to be no further additions — I'm sorry, Paul.

BROTHER PELLETTIER (Southern Ontario): You can serve on another committee and the Appeals Committee?

SECRETARY-TREASURER DALE: Yes.

BROTHER PELLETTIER: Paul Pelletier, Southern Ontario. Please add my name.

BROTHER SCHICK (Albany): Tim Schick, Albany. Please add the name of Tom LaPoint.

SECRETARY-TREASURER DALE: There being no other additions, a motion to approve the Appeals Committee would be in order.

CHAIRPERSON CULVER: **Kim Klesty of Buffalo moves.** Are there seconds?

(Seconded by several)

CHAIRPERSON CULVER: Several seconds. All those in favor of approval of the Appeals Committee please say aye. Opposed, no. The Appeals Committee is approved.

MOTION CARRIED

CHAIRPERSON CULVER: Thank you, Brother Dale.

The convention committees are now designated. The next item on our agenda is the convention address by our president, Charles A. Perlik, Jr. (Applause.)

PRESIDENT CHARLES A. PERLIK, JR.: Thank you, Brother Chairperson. Good morning, brothers and sisters, ladies and gentlemen.

I want to cover a number of areas in these remarks, and I can perhaps best introduce the first one with a brief anecdote.

Two psychiatrists meet on the street. The

first greets the second: "How am I?"

In that spirit, I thought you might want to know how you feel about the Guild. Since we have in hand the first rough report on our telephone poll of the Guild membership this spring, I can tell you.

You will find the questions, for those of you who didn't get a chance to answer them, appended to the Research & Information Section of your Officers' Report. We will be reporting on the results in full, of course, when the analysis is completed. But here is a sneak preview on a few of the more interesting answers.

You'll be glad to hear that there's no doubt among a majority of our members that the Guild does a good and worthwhile job. When asked whether they thought their job would be better or worse without the Guild, more than 73 percent said worse — 38 percent much worse. Less than 3 percent said better.

More than 80 percent thought their contact was good — 22 percent very good. Seventy percent said their local does a good job servicing them. Almost as many said it did well handling grievances.

Our members want us to organize. Almost 86 percent thought it was important for the Guild to organize nonunion shops in the industry; more than 57 percent thought it very important. And you may be surprised to learn they're ready to put their money where their mouth is. Sixty-three percent are willing to pay an additional dollar a month to help organize; almost 36 percent said they strongly supported that idea.

There's lots more there, and I know you will find the final report full of interesting findings, and more than a few eye-openers, when it comes along later this summer.

It's hard to conduct the affairs of this or any other union these days without being made jarringly aware, almost daily, of the impact politics has on virtually everything we do.

The New Yorker magazine printed a cartoon a couple of years ago in which two fat cats are glowering at a television set, and one growls: "Personally, I'd feel a hell of a lot better if Reagan stopped reminding us that for years he was a union man."

So would we. (Applause.)

This former union man has more than made amends. In his 5½ years in office he has transformed the National Labor Relations Board

into an agency of the employers, made union-busting a government policy with the Air Traffic Controllers' strike, crippled the Occupational Safety and Health Administration and turned affirmative action into a fond memory.

We still have two more years to go before we, or anyone else, can hope to begin clearing away the wreckage Reagan has made of 50 years of enlightened U.S. social policy. We can't yet undo the damage, but we can help prevent his doing any more.

Reagan hasn't been able to do his work of destruction alone. He's needed the help of a compliant Senate and a frightened House of Representatives.

This fall we here in the United States have a prime opportunity to alter the political complexion of the Senate, a change that would, at the same time, inject some badly needed iron into the veins the House.

Nearly twice as many Republican seats as Democratic are at stake in next November's voting. A net change of four would do the trick.

There are a number of strong Democratic candidates out there — not the least of them our own Hattie Woods. Hattie, a Guild activist at the St. Louis Globe-Democrat 35 years ago, is running for the Senate from Missouri. She's accomplished electoral miracles her two previous times out. In 1982 she came only a few thousand votes short of defeating Sen. John Danforth in a race in which she had been given not a prayer. Two years later she became lieutenant governor as the only Missouri Democrat to win statewide office in the face of Reagan's electoral tidal wave.

If she and other progressive candidates are to repeat that feat this year, there had better be more Guild members than Hattie Woods out there working.

We are a small union, but our members are vocal and articulate — as anyone who has attended one of these conventions can attest — and there is no excuse for them not to play their part in labor's effort to change the political climate, the social climate and, as a result, the bargaining climate.

I would fervently hope, therefore, that after you adopt a political action report this week affirming with all the appropriate rhetoric the importance of electoral action, you don't consider that your work is done. I hope that when you go home from Philadel-

phia you will take that report with you and translate it into meaningful, effective action on the local level to help give us a Congress we can live with — and that will let us live. And harking back to our poll, those who thought it a good idea for us to support political candidates edged out those who didn't.

Don't underestimate what a Senate out from under Reagan's thumb can mean.

It can mean that Supreme Court appointments, more likely to materialize with every passing year, will receive the kind of scrutiny so urgently needed for the caliber of appointments this president has been making.

It can prevent the enactment of legislation, such as proposed amendments to the Hobbs Act, that would further cripple labor, if not open the door to reform of the NLRB's frustrating procedures.

It can write "finish" to Administration efforts to amend the Freedom of Information Act into impotence.

I think you will agree that — all of that — is worth doing.

Let's help do it.

One example of what it can mean to have progressive legislators in office is close at hand.

Last year's convention, you will recall, adopted a resolution calling for Congressional action to halt the stampede of U.S. newspapers into chains whose appetites know no limits.

After much spadework and discussion, a bill to accomplish that is on the verge of introduction. It would limit the size of chains to 30 newspapers and 3 percent of average U.S. daily circulation, requiring divestiture over 15 years for those that are already oversized. The only exclusions would be newspapers in competitive cities and those established, rather than purchased, by their owners.

The ITU and Graphic Communications International Union are joined with us in the push to enact this measure into law, but, of course, we don't underestimate the magnitude of the task. The publishers showed the kind of legislative clout they have 15 years ago when they persuaded Congress to endow their joint operating agreements with both prospective and retroactive immunity from the antitrust laws. We had better be prepared to show ours, to show what kind of legislative clout we have.

We'll undoubtedly be calling on you in the months ahead to muster support for this bill, and to camp on your congressional representatives' doorsteps to mobilize it. I'm sure you will, as always, respond.

It certainly has not escaped your attention that the IEB is not coming into this convention with any controversial recommendations. I wish I could say the same for everyone else.

Most of you are aware by now that a systematic effort is under way to undermine, emasculate and diminish a program that lies at the heart of the Guild's success over the past 30 years — its Collective Bargaining Program. Two district councils, unfortunately, in my opinion, have urged us to become accomplices in this effort, and it would be foolish to ignore the likelihood that it will be placed before this convention.

With that prospect, I want to put these proposals into their proper historical context and review what the Collective Bargaining Program and the concepts behind it have meant to the Guild.

Eight years ago, at a time when no such challenge to the program had been thrown down, the Guild Reporter printed an extended supplement on "The Guild's Collective Bargaining Program — Born of Necessity, Changing with the Times." We reprinted it then as a standard piece of Guild literature, and you will find a copy in your convention kits.

It outlines a collective-bargaining philosophy that is now 50 years old and unique to this union. Those who now challenge it use this uniqueness as an argument against it, but I would suggest that it is, on the contrary, the key to our achievements.

Three words in that title I just cited, "Born of Necessity," are critical to understanding the program's origin and its significance over the years.

The concept of a mandatory bargaining program covering the entire range of Guild objectives emerged from the sad experience of the Guild's first years.

Read that GR supplement, and you will find that the American Newspaper Publisher Association had its own collective-bargaining program at the time, and, of course, it was the mirror image of what we were seeking. It consisted of eight key points, ranging from union security to salary minimums, on which publishers were told not to yield an inch of ground.

When our locals started to bargain without the benefit of such a unified bargaining program, they quickly found themselves at odds not only with their publishers but with each other. Locals went their own way, with little regard for what their actions might mean to other locals, and the results were what you might expect.

The IEB reported to the 1937 Convention that a Guild shop could have been won by at least two Scripps-Howard locals had it not been for "undisciplined action" by others. The chain used "poor settlements in one city to force worse settlements in others."

The IEB also cited an arbitration in which a substandard agreement elsewhere was used by the Long Island Press to convince a strike arbitration board of its case. If the Guild could approve the miserable minimums and conditions contained in that settlement, management argued, it had no right to strike the Long Island paper for anything more.

The IEB of that day drew that inescapable conclusion of the Guild's experience.

"If collective bargaining has proved nothing else during the past years," the Board said, "It has proved conclusively that every concession, every gain, every surrender and every commitment has had its effect, for good or evil, on other locals and the membership as a whole."

That was very much the same conclusion drawn by an outside observer, the National Labor Relations Board. In a landmark 1938 study "Collective Bargaining in the Newspaper Industry," that study noted that initial Guild bargaining on the basis of "local autonomy" yielded very little.

"Guild leaders," it said, "found they lacked the experience and factual knowledge necessary for dealing with owners of large newspaper enterprises. Local autonomy in bargaining tended to deprive them of the centralized sources of information and power that were available to publishers through chains or publisher associations. Even the increasing membership of the union . . . was of little effectiveness without coordination."

In the face of the critical situation, the 1937 Convention amended the Constitution to establish "minimum standards" in the form of the Guildwide Collective Bargaining Program whose principles have guided us to this day.

It has served us well — very well.

Critics of the Bargaining Program complain that by presenting many of its proposals year after year, we dilute our bargaining effectiveness. They overlook what that persistence has accomplished for us.

Severance pay is something we all take for granted today. There is hardly a Guild contract that doesn't provide for it. But it wasn't always thus.

Severance pay was a proposal pioneered by the Guild. The publishers didn't present us with it as a gift. In fact, they termed the idea of dismissal notice with pay "very dangerous" when it was first broached. At a time when no other union had it, the Guild won severance pay by asking for it everywhere, every time.

Another outstanding example: In 1950 Guild locals suddenly found themselves facing a coordinated publisher demand for "zipper clauses," a waiver of their right to bargain on anything during the life of the contract — a right guaranteed by law. The IEB, acting under a provision of the bargaining program, refused to approve any contract containing such a clause, and only two locals were saddled with it. After a while, the publishers gave up trying.

Of course, we've added to the original bargaining program over the years, as the second portion of that GR headline, "Changing with the Times," emphasizes. As growing experience and new conditions have demanded, we've added a wide range of proposals that have advanced from there into many, many contracts.

We've added them because the needs of our members require them, in such areas as discrimination, professional protections, fringe benefits and safety and health.

These expanding needs have been recognized even by our critics. I think it's interesting to note that in the Collective Bargaining Committee at last year's convention, new provisions for employee assistance programs and information on home computers were added to the program without dissent from any of those committee members who later rose to move that the Bargaining Program be shredded beyond recognition.

They proposed that the program be reduced to mandatory provisions in six areas. It's interesting to note what those six areas are.

As outlined to last year's committee, they consisted of jurisdiction, the union shop, job

security, grievance procedures, picket-line language and the right to Guild leave.

I wonder how many of our members would consider those "priority goals." As important as they are, four of them are clearly institutional — proposals designed to protect the Guild as a union.

Can you imagine the field day the publishers would have with that?

We already have had the experience of one publisher, in Reading, Pa., attempting to defuse a Guild organizing drive with a letter to employees citing the Guild's higher success ratio in winning union security and the check-off than in gaining a variety of bargaining provisions directly benefiting the membership. What a fiesta they would have with a bargaining program devoted primarily to the union's self-interest!

The beauty of presenting proposals year after year rather than limiting our sights to a few "priority goals" is that after a while the publishers gradually get used to an idea they originally deem outlandish, discuss what they initially refuse to consider, and one day, like severance pay, sign a contract containing it.

Persistence pays off.

It's been argued that the Bargaining Program is "unrealistic" for units dealing with smaller companies. The fact is that the Bargaining Program has enabled some of our smallest units to lead the way.

Our unit at the 15,000-circulation Maui News in Hawaii was the first to win parity for inside classified, and it has perhaps the most comprehensive VDT segment in any Guild contract — one that provides, among other things, for a joint union-management committee in which any deadlock is broken by a vote cast by the Hawaii Guild's administrative officer.

Our highest severance-pay maximum, 78 weeks, is at the diminutive Jewish Telegraph Agency Unit in New York, and our shortest work week, 33 hours, is at the 30,000-circulation Lynn Item in Massachusetts. I could give many other examples.

It has been claimed that by presenting a many-sided list of proposals we leave not only management but our own members and even the negotiating committee ignorant as to which ones we are "serious" about. Well, I think we're serious about all of them, or they wouldn't be there, but nobody should have

any trouble focusing on what we regard as the most important at any given time.

We show **that** in the course of the bargaining process, and anyone who has negotiated a contract should know how: By the proposals we spend most of our time talking about as the days grow short.

No one has ever suggested that we give everything equal weight, only that we keep our horizons broad.

It's been suggested that locals be allowed to seek waivers from the Bargaining Program's requirements, and that TNG's contracts secretary be allowed to grant them. I think that is a totally impractical and potentially very dangerous proposal.

It is naive to believe that almost everyone wouldn't ask for such a waiver. This could create an impossible administrative burden for the contracts secretary. In no time at all, once such waivers began to be granted, we would find one local undercutting another, with particularly damaging effect in the case of newspapers in nearby areas or belonging to the same chain.

It has been noted that a number of locals don't conform to the bargaining program's requirements. That's a reason for concern, not emulation.

My feeling is that if all of our locals had hewed more closely to the requirements of the Bargaining Program in recent years, instead of shifting with the wind, we would have had greater success in fighting off employer-demanded give-backs; instead of spending our time discussing the publishers' proposals, we would have been discussing ours.

Abandoning the Bargaining Program is the easy way out of the increasingly tough bargaining we are facing these days, but it's an easier way for us, not for the members whose interests that program has been crafted to serve.

No one says defending, advancing and winning that program is easy. It takes hard work, not just at bargaining time but 365 days a year, as Bill Blatz will tell you at the drop of a piece of chalk.

You have to sell not just your employer but first of all your membership, and maybe even your bargaining committee. If that committee has trouble keeping its eye on the ball, as I've heard it alleged, then it's the job of the chief negotiator to refocus its attention. Too often

negotiators undercut themselves by failing to rally the membership, not only during bargaining but, equally necessary, beforehand.

We don't regard the Bargaining Program as something sculptured in stone. We've shown that not just by amending it from year to year but by overhauling it when indicated. We last did that in 1978, when the prospect of merger with the ITU prompted us to give it a thorough look. It was further streamlined, in response to a convention recommendation, the following year.

But while we're open to renovation, we don't want demolition. We can't effectively represent our members with a bargaining program whittled down to six lonely provisions. When you consider the ramifications and implications of doing that, I am confident you will reject it.

The Guild's achievements over half a century are a monument to the Bargaining Program. Let's not tear that monument, certainly not in the city of monuments.

I expected to be delivering this message in the bosom of my home local, Buffalo. That didn't materialize, still to my profound regret.

But I'd like to commend and thank Philadelphia for so ably and willingly stepping into the breach. (Applause)

Well, I was going to conclude on a line asking you to show your appreciation, but having done that, thank you for your time and your attention. (Applause)

CHAIRPERSON CULVER: Thank you, President Perlik. The next item on our agenda is the First Report of the Rules Committee. Will Barry Lipton of the Rules Committee please come forward?

BROTHER LIPTON (New York): First Report of the Rules Committee.

FIRST REPORT OF THE RULES COMMITTEE

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 no 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 Con-

vention 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 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 vote 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.

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

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: Barry Lipton, Chairperson, New York; Michael Hoelscher, Brockton; Dennis Lajiness, Toledo; Victor J. Alfano, Scranton; David M. Mulcahy, New York; Kim Klesty, Buffalo.

BROTHER LIPTON : Before I formally move to the adoption, I would like you to take note that there are two additional pages which apply to clarifying the application of Rules 23 and 24. If necessary during the course of the convention, we will refer to those.

On the Application of Rule 23

As in the past, the Rules Committee presents to the Convention interpretative guidelines on the application of Rule 23 (Election of IERC).

1. A Local may announce its vote through one spokesperson or delegate by delegate. In the interest of time, the former is encouraged.

2. Example: Local with unit rule, 60 votes — May vote 60 votes for each candidate up to five candidates.

3. Example: Local with three votes, two delegates — Each delegate may cast 1½ votes for each candidate up to five candidates.

4. Example: Local with nine votes, three delegates — Each delegate may cast three votes for each candidate up to five candidates.

5. What is commonly known as "bullet" voting is permitted. Thus, in the example cited in Number 4, the Local may cast its nine votes for Candidate 1 only. If the local's vote is cast delegate by delegate, Delegate A may cast three votes for Candidate 1 only, or three votes for Candidate 1 and three votes for Candidate 2, and so on up to five candidates.

6. The votes referred to above are not cumulative. In the example cited in Number 4, Delegate A may not multiply his or her allotted votes (three) by the number of candidates (five) and attempt to cast 15 votes in any combination for any one or more candidates. Delegate A may cast no more than three votes for any one candidate.

7. The limitation stated in Number 6 applies equally to the total voting strength of a local union. Thus, in the example cited in Number 4, the local union may not cast more than nine votes for any one candidate.

8. When its name is called, each Local shall announce in advance whether its vote shall be cast by total voting strength or delegate by delegate.

9. When a vote cannot be expressed in whole numbers, it shall be expressed in decimals carried to the second decimal place (i.e. hundredths).

Example: Three votes, two delegates — Each delegate has 1.50 votes.

Example: Eight votes, seven delegates — Each delegate has 1.14 votes.

10. In the event a tie vote on the first ballot fails to determine the fifth position, there will be successive run-off ballots among candidates tied for that position until the election process is completed.

11. The guidelines will apply similarly to the election of alternates.

On the Application of Rule 24

The Rules Committee presents to the Convention interpretative guidelines on the application of Rule 24:

1. A local may announce its vote through one spokesperson or delegate by delegate. In the interest of time, the former is encouraged.

2. Example: Local with unit rule, 60 votes — May vote 60 votes for each candidate up to six candidates.

3. Example: Local with three votes, two

delegates — Each delegate may cast 1½ votes for each candidate up to six candidates.

4. Example: Local with nine votes, three delegates — Each delegate may cast three votes for each candidate up to six candidates.

5. What is commonly known as “bullet” voting is permitted. Thus, in the example cited in Number 4, the local may cast its nine votes for Candidate 1 only. If the local’s vote is cast delegate by delegate, Delegate A may cast three votes for Candidate 1 only, or three votes for Candidate 1 and three votes for Candidate 2, and so on up to six candidates.

6. The votes referred to above are not cumulative. In the example cited in number four, Delegate A may not multiply his or her allocated votes (three) by the number of candidates each local may vote for (six) and attempt to cast (18) votes in any combination for any one or more candidates. Delegate A may cast no more than three votes for any one candidate.

7. The limitation stated in number six applies equally to the total voting strength of a local union. Thus, in the example cited in number four, the local union may not cast more than nine votes for any one candidate.

8. When its name is called, each local shall announce in advance whether its vote shall be cast by total voting strength or delegate by delegate.

9. When a vote cannot be expressed in whole numbers, it shall be expressed in decimals carried to the second decimal place (i.e. hundredths).

Example: Three votes, two delegates — Each delegate has 1.50 votes.

Example: Eight votes, seven delegates — Each delegate has 1.14 votes.

10. In the event a tie vote on any ballot fails to determine the twelfth position, there will be successive run-off ballots among candidates tied for that position until the nominating process is completed.

BROTHER LIPTON: I formally move adoption of the First Report of the Rules Committee.

CHAIRPERSON CULVER: Thank you, Barry Lipton. The First Report of the Rules Committee has been moved by Chairperson Barry Lipton and seconded by the names of the committee members who signed the report. Will there be discussion? Are you ready

for the vote? All those in favor of adoption of the First Report of the Rules Committee please say aye. Opposed, no. The ayes have it. The report is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: The chair will recognize Secretary-Treasurer Dale for an announcement.

SECRETARY-TREASURER DALE: Before we go much farther, I would like to introduce to our delegates some people that many of our delegates perhaps already know. To all of you I want to draw your attention to some fine people over in the corner who serve this union extraordinarily well. TNG’s International General Counsel David Barr. David, will you stand up, please. (Applause) David will be here all week, of course helping us out in the convention, and if anyone wants to consult with David, see him in a spare moment.

We also have here, as we had in recent years, Cliff Routh who is with the Martin E. Segal Company who is TNG’s pension and health and welfare consultant. Cliff, will you stand up. (Applause) Cliff is also going to be here at least through Thursday, is that correct? And Cliff will be available for you to seek advice from him.

In addition we have here TNG’s auditor. There are two representatives of TNG’s auditing firm, Sid Shulman of Shulman, Kurtz, Turer & Topaz, and the other senior partner is Chuck Kurtz. Chuck, would you stand up, please. (Applause) I think it is entirely possible Sid may have done the first audit ever done in this Newspaper Guild. Chuck Kurtz, of course, is the one who does most of the work for us now.

In addition there are two other people I would like to introduce. Somebody who sometimes behaved like the acting secretary-treasurer of The Newspaper Guild, Charley Kligman of the Kelly Press organization who does all our ballots and printing. Charley will be around.

And a new person you have never seen before, Dan Grove, Computer Data Service, Inc. Dan, would you stand up, please. (Applause) Dan is the computer consultant that we selected to study our needs and the needs of the International and is responsible for the installation. Dan is going to be here most of the week, and CDSI has a demonstration room, 545, to show people the kind

of equipment that is being used by TNG and could possibly be used by locals.

Thank you all for coming and joining us. (Applause)

CHAIRPERSON CULVER: The next item on our agenda is the address by Secretary-Treasurer Chuck Dale. Chuck, you are recognized again.

SECRETARY-TREASURER DALE: Brother Chairperson, Brother President, that hard working group of people over there in the corner, TNG staff, our fine consultants, delegates, guests.

Welcome to the City of Brotherly Love. I hope that spirit of brotherly love infects our meeting halls this week.

I would like, before getting into the main topic, to say a special thanks to our Philadelphia hosts for putting, together with Chuck Perlik, this week's convention with considerably less lead time than usually is afforded a host local. It is getting to be a pattern for this Newspaper Guild, isn't it? Last year Pittsburgh performed wonderfully in face of a last-minute crisis. This year Philadelphia stepped in to fill the void created when Buffalo felt it had no choice but to bow out of its graciously extended invitation.

My regrets to the Buffalo Local for not being able to host this year's convention, and my thanks to this Philadelphia Local for the fine substitution efforts.

Another group of people I would like to say a brief word of thanks to also is TNG's staff, TNG's office staff. They put an enormous amount of work, energy and effort in making these conventions run, TNG's Office Manager Pam Lehr and her staff. They may not be hearing this, but I want the record to show their efforts are applauded and appreciated. (Applause)

Like the rest of you — most of the rest of you, at least — I listened carefully to Chuck Perlik's speech this morning and jotted down a couple of things that came to mind as he spoke. When he mentioned psychiatrists, it reminded me of a story I heard recently about a publisher and a psychiatrist. I won't identify the publisher or the chain.

The publisher was a very troubled man, and he went to see a prominent, highly respected psychiatrist for help. After talking to the psychiatrist for about half an hour and answering a series of questions, he asked the

psychiatrist, "Well, Doc, what do you think?"

The psychiatrist looked at him, and after a moment's contemplation he said, "I think you're crazy."

The publisher was outraged he said, "I want a second opinion."

The psychiatrist said, "OK. You want a second opinion. You're also ugly!" (Laughter)

In his speech this morning Chuck also gave you the results of our membership attitude poll. Let me tell you about the results of another survey we've been able to take in our organization. As you are aware, we have gone into the clothing business, and we are selling jackets and caps. Now, they are fine, top quality, union-made jackets and caps and going at a bargain basement price. Buy one for yourself and buy a lot more for your friends and take them home. That is not the point.

Our survey shows that TNG's population doesn't follow the norm. When we ordered these jackets, I was not certain about what sizes to order. The manufacturer told us that out of every dozen jackets sold the norm would be two extra-large. That's 16 percent.

Our record of sales in TNG shows we are quite different. (Laughter) Instead of a 16 percent extra-large ratio, 47 percent of our sales to date (Laughter) have been extra-large.

I tell you, that's the one and only time we are going to take that survey, and I know that 47 percent of you thank me.

Speaking of sizes, some of the numbers you see in the finance section of this year's Officers' Report are large as well. As the pages say, the shape of our General Fund and Defense Fund is better than expected. In fact, right now it's safe to say that TNG's finances have never been in better shape, and I pray you will leave it that way this week.

Our General Fund looked good at the end of the fiscal year that ended on March 31, and the projection is for a surplus at the end of the current fiscal year. Our Defense Fund is a good deal healthier than we expected it to be. Our severance pay liability has been removed as a major concern for all of us. Our special organizing fund still has a balance of over \$400,000 to continue our ongoing efforts to bring new members under the protection of Guild contracts.

Our locals, all of our locals, will have a

minimum dues schedule of 6 percent beginning next month, enabling those who were at the previous constitutional minimum to achieve higher income levels.

Our International pension fund and our commingled pension trust are showing returns on investments that are impressive. Our strike benefits have been increased by \$25 a week to a new high of \$125 starting in just over a week and then will increase incrementally to \$150 in the next three years. And by the time we meet next year in San Diego, the union will be headquartered in a new building we will some day be able to call our own, free and clear, and the steadily accumulating pile of useless rent receipts will be transformed into equity.

As I said before — our best shape ever.

I expect, however, that we won't get through this week and maintain the status of our finances without a struggle. I expect the unexpected health of our Defense Fund will attract efforts to carve refunds out of it, and I hope that despite the unplanned nature of our sizable balance, the majority of delegates will vigorously resist any attempts to reduce it.

It is rather ironic after years of concern about this union's Defense Fund being underfinanced — after years of hearing complaints about not having enough money in our Defense Fund to adequately equip our locals and members for the grueling battle we have to fight against the employers — that recently I've heard a few suggestions that "We've got too much."

I spent 25 years of my life, before becoming Secretary-Treasurer of this union, working in the field, and more than once I have been in a bargaining situation where local leadership and I and TNG officers in Washington were decidedly edgy about where the money might come from or whether there would be enough money to pay benefits in the event the local had a strike. And I have been on strike assignments where there was no money available and the local collected script IOUs in lieu of weekly strike benefits, I hope that what happened in Montreal, St. Louis, Washington-Baltimore, never happens again in this union.

The fact that we are in better shape now in our Defense Fund than ever before — better shape now than we had reason to expect — permits us to speculate that we will be able to avoid in the foreseeable future, at least

the yoyoing that's occurred before; that we are going to be able to insulate our members against the on-again, off-again exposure to the implementation of 2(d) dues, and in better shape now than ever before to send our locals to the bargaining table equipped with the knowledge that their union has the dollars needed to enable them to recapture the initiative in bargaining, not just to hold on to what we've got but getting more for our members.

I don't want to tempt the fates or sound as if I'm suggesting it is a clear sail for us from here on in. Far from it. There is no way that can happen in a union of our size where a strike by one local or combination of strikes can produce such a substantial drain in our Defense Fund dollars that 2(d) dues are triggered.

For those of you who, only last year, were saying even a \$10 million Defense Fund wouldn't be enough — at a time when we had less than half that amount — we're a hell of a lot closer now than anyone had probable cause to expect. Most of you know how we got here. I won't recite all the details and numbers. For those I refer you to the finance section of the Officers' Report to see how the 2(d) dues flowed over the last year after the Pittsburgh convention took some of the steps we recommended to build stability and health into this union's finances.

As you will recall, I am very sure, 2(d) dues went on in August after the convention. We projected they'd be on for four months to build a \$1½ million cushion into the Defense Fund raising the level from that fund to a new top of \$6 million. Then there would be a fifth month of 2(d) dues to generate enough dollars to fund the unfunded severance liability that's accumulated over the years and is owed to our employees.

Then Philadelphia went on strike, and that used up more dollars than we had been projecting that a month of 2(d) dues would generate. So the five months expanded into six months. And that should have done it.

But in the meantime the 2(d) dues collecting and remitting process showed itself to be both slow and low, alarmingly so. The first month of 2(d) dues income was not the minimum of \$400,000 we had projected. It added up to only \$176,757. The income in October — from September's remittances — also didn't meet our projection of \$400,000 a month minimum. That added up to \$348,573. Even less came in in November — \$347,171.

It wasn't until the end of December that income for a month of 2(d) dues went above the minimum we had every reason to expect. It totaled \$464,799. The average for the first four months of 2(d) dues came to well below our expectations. For the four-month period the average was \$334,325. For the four-month period 2(d) dues income totaled \$1,373,300. We needed \$2 1/2 million to reach our goal.

I remember very vividly laying out the numbers for Chuck Perlik in his office one day early in January as we reached the deadline, the point where we could wait no longer to let locals know whether 2(d) dues would remain on or could be lifted. I told him the numbers left us with two options: Either leave 2(d) dues on for another month, or announce they were being removed and run the risk that January income would still leave us short and we would then have to reimplement 2(d) dues again.

I think all of you know what the reaction would have been had we followed the latter course of action. So 2(d) dues remained on. And January turned out to be the highest income month of the entire series. We received \$556,685 in January. Then it dropped off again to \$461,000, and in March it again went beyond the \$500,000 mark for the second time, reaching \$518,550.

And so at the end of the fiscal year in March, we reported to the Board and the members that our Defense Fund cash position was \$6,300,000 and our liquid asset position, counting in the building loan, was \$6,700,000.

And then came the catchup money. In April — since the end of the fiscal year is in April — May and in June, all but a handful of the money still unremitted came in, and we collected \$289,432 in April, \$130,000 in May, and in this month, we collected \$70,000. A total of \$494,638 in the five months since locals were advised we were going back on reduced dues.

The result, our cash position — unaudited numbers right now — cash in Defense Fund right now stands at \$6,600,000. (Applause) Our liquid asset position, including the building loan, is \$7,100,000. (Applause)

That's the highest we've ever been in our Defense Fund, and if that tempts you, look around this union. In fact, look around this hall. The entire San Francisco Bay area is now involved in very serious bargaining, and Doug Cuthbertson, a familiar face at these conventions, isn't here. He canceled out be-

cause of them. Another familiar face, Bill Davis of San Jose, is not here. He, too, canceled out because of the critical bargaining situation in the Bay area. Bob Bruner isn't here because of what's happening out in Seattle and in Tacoma.

Take a look at later this year and early next, Detroit, facing bargaining with the Gannett-dominated joint operating agreement. New York's major dailies come up late this year or next. Puerto Rico, Vancouver, Minneapolis.

That's not all of them by any means. Our horizon shows a lot of major bargaining activity in the near future but certainly enough to focus on the question: Do we have too much money in the Defense Fund? And I say no. And I say this union can adjust to having a decent money supply for a change. I know you are going to prove that to us and to the publishers, and you are not going to send any of us away from this convention mumbling that the Guild just can't stand prosperity.

Our recent 2(d) dues experience also demonstrates that somehow we have to find an answer to the erratic pattern of dues remittances. You know, for years there's been a plaintive note in the Officers' Report that tracks the up and down pattern of dues remittances from locals and generally goes unnoticed, but the fact that the slow payers this time caused all of us to pay one additional month of 2(d) dues has focused more attention on the problem than ever before.

What's the solution? I don't know. I tried to find one, the Board tried to find one. I solicited the advice of every international union secretary-treasurer I could call on, and with one or two unacceptable exceptions, they don't have an answer either.

Out of the thick stack of replies I got from my letters and the phone calls, only one union said unequivocally that it had no such problem, but it collects dues directly from the employer and sends back to the locals their share. Now that's hardly a practical solution for this union.

Through all of the rest of the answers ran one common thread — join the club. Some of you have suggested such remedies as a late charge or interest on late remittances and so on. Well, we welcome any suggestions you may want to bring to us this week or after this convention is over at any time because I know that none of you wants to be exposed to this kind of situation again. If it is any

consolation, the late-payers had to pay another month, too.

The Guild building — where are we at the moment. Well, the moving vans haven't backed up to our current headquarters yet in Washington to begin hauling off our furniture to Silver Spring, Md., and I don't expect that is going to happen at least until early next year.

Currently we are awaiting the issuance of demolition and building permits from Montgomery County. All the drawings, the blueprints, are done. They were submitted for approval early this year. But it is a process that consumes an inordinate amount of time these days, and there was no problem with the drawings, but just an inordinate amount of time gets consumed.

Are we on schedule? Ocean Atlantic, our joint venture partner, and the architects say we are — at this point. They are expecting permits to be issued next month, and they are still saying the building will come in on schedule and that we will be able to begin occupying it in February. The lease on our current office space in Washington expires at the end of January. The other Chuck and I are personally forecasting occupancy some time in March.

I can't give you anything more definite than that on dates.

One other thing I want to touch on before I close. TNG, as many of you are aware, has elected to participate in the AFL-CIO union privilege program, as it is called. We are among the early signers in the AFL-CIO union member credit card program. Unfortunately, it applies only in the United States, but for our U.S. members it will make available participation in a credit-card program with substantially lower interest rates than are available except in a few small regional banks.

I am told that efforts are being made by the CLC in Canada to establish a counterpart program there, but I have no fresh information on that.

On the credit cards in the U.S., 5 percent above prime would be the interest rate, and that would add up to 13½ percent right now.

Despite the fact that we were among the early sign-ons, we are not likely to get a mailing from the bank with credit card applications in the near future. In fact, I was told the other day that they don't expect to be

able to get this out until late in December.

One of the problems is the difficulties involved in producing the specially designed credit card blank that has the union symbol on it and the international union's designation and also the difficulties involved in attempting to do all of the credit checks that are necessary.

We are trying to get a place earlier in the lineup, but there are 4.9 million union members in the United States already in line, and as I said, the possibility of our getting on line and getting the mailing out before the late part of December is very, very slim.

I won't take up any more of your time. We frankly have the rest of the week to deal with the subject of finances, and we hope we can do it expeditiously.

One final note. During the last several years you have been faced with the task of trying to construct a better financial future for this union, and you have been battered by financial proposals and problems, and you have wrestled with them through long days and nights. We have held your feet to the fire often enough.

You deserve a break, and you are getting one this year. You will note that we presented to you this year with a very sparse set of recommendations on finances.

If you cooperate, perhaps — (Laughter) — perhaps we can conclude our business quickly this year, perhaps even early enough to give every one Thursday night off for a change. (Applause) Maybe you can even arrange that trip to Atlantic City that some of you seem to want.

Finally, let's face it. Doesn't John Edgington of San Diego deserve a break? Thank you. (Applause)

CHAIRPERSON CULVER: Thank you, Chuck Dale, for a very fine address. Recognize President Perlik for a special order of business.

PRESIDENT PERLIK: Brother Chairperson, on the tables you will find a green sheet headed, "Freedom of Information," a resolution, and I would ask unanimous consent for us to take care of this piece of business out of the usual order. The reason is that on Wednesday, as we understand it, the House committee is going to mark up the bill which is the subject of this resolution, and if our expression of opinion with regard to it is to

have any usefulness at all, it should be adopted by the convention today to enable the staff to get it to Washington. Can I assume, Brother Chairperson, unanimous consent to suspend the rules for this purpose?

CHAIRPERSON CULVER: Yes. The rules are suspended.

PRESIDENT PERLIK: I will read then the resolution.

FREEDOM OF INFORMATION

Administration-inspired efforts to emasculate the U.S. Freedom of Information Act appear to have failed, for the time being at least. But so, unfortunately, have efforts to improve it.

A House bill, H.R. 3319, proposed by the Society of Professional Journalists/Sigma Delta Chi and introduced last year by Rep. Gerald Kleczka (D-Wis.), has been laid aside for the current session following the inability of Rep. Glenn English (D-Okla.) to gain a consensus on FOI Act changes. Instead, Rep. English has introduced a bill limited strictly to meeting business objections to current FOI procedures.

Although the measure, H.R. 4862, has been billed as "noncontroversial", its effect on the ability of journalists and others to obtain government information is for the most part negative. It sets up procedures for notifying businesses of all requests for information they label confidential.

As media organizations have testified, H.R. 4862 offers only prospects of longer delays, slower responses and more litigation. At a time when FOI responses routinely take as long as six to nine months, this prospect cannot be regarded with equanimity.

The proposed procedures would add over a month to these delays by granting business time to keep information out of the public eye. And they harbor the danger that agencies pressed for time will rubber-stamp the positions taken by business, particularly in the case of judicial review.

Provisions of this nature, retarding the purposes of the Act, should not even be considered outside the context of the necessary improvements provided in Rep. Kleczka's bill. Those provisions would tighten exemptions, impose financial penalties against agencies that fail to meet the law's deadlines, establish standard fee schedules and

access to documents at little or no cost where such access is likely to benefit the public, and vest oversight powers in the U.S. Archivist rather than the Justice Department, which has been consistently unsympathetic to FOI objectives.

The Newspaper Guild Convention, therefore, calls on the House Government Information Subcommittee to delay action on H.R. 4862 and revive H.R. 3319 as soon as possible. The purposes of the Freedom of Information Act have been too frustrated by the lethargy and hostility of federal agencies to permit the continuation of extended delays, much less foster new ones.

PRESIDENT PERLIK: I would welcome a motion to adopt that resolution.

CHAIRPERSON CULVER: Is there a motion for adoption? (Moved by several)

CHAIRPERSON CULVER: Bill South, New York moves. Seconded by several. The resolution is before you on the "Freedom of Information" and it is ready for consideration. Will there be discussion? All those in favor of the resolution please say aye. Opposed, no. The resolution is adopted.

MOTION CARRIED

VICE PRESIDENT MULCAHY (New York): Mr. Chairperson.

CHAIRPERSON CULVER: Yes, Brother Mulcahy.

VICE PRESIDENT MULCAHY: If I may, Mr. Chairperson, Rule 16 states these rules may be suspended by a majority vote of the convention. In retrospect it would have been better, perhaps, may I suggest to you, for the future that you get a majority approval of the convention so we may not have a problem at a later time.

CHAIRPERSON CULVER: That's a good point, Dave. Perhaps I was a little hasty in saying the rules are suspended. In the future we will watch it more closely.

The next item of business concerns a matter that is in Article XXI Section 5 of the Guild Constitution, stating, "There shall be an International Election and Referendum Committee consisting of five members of the Guild selected by the Convention in even-numbered years. A separate election shall be held in the same Convention to elect two alternates."

This convention is now open for nominations of the five members of the IERC. John

Edgington, you are recognized.

BROTHER EDGINGTON (San Diego): John Edgington, San Diego. **I would like to nominate Robert Steinke, St. Louis; Jerry MacDonald, Canadian Wire Service Guild; Michele Davis, San Diego; Richard Bradow, New York; and Bill Buchanan from Erie.**

CHAIRPERSON CULVER: Thank you, John. Are there further nominations?

BROTHER JOHN BRYANT (Southern Ontario): John Bryant, Southern Ontario. **I nominate Roger Stonebanks from Victoria.**

CHAIRPERSON CULVER: Thank you, John.

Are there further nominations? The microphones are clear. There being no further nominations, I declare the nominations closed for the five members of the committee. Now we are open for nomination for the two alternates. John Edgington, you are recognized again.

BROTHER EDGINGTON: John Edgington, San Diego. **I would like to place in nomination the names of Dave Langzetel of Portland and Howard Burkhardt of Toledo.**

CHAIRPERSON CULVER: Are there further nominations for the alternate positions? The microphones are clear. I declare the nominations closed, and the two alternates are elected.

DECLARED ELECTED

CHAIRPERSON CULVER: The rules provide for an election in the case of more than five, so the election will be later to select the five members of the main committee.

SECRETARY-TREASURER DALE: A couple of announcements. Because we had quite a lineup this morning for at least one committee, we are going to have to make a switch in committee meeting room assignments.

The Collective Bargaining Committee will now meet or have as its meeting room the Grand Ballroom.

The Finance Committee has now been ejected from the Grand Ballroom, and it is going to the Pennsylvania West, which is on

the third floor down the hall from the Guild office.

All committees are scheduled to be in session in their respective meeting rooms, to be found here at 2 o'clock today.

I remind you that temporary committee chairpersons, TNG staff, officers, President, Secretary-Treasurer and International Chairperson are scheduled to meet immediately after we recess here for lunch in the Pavillion Room, which is just across the hall here.

Let me remind you also of a couple of other events that are going to occur today. First of all, Congressman Edgar will be speaking here at 2:30, so we assume the committees will organize themselves very quickly and get back here in time to hear Congressman Edgar.

In addition to that, at 3 o'clock in this ballroom here we have a convention forum on workplace drug testing and pre-employment screening, on drugs and drug abuse, and I urge all of you to attend. It is a very, very important topic in the minds of our membership.

This evening at 8 p.m. there are a number of workshops. There is a computer workshop in the Pennsylvania East Room at 8 p.m. Pennsylvania East Room — make that the Pennsylvania West Room at 8 p.m. tonight. There is a convention workshop on "Know Your Rights," and that is in the Constitution Room at 8 p.m., and I have one other announcement here.

A meeting today at 5 p.m. in Room 540-546. Lower-paid workers in the Guild will discuss mutual problems and concerns, and it is signed by Iva Lang of Twin Cities. Does that include the Secretary-Treasurer of The Newspaper Guild?

DELEGATE: Hell, no.

CHAIRPERSON CULVER : One other item. With regard to the Credentials Committee report, I have been advised that the total vote should be corrected to 372 on page 6 of the report. I want to thank President Tulsy of the Greater Philadelphia Local for the smooth opening this morning and all of you for your excellent decorum.

Tom.

BROTHER LAPOINT (Albany): I would like to announce a small locals caucus meeting right here at the adjournment.

CHAIRPERSON CULVER: Thank you. Are there further announcements? Gene.

BROTHER JONES (Philadelphia): Gene Jones, Philadelphia. If anyone has not signed up for the dinner tomorrow night, we need to know at the close of this meeting.

CHAIRPERSON CULVER: Thank you. Would you tell us how to get there?

BROTHER TULSKY (Philadelphia): Wanamaker's is across the street from City Hall on the east side. So if you go over to Broad Street, you will see City Hall there. Wanamaker's is just across from it, southeast corner of the square.

CHAIRPERSON CULVER: Very well. We will see you back in this hall at 2:30 p.m. You are recessed.

(The Convention recessed at 11:30 a.m.)

MONDAY AFTERNOON SESSION

June 23, 1986

The Convention reconvened at 2:35 p.m., Chairperson Culver presiding.

CHAIRPERSON CULVER: We are getting ready to reconvene the convention. We have an important speaker with a close time schedule, so will the convention please come to order, and at this time I will introduce Bob Barry — Bill Barry (laughter) who will introduce our speaker this afternoon. "A well-known figure," he says.

BROTHER BILL BARRY (Philadelphia): I want to thank Jack Culver for that nice introduction. (Laughter)

CHAIRPERSON CULVER: One "v."

BROTHER BARRY: I'm sorry — Harry.

I'm pleased and proud to be able to present the next Senator from Pennsylvania, Bob Edgar. He's had a very impressive career, but the most outstanding thing I think I have ever seen him do was, he came to the Middle Atlantic District Council meeting in February, and he rendered Jack Wallace completely speechless. I have never seen anybody

else with that kind of charisma. (Laughter.)

Bob has had a remarkable career in Pennsylvania. He was elected to Congress from the Delaware County area, covered by our folks from the Delaware County Times, in 1974. He is a Democrat repeatedly elected from the most Republican congressional district in the whole country. If there is a progressive movement level in the United States, he's the head of it, because he's developed and is now the co-chair of the New England Midwest Coalition which develops regional issues around the economy, the infra structure and offsetting the political strength of the nonunion South.

He recently won an uphill battle in the Democratic primary against an entrenched bureaucrat. He is now in a contest in a very winnable area with another resident of Philadelphia, Arlen Specter. We think he's going to win, and I am pleased to present Congressman Bob Edgar. (Applause)

CONGRESSMAN BOB EDGAR: Thank you, Bill or Bob or Jack — whoever you are. (Laughter)

It is a pleasure for me to have a chance to speak to all of you today about some of the issues that are occurring in Washington. I'd like to do it with three basic comments. One on who Bob Edgar is so that you have some sense as to who the person is that's addressing you.

Secondly, I'd like to lay out a case for you that you are the most unique generation in all of human history because you are the first generation that gets not to predict your future; you are the first generation that gets to plan your future, change your future, alter your future and live your future.

And then finally I'd like to talk about contemporary society and how you as ranking men and women of organized labor, active in the Guild, can in fact make a difference in 1986, not only about your future but about the future of your children and grandchildren.

First a word about myself. I've been elected to the United States Congress by accident. My vocation is that of a United Methodist minister, and those of you who know something about Philadelphia know that we have a university next to the University of Pennsylvania called Drexel University. In 1973 and '74 I was the chaplain of that university,

serving all of the students that the Roman Catholic Church and the Jewish rabbi didn't want, all of the people in the middle.

In November of 1973 an event occurred that troubled me and startled me. That was the firing of Archibald Cox by Richard Nixon. How many of you remember that so-called "Saturday Night Massacre"?

It made me so angry that a President of the United States could put himself above the law that I literally scrambled to find who the Democrats in Delaware County were going to run for Congress, and I called the Democrats on the phone and said, "My name is Bob Edgar. I'm a Methodist minister. I am angry at Richard Nixon, and I want to make sure that we have a change Washington. Who do you plan to run for Congress?"

They said, "Well, the last time we had won an election was in 1858." (Laughter) "The last candidate we ran as a Democrat in 1972 lost by 42,000 votes."

My district has 210,000 Republicans and 90,000 Democrats. It used to be used by Yale and Harvard as the Republican example of Mayor Daley's Chicago. This particular district is a district that has a strong Republican, conservative, ultra-right philosophy and background, and yet one year after I troubled to confront the Democratic Party, I was elected to be the congressman from that district.

I moved from being vice chairman of my son's parent-teachers organization at the Russell school, the elementary school in Marple, to being a United States Congressman in a little less than a year.

I arrived in Washington in January of 1975, with what I thought were the best credentials anyone could ever have, and that is, no experience. I arrived in Washington with none of the preconceptions or preconceived ideas of how you do something. I simply went with a fresh, new, perhaps naive, but at least enthusiastic spirit of change and reform and trying to make things different.

I joined 75 Democratic freshmen on the Democratic side and 17 freshmen on the Republican side in one of the largest classes ever to get elected to the United States Congress, the so-called Watergate baby class.

It includes people like Paul Simon and Tom Harkin, Chris Dodd and Max Baucus, four

United States Senators who had left the House to move to the Senate.

Paul Simon in Illinois is an expert on education issues. Tom Harkin in Iowa is an expert on human rights. Chris Dodd in Connecticut is an expert on Central America. Max Baucus from Montana is an expert on trade.

In the House of Representatives we have people like Jim Florio, an expert on transportation and on the issues of trying to solve the problem of toxic waste. George Miller from California who cares about the issues relating to children and water policy. Henry Waxman who chairs a subcommittee on health care. Myself, I was appointed to the Public Works and Transportation Committee and the House Veterans Affairs Committee.

I was a little like the kid in the commercials where his two brothers push a bowl of cereal in front of him, and he takes a bite and then he smiles, and they say that Mike likes it.

I didn't want to be on the Public Works Committee or Veterans Affairs Committee. I wanted to be on all the high-profile committees, but over the last 12 years I found myself not only liking it but getting involved as an expert on water policy. If energy was our problem of the '70s, I think water, both quality and quantity, is the problem of the late '80s and '90s.

On Veterans Affairs I have been an advocate for Viet Nam-era veterans dealing with Agent Orange and post-traumatic distress disorder, and on public works I tried to get the limited dollars we have left to reinvest in our infra structure to be committed to repairing our crumbling bridges and our crumbling roads and our crumbling water and sewer systems.

Twelve years, six terms, I have had the privilege of representing my district in the United States Congress. Now, why did I say early on that you are the most important generation because you are the first generation that gets not to predict your future — you are the first generation that gets to live on the planet, change it, alter it, destroy it.

The basic issue I want to lay out for you today is your uniqueness.

There was an illustration that was brought to my attention recently in a little book called, "Small Is Beautiful," which had a riddle. The author simply said that if you put a lily pad in the middle of a pond and if that pond — and let's use this room as the pond — if in

the middle of this room there were a lily pad and if that lily pad doubled in size every day so that over the course of a 30-day period the whole pond was covered with lily pads, the riddle asks, "On which day is half of the pond covered?" Those of us who were terrible in math would have said, "Well, on the 15th or 16th or 17th day." But the answer is, as all of you who are smart enough to know, is that on the 29th day half of the pond is covered with lily pad, and it is simply in the last day, that 29th day, moving to the 30th day, that the whole pond gets covered.

I believe that we are in the 29th day of human history as it relates to clean air and clean water. I believe that we are in the 29th day as it relates to our understanding of the proliferation of nuclear weapons, and we are in the 29th day as it relates to kind of basic issues of human survival on our planet.

I share this illustration from Alvin Toffler's "Future Shock." He reminds us that if we take the last 50,000 years of human existence, noting that the world has been created for the last 4 1/2 billion years, but if we just take the last 50,000 years of human existence and divide it into lifetimes of approximately 62 years each 62 on top of 62 on top of 62 — He reminds us that there are 800 lifetimes in that 50,000 years. Six hundred fifty of those lifetimes were lived in caves. Only in the last four lifetimes has anyone anywhere been able to measure time with any precision. Only in the last two lifetimes, your lifetime and one other, has anyone anywhere used an electric motor or understood what to do with oil or gas. And 95 percent of everything that's been created has in fact been created in your lifetime.

This 800th lifetime has been an important change because we have seen the ability to fly, the advancement of the computer chip and the ability to make our society grow and become a part of the edge of the future.

What we don't understand and what so often misses us is how unique we really are and how fast information, how fast the points of knowledge that we have, are growing and expanding to a point where we can't really capture them or grab hold of them.

In just the last 12 years that I have been in Washington we have added almost a billion people to the world's population. Very few congressmen and senators think about the proliferation of that population. In the last 12 years we have stumbled over Love Canal and

Time Beach and discovered what we have done to ourselves through toxic waste. In the last 12 years we have seen great change and problems, and in the last six years, under the Reagan administration in Washington, we have had one of the most articulate, clear-speaking presidents of the United States ever to speak in public with simple, easy-to-understand solutions to the problems we face. Most of which won't work, haven't worked, and will in fact impact negatively on you, your children and your grandchildren.

Let me show you something. I want to divide the room up for a minute, and I want us to divide up into four separate groups because in January of 1981, Ronald Reagan took the podium of the House of Representatives at a joint session of the Congress and said, "Ladies and gentlemen of Congress, I want you just to do four simple things and the world will be a better place. I want you to cut spending; I want you to cut taxes; I want you to increase defense; and I want you to balance the budget by 1984."

Remember those four simple, easy things? Let's see what's happened. Let me ask those of you on that side of the room to play domestic expending cuts. You are in charge of cutting waste, fraud and abuse.

Let me ask all of you here in the middle to play tax reduction. You are in charge of cutting both business and individual taxes. Let me ask all of you on this side of the room to play defense increases, closing the window of vulnerability, protecting us from our external enemies and buying the weapon systems that will make us secure.

Let me ask those at the head table to be our budget balancers. You can balance it by 1984 as the President said, by 1985, by 1986, and you can balance it whenever you get around to it (laughter), but the head table will balance the federal budget.

Now let's look how successful this clear and articulate president has been.

In 1980 we were spending 24 percent of the budget of nonentitlement, nondefense, discretionary programs, things like student aid, senior citizens, education, health care, public transit.

In 1986 we are spending 17 percent of the budget in that area. There's been a real reduction of 25 percent of our expenditures in the public government. We have passed it back to state and local governments, and we have

simply eliminated 25 percent of those programs.

Now, we took every dime of that saving and gave it to the defense buildup. We committed ourselves in the next five years of spending \$1.8 trillion on defense. Not one weapons system was terminated. We were buying MX missiles, buying nerve gas and Star Wars and were committing ourselves to \$38 million an hour every hour for the next five years.

Had we only done those two things — cut domestic spending and moved defense from 24 percent of the budget to 30 percent of the budget, as we did over the last six years, having defense here and domestic programs here — had we only done those two things, the budget deficit in 1984 would have been about \$50 billion, what it was in the Carter, Ford and Nixon years on average.

Why was the budget deficit \$175 billion in 1984? Why is the budget deficit \$211.9 billion in 1985? And why is the budget deficit projection to be \$220 billion for 1986? And why do we project that the budget deficit will be \$200 billion this year, next year, the following year, the following year?

The answer is very simple. Ronald Reagan got everything he wanted in 1981. He got his domestic reductions; he got his defense increases; but he also got the largest tax cut in 1981 in the history of the United States. We saw a revenue reduction of some \$650 billion of revenue loss.

Now, where did we get that tax cut? We didn't get it out of waste fraud abuse because we had spent those funds. We didn't get it out of defense because we had built up those defense areas. Where did we get the tax cut of 1981?

Well, in fact we gave you a tax cut of 25 percent, 5 percent the first year, 10 percent the second year, 10 percent the third year. We gave business everything they wanted, giving U.S. Steel the ability to buy Marathon Oil Company and giving your newspapers and your television stations and your radio stations the ability to go and buy each other in giant monopolies and obtain tax relief by their ability to consolidate and buy. That \$650 billion of revenue we simply borrowed in '84, '85, '86 and '87, and we will continue to borrow over the next foreseeable future.

What we in a sense did by putting Reaganomics in place — and what looks simple

on the surface has in fact come full circle to the point where it will bring pain and agony and misery to your children and to your grandchildren and to your great-grandchildren because the basic philosophy under which this government is now operating is that government is the enemy and you have to get government off your backs and out of our pocketbooks. There is little role for the federal government but to provide for defense, deliver a Social Security check and pay the interest on the national debt. All other programs this administration in the conservative Senate and conservative House and in the White House believe can be best left to the state and local governments.

Well, I disagree. I believe that government is not the enemy but must be a partner, and I believe we do have to clean up waste, fraud, abuse, both in domestic programs and in defense. And I believe we need a strong, practical defense system, but not the overkill of MX missiles and Star Wars, and not the overkill of buying every weapon system that comes alone. I think we need a fair tax program that not only gives working men and women a fair tax break but gives businesses, particularly small and medium-sized businesses, a targeted tax relief and not simply hemorrhage have the federal budget. And I believe strongly that there is a role for the federal government in responding to the needs of our society, and that is why in 1986 I stood up and became a candidate for the United States Senate.

If Bob Edgar wins the United States Senate vote in Pennsylvania; if Tom Dashiell wins that in South Dakota; if Governor Evers wins it in Idaho; if Terry Sanford wins it in North Carolina; and if Bob Graham wins in Florida; if we win just those five seats, Jesse Helms, Jeremiah Denton and Orrin Hatch are removed as committee and subcommittee chairs. (Applause)

And Joe Biden becomes chairman of the Judiciary Committee to review future Supreme Court and federal judges; Ted Kennedy becomes chairman of Education and Labor, replacing Orrin Hatch; and the Paul Simons and the Tom Harkins and the Bob Edgars and the other United States senators on the progressive side have an opportunity in the last two years of the Reagan Administration to redirect those policies and to protect our future.

I think we need to focus our attention on winning back the United States Senate this

year because while the solutions that the President has laid out seem clear and simple, some of those solutions, both domestically and internationally, will have strong negative impact on ourselves and on the future of the labor movement in this country.

We saw with the air traffic controllers strike with the firings of those air traffic controllers the attitude of this administration as it relates to organized labor. We have seen with the appointments to the National Labor Relations Board what this administration believes about organized labor, and even internationally this administration is willing to continue to exploit our brothers and sisters around the world.

Think about South Africa for a moment.

One of the sub-issues that's important for us to understand about South Africa is that that government has enslaved its people, putting them in coal mines to produce coal and dumping that coal on the world marketplace, putting our coal miners out of work but also exploiting their workers. In South Korea and Taiwan they are paying their workers 50 cents an hour to create textiles and shoes that are allowed to be placed in our marketplace, not only putting our workers out of work but exploiting those workers in South Korea and Taiwan. Many places around the world have unsafe working conditions, unfair wages and unfair labor conditions exist in order for industrial giants to create products to flood our marketplace.

I think it's time for a change, a new vision in the future, a vision of the future that in a sense understands that people come first, whether they are people in South Africa or Taiwan or Korea or equally, and perhaps even more important, the people of our nations here who need jobs, who need health care, who need education, who need an improved quality of life.

It was Hubert Humphrey who said, "The moral test of government is what we do to those in the dawn of life, our children, those in the twilight of life, the elderly, and those in the shadows of life, the poor, the sick and the disabled."

The moral test in 1986 is whether or not you and I can stand up and be clear in our message and confront this administration, this system, to provide the kind of creative, progressive change that can make a difference for us and for our children.

We are in the 29th day. These are the last hours that we have to redirect our future. And if your future is going to be bright, you as futurists are going to have to be part of it.

I look forward to working with you to make sense out of our future and to have that clear and separate vision that cares about our children, the elderly, the poor, the sick, the disabled, the unemployed and the underemployed.

Thank you very much. (The audience rose and applauded.)

PRESIDENT PERLIK: Congressman Edgar, political pundits in recent days and weeks, most notably and most recently David Broder of the Washington Post, have moved the Pennsylvania Senate race from the "No chance" column for you to the "Winnable" column, and I think we now understand why that has happened.

We certainly appreciate your taking your time to share that most lucid and stirring message with us this afternoon.

We have many delegates in this hall, in this room, from the State of Pennsylvania, across the state. You call on them and I call on them to get in the Edgar camp to help make this a winning campaign in November.

Thank you very much. (Applause.)

CHAIRPERSON CULVER: Secretary-Treasurer Dale calls my attention that there were some delegates who did not get on committees this morning, and so at this time, if there is anyone who wishes to be assigned to a committee or to change, we are going to permit that at this time.

Roy Kruse.

BROTHER KRUSE (Hawaii): Before we get into that, I have something I would like to bring before the convention, if I may. I'm sure I may.

CHAIRPERSON CULVER: Let's give Roy our attention.

BROTHER KRUSE: Can you hear me?

CHAIRPERSON CULVER: Barely.

BROTHER KRUSE: Maybe if I get closer to the mike. How is that?

CHAIRPERSON CULVER: A little better.

BROTHER KRUSE: I rise to recognize

the special efforts and sacrifices being made by one of our distinguished members. He is spending his honeymoon mostly with us rather than his lovely wife. In Hawaii we call this pupule, which is nuts, crazy. (Laughter) So to pupule haoli friend, with our condolences as well as our happiness, we present to you these beautiful flowers and this bottle of pupule water or champagne. (Applause) Machalo.

CHAIRPERSON CULVER: Very well. Thank you, Roy.

Are there any delegates who want to make request for committee designations?

BROTHER PAUL PALANGE (Woonsocket): Paul Palange, Woonsocket. Would you add my name to the Collective Bargaining Committee, please.

CHAIRPERSON CULVER: All right. We will try to do these in one motion shortly.

Any others? It seems we have only one request. Is that agreeable with convention? (Cries of "Yes.")

CHAIRPERSON CULVER: Very well. You will be assigned to the Collective Bargaining Committee. One moment, please.

CHAIRPERSON CULVER: OK. We will be starting our convention forum program shortly, and the convention, of course, will resume in General Session at 11 a.m. Wednesday.

The convention proper is recessed, but now the convention forum as of this moment starts as soon as we get the characters on the stage.

(The Convention recessed at 3 p.m.)

WEDNESDAY MORNING SESSION

June 25, 1986

The Convention reconvened at 11:05 a.m., Chairperson Culver presiding.

CHAIRPERSON CULVER: Could I have your attention, please? We are preparing to start the convention in about one moment. Will the convention please come to order?

Will you give me your attention, please?

Our first order of business this morning will be the Second and Third Reports of the Credentials Committee.

Will Bob Steinke, the chairperson, please come forward?

SECRETARY-TREASURER DALE: At the banquet last night somebody left this on the table. It is a cigarette holder, and there are union cigarettes in there. It's gray. If anybody wants to claim it, come on up and get it.

BROTHER STEINKE (St. Louis): Second Report of the Credentials Committee.

SECOND REPORT OF THE CREDENTIALS COMMITTEE

The following is the second 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:

<i>Local</i>	<i>Votes</i>	<i>Delegates</i>
Canadian Wire Service	11	Beatrice Hogan
Detroit	13	Stephen J. Samoranski
Erie	4	Carol Przybyszewski Jerry Trambley
Lehigh Valley	2	Ron Devlin Eugene Tauber (alternate)
New York	50	Ruben Batista Thomas Keenan
Northern California	20	Jeanette Alloway Mary Crystal Cage George Randol Joseph Shea Robertta Simons
Ottawa	5	Pat Bell Marv Gandall Randy MacDonald
Philadelphia	17	Linda Dooling Fredric Tulskey
Vancouver- New Westminster	12	Mike Bocking Doug Louth Roy Tubbs
Woonsocket	2	Paul Palange
York	2	Gloria J. Shipley

There are 221 delegates and 2 alternates from 55 locals registered. The votes of all the locals at the Convention total 378.

Signed: Robert A. Steinke, St. Louis, Chairperson; Shirley Rajala, Brockton; David M. Mulcahy, New York; Larry McInnis, Montreal; Floyd Tucker, Northern California; Howard Burkhardt, Toledo; Sandra Polaski, Washington-Baltimore.

BROTHER STEINKE: I move adoption of the Second Report.

CHAIRPERSON CULVER: The Second Report of the Credentials Committee has been moved and seconded by members of the committee. Will there be 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

CHAIRPERSON CULVER: Bob Steinke, you are recognized for the Third Report.

BROTHER STEINKE: Third Report of the Credentials Committee.

THIRD REPORT OF THE CREDENTIALS COMMITTEE

An additional delegate has been registered by the committee:

<i>Local</i>	<i>Votes</i>	<i>Delegates</i>
Memphis	5	Faye McCracken Dan Hanson

There are 222 delegates and 2 alternates from 55 locals registered. The votes of all the locals at the Convention total 378.

Signed: Robert A. Steinke, St. Louis, Chairperson; Shirley Rajala, Brockton; David M. Mulcahy, New York; Larry McInnis, Montreal; Floyd Tucker, Northern California; Howard Burkhardt, Toledo; Sandra Polaski, Washington-Baltimore.

BROTHER STEINKE: I move adoption of the Third Report of the Credentials Committee.

CHAIRPERSON CULVER: The Third Report of the Credentials Committee has been moved and seconded. Will there be discussion?

BROTHER EDGINGTON (San Diego): Edgington, San Diego.

CHAIRPERSON CULVER: John, you are recognized.

BROTHER EDGINGTON: I am somewhat confused by the third report. Are there two delegates identified on the third report?

BROTHER STEINKE: Yes.

BROTHER EDGINGTON: It says "An additional delegate has been registered," and the tally of 222 delegates is only one more than the Second Report of the Credentials Committee, so either it's 223 or there should only be one.

BROTHER STEINKE: The number is correct. Dan Hanson was previously registered.

BROTHER EDGINGTON: Thank you.

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

MOTION CARRIED

CHAIRPERSON CULVER: If George Laine, chairperson of the Resolutions Committee, will come forward, we will take a resolution. Has anybody seen George Laine in the hall? As the vice chairperson of that committee here? (Brief pause.)

CHAIRPERSON CULVER: Our apologies. The Resolutions Committee was meeting, and that's where George Laine was. So if you are out of breath, we'll understand.

BROTHER GEORGE LAINE (Los Angeles): Good morning, brothers and sisters. This is the First Report of the Resolutions Committee. "Prepublication Review."

PREPUBLICATION REVIEW

The public furor over President Reagan's 1983 directive requiring as many as 200,000 high-level government employees to sign agreements binding them to accept lifetime censorship of all their writing forced the President to withdraw the edict. But behind the scenes the directive continues alive and all too well.

In action that has received scant public attention, the Administration is circulating an earlier, 1981 version of the agreement and plans to force all 200,000 to sign it.

The requirement, subjecting all who accede to it to arbitrary censorship of all their writings long after they leave government

employ, is a violation of basic constitutional liberties. It was recognized as such by Reagan's former U.N. Ambassador Jeanne Kirkpatrick, who declined to sign the agreement when she was leaving office and who is currently writing a syndicated column that is not being submitted to government review.

Rep. Jack Brooks (D-Tex.), chairman of the House Government Operations Committee, has introduced a bill, H.R. 39, prohibiting federal agencies from compelling employees to sign prepublication-review agreements, although it exempts the CIA and the National Security Agency. It is currently before the Post Office and Civil Service Committee.

The Newspaper Guild Convention heartily endorses the bill and urges its early approval, without the addition of any other exempt agencies. Official censorship has no place in a democratic society.

Signed: George Laine, Los Angeles, Chairperson; Elizabeth Elinski, Buffalo; Edward G. Kirgan, St. Louis; Kristen A. Hamel, Detroit; Peter M. Jones, New York; Gerald B. Rocker, Northern California; Mark Anderson, Bristol; Sam Reyenga, Southern Ontario; Iva Lang, Twin Cities; Thomas J. Thibeault, Manchester.

BROTHER LAINE: We move approval of this resolution.

CHAIRPERSON CULVER: The resolution headed, "Prepublication Review" is before you. It has been moved and seconded. Will there be discussion?

Are you ready for the question? All those in favor of adoption of the resolution headed "Prepublication Review" please say aye. Opposed, no. The resolution is adopted.

MOTION CARRIED

BROTHER LAINE: Resolution 2: "The Censorship of Pornography."

THE CENSORSHIP OF PORNOGRAPHY

Censorship has no place in a free society.

Censorship for political reasons is manifestly intolerable. Censorship for supposedly moral reasons is no less so.

Both Canada and the United States are currently the scene of efforts to impose censorship in the guise of protection against sexual crimes.

The Canadian Government has introduced legislation that would control pornography and prostitution and protect children from child abuse. Critics, lobby groups and opposition politicians have generally welcomed the proposals to guard children against sexual exploitation. But, the government's proposed new definition of pornography has been described as absurdly puritanical, even by groups which campaigned for tougher pornography laws. The president of the National Action Committee on the Status of Women says it is "... censorship of the worst kind."

In the United States, the Attorney General's Commission on Pornography, bypassing the legislative process, has launched a campaign to drive what it views as pornographic magazines off store racks. It sent a letter to 23 retail chains asking them to respond to charges that their stores are "involved in the sale and distribution of pornography."

They responded by dropping Penthouse, Playboy and even such magazines as Cosmopolitan and American Photographer from the racks of 12,000 stores. The American Library, American Booksellers and Magazine publishers associations have joined Playboy in court action against the Commission.

Legal action against sexual abuse is justifiable and, in several areas, sorely needed. But the outlawing of pornography, real or alleged, starts us down the road back to censorship.

In that conviction, The Newspaper Guild Convention opposes both the Canadian effort to ban pornography legally and the American attempt to do it extralegally. It urges the Canadian Government to modify its Criminal Code amendments to eliminate censorship provisions and the U.S. Pornography Commission to withdraw its implied threat of criminal prosecution against magazine retailers.

Signed: George Laine, Los Angeles, Chairperson; Elizabeth Elinski, Buffalo; Edward G. Kirgan, St. Louis; Kristen A. Hamel, Detroit; Peter M. Jones, New York; Gerald B. Rocker, Northern California; Mark Anderson, Bristol; Sam Reyenga, Southern Ontario; Iva Lang, Twin Cities; Thomas J. Thibeault, Manchester.

BROTHER LAINE: We move passage of this resolution.

CHAIRPERSON CULVER: All right. The resolution, "The Censorship of Pornography," has been moved by Chairperson George Laine and those listed at the bottom of the report. Will there be discussion? All those in favor of adoption of this resolution please say aye. Opposed, no. The resolution, "The Censorship of Pornography," has been adopted.

MOTION CARRIED

CHAIRPERSON CULVER: George, you are recognized.

BROTHER LAINE: The third resolution on "Textile and Apparel Imports."

TEXTILE AND APPAREL IMPORTS

Last year, Congress passed by a large majority the Textile and Apparel Trade Enforcement Act (H.R. 1562). It was a strong vote and the right vote on an issue of overriding importance to the workers in the textile and apparel industry, one of the nation's largest employers of minorities and women.

The Act addresses some of the problems caused by the failure of U.S. government agencies to adequately enforce an international agreement governing trade in textiles and apparel, the Multi-Fiber Arrangement (MFA), that permits growth in imports at a rate that does not disrupt domestic industry.

Unfortunately, the growth in textile and apparel imports in the United States has been highly disruptive, leading to the loss of an estimated 300,000 jobs since 1980, as the growth of imports, up 75 percent from 1982 to 1985 alone, took over half the U.S. market.

Despite this threat, the Act does not seek to cut off imports. It merely seeks to restrain their growth to allow U.S. industry time to compete with foreign industry that receives government subsidy, benefits from severe restrictions on U.S. exports and pays barely subsistence wages. It would still allow major exporting nations to increase shipments by one percent a year and less developed countries would be permitted a 6 percent growth rate per year.

It would also grant more favorable trading status to Mexico and Caribbean nations in support of U.S. policy objectives there.

Reasonable though these conditions may

be, the Act was vetoed by President Reagan shortly after it was approved by Congress with broad public support.

In August the Congress will have an opportunity to override the veto.

The Convention calls on Congress to do so and thus demonstrate that it will not sit idle as another American industry is dismantled under the banner of free trade that is free on one side only. The long-term damage to the economy of continuing such a misguided policy can only be estimated, but the consequences are substantial in loss of jobs in the primary and affected industries, the increase in the trade deficit, the increase in the budget deficit, the loss of income and resulting loss of federal revenue.

Signed: George Laine, Los Angeles, Chairperson; Elizabeth Elinski, Buffalo; Edward G. Kirgan, St. Louis; Kristen A. Hamel, Detroit; Peter M. Jones, New York; Gerald B. Rocker, Northern California; Mark Anderson, Bristol; Sam Reyenga, Southern Ontario; Iva Lang, Twin Cities; Thomas J. Thibeault, Manchester.

BROTHER LAINE: I move adoption.

CHAIRPERSON CULVER: The resolution, "Textile and Apparel Imports," has been moved and seconded for adoption. Will there be discussion? All those in favor of —

SISTER HAMEL (Detroit): Excuse me. My name is Kristen Hamel from Detroit. Please delete my name from the bottom of that report.

CHAIRPERSON CULVER: Very well. Kristen Hamel, Detroit, asked that her name be removed from the report.

The resolution again is before you for adoption. It is headed "Textile and Apparel Imports." All those in favor of adoption please say aye. Opposed, no. The report is adopted.

MOTION CARRIED

BROTHER LAINE: The fourth resolution, this one on "Child Care."

CHILD CARE

Despite the growing number of working couples and single parents in the work force, not even one-tenth of one percent of employers provide some type of child care, ranging from on- or near-site centers to sick-child care leaves.

Neither Canada nor the United States has a comprehensive governmental child care program to deal with this reality.

Consider also:

—Fifty-three percent of Canadian mothers work outside the home.

—Fifty-six percent or 32.7 million of all American children had mothers in the labor force.

—Close to one-fifth of all U.S. families with children under 18 years of age are headed by women, with no husband present. In Canada, 11 percent of all families were headed by a single parent.

—Child care expenses averaged \$3,000 for one child in 1985 in the U.S. A Canadian family with two children could expect to spend \$4,800-\$6,970.

—The lack of affordable child care is a major factor in keeping women economically disadvantaged by restricting women's employment, promotions, and participation in training and education programs.

—It is estimated that 7 million children—more than one in six American children 13 years old or under—may need care.

—Working parents are expected to comprise more than 66 percent of the U.S. work force by 1990.

—Only 580 U.S. employers provided on-or near-site centers in 1985. Seventy-nine Canadian employers sponsored child-care centers. Barely a handful of the 1,674 U.S. and 111 Canadian daily newspapers were among them, as a special June report to Guild Locals indicates.

The Convention calls upon Guild Locals to increase efforts to obtain employer-provided child care, leaves for dependent care and family emergencies, time off for a sick dependent, and job sharing.

The Convention also calls on Locals to support legislation that would lead to publicly funded child care programs in the United States and Canada, providing affordable, quality, accessible, non-profit services operated by trained and regulated providers who earn reasonable wages and benefits.

As a step in the right direction, the Convention supports H.R. 2867, the Child Care Opportunities for Families Act of 1986,

sponsored by Rep. George Miller (D-Calif.) which would, through joint federal, state and private sector efforts, provide financial aid for non-profit child care services, train child care personnel, upgrade state standards and develop school-based child care centers for teen-age parents.

The Convention also reaffirms its support of the Parental and Medical Leave Act of 1986, (H.R. 4300) and a similar bill, S. 2278, sponsored by Sen. Christopher Dodd, to provide a minimum of 18 weeks unpaid parental leave to care for a newborn, newly adopted or seriously ill child.

Signed: George Laine, Los Angeles, Chairperson; Elizabeth Elinski, Buffalo; Edward G. Kirgan, St. Louis; Kristen A. Hamel, Detroit; Peter M. Jones, New York; Gerald B. Rocker, Northern California; Mark Anderson, Bristol; Sam Reyenga, Southern Ontario; Iva Lang, Twin Cities; Thomas J. Thibeault, Manchester.

BROTHER LAINE: And again I move adoption.

CHAIRPERSON CULVER: The resolution headed "Child Care" has been moved for adoption by Committee Chairperson George Laine and seconded by those listed on the report. Will there be discussion? Are you ready for the vote? All those in favor of the resolution headed "Child Care" please say aye. Opposed, no. The resolution is approved.

MOTION CARRIED

BROTHER LAINE: There is a fifth resolution here called "Grand Jury Reform."

GRAND-JURY REFORM

Over the years the subpoena of newsmen to appear before grand juries has been one of the more persistent avenues through which the privilege of protecting information and sources has been violated.

Bills establishing safeguards for subpoenaed grand-jury witnesses were introduced in Congress in the late 1970s as part of comprehensive grand-jury reform but failed to pass. While not aimed specifically at the problems of newsmen, the safeguards would have provided them with minimal protection when subpoenaed.

Now new legislation has been introduced to furnish that protection. H.R. 1407, introduced by Rep. John Conyers, Jr., (D-Mich.), would allow witnesses to be accompanied

by an attorney when they enter the grand-jury room and require 72 hours' notice of appearance, among other safeguards. S. 284, introduced by Sen. Carl Levin (D-Mich.), would extend the same allowance for an attorney.

Under present procedures, newsgatherers all too often find themselves hailed before grand juries with the briefest of notice, little indication of what information is being sought from them and bereft of counsel in the grand-jury room to advise them on the intricacies of what the law may allow them to withhold.

H.R. 1407 would go a long way toward ameliorating that situation, although its notice period might well be extended to seven days, as provided in the proposed 1970s legislation. S. 284 would also be strengthened by the inclusion of this and other safeguards beyond the provision for an attorney.

The Newspaper Guild Convention therefore urges the House and Senate Judiciary Committees to give early approval of these grand-jury reform bills, strengthening them along the lines indicated.

Signed: George Laine, Los Angeles, Chairperson; Elizabeth Elinski, Buffalo; Edward G. Kirgan, St. Louis; Kristen A. Hamel, Detroit; Peter M. Jones, New York; Gerald B. Rocker, Northern California; Mark J. Anderson, Bristol; Sam Reyenga, Southern Ontario; Iva Lang, Twin Cities; Thomas Thibeault, Manchester.

BROTHER LAINE: I move its adoption.

CHAIRPERSON CULVER: Thank you, George.

The resolution headed "Grand Jury Reform" has been moved and seconded by the chairperson and members of the Resolutions Committee. Will there be discussion? All those in favor of the resolution headed "Grand Jury Reform" please say aye. Opposed. no. The Grand Jury Reform resolution is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: At this time I recognize Secretary-Treasurer Chuck Dale to explain the procedure for the IERC election.

SECRETARY-TREASURER DALE: Before I do this, would the three delegates whom I was able to persuade to serve as

tellers come to the podium, please, Carol Przybyszewski of Erie, Mike Millett of Portland and Pat Smith of Terre Haute. Would you please come to the podium?

We are about to begin the election of the International Election and Referendum Committee, and before we begin I would like to review with you and for you the voting rules.

Can we get some attention here, please. We are about to begin a very complicated procedure, and it could be very long and it could be very boring for the delegates if you don't know the rules and how we are going to proceed, so pay some attention for a little while, will you please? I am going to read the report of the Rules Committee on the application of Rule 23. I am not going to make any reference to alternates because we have already elected the alternates.

On the Application of Rule 23

As in the past, the Rules Committee presents to the convention interpretative guidelines on the application of Rule 23 (Election of IERC).

1. A Local may announce its vote through one spokesperson or delegate by delegate. In the interest of time, the former is encouraged.

2. Example: Local with unit rule, 60 votes — may vote 60 votes for each candidate up to five candidates.

3. Example: Local with three votes, two delegates — Each delegate may cast 1½ votes for each candidate up to five candidates.

4. Example: Local with nine votes, three delegates — Each delegate may cast three votes for each candidate up to five candidates.

5. What is commonly known as "bullet" voting is permitted. Thus, in the example cited in Number 4, the Local may cast its nine votes for Candidate 1 only. If the local's vote is cast delegate by delegate, Delegate A may cast three votes for Candidate 1 only, or three votes for Candidate 1 and three votes for Candidate 2, and so on up to five candidates.

6. The votes referred to above are not cumulative. In the example cited in Number 4, Delegate A may not multiply his or her allotted votes (three) by the number of candidates (five) and attempt to cast 15 votes in any combination for any one or more candidates. Delegate A may cast no more than three votes for any one candidate.

7. The limitation stated in Number 6 applies

equally to the total voting strength of a local union. Thus, is the example cited in Number 4, the local union may not cast more than nine votes for any one candidate.

8. When its name is called, each local shall announce in advance whether its vote shall be cast by total voting strength or delegate by delegate.

9. When a vote cannot be expressed in whole numbers, it shall be expressed in decimals carried to the second decimal place (that is, hundredths).

Example: Three votes, two delegates — Each delegate has 1.50 votes.

Example: Eight votes, seven delegates — Each delegate has 1.14 votes.

10. In the event a tie vote on the first ballot fails to determine the fifth position, there will be successive run-off ballots among candidates tied for that position until the election process is completed.

Distributed to you this morning on the floor was a gray sheet listing the names of the IERC candidates, the six candidates for the five positions, in alphabetized order. I would ask when you come to the microphone to please give us your votes in the order that they appear on this sheet. That would assist the tellers enormously, and they would be able to go across the page much more easily and certainly the Secretary-Treasurer will be assisted considerably, too.

Please speak clearly when you announce your vote. We are now prepared to begin the election of the International Election and Referendum Committee. The local's vote, of course, will be called for in alphabetical order.

Are we ready? Please be quiet.

(Tally of the roll-call vote that elected the IERC appears as Appendix A. Elected were Robert A. Steinke of St. Louis, Michele Davis of San Diego, William Buchanan of Erie, Richard Brandow of New York and Jerry MacDonald of Canadian Wire Service.)

SECRETARY-TREASURER DALE: That's it. That completes the taking of the vote, Brother Chairperson. It will obviously take the tellers a little while to complete their tally, so bear with them.

CHAIRPERSON CULVER: While the tellers are counting the vote, we are going to proceed with the business of the convention.

At this time I will recognize Chuck Perlik for an introduction.

PRESIDENT PERLIK: Brother Chairperson, brothers and sisters. On Feb. 18, what is believed to be the first farm labor union contract with major growers outside California was signed in Detroit. The contract was unique in that the parties to it included not only the Migrant Farm Workers Union and a group of vegetable growers of tomatoes and cucumbers in Ohio and Michigan, but also the employers' major customer, the Campbell Soup Company.

The agreement was the culmination of a long campaign that began when more than 2,000 workers walked out of the fields contracted to the Campbell Soup Company. The national boycott and the corporate campaign that followed over the next eight years was designed to bring Campbell to the bargaining table with the growers and the union.

There was a good reason for that. The growers were reluctant to come to terms unless they were assured their major contractor wouldn't ditch them after they signed a contract with the union.

The contract they did finally sign guaranteed the tomato and cucumber workers for the first time a base wage rate of \$4.50 an hour with medical and hospitalization insurance, protection from pesticides and a paid holiday — Labor Day.

Campbell agreed to continue its production contracts with the growers, and other growers under contract to Campbell agreed to hold representation elections this summer.

The man who led those 2,000 farm workers out of the fields on strike was the founder and president of the Farm Labor Organizing Committee, or FLOC, as it is known, Baltimar Valasquez.

Brother Valasquez was born in 1947 in Farr, Texas. His family migrated through the Midwest, picking crops, and finally settled in Pitnam County, Ohio, where Brother Valasquez attended school in the winter and picked crops in the summer.

Working with his father, Valasquez began organizing other farm workers, and FLOC was founded in 1967.

Over the next decade the hard work of organizing continued in northwest Ohio, negotiating contracts with some 33 individual

farmers until the great walkout from the fields in 1978.

Brother Valasquez is not about to embark on another great organizing campaign to sign up the remaining Campbell workers and to begin organizing workers in the H.J. Heinz Company.

I am sure you will want to hear what he has to tell us today. Brother Valasquez. (Applause)

BROTHER BALTIMAR VALASQUEZ:
Thank you for the warm greeting.

I wanted to come here and express my gratitude on behalf of all the farm workers that come to Ohio and Michigan and thank you for the help and participation that your union made to achieve this dramatic breakthrough.

In 1983 I spoke at this same convention in Cleveland, Ohio, and that was a week before we embarked on the long walk for justice from Toledo, Ohio to Camden, New Jersey. We marched 33 days, 600 miles, and it was your union who was the first to give a contribution to that march.

We are grateful and appreciate the support because this victory really belongs to people like you.

When we started in 1978, we had nothing. We had not a penny in our treasury. We just took a leap of faith that there were enough good people like yourselves in this world that cared to make a difference and make an investment in the change that we wanted to see for our lives and our families.

It was that desire and that leap of faith that we took and you did not disappoint us. From city to city, town to town, meeting to meeting, convention to convention, people responded like I never believed they would. It took eight years, but other people have struggled much longer for justice, for dignity, because things that we are asking are so humane that no one can disagree with them.

When we look at the world today and in this country, the public policy debate in Washington is whether farm workers ought to have bathroom facilities in the fields or not, the so-called field sanitation standards. That is not only outrageous, but it is an insult to our people. It is an insult to any working man and woman that there has to be a debate on that subject, but because we were moved to make this dramatic step, we have asked

things that people said could not be. Our friends told us, "You guys must be crazy, asking Campbell Soup to negotiate with you. Campbell Soup is never going to sign an agreement with a group of workers that are not their employees. No company is."

Now, because of the help of people like yourselves in boycotting the products — they are smart businessmen, and it was cheaper to negotiate with us than to continue being boycotted.

It was February this year that they did what they said they'd never do — they signed a three-party collective bargaining agreement with ourselves and the growers.

But now it seems like you have one breakthrough, and you reach another threshold with obstacles just as great as the first ones, and I know that the subjects and the arguments that we hear in other negotiations are beginning to come before our meetings with Campbell's and the other processors that we have to get covered under these agreements.

As you know, in Ohio and Michigan Campbell's is not the only purchaser of products of cucumbers and tomatoes.

You also have Heinz; you have Aunt Jane; you have Stokely Van Camp; you have Hunt's. All these growers of these companies are all mixed around all together out in those rural areas, and you know, because Campbell's is willing to step forward and sign these agreements, they are left in somewhat of a competitive situation locally, because they are having to invest things that the other companies are not. So in order for us to protect what we won, we have to get the other companies covered as soon as possible.

I am happy to report at this point that we are not calling a boycott on Heinz yet. They have agreed to talk to us, so that's a step in the right direction. We had one meeting with them, and they expressed their desire to come to some kind of an agreement. Details are yet to be discussed with them. But we are grateful that we are five years further ahead with Heinz than we were when we started with Campbell's, because it is going to be important for the industry to remain equal with one another, and of course the bottom line for us is the changes that have to come for the workers, because what we are talking about for the workers—and I can sit here and talk to you all day about the problems, what are the results of that exploitation, the catastrophic arrangement that has been plaguing agricul-

ture for years, and I am not talking to you about the results of the oppression and the exploitation, the low wages, the bad health and lousy labor camps. But I am talking about something more important, and that's the plight of those families and the future of those children because we are talking about human beings.

Sure, a lot of us can put up with inconveniences. You go camping, you go fishing—yeah, you go out and rough it for awhile. You can look at it that way.

So poverty isn't the problem. It is merely a reflection of a greater problem, and that's the inability of the human being to not participate in decisions that affect their lives so very closely, and I will bet you that is something we have in common. When you get angry, when you get mad about something, it is about that issue, if somebody is doing something to your life without you having anything to say about it.

And that's my definition of power—to participate in that so-called community of decision-making, because in Order to do it we have to be part of that community, and we have been excluded, disenfranchised, for hundreds of years, because the warm workers in that part of the country, being primarily Mexican-American, come from a culture of oppression.

But agricultural work comes from a lineage of oppression, not just Mexicans but blacks and whites, Puerto Ricans and people of many colors, as we see in Florida. But you know, the system that are apparent and are still with us today are the things that have to be broken in order to make that community of decision-making. We are talking here about an agricultural establishment, a system that's been left untouched since the days of the Civil War. The Civil War was the first major strike, the first major fight in this country involving agriculture workers that were the slaves on the plantations, and when they abolished the system of slavery—and it wasn't because slavery was illegal. Slavery was legal at one time. But even though it was legal, many people with a human heart stood up and said it shouldn't be, whether it's legal or not, and that agricultural system has got to be transformed, it's got to be delivered from the oppression, and the people underneath it who are oppressed have to be liberated from that oppression. They may have ended slavery, but they didn't end the oppression. They just replaced it with other means to oppress the

people. They don't call it slavery after slavery. The plantation owners had to figure out a way to keep the slaves on the plantations and not call them slaves, so they developed the sharecropping and tenant farming systems. That is a system right now to this day that they use in Ohio and Michigan to keep the workers powerless. Campbell Soup uses share farmers in the fields, and in our contracts Campbell's has agreed to phase out the whole sharecropping system.

But you see, in transforming that whole system, it requires a great deal of attention and concentration of another sort, and we have to have a commitment not only in our heart for what we feel for our families but a spiritual commitment to see that we are guided down the right path, so that we can craft a forum where all of us treat each other with dignity.

We don't want to destroy Campbell Soup. We don't want to destroy Heinz. We want to be brothers arm in arm with them, to sit down and talk about how we can make all our lives better and not at the expense of one another.

And we need to look at that from a global point of view but act locally, where we are in our hometowns, in our environments, in our unions, in our work place, in our communities.

I think that when we reach a point where we are going down the road of transforming that and working arm in arm with others, that we shall all be delivered of the conflict, the stress, the heaviness, the burdensomeness of being in a struggle and fight because it is that way; it is that way right now with us. We have no union on most of those farms. We have absolutely nothing. But in order to save ourselves, we have to save everyone else. We can't do it at the expense of other people, and I think that when we emerge as a union and we emerge as a people, we want to be as sharing, and we want to be as considerate and supportive as people like yourselves have been to us in our long, hard struggle with Campbell's, and to that I ask for your continued support so you can help make us strong so we can support other people in the same fashion.

I am grateful for your example. I am grateful for your support, and I thank you.

(The audience arose and applauded, ending by clapping in cadence.)

PRESIDENT PERLIK: When we were approached by the Farm Workers Organizing

Committee with respect to an appearance at this convention, we were told that FLOC was inaugurating its summer campaign against the Heinz Company and the additional Campbell Soup workers and that Baltimore was very much involved in those arrangements. When he heard, however, that The Newspaper Guild would welcome a message from FLOC, although he had told his staff and his colleagues that he would not accept any speaking invitations in the early part of the campaign so he could devote his attention to it, he made an exception, and he's told you the reason why he did that — because this was the first union that stood behind this organization and gave it its impetus eight years ago that led finally to a contract in February.

Well, Baltimore, we are not going to make your visit unworthwhile today. We are going to give you some new impetus to go after the Heinz Company.

The staff will pass among the audience, and we'll get some immediate, firsthand assistance right here.

The microphones are available for those locals who would wish to get up and pledge additional support to this very worthwhile cause.

That process will begin with a contribution of \$300 from the TNG. This is in addition to a \$400 ad we took in their recent journal.

So I would welcome the similar, comparable or even better effort of some of our locals at this time.

Brother MacDonald.

BROTHER JERRY MACDONALD (Canadian Wire Service): MacDonald, Canadian Wire Service Guild. We pledge \$250.

BROTHER LIPTON (New York): Barry Lipton, New York. We pledge \$250.

VICE PRESIDENT HATFIELD (Northern California): Larry Hatfield, Northern California, which reminds delegates that the grapes you are meeting in this room in this hotel are boycotted by farm workers in California. (Applause) We pledge \$100.

BROTHER HATCH (Cleveland): A hundred dollars from Cleveland.

SISTER KLESTY (Buffalo): Kim Klesty,

Buffalo. Buffalo pledges \$100.

SISTER LOIS REED MUNDAY (Washington-Baltimore): Lois Munday, Washington-Baltimore. Washington pledges a hundred dollars.

DELEGATE: The Toledo Local 43 will recommend \$100.

BROTHER JONES (Philadelphia): Eugene B. Jones, Philadelphia. We will recommend to our people to send \$100.

SISTER SARA HAMMOND (Portland): Sara Hammond from Portland. We will recommend \$100.

PRESIDENT PERLIK: The collectors don't forget the head table.

BROTHER MLECZKO (Detroit): Detroit will pledge \$100.

SISTER KILZER (Chicago): Mary Kilzer, Chicago. Chicago pledges \$50.

VICE PRESIDENT ROUSSEAU (Manchester): Manchester. Manchester pledges \$100.

BROTHER RANDY MACDONALD (Ottawa): Randy MacDonald, Ottawa. Ottawa is pleased to pledge \$100.

BROTHER MEACHUM (Denver): Bruce Meachum, Denver. We will recommend \$100.

VICE PRESIDENT SHELLOCK (Youngstown): Marie Shellock, Youngstown. Youngstown will recommend \$100.

BROTHER BEAULIEU (Providence): Brian Beaulieu, Providence. We will recommend \$150.

VICE PRESIDENT LOUTH (Vancouver-New Westminster): Doug Louth, Vancouver-New Westminster. Vancouver will donate \$100.

SISTER BUNIS (Rochester): Dena Bunis, Rochester. We will recommend \$50.

BROTHER PALANGE (Woonsocket): Paul Palange, Woonsocket. We will recommend \$50.

SISTER DIANNE MARTINO (San Jose): Martino, San Jose. Recommend \$100.

BROTHER BRYANT (Southern Ontario): John Bryant, Southern Ontario. We will recommend \$250.

BROTHER FURIGA (Cincinnati): Paul

Furiga, Cincinnati. We will recommend \$100.

PRESIDENT PERLIK: Are there others? Well, if you are making your decisions, the mikes will always be open for this purpose.

Baltimor, we thank you very much for taking the time to come and be with us this morning and wish you the best of luck in all your endeavors. (Applause)

CHAIRPERSON CULVER: Delegates, Secretary-Treasurer Dale advises me he is ready to announce the election results.

SECRETARY-TREASURER DALE: The tellers for the 1986 convention, Mike Millett, Pat Smith and Carol Przybyszewski, certify the results of the election for the IREC for the next two years as follows in the descending order of total votes:

Bob Steinke, 353.81; Michele Davis, 348.82; William Buchanan, 333.48; Richie Brandow, 332.15; Jerry MacDonald, 253.32; Roger Stonebanks, 136.30.

The results of that vote mean that the following will be the IREC: Robert Steinke, Michele Davis, Bill Buchanan, Richie Brandow and Jerry MacDonald, and of course you have already elected two alternates, Dave Langzettel and Howard Burkhardt.

CHAIRPERSON CULVER: Yes. Richard Olive.

BROTHER OLIVE (Northern California): Brother Chairperson, an announcement. There will be available for signing right after this session breaks the Minority Report from the Collective Bargaining Committee, and anyone who wants to sign it before going on the outing, we will have some copies on the front table, and we can add further names to it later.

CHAIRPERSON CULVER: Thank you, Dick. We have another report being circulated now, the resolution on Research & Information—it is a committee report, I'm sorry—and we will take that up in just a moment. Sara Hammond, the chairperson of Research & Information, if you will come forward.

BROTHER: Harry, we can't hear you.

CHAIRPERSON CULVER: Can you hear me? Thank you. I need to speak a little closer to the mike.

There is an announcement left lying here. I am not sure whether it's been read before

or not. "Please announce Women's Caucus at 7 p.m. Wednesday in Grand Ballroom with UAW film, 'Would You Want This To Happen To Your Sister?' at 7:45 p.m." Signed Carol Rothman, Philadelphia. Film, 7:45 p.m.; Women's Caucus at 7 p.m.

Do you have any announcements, Brother Dale?

Have all of you received copies of the Research & Information Committee First Report? Sara Hammond, you are recognized.

SISTER HAMMOND (Portland): The First Report of the Research & Information — Safety & Health — Guild Reporter Committee: Research & Information.

FIRST REPORT OF THE RESEARCH & INFORMATION— SAFETY & HEALTH— GUILD REPORTER COMMITTEE

RESEARCH AND INFORMATION

A professionally conducted poll of TNG's membership was prepared by the R&I Department as the fiscal year drew to a close. It was designed to elicit information to aid the Guild's organizing efforts and improve its service to the membership.

The polling began in April and was conducted by the Wilson Center for Public Research, which has wide experience in surveying union-membership opinion. The results are expected to be available in late summer.

Eleven hundred Guild members were polled in a random sampling of the Guild's Canadian and U.S. membership. The polling was conducted by telephone calls to members' homes, with interviewers asking some 60 questions on varying aspects of the Guild, its programs and its activities.

Members were assured of complete confidentiality for their responses. TNG will receive only a tabulation of the data and the Wilson Center's analysis of it.

The polling was conducted under authorization of the IEB, with costs paid from TNG's Special Organizing Fund. Cost of the polling was \$27,500. Peripheral expenses will add a small amount to that figure.

Wilson Center has experience in local polling for organizing purposes, as well as in nationwide polling, and has suggested the possibility of a TNG seminar to train

staff members to conduct such polling. This appears to be a course well worth exploring.

The R&I Department, in fulfilling other aspects of its varied mandate, prepared legislation to restrict the uncontrolled growth of U.S. newspaper chains, defended the continued inclusion of reporters under the U.S. Wage and Hour Division's overtime regulations and worked with other rank-and-file writers' groups to organize Writers Watch as a U.S. legislative watchdog agency.

Acting in accordance with a mandate from the 1985 Convention, the R&I Department prepared a rough draft of legislation that would put a cap of 30 daily newspapers and 3 percent of daily national circulation on newspaper chains. Chains exceeding those figures would be required to divest the excess within 15 years. But papers originally established — as opposed to purchased—by their owners, and papers in competitive cities would be exempt from the limitation. The Graphic Communications International Union and the International Typographical Union have joined the Guild in seeking its introduction, and the AFL-CIO Convention last fall echoed the Guild's proposal for chain limitations.

Consistent with its call for a curb on newspaper concentration, TNG went on record last summer in support of legislation to require Federal Communications Commission review of any hostile bid for a broadcast network. President Perlik, in a letter to House and Senate committees considering the legislation, warned that while even friendly takeovers can be "damaging to the existence of a truly free and diverse media, hostile actions are particularly threatening."

The Guild was confronted late in 1985 with a new challenge to the inclusion of reporters under overtime protections of the U.S. Labor Department's Wage and Hour Division.

In the course of calling for comments on a more-or-less routine revision of salary cutoffs for the exemption of professional, executive and administrative employees, the division also solicited comments on exempting reporters as "professionals," an issue resolved against exemption many years ago.

TNG submitted a statement in March citing a lengthy list of regulatory, industry and educational sources in support of its

position that reporters cannot be considered "professionals" under the Fair Labor Standards Act's criterion. That guideline applies to work requiring "knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction and study."

The AFL-CIO, in calling for an upward revision of the salary cutoffs, also opposed the exemption of reporters. The American Newspaper Publishers Association submitted a statement supporting it despite the declared position of a number of publishers that a journalism degree, is not a requirement for reporters and may not even be desirable.

The Guild's statement, in addition to opposing the exemption, endorsed the AFL-CIO's proposal to raise the salary cutoffs from \$155 a week to \$325 for executive and administrative employees and from \$170 to \$350 for professionals.

In addition to entering the exemption battle before Wage and Hour, TNG has been providing information and assistance to the division in a 5-year-old suit filed against the Concord (N.H.) Monitor for violating overtime regulations.

The Guild has been helping to establish Writers Watch as a watchdog agency even while continuing to campaign on some of the legislative issues the coalition is intended to monitor.

Joining with TNG in efforts to establish Writers Watch are the National Writers Union, PEN, the Poetry Society of America, the Writers Guild/East and American Writers Congress. The coalition would monitor legislative developments of concern to journalists and other writers, keep its affiliates informed and testify on major issues.

Writers Watch currently is seeking foundation grants to place itself on firm financial footing, using \$2,000 contributed by TNG and other affiliates to employ a fund-raising executive. The IEB has authorized a contribution of up to \$1,500 more on a matching basis for this effort. R&I Director David J. Eisen was elected Writers Watch treasurer.

Last fall the IEB pressed for a free flow of news and information on three fronts. It called for enactment of a bill (H.R. 3319) to strengthen the U.S. Freedom of Informa-

tion Act, introduced at the behest of the Society of Professional Journalists/Sigma Delta Chi; supported a bill (H.R. 39) to prohibit federal agencies from requiring employees to sign lifetime agreements to submit their writings for prepublication review, and endorsed bills (H.R. 1407 and S. 284) that would provide safeguards for grand-jury witnesses, including reporters subpoenaed to testify on their information and sources. TNG joined other news-media organizations in two "friend-of-the-court" briefs affecting press freedom. It enlisted with the Reporters Committee for Freedom of the Press and six other news organizations in a brief urging a federal appeals court to uphold an order making trial records public. And TNG again joined the Reporters Committee and other media organizations in a brief asking the Supreme Court to uphold an appellate-court decision in a case involving the Federal Election Campaign Act.

President Perlik expressed Guild support for Congressional hearings on the First Amendment problem created by the proliferation of media libel suits.

The Convention recommends that:

1. TNG continue to press for Congressional passage of legislation to curb growing domination of the news industry by newspaper chains.
2. TNG continue to work for the establishment of Writers Watch as a legislative watchdog over the interests of news-industry and other writers.
3. TNG explore training for staff members and others in polling techniques for organizing situations.

Signed: Sara Hammond, Portland, Chairperson; Sharon Bryant, Southern Ontario; Bob Bullard, Southern Ontario; Robert Carr, Detroit; Lew Diuguid, Washington-Baltimore; Jon Drummond, Chicago; Mike Falcone, Philadelphia; Robert Fife, Canadian Wire Service; Pam Haren, Cleveland; Norm Melnick, Northern California; Diane Menzies, Canadian Wire Service; Lou Mio, Cleveland; David Mullington, Ottawa; Christine Skeete, New York; Robert A. Steinke, St. Louis; Mike Waddell, Vancouver-New Westminster; Tim White, Southern Ontario; Deborah Yuhas, New York.

SISTER HAMMOND: Mr. Culver, I move adoption.

CHAIRPERSON CULVER: The First Report of the Research & Information—Safety & Health—Guild Reporter Committee has been moved and seconded for adoption. It is before you. Will there be discussion? Brother Morrissey.

BROTHER MORRISSEY (Wire Service): Brother Chairperson, Bill Morrissey, Wire Service Guild. Through the chair could I ask a question of the chairperson, Sister Hammond.

Did the committee consider in Recommendation 3—that is, the recommendation that would put the convention on record as urging exploration of training—with something more specific? That is, to establish a training program on polling?

SISTER HAMMOND: We discussed it at some length but decided to leave it open to allow flexibility for the administration to make the decision.

BROTHER MORRISSEY: Was there some specific reason for not being more specific?

SISTER HAMMOND: Just a second, please. (Brief pause.)

SISTER HAMMOND: Brother Eisen reminds me that there is a desire to get the results of the poll back and have them analyzed and move from there. We talked about it just briefly in committee.

BROTHER MORRISSEY: Thank you.

CHAIRPERSON CULVER: Will there be further discussion? Very well. The First Report of the Research & Information—Safety & Health—Guild Reporter Committee is before you for adoption. All those in favor please say aye. Opposed, no. The report is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: Sara Hammond, you are recognized for the Second Report.

SISTER HAMMOND: The Second Report of the Research & Information—Safety & Health—Guild Reporter Committee: Guild Reporter.

SECOND REPORT OF THE RESEARCH & INFORMATION— SAFETY & HEALTH— GUILD REPORTER COMMITTEE

GUILD REPORTER

The Guild Reporter maintains the flow

of Guild information to all members but faces increased cost in doing so as a result of drastic reductions in subsidy of second-class nonprofit postal rates. This subsidy facilitates communication of information critical to the jobs of Guild members, and the functioning of the union. A proposal in the Reagan administration's budget would eliminate the last remaining subsidy, nearly doubling, to 12 cents, the mailing cost per copy to U.S. members since March 1985.

Just a few days ago, on June 18, in a voluminous report to the House and Senate committees concerned with postal appropriations, the Postal Rate Commission joined in the Reagan administration's recommendation that the subsidy for nonprofit publications be eliminated. The commission also proposed that lower rates be maintained for nonprofit publications by increasing the rates of other mailers to make up the difference. This would effectively reverse the decades-old policy that holds it to be in the public interest that public funds be used to aid in the dissemination of the broadest possible range of information and opinions.

At the same time, while admitting it was not asked by the committees to do so, the commission suggested that the criteria might be redrawn for eligibility for use of the nonprofit postal rate structure. Those it wondered about specifically include union publications.

The Convention reiterates past recommendations that locals:

1. Keep the Guild Reporter current on names and addresses of members;
2. Consider provision of first-class subscriptions for members of governing bodies;
3. Affiliate their own publications with the International Labor Communications Association and/or the Canadian Association of Labour Media, as appropriate.

In addition, the convention recommends that:

4. TNG and U.S. locals remain alert to Congress' consideration of the Postal Rate Commission report and take all appropriate steps to maintain support of the nonprofit rate structure from the public treasury and to retain the eligibility of union publications, including the Guild Reporter and publications of Guild locals, for inclusion

among those eligible for the nonprofit rate structure.

Signed: Sara Hammond, Portland, Chairperson; Sharon Bryant, Southern Ontario; Bob Bullard, Southern Ontario; Robert Carr, Detroit; Lew Diuguid, Washington-Baltimore; Jon Drummond, Chicago; Mike Falcone, Philadelphia; Robert Fife, Canadian Wire Service; Pam Haren, Cleveland; Norm Melnick, Northern California; Diane Menzies, Canadian Wire Service; Lou Mio, Cleveland; David Mullington, Ottawa; Christine Skeete, New York; Robert A. Steinke, St. Louis; Mike Waddell, Vancouver-New Westminster; Tim White, Southern Ontario; Deborah Yuhass, New York.

SISTER HAMMOND: Brother Culver, I move adoption.

CHAIRPERSON CULVER: Thank you, Sara. The Second Report of the Research & Information — Safety & Health — Guild Reporter Committee has been moved and seconded and is before you. Is there discussion? John Edgington.

BROTHER EDGINGTON (San Diego): Edgington, San Diego. Paragraph 1, line 3, next to the last word should be "facilitates," I believe.

CHAIRPERSON CULVER: Sara advises me you are correct, John.

Will there be further discussion? Very well. The Second Report of the Research & Information — Safety & Health — Guild Reporter Committee is before you for adoption. All those in favor please say aye. Opposed, no. The report is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: Give us one moment, please. (Brief pause.)

CHAIRPERSON CULVER: It is customary each year for The Newspaper Guild to present an award known as the Guild Service Award, and this year the judges selected a winner of that award, but because of the outstanding work of another candidate also named one person for special commendation. Would Yolanda Alvarado and Pat Smith please come forward and sit at the speakers' table for a moment? I am told people can't hear. Can you hear now? (Cries of "Yes.")

CHAIRPERSON CULVER: Yolanda Alvarado has come up. Pat Smith, would you come up, please?

The 1986 Guild Service Award for outstanding work at the local union level goes to Yolanda Alvarado of the Lansing Newspaper Guild.

Credited by her executive board with having "revitalized a flagging" small local, Alvarado has assumed positions of ever increasing responsibility in her local over the years with great enthusiasm, industry and accomplishment.

Alvarado was chosen from among eight candidates of high merit that made the judges' task of selecting only one exceedingly difficult.

In her first term as local president, the membership roll in her local has grown by 27 percent despite an open shop at a Gannett paper. This is largely the result of Alvarado's vigorous program of contract enforcement and membership education, as well as the creation of a new local position and program to expand membership.

Alvarado has not waited for contract violations to be brought to her attention but has sought out failures to observe pay and other provisions of the contract in a timely fashion.

She was successful in nurturing a membership consensus for the rejection of a previously bargained merit pay plan that was "unfair, divisive and anti-Guild" in the words of the local executive board. The contract had made provision for Guild reconsideration of the plan in the last two years of a three-year pact.

Alvarado has also been vigilant in protecting the Guild's jurisdiction through grievance and arbitration against company attempts to erode it with stringers and individual contract employees. In the hard-won stringer arbitration, she won financial support from TNG by demonstrating that it was a case with Guildwide implications.

In the view of her executive board, she has demonstrated her administrative ability in "prompt and clear" communications with board members and in a "wise ... readiness" to delegate tasks, establishing a local newsletter and forming a Human Relations Committee to address the problems of women and minorities in Guild jurisdiction.

She also has broadened the local's contacts with outside groups and institutions through her own participation in the Hispanic Journalists Association, in community activism and through her service on the Michigan Civil

Service Comparable Worth Task Force and on the Michigan Women's Commission. Yolanda, if you will come over at this time.

This is a citation presenting the award. The 1986 Guild Service Award awarded to Yolanda Alvarado, the Lansing Newspaper Guild, for outstanding service to the Guild at the local union level.

(The audience arose and applauded.)

SISTER YOLANDA ALVARADO: I was sorry I missed the Minority Caucus this morning. I did not get a wakeup call. However, I am really pleased to see that the Minority Caucus did meet.

I am pleased to see the Guild taking a stand on apartheid. I am pleased that you had a Hispanic keynote speaker this morning and that you stood up and gave donations. I am pleased that there is going to be a Women's Caucus meeting later this week, and I am pleased that we passed a resolution on child care.

I would like to say that the newsroom is the microcosm and our newspapers are the microcosms of society, and discrimination exists in our work places as it does in society.

There is a need for affirmative action, and I feel that we need to press for that.

I am one of less than five Hispanic reporters in the State of Michigan working for a daily, which I think shows that we have a real problem with affirmative action. We do need balanced coverage in our newspapers, and I think that we need to take a look at that.

Our newspaper product needs to reflect our communities, and our staff needs to reflect our community.

We are going to have a board this year that will be, I think, quite representative. We will have three females, I think. We have an election going on this week, like Thursday, and so I expect we will have three females, and we have three minorities.

So I think, you know, that we are making progress, and I'd really like to thank National for their help. When we have called and we have needed assistance, National has been there for us, and that's been very important in trying to re-form the Guild and to revitalize it. And I wish to thank you for this award. (Applause)

CHAIRPERSON CULVER: Yolanda,

thank you very much for the inspiring remarks.

As previously stated, the judges were impressed with the high caliber of all of the candidates, and because of this, they wished to single out for special commendation Pat Smith of Terre Haute.

This is what the judges had to say about her:

For the past five years, since assuming the presidency of Local 46 in the midst of a long strike that had taken its toll of the incumbent officers, Smith has been at the helm of the local, overcoming the sometimes bitter aftermath of a strike, to reconstruct a unified local. During those years she has successfully guided the local through an Equal Employment Opportunity Commission suit on behalf of women employees of the advertising department at her paper, helping negotiate that department's initial contract and subsequent contracts at her paper. She has been tireless in fighting the local's daily battles, including participation, on in and preparation for 14 arbitrations, through a succession of owners and publishers.

In its nominating letter the local said it was lucky to have Pat Smith. We think so, too, and would add that the rest of the Guild is lucky, too.

The Guild is no less fortunate in having local leaders who have given so unselfishly of their time and leadership ability as the other nominees for this year's Guild Service Award: Tony Cote of Ottawa; Steven Michael of Northern California; Lou Mleczo of Detroit; Jack Norman of Milwaukee; Robert Polmateer of Victoria; and Rick Tulsky of Philadelphia. The judges salute you all. The Guild is in your debt.

And now, Pat Smith, if you will come over.

(The audience arose and applauded.)

CHAIRPERSON CULVER: This award states, "The Newspaper Guild 1986 Guild Service Award Special Commendation, awarded to Patricia Smith of the Terre Haute Newspaper Guild for outstanding service to the Guild at the local union level."

Pat, would you like to say a word?

SISTER SMITH (Terre Haute): Thank you very much. (Laughter and applause.)

CHAIRPERSON CULVER: I am not sure I mentioned, Yolanda Alvarado who received

the annual award also received a scholarship of up to \$1,500 for union education. So thank you both. (Applause)

President Perlik has asked to be recognized.

PRESIDENT PERLIK: Two or three announcements, and we are about ready to break here for the day.

Your generosity this morning to the Farm Labor Organizing Committee amounted to \$625.63, and the pledges at the microphones came to another \$2,600.

We will distribute on the floor tomorrow a piece of paper telling you where you can send the checks to fulfill the pledges you made here this morning.

By accident this resolution, headed "The Agony in South Africa," got on the floor this morning. Please tuck them in your notebooks and bring them back tomorrow. They relate to a special order of business which will occur tomorrow morning around 10 o'clock.

We are just about finished with our business this morning. The departure of the buses for the outing has been delayed until 1:30 from Philadelphia, at the front of the hotel.

Unless there are other questions or announcements, the convention stands recessed until 9 o'clock tomorrow morning.

(The Convention recessed at 12:45 p.m.)

THURSDAY MORNING SESSION

June 26, 1986

The Convention reconvened at 9:10 a.m., Chairperson Culver presiding.

CHAIRPERSON CULVER: We are getting ready to call the convention to order. Would you tell anyone in the hall to come on in.

Our first order of business this morning is going to be on the First and Final Report of the Organizing Committee. If Tom Hiltz, the chairperson, will come forward. (Brief pause.)

PRESIDENT PERLIK: May I have the convention's attention, please, while the paper is being distributed.

We would like to designate—may I have your attention, please? We would like to des-

ignite the following escort committee to escort our special guest of the morning to the podium at the appropriate time: Vice Presidents Peery, Shellock, Clifford and New York's first vice president, Bert Atkinson.

CHAIRPERSON CULVER: Good morning, everybody. We are ready to start proceedings. As I said earlier, the first order of business will be the First and Final Report of the Organizing Committee. If Tom Hiltz, chairperson, will read the report, we will proceed.

BROTHER THOMAS HILTZ (Boston): The First and Final Report of the Organizing Committee.

CHAIRPERSON CULVER: Let's have some order, please.

BROTHER HILTZ:

FIRST AND FINAL REPORT OF THE ORGANIZING COMMITTEE

The Guild's renewed efforts to bring into membership all employees who enjoy the benefits and protections of Guild contracts are moving into high gear and already have begun to pay off handsomely.

Fueled in large measure by money from the Special Organizing Fund, these organizing efforts have produced more than 400 members.

Since it was established, 19 locals have received funds from the Special Organizing Fund. Funds were used to cover legal costs, to pay lost time for members participating in special organizing projects and to hire full-time organizers at both the local and international levels.

In 1986, money from the fund was also used to finance a poll surveying membership attitudes, which will assist in organizing.

During the past year bargaining rights for 629 employees were won in five groups.

The Convention draws special attention to the fact that one of the keys to organizing the magazine section of the publishing industry lies in winning guaranteed raises and job security.

The Convention notes that the use of a merit pool system at Time Inc. has kept employees from receiving decent increases, thus seriously deteriorating their living standards and forcing them to ingratiate

themselves with management in order to get a raise.

While the Convention agrees with the concept of merit pay in addition to guaranteed increases it condemns the substitution of so-called merit pay for those guaranteed raises and for cost of living adjustments.

The Organizing Committee referred to the Collective Bargaining Committee its condemnation of the substitution of merit increases for guaranteed minimum increases. The committee also considered and referred to the Finance and Collective Bargaining Committees a recommendation that the strike benefit move to a \$90 per week minimum instead of the recommended \$75 per week.

The Convention recommends that:

1. 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.

2. To more rapidly implement Recommendation 1, 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.

3. 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.

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

Signed: Tom Hiltz, Boston, Chairperson; Bobbie Jenkins, Los Angeles, Secretary; Clara Bennett, New York; Mary Birkett, Detroit; Richard Brandow, New York; Howard Burkhardt, Toledo; Mary Crystal Cage, Northern California; Warren Caragata, Canadian Wire Service; Charles J. Caruso, New York; Sandra Chermack, Erie; Thomas A. Dochat, Harrisburg; David Elder, Ottawa; Dan Hanson, Memphis; J. Stephen Hatch, Cleveland; Bob Hill, Montreal; Kimberly Hill,

Buffalo; Robert C. Holt, Jr., St. Louis; Thomas LaPoint, Albany; Gail Lem, Southern Ontario; John Lowe, Southern Ontario; Mary MacKay-Black, Windsor; Jan O'Brien, Vancouver-New Westminster; Sonja Payton, Rochester; Martin VanOpdorp, Washington-Baltimore; Bruce Wark, Canadian Wire Service; Ron Watson, Denver.

BROTHER HILTZ: Brother Chairperson, I move adoption.

CHAIRPERSON CULVER: The First and Final Report of the Organizing Committee has been moved for adoption and seconded by members of the committee. Will there be discussion? Very well. We will take the vote. All those in favor of adoption of the First and Final Report of the Organizing Committee please say aye. Opposed, no. The ayes have it. The report is adopted.

MOTION CARRIED

VICE PRESIDENT MULCAHY (New York): Mr. Chairperson.

CHAIRPERSON CULVER: Brother Mulcahy.

VICE PRESIDENT MULCAHY: Before the chairman of the Organizing Committee leaves, would you be kind enough to ask him to add the name of Key Martin to this report. Mr. Martin was called back to New York for an important meeting of the Time, Inc. Unit and will be here later today.

CHAIRPERSON CULVER: Very well. That will be the order.

VICE PRESIDENT LOUTH (Vancouver-New Westminster): Brother Chairperson.

CHAIRPERSON CULVER: Yes.

VICE PRESIDENT LOUTH : Doug Louth, Vancouver-New Westminster. Would the current signers of the Minority Report of Collective Bargaining please attend a special meeting in room 2001.

CHAIRPERSON CULVER: Very well. Yes, George.

BROTHER GEORGE C. RANDOL (Northern California): George Randol, Northern California. Would you please add the

name of Ann Fleming to the Organizing Committee report.

CHAIRPERSON CULVER: Very well. Add the name of Ann Fleming.

Very well. We will go on next to the Human Rights Committee report. Will Pat Bell of Ottawa, the chairperson, please come forward.

I beg your pardon.

Come on, Pat. Anybody who does not have the Human Rights Committee report, hold up your hand. It's on a light yellow. Does everybody have copies of the report? All right. Let's have some order and be ready for the speaker.

SISTER PAT BELL (Ottawa): This is the First Report of the Human Rights Committee.

FIRST REPORT OF THE HUMAN RIGHTS COMMITTEE

The Convention commends the gains made in the collective bargaining area during the year, which included advancement toward parity for society writers, several special wage increases and upgradings for predominantly female job classifications and settlement of a sex-based wage discrimination suit.

Locals, however, should do a better job in enforcing the fair-employment-practices (FEP) clauses in contracts. The FEP clauses prohibit all forms of discrimination in hiring and employment. They are the Guild member's most basic, efficient and effective provisions to achieve equal opportunity and advancement, without which age, sex, race or disability discrimination, for example, could only be challenged through piecemeal and costly agency or court actions.

TNG also notes increasing inequities in the manner in which employers apportion merit pay, rewards and bonuses, harming collective bargaining agreements.

Sexual harassment is a continuing and serious problem for Guild members. It can be challenged through enforcement of FEP clauses in contracts.

Equal employment opportunity does not exist where workplace practices do not permit both parents to share in the care of their children or dependents. Nor is there

equality of opportunity for Guild women when there is a penalty for maternity.

The family-related and child-care provisions of the Guild's Collective Bargaining Program are imperative to the accomplishment of our equal-employment and advancement goals.

TNG notes the benefits of locals following the collective bargaining program and working with employers to establish employee assistance programs to better enable Guild members to carry out their roles as workers and family members.

TNG, through its human rights coordinator, provides comprehensive information, including films, pamphlets, seminars, referrals and reports such as the June 1986 special report to locals: "Child Care—A Developing Story," prepared by TNG staff, which is now available.

TNG must continue to press for passage of the most important civil rights legislation before Congress, the Civil Rights Restoration Act.

The Convention lauds Guild locals that took action to protect the rights of their members in the midst of changing national political, legislative, and legal climate for women and minority rights. In 1985, minorities constituted 5.8 percent of U.S. newsroom employment, and 40 percent of all U.S. newsrooms employ no minorities. A 1985 report found that minority journalists left American newsrooms at a higher rate than whites over the past decade.

Fifty-two percent of locals responded to the 1986 Human Rights Survey, a positive response that must be improved.

Human rights in both the United States and Canada, particularly those involving discrimination based on sex, race, age and handicaps, are currently undergoing significant regulatory, judicial and legislative changes, causing Guild locals to travel a rough and uncertain road. To manage the changes, and the challenges of an expected rougher road ahead, the Convention urges Guild locals to strengthen and enforce their equal-employment and related contract provisions, to support legislation reflecting long-standing Guild human-rights objectives and to encourage all members to exercise their right, and responsibility to vote.

Therefore, the Convention recommends that:

1. Locals intensify efforts to achieve: a) wage parity for inside advertising salespersons with those in key classifications; b) equal pay for equal work or work of equal value; c) upgradings for jobs traditionally filled by 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 provisions, such as job-posting, promotion, tuition-aid and training clauses, that are key to equal opportunity for 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, overtime, merit pay, date of original hire and date of all classification changes—to obtain 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 Communication, and that U.S. locals subscribe to the service's job-candidates bulletin, provide copies of the bulletin regularly to employers and urge employers to subscribe.

5. TNG continue to distribute to U.S. 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 unions 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, the Coalition of Black Trade Unionists, 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, national origin, race, sex, job title and date of hire for their staffs, and locals and district councils 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 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 meetings and other Guild forums.

9. Locals provide TNG with copies of documentation, charges or complaints before filing a discrimination charge with any agency, court or tribunal.

10. Locals intensify efforts to achieve child care provisions as proposed by the collective bargaining program and recommendations by establishing as part of the Human Rights Committee a task force or subcommittee to further this effort.

Signed: Pat Bell, Ottawa, Chairperson; Jeanette Alloway, Northern California; Ruben Batista, New York; Michael Burrell, Denver; Evalynn Carter, Memphis; Kate Ferguson, Wire Service; Marty Goldman, St. Louis; Beatrice Hogan, Canadian Wire Service; Luther P. Jackson, III, Detroit; Gar Joseph, Philadelphia; Janet Kolodzy, Cleveland; John B. Mitchell, Gary; Shirley Rajala, Brockton; Joseph Shea, Northern California; Janet Terrell, Wire Service.

SISTER BELL: So move, Mr. Chairperson.

SISTER JANET KOLODZY (Cleveland): Brother Chairman.

CHAIRPERSON CULVER: Yes. Proceed.

SISTER KOLODZY: This is Janet Kolodzy Local 1, Cleveland. I wanted to make a correction. A sentence line got slipped out on the top of page 2 of the report, and I would like to read the sentence as it is supposed to read.

CHAIRPERSON CULVER: Proceed.

SISTER KOLODZY: OK. I will read the whole paragraph just to clarify. It was the paragraph that starts, "Human rights in both the United States and Canada, particularly those involving discrimination based on sex, race, age, and handicaps, are currently undergoing significant regulatory, judicial, and legislative changes, causing Guild locals to travel a rough uncertain road. To manage the changes and the challenges of an unexpected rougher road ahead, the convention urges Guild locals to strengthen and enforce their equal employment and related contract provisions, to support legislation reflecting long-standing Guild human rights objectives, and to encourage all members to exercise their right and their responsibility to vote."

That's how it should read.

BROTHER DAVE PETTINARI (Pueblo): Mr. Chairman, would you add the name of Dave Pettinari of Pueblo to that report.

CHAIRPERSON CULVER: Yes. If you will give the writing to the chairperson. All right. The correction seems self-explanatory, so we will include it in the report. It was simply a typographical error.

CORRECTION ACCEPTED

CHAIRPERSON CULVER: Are you ready — first let me state the question. The First and Final Report of the Human Rights Committee has been moved and seconded. Will there be discussion? All those in favor of adoption of the First Report of the Human Rights Committee please say aye. Opposed, no. The report is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: Your next report will be the Third and Final Report of the Research & Information—Safety & Health — Guild Reporter Committee on the green paper. Sara Hammond, the chair, is on her way.

All right. Let's listen to the speaker.

SISTER HAMMOND (Portland): The Third and Final Report of the Research &

THIRD AND FINAL REPORT OF THE RESEARCH & INFORMATION — SAFETY & HEALTH — GUILD REPORTER COMMITTEE

Safety & Health

The ergonomic and radiation problems posed by video display terminals continue to dominate the Guild's safety and health program. But serious problems with asbestos have surfaced, and the advent of federal and state "right to know" standards provides a new focus for activity.

Concern over the possibility that Very Low Frequency (VLF) radiation may produce birth abnormalities among VDT operators was deepened this spring, when it was announced that Swedish researchers had found that laboratory mice exposed to pulsed magnetic fields characteristic of VDTs had five times as many malformed offspring as those not exposed.

This and other recent research showing reproductive damage to animals from pulsed magnetic radiation, including radiation specific to VDTs, calls for development of a commercially viable VDT shield against such fields, which penetrate the ordinary metallic shields used to protect against VDT electric fields. A prototype shield, consisting of an unusual alloy, mu metal, has been developed in Canada although it has not been produced commercially, and European manufacturers are producing terminals that block the magnetic field by generating countervailing fields.

Until additional studies clarify the hazard of pulsed magnetic-field radiation to VDT operators, caution dictates the installation of this shielding on all VDTs.

Shielding VDTs effectively with conductive metal against electric-field emissions is still important, however, as is adequate testing for VLF radiation. Locals should heed a TNG memorandum on radiation testing, recommending that they seek VLF testing by Dr. Hari D. Sharma of Waterloo University in Ontario as the only available consultant with accurate instruments for field-testing VDT frequencies.

Testing by the American Newspaper Pub-

lishers Association, utilized by a number of publishers, is inadequate because the ANPA has no instruments for measuring VLF emissions.

TNG encouraged the National Institute of Occupational Safety & Health (NIOSH) to continue pressing for Office of Management and Budget (OMB) approval of its planned study of birth-abnormalities among telephone employees using VDTs after OMB rejected the study protocol in December. TNG submitted a statement supporting the study and scoring the OMB rejection to a House Health and Safety Subcommittee hearing in June, called to air the dispute. Two days later the OMB approved a revised study protocol but attached conditions NIOSH may find unacceptable.

Acting in accord with a 1985 Convention recommendation, TNG urged NIOSH and the Canadian Radiation Protection Bureau to initiate immediate research into the applicability of recent findings on the effects of VLF and ELF radiation to the specific frequencies emitted by VDTs, and the extent and significance of such radiation emitted by VDTs. Both agencies replied that they were aware of the need for continued research, and TNG should continue to press for it.

The campaign to bring VDTs under state regulation has continued to gain momentum despite limited successes. Fierce lobbying by computer manufacturers and management groups has thus far prevented the adoption of effective legislation, but TNG and Guild locals should continue to campaign for it in liaison with other unions representing VDT operators.

Guild bargaining for VDT contract provisions continued to encounter strong publisher resistance. But pregnancy-transfer provisions were negotiated in two more contracts, and in many cases ergonomic and visual improvements were negotiated outside the contractual framework. While pregnancy-transfer provisions are desirable as a precaution against birth abnormalities, lead aprons, negotiated in a few contracts, are not. They do not protect against VLF radiation and may actually be harmful to both mother and fetus.

Critical asbestos hazards surfaced in two locals during the year, and several others were confronted with the problem. At the Vancouver Sun and Province it was discov-

ered that newsroom employees had been exposed to heavy concentrations of asbestos fibers for several months during renovations in 1984 and early 1985. Concentrations in the newsroom may have been as high as 500 fibers per cubic centimeter of air—more than 1,000 times greater than permitted by provincial regulations.

An asbestos hazard of a similar order was discovered at a more timely stage at station WPIX-TV in New York in January. There the Guild, alerted by its unit chairperson, found asbestos dust from stripped insulation on a ceiling pipe in the master control room and an adjacent corridor settling on floors, furniture and the bodies of employees and spreading throughout the office via open doors and the air conditioning system.

Matthew Gillen of the Workers Institute for Safety and Health (WISH), called in as a consultant in the WPIX incident, said it contained two principal lessons for Guild locals. One is the importance of insisting that management discuss planned renovations with the Guild; the other is to make sure that a contractor fully qualified to perform safe and thorough cleanup and removal work is hired when contamination is found.

In view of the sudden proliferation of asbestos hazards in Guild workplaces, the R&I Department, in consultation with WISH, has prepared two asbestos fact sheets for distribution to Guild locals, which should be increasingly alert to what appears to be a growing hazard in our shops.

OSHA's long-awaited Chemical Hazard Communication Standard, embodying the right of employees to know the workplace hazards they face, became fully effective in May.

Under the standard, employers in manufacturing industries must make available to their employees complete information on chemical hazards, including Material Safety Data Sheets and labels and training specific to the hazards of their workplace. The mechanical departments of newspapers are clearly covered by the standard, and so are departments in Guild jurisdiction if their work, in the language of the standard, "routinely involves exposure to hazardous chemicals."

The American Newspaper Publishers Association has conceded that mailroom and

garage employees, as well as maintenance and darkroom employees routinely exposed to hazardous chemicals, are covered by the standard. The extent of newspaper office employees' coverage is unclear, but locals should seek compliance with its provisions wherever "routine exposure" to chemical hazards exists.

TNG has advised locals in states with "Right to Know" laws to hew to the AFL-CIO's position that all employees not covered by the federal standard, including office employees, are covered by any applicable state legislation. Most of the state laws apply to office as well as manufacturing employees.

It is incumbent on Guild locals to familiarize themselves with provisions of both the federal standard and relevant state laws and make sure they are complied with.

An outbreak of Legionnaires Disease affecting up to 26 New York Times employees last summer demonstrated the importance of steps to assure adequate and uncontaminated office ventilation. Infected exhausts from cooling towers on buildings near the Times were apparently sucked into the newspaper's ventilation system.

The Times called in the City Health Department at the Guild's insistence, and the Guild itself called in NIOSH. The Health Department disinfected the towers, and the Times flushed out its ventilating ducts.

Other locals found themselves battling varying problems of air contamination, from lead fumes, ink mist and paper dust to darkroom chemical fumes and chemical solvents. These and other contaminants require constant vigilance.

So does a new problem — propane gas, used increasingly in transportation. Accidents have been experienced by newspapers in Vancouver and Toronto, underlining the importance of proper maintenance and adequate training for employees engaged in driving and refueling operations involving high-pressure propane storage tanks. Monitoring of the air around refueling and storage facilities must be done regularly, and the tanks should be inspected frequently for leaks or system failure.

Smoking continues to be a problem in Guild workplaces as concern about its health effects on nonsmokers deepens and campaigns spread to have companies and

municipalities impose outright smoking prohibitions. A number of locals have initiated remedies ranging from antismoke devices and smoking segregation to total bans, in some cases after surveys showing a majority of members, including many smokers, supported them.

Guild locals should respond to such membership sentiment by insisting on effective antismoke action.

Locals should also be alert to increasing problems of security for Guild members who must traverse dangerous streets or parking lots near their plants when going to or from work at night. Employers should be required to provide security escorts in such areas or paid transportation home, wherever necessary. No employee should have to walk in fear coming to work or leaving it.

The Convention recommends that:

1. Locals be alert against asbestos hazards, using TNG's new asbestos fact sheets, seek guidance from TNG when confronted with them, insist that management discuss planned renovations with the Guild and that a qualified contractor be hired to perform safe and thorough cleanup work when contamination is found.

2. TNG continue to press for governmental research on the reproductive effects of VDT radiation.

3. TNG continue to press for adequate shielding against VLF radiation from VDTs, particularly against magnetic-field emissions, and locals seek to have management install the most protective shielding available.

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

5. Locals support the introduction and passage of VDT regulatory legislation in conjunction with unions and other groups, using TNG's Model Bill.

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

7. Locals use materials available from TNG's R&I Department, particularly its VDT manual and the International Trade Union Guidelines on VDTs, to acquaint their safety and health committees, offi-

cers, stewards and members with safety and health problems and methods of resolving them.

8. U.S. locals make sure that employers are in compliance with OSHA'S Hazard Communication Standard and all other applicable "Right to Know" regulations, that Material Safety Data Sheets and labels are in place and that employees receive training specific to the hazards in their workplace.

9. Canadian locals seek similar "Right to Know" regulations at the federal and provincial levels.

10. Locals investigate and seek management action to combat such safety and health hazards as chemical and carbon-monoxide fumes, propane gas and unsafe equipment and vehicles, and seek testing of air quality and action to eliminate contaminants.

11. Locals investigate environmental and health problems associated with smoking and seek management action, where necessary, to combat them by such measures as seating separation, air purifiers, improved air circulation and other steps acceptable to the majority of affected Guild members.

12. Because of health and safety threats posed by locations of bureaus, offices and newsrooms, locals should encourage management to provide security and/or transportation when requested.

13. All locals that do not have safety and health committees act immediately to create them, using TNG's memorandum on safety and health committees as a guide, and that all local safety and health committees cooperate with counterpart committees of other unions in their plants wherever possible.

Signed: Sara Hammond, Portland, Chairperson; Sharon Bryant, Southern Ontario; Bob Bullard, Southern Ontario; Robert Carr, Detroit; Lew Diuguid, Washington-Baltimore; Jon Drummond, Chicago; Mike Falcone, Philadelphia; Robert Fife, Canadian Wire Service; Pam Haren, Cleveland; Norm Melnick, Northern California; Diane Menzies, Canadian Wire Service; Lou Mio, Cleveland; David Mullington, Ottawa; Christine Skeete, New York; Robert A. Steinke, St. Louis; Mike Waddell, Vancouver-New Westminster; Tim White, Southern Ontario; Deborah Yuhas, New York.

SISTER HAMMOND: Brother Culver, I move adoption.

CHAIRPERSON CULVER: Thank you, Sara. You must be exhausted. We have the Third and Final Report of the Research & Information — Safety & Health—Guild Reporter Committee. It has been moved and seconded, and it is before you for adoption.

Your name and local.

SISTER ROISMAN (Philadelphia): I would like to suggest—

CHAIRPERSON CULVER: Name and local.

SISTER ROISMAN: I am Lila Roisman, Philadelphia. I would like to suggest or recommend that since the nature of these diseases is so insidious and so far in the future in many instances that very careful documentation take place of who works where and when.

CHAIRPERSON CULVER: Thank you. Is there further discussion of this report? Are you ready for the vote?

(The question was called.)

CHAIRPERSON CULVER: Very well. The Third and Final Report of the Research & Information—Safety & Health—Guild Reporter Committee is before you for adoption. All those in favor please say aye. All opposed, no. The report is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: Secretary-Treasurer Dale has an announcement.

SECRETARY-TREASURER DALE: Brother Chairperson, I would like to submit to this convention a report of a nonconvention Safety & Health Committee, and it goes as follows: "The elevators in hotels housing TNG conventions—(laughter and applause) "—have not always made —" I am going to start again because I want you to hear all of this. "The elevators in hotels housing TNG conventions have not always made delegates feel very comfortable. This is particularly the case in the Philadelphia Centre Hotel. Instances have occurred of elevators beginning a slow descent when overcrowded.

Therefore, this special one-person committee recommends:

"1. That delegates pay strict very strict, attention to the 14-person load limit on the hotel elevators and realize that the 14-person

limit means 14 persons of average weight." (Laughter)

"That when the addition of still one more passenger to an already crowded elevator causes the elevator to begin a slow descent, one or more passengers get the hell off fast." (Laughter.)

Thank you. I move adoption.

CHAIRPERSON CULVER: All in favor say aye. Opposed. It is adopted. George Laine, would you come forward. Our next report will be on the resolution, "The Agony in South Africa." Do you all have the resolution? It was distributed yesterday. Those of you who don't have it hold up your hands. It is very short two-thirds of a page. Yes. Keep your hands up if you don't have a copy. (Brief pause.)

CHAIRPERSON CULVER: Very well. We will read the resolution at this time. George Laine, you are recognized.

Let's have some order.

BROTHER LAINE (Los Angeles): "The Agony in South Africa."

THE AGONY IN SOUTH AFRICA

The South African government is reacting with a paroxysm of violence against those who are pushing its inhumane system of apartheid to the brink of extinction.

It has declared a state of emergency under which the last vestiges of political and civil liberties have all but vanished for the black majority, even for segments of the white population.

Uncounted leaders of political, trade-union and other organizations have been rounded up and jailed without charge. No one knows how many, because the government will not say and has forbidden anyone else to. It is illegal to so much as print their names.

Reporters and photographers have been targeted with violence while attempting to cover the black townships where systematic repression is being practiced against the population. Entire issues of several publications have been seized, and at least one publication has been closed down. Under the government's emergency press regulations, reporters covering disturbances cannot even report what they see. All information comes from the government.

It appears unlikely that any words raised against this escalating atrocity are likely to be heard by the government in Pretoria. It is a government deaf by now to all but deeds.

It is impossible, nevertheless, to remain silent in the face of the fury unleashed in South Africa with almost each new day. The Newspaper Guild Convention, with all the indignation at its command, pledges its support to those struggling against the cruelties of apartheid, as well as to those who have fallen victim to the efforts to draw a curtain over this tyrannical situation. The Convention also calls upon the U.S. and Canadian governments to impose full economic sanctions against this outlaw state.

Signed: George Laine, Los Angeles, Chairperson; Elizabeth Elinski, Buffalo; Edward G. Kirgan, St. Louis; Kristen A. Hamel, Detroit; Peter M. Jones, New York; Gerald B. Rocker, Northern California; Mark Anderson, Bristol; Sam Reyenga, Southern Ontario; Iva Lang, Twin Cities; Thomas J. Thibeault, Manchester.

BROTHER LAINE: Adoption is moved by the chair with seconds from other members of our committee, and at this time I would like to recognize President Perlik for comment.

PRESIDENT PERLIK: Brother Chairperson, brothers and sisters, last week, when the dimensions of the crisis erupting in South Africa became apparent, we invited Joe Thloloe, president of MWASA, the Media Workers Association of South Africa, to attend this convention and address it.

Unlike the Southern African Society of Journalists, whose president, Pat Sidley, addressed the convention three years ago, MWASA represents only black news industry employees, and, again unlike the SASJ, it embraces employees in all departments, not just journalists.

Thloloe's experience epitomizes the brutal constraint under which the members of that union attempt to perform their duties. Thloloe and many of his colleagues have been banned and imprisoned by the South African authorities for extended periods of time, making it extremely difficult for even those not directly punished to pursue both their trade union and newspaper activities.

As you are aware, those conditions have now been made infinitely more onerous. Under South Africa's infamous — and Kafka-

like — restrictions, it is virtually impossible to practice journalism worthy of the name.

News is what the South African Government says it is. On anything relating to action by the authorities in black townships and detentions under the emergency decree, only information the government provides can be printed.

Issues of several papers, including Thloloe's own Sowetan, have been seized, and a church publication, the New Nation, has been shut down. Black journalists cannot even report on disturbances in their own home townships. The Sowetan, which published its front page with huge blank spaces in place of prohibited news last week, was told policy considered that "subversive."

Last week, after consulting with his colleagues and MWASA leaders for two days on our invitation to address the convention, Thloloe told us that under the circumstances in which his newspaper is being published, he couldn't leave the country.

We were certainly disappointed by that decision, but we understood it. Publishing a newspaper, particularly a black newspaper, in South Africa today is an exercise in agony. Every story must be carefully weighed in the light of the new restrictions. The censor's scrub brush, or the policeman's truncheon, may descend on the paper at any time.

Thloloe himself is at risk of arrest as both a journalist and a trade union leader. Uncounted numbers of union leaders have already been rounded up under the emergency regulations. There is no way of knowing who will be next.

We were, as I said, disappointed when we were told Joe Thloloe couldn't come. But two days later we were delighted to receive a telephone call informing us that Tyrone August, MWASA's general secretary, was prepared to come in his place. He is here today, and I know you are prepared to give him a welcome befitting an emissary from the front lines of the struggle for press, trade-union and political freedom, and while our escort committee comes to the platform, I know you will let him know that he is welcome indeed.

(The audience arose and applauded.)

PRESIDENT PERLIK: Brother August has been MWASA's full-time general secretary since the first of the year, after serving as its treasurer and an executive committee member for five years. As a working news-

man he was most recently a subeditor — what we know as a copy editor — for the City Press, a national Sunday paper of about a quarter million circulation, and as a reporter for the Star in Johannesburg, the country largest daily.

He tells us that he is somewhat unique among black journalists in South Africa — he hasn't been either arrested or banned. He's not confident it is a distinction he will long enjoy.

Brother August is the first representative of South Africa's black news industry employees to address us since we heard Phil Mtimkulu, national secretary of MWASA's predecessor, the Union of Black Journalists, in 1977, at a time when Joe Thloloe again could not come, because he was in jail.

We were deeply moved by that address, and I know you will be even more deeply stirred by the message Tyrone August is bringing to us today of the tribulations black journalists and trade unionists are undergoing, of the simple heroism that has been thrust upon every South African black journalist struggling under impossible conditions.

It is with great pride and with great pleasure I introduce the general secretary of the Media Workers Association of South Africa, Tyrone August. (Applause)

BROTHER TYRONE AUGUST: Firstly, good morning to the chair, friends and delegates.

On behalf of MWASA I would like to thank The Newspaper Guild for inviting us to send a representative here. It is both an honor and a privilege for us to be here.

Such opportunities may be increasingly difficult later on to accept. That is why we appreciate the present invitation.

Secondly, what I would like to do is briefly sketch the state of emergency and the effect it has had on the media in South Africa.

But before I do this I would like to sketch the background of MWASA very briefly to put what I am going to say in some kind of context.

MWASA basically grew out of the Union of Black Journalists formed in 1973 to represent the interests of black journalists in the country.

In October 1977, when the government banned about two dozen anti-apartheid or-

ganizations under the Internal Security Act, the UJB was also banned as well.

A year later, in 1978, black journalists once again regrouped. They formed the Writers Association of South Africa.

A few years later, in December 1980, MWASA launched a national strike. The primary objective of the strike was to improve wages and working conditions of black journalists, but at the same time this strike ended up as a blanket recognition from the two major English-speaking newspaper companies.

I am glad to say that in the December 1980 strike both battles were successfully won.

The same month what MWASA did was to amend its constitution to include all media workers not only journalists.

The picture from 1978 to 1980 sounds very rosy. It sounds as if MWASA has had a lot of smooth progress, but it is not entirely true.

For decades journalists have been detained, harassed, exiled, jailed and banned.

By the time MWASA was formed, four of our members, four journalists were already banned. In December 1980, immediately after the strike was won, the government banned our then president, Thloloe. We elected an acting president in his place, Philip Mtimkulu, who Mr. Perlik reported was at the previous conference. Mtimkulu was banned as well.

We elected a second president, Joe Thloloe, the person invited whose invitation I came on behalf of. Joe was banned.

A few months later we elected a third acting president, Charles Makula. Charles was given a breathing space for a few years, but in July 1981 Charles was banned as well. Just as an aside, Charles was constantly harassed since July 1981. He eventually left the country some time last year.

So I am mentioning this just to show that the new onslaught against the press and against journalists, it is not a new development. So by the time MWASA was formed, four of our members were banned.

When MWASA was launched, four of our executive members were banned; another two executive members were banned during December and January — December '80 and January '81. When MWASA was born 10 of our members were banned; basically our

leadership of the union was effectively wiped out.

The members that were banned came from the Northern Transvaal, Natal, the Western Cape, Southern Transvaal. It was basically a total attack on journalists and on the trade union representing journalists.

Firstly, the reason why MWASA is regarded as such a threat is because on the one hand they are journalists. Secondly, they are now organizing the labor into trade unions, which is perceived by the government as being a very, very serious threat.

But now the level of oppression has intensified since 1980 and 1981. Before there was some degree of subtlety — and I use the word “subtlety” with extreme reservation. Even then there were already about 100 laws affecting what could be published in one way or another.

When a state of emergency was declared on June 12, the extremely limited freedom which then existed was reduced even further.

The often-quoted description of being a journalist in South Africa is walking through a minefield blindfolded, but now things have become even worse. Now there is nothing but blindfold. Now it is even impossible for journalists to even walk. Now all they have to do is face this minefield amendment with nothing, absolutely nothing, but the pen and camera.

The choice facing the journalists and newspapers in South Africa, basically the media in general, is whether they want to survive in one way or other, or do they want to commit suicide. That is the choice facing journalists.

To give you an idea of what this means in practice, the government's Bureau of Information is now the only source of information regarding what is mysteriously called “angris,” and why I use the word “mysteriously” is because the word “angris” is a negative word. It seems to imply that the current position is caused by some mysterious, irrational, illogical forces, whereas the cause of the opposition is very, very clear.

Secondly, journalists cannot raise any issue which the bureau does not report at its daily press conferences.

Thirdly, if a journalist wants to raise any issue, he or she has to do it in a Telex or in writing at least four hours before the conference.

Fourthly, only the official announcements and reports of the bureau can be reported.

Fifthly, if the bureau does suggest a particular issue and the journalist wants some additional information on the particular issue raised by the bureau, even the questions and answers cannot necessarily be reported. The journalist has to go back and consult legal advice about whether the questions and whether the answers can be published. The bureau has refused pointblank to give any legal advice about whether such questions and answers are in fact publishable.

Secondly, a ban has been placed on publishing what has been described as the utterances of 180 organizations in six magisterial districts in the Western Cape. These organizations are very, very wide range organizations. They include the United Democratic Front and the Congress of South African Trade Unions.

The problem is that it seems that these restrictions only apply to one part of South Africa, six districts in the Western Cape, but the problem is that international newspaper or radio or television quotes an organization placed on the Western Cape. It can't. It means effectively there is a ban on national media publishing the statements of those 118 organizations.

To give you some examples which might sound funny but it is actually very, very sad, actually underlines the immense tragedy that is happening inside the country. One journalist wanted to do a feature article on the introduction of laundromats, these coin-operated machines, in the townships. The police refused to give the person access to the township.

Secondly, a photographer one day had his photographic equipment. The police refused to him access to the very township in which he worked. They said, “Go back to work, leave your equipment there, and then come home.”

Thirdly, the regulations are so widespread, they have even affected sports coverage. Even sports journalists were having difficulty in publishing certain sports events.

The three examples I mentioned, those restrictions have been relaxed to an extent, but you now have to have prior permission from a commission officer. You now can get access to townships, but restrictions apply very, very selectively, very, very arbitrarily.

Another example of our wide ranging re-

strictions is: During the first week of the second emergency some newspapers used to just leave blank spaces to indicate there was information that was being omitted. The problem is that the newspapers have now been informed that such blank spaces are also subversive. So newspapers can't even use such token measures to show that there is almost total censorship existing.

A last example. One editor of a Johannesburg newspaper has a weekly column which basically deals with political issues. In the last column, when I was there on Friday, his article was headlined "The Big Potato," an article that was about nothing except a big potato, and he wrote about this to show how ridiculous, how widespread, how total the state of emergency regulations is on the press.

Some other restrictions just to give you further examples of what is happening in the country.

Journalists, as I have already pointed out, can be banned from any so-called "angris" area if they don't have permission from a commission officer.

Secondly, the government can seize or close any publication containing information which it regards as being detrimental to public order. The Sowetan and Weekly Mail, copies are already being seized by that tactic.

Another example is detention without trial, detention, arrest without any warrants. The clampdown is so total that they don't reveal how many people are detained, don't even give the names of the people detained. They don't feel obliged to submit even that minimal information.

No pictures can be taken without the permission of the commission officer of any — quote, unquote — valid strike, boycott. Whether the boycott is legal or not, you can't take any pictures of that.

Again, the police can enter any premises, can seize any object which they regard as in some way or another detrimental to public order.

An example is our own union's offices in Capetown. The police came to the office and took away some of our records and some of our minutes and MWASA is not unique.

There are a lot of other unions' offices and even homes have been invaded, documents confiscated and various other objects.

No what is described as subversive statements can be published. The word "subversive" is really very vague. It basically covers absolutely anything. Even the word statement is total. "Statement" includes cartoons, includes sound recordings, includes drawings, so basically no information, no publication whatsoever, in any form, is permitted without prior permission or without the bureau making that information available.

If you break any of these regulations, you can be punished either by a fine of 20,000 rand or a jail sentence of 10 years. You can even get a 10-year sentence plus a 20,000 rand fine. You can get 10 years in jail without the option of a fine.

In general 12 journalists and 65 trade unionists are so far believed to have been detained, and that is when I left, but even these figures might not be accurate at all. It is believed that the total of between 1,000 and 3,000 people have been detained so far.

On June 30, which is the day after the emergency was declared, copies, as Mr. Perlík already pointed out, of two Johannesburg-based newspapers, the Sowetan and the Weekly Mail, were seized. That same day the New Nation editor was also questioned. The police even went to the one newspaper, City Press, that I used to work for and wanted to check the proofs because they wanted to see exactly what the newspaper was going to publish.

I hope that this vague and general outline gives you some idea of what is actually happening inside the country.

In conclusion I would just like to direct one question. MWASA and the people in South Africa, you know what are we doing in South Africa, firstly about this state of emergency, about the prospects. For us the issues are very, very clear. For us apartheid is evil, it is immoral, it is unjust. So there is no way, no matter what the degree of force or coercion, that the people inside the country are going to stop opposing apartheid. The present state of emergency is the response to this.

At this stage the level of resistance has reached its peak. The unions are organizing themselves into federations; political organizations are grouping themselves into the United Democratic Front, National Forum, Congress of South African Trade Unions, Trade Union Council or Council of Trade Unions, Council of Unions of South Africa. All these unions are coordinating their ac-

tivities. Trade unions are also linking their own struggles with the struggles of political organizations, women's organizations, churches, religious organizations, youth groups, even sports organizations. There is a total, total attempt to resist apartheid.

The question now is, what are the people in America and Canada doing? What are the people outside South Africa doing?

Firstly, it would be arrogant of me to try and outline an agenda. In any case, there are no marginal guidelines I can present to you as to what you can do.

Secondly, in any case, in terms of state of emergency regulations, I can't even make any suggestions, either.

So what has to be done is for The Newspaper Guild, for the people of America, for the people of Canada, to ask themselves those questions personally. They have to ask those questions of themselves very, very seriously and have to come up with very, very honest and courageous answers.

The Reagan Administration particularly should abandon its policy of so-called constructive engagement. The issues involved in the struggle in South Africa are far too serious. People's lives are at stake. People are already dying inside the country.

We are tired of the lies and the hypocrisy that we keep hearing from the Reagan Administration. We don't want to hear sanctimonious and moralistic statements about how evil apartheid is. We want to see those statements translated into action, and it is not an arrogant demand.

Reagan has said that apartheid is evil. We are merely taking him up on that statement.

Another disturbing thing is the military aid voted yesterday for the Contras. If that is taken as an indication of where the Reagan administration is heading, then it seems to contradict Reagan's claims about what values its government holds dear. The military aid voted for the Contras, the people in South Africa, the people in Southern Africa, the people in the Third World watch such actions with a mixture of suspicion and horror. We can't really believe that such things can happen. That is why in South African countries we doubt how sincere the Reagan Administration really is.

Lastly, specifically The Newspaper Guild. It has to ask itself the very same questions

that the governments of Western countries have to ask themselves. They have to ask themselves what can they do as individuals, what can the union do. Can they influence the position of the American and Canadian governments in any way? Can they do anything to prevent or minimize the tragedy that is unfolding in South Africa? Can they assist any other unions in South Africa? Can they assist any other anti-apartheid organizations in the country?

These questions are the kinds of questions that the Guild and its members have to ask themselves. Can they do anything; how can they do it?

I would like to end up by saying that these are very, very serious and very disturbing questions that the Guild and its members are being requested to consider. The answers may help to determine the future of South Africa.

So on behalf of MWASA, my appeal is to think about these questions very, very seriously and to answer them as honestly as possible.

Thank you very much.

(The audience arose and applauded, ending by clapping in cadence.)

PRESIDENT PERLIK: Well, Brother August, we are going to respond to your appeal, at least in some regards.

Three years ago Pat Sidley, vice president of the Southern African Society of Journalists, which has both black and white members, addressed our 50th Anniversary Convention in Cleveland. She reviewed the difficulties under which South African journalists worked even then, and her appeal was so stirring that convention delegates pledged \$4,400 from their locals.

TNG at that time pledged a contribution to her organization of \$1,000, and in due course I will ask you to approve a contribution of \$1,500 to the Media Workers.

I hope you as delegates and locals will respond even more generously today than you did to Pat Sidley three years ago. Every dollar we contribute to MWASA will make the burden borne by its members a speck less onerous, the harshness under which they work a bit more bearable. More important, it will be a measure of the support that we who work in less troubling circumstances are prepared to give to those who wage a battle

for human rights not only for themselves but for all of us.

Brother August, it has been a pleasure to have you with us. We wish you well in whatever you face as you return to your homeland in a few days.

And now I would ask staff members to collect that response I know you are going to provide and for representatives of locals to do as much at the microphones.

Brother Lipton.

BROTHER LIPTON (New York): Barry Lipton, New York. The New York Local contributes \$500.

PRESIDENT PERLIK: Five hundred dollars from New York. (Applause)

SISTER MUNDAY (Washington-Baltimore): Lois Reed Munday, Washington-Baltimore. I will recommend our board contribute \$200.

VICE PRESIDENT ROBERT C. HOLT, JR. (St. Louis): Bob Holt, St. Louis. St. Louis contributes \$500.

PRESIDENT PERLIK: I don't see who's at the mike on the left.

VICE PRESIDENT SOUZA (Hawaii): Stan Souza, Hawaii. We would like to pledge \$150.

BROTHER JERRY MACDONALD (Canadian Wire Service): Canadian Wire Service Guild contributes \$250.

BROTHER BELL (Pittsburgh): Ed Bell, Pittsburgh. We pledge \$100.

BROTHER HATCH (Cleveland): Cleveland will pledge 200.

VICE PRESIDENT HATFIELD (Northern California): Northern California pledges \$250.

BROTHER MEACHUM (Denver): Denver will recommend to its executive board 250.

BROTHER LANGZETTEL (Portland): Langzettel, Portland, will recommend a contribution of \$200.

VICE PRESIDENT LOUTH (Vancouver-New Westminster): Doug Louth, Vancouver-New Westminster, pledges \$100.

SISTER LAUBERT (Philadelphia): Isabella Laubert, Philadelphia. Philadelphia

will recommend a contribution of \$500.

VICE PRESIDENT ROUSSEAU (Manchester): Dave Rousseau, Manchester. We will recommend to Manchester a \$100 contribution.

BROTHER MORRISSEY (Wire Service): Bill Morrissey, Wire Service Guild. We will recommend \$100 to our board.

SISTER KLESTY (Buffalo): Kim Klesty, Buffalo. Buffalo will pledge \$150.

BROTHER MLECZKO (Detroit): Detroit delegation will recommend a pledge of \$150.

SISTER MACKAY-BLACK (Windsor): Mary MacKay-Black, Windsor. We will pledge \$100.

BROTHER MCKEY (Twin Cities): Terry McKey, Twin Cities Local. We will recommend a \$100 contribution.

VICE PRESIDENT SHELLOCK (Youngstown): Marie Shellock, Youngstown. The Youngstown delegation will recommend a contribution of \$150.

SISTER TAMKE (Memphis): Beth Tamke, Memphis. We will recommend \$100.

BROTHER NORMAN (Milwaukee): Jack Norman, Milwaukee. We will recommend \$100.

BROTHER FURIGA (Cincinnati): Paul Furiga, Cincinnati. We will recommend a contribution of \$150.

BROTHER BILL PHILLIPS (San Jose): Bill Phillips, San Jose. We will recommend \$150.

SISTER BUNIS (Rochester): Dena Bunis, Rochester, will recommend \$100.

SISTER KILZER (Chicago): Mary Kilzer, Chicago. Contribution of one hundred.

SISTER STREKER (Providence): Henriette Streker, Providence, recommends \$150.

PRESIDENT PERLIK: We didn't get the amount. I'm sorry.

SISTER STREKER: \$150.

SISTER FERRAR (Knoxville): Knoxville pledges \$100.

BROTHER BRYANT (Southern Ontario): John Bryant, Southern Ontario. We will recommend to our executive \$500.

BROTHER HOWARD BURKHARDT (Toledo): Local 43, \$100.

BROTHER PALANGE (Woonsocket): Paul Palange, Woonsocket, will recommend \$50.

SISTER SMITH (Terre Haute): Pat Smith, Terre Haute, will recommend \$100.

BROTHER WILLIAM BUCHANAN (Erie): Bill Buchanan, Erie, will recommend \$100.

SISTER CHESKI (Bakersfield): Cynthia Cheski, Bakersfield. We will recommend \$100.

SISTER RAJALA (Brockton): Shirley Rajala, Brockton. We will donate \$100.

BROTHER PETTINARI (Pueblo): Pettinari, Local 174, Pueblo will recommend \$50.

PRESIDENT PERLIK: Thank you.

Are there others? I call for collections, and the mikes always remain open for that purpose. I would ask the convention, in order to fulfill the commitment I made for a contribution of \$1,500, treasury contribution from TNG, that someone make a motion so authorizing.

(Moved by several.)

PRESIDENT PERLIK: I see Jerry MacDonald. Are there seconds?

(Seconded by several.)

PRESIDENT PERLIK: A great many seconds. Is there discussion? All in favor please signify by saying aye. Opposed. Carried.

MOTION CARRIED

PRESIDENT PERLIK: Tyrone, we will total all this up and see that you get it as a gift to take along home.

Thank you very much. (Applause)

BROTHER AUGUST: I won't take up more of your time. I just want to say thank you for putting your money where your mouths are. Thank you very much.

CHAIRPERSON CULVER: Yes, Larry.

VICE PRESIDENT HATFIELD (Northern California): Northern California has recounted, and we will donate \$500. (Applause)

CHAIRPERSON CULVER: Five hundred dollars from Northern California. Anyone else care to recount? (Laughter)

A couple of locals have requested, who do you make the check to? We will put out a sheet of paper stating where to send the contributions.

We have just been told that the pledge amounts so far come to \$7,750. (Applause) And we are still counting the floor collection.

We still have before us the resolution, "The Agony In South Africa," which was moved and seconded. All those in favor of the resolution please say aye. Opposed, no. The resolution is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: We will be in recess until 10:40, and then we will take up the finance report when we come back.

(Recess)

CHAIRPERSON CULVER: Will the convention please come to order? While people are taking their seats, the first order of business when we resume will be the Finance Report.

Will the chair of the Finance Committee, John Edgington — I see him here.

Before we start, John, let me explain the procedure here. We have the First and Final Report of the Finance Committee, and we also have a Minority Report. We will read the Majority Report and then the Minority Report and then, under parliamentary procedure, we will, of course, take up the Minority Report, which is an amendment, first.

So, John, you are recognized.

BROTHER EDGINGTON (San Diego): First and Final Report of the Finance Committee.

FIRST AND FINAL REPORT OF THE FINANCE COMMITTEE

The tough decisions taken a year ago are paying off.

Last year's deficit was much lower than forecast, and as a result of those tough decisions, a surplus is projected for the current fiscal year. In addition, TNG has a Defense Fund that is at a record cash position of \$6.6 million and climbing.

In the General Fund last year, income was higher than expected because of higher membership.

This fiscal year, significant changes have

been made to TNG's financial operations. The minimum dues collected by locals rise to 6 percent; the per capita formula changes; Defense Fund benefits rise to \$125 on their way to an eventual maximum of \$150 a week; and the per capita allocation between the General Fund and the Defense Fund will be adjusted from an 85-15 split to an 80-20 division, substantially benefiting the Defense Fund.

For the first time in three years, the Convention was able to comfortably project an increase in the number of dues-paying members.

Assuming a 27,850 per capita/agency fee-payer average and continuation of the 85-15 per capita apportionment for 11 months of the new fiscal year, TNG's constitutional formula for generating General Fund income will produce \$512,684 in the first two months of the year, \$532,613 the next two months and \$1,920,611 in the subsequent seven months. In the 12th month, when the per capita reverts to 80-20, General Fund revenue will dip to \$260,651. The beneficiary of this last change will, of course, be the Defense Fund which will reap an additional \$14,000.

While TNG is anticipating expenditures in excess of \$3.5 million, revenues are expected to exceed that figure by more than \$14,000.

Recognizing the plight of the Wire Service Guild and its efforts to save 800 jobs at UPI, the Committee found that financial assistance is warranted.

A proposal for a membership-wide referendum on the question of holding biennial conventions, referred from the Resolutions Committee, was rejected.

Therefore the Convention:

1. Approves a fiscal year General Fund income estimate of \$3,525,485, which assumes a per-capita apportionment of \$9.187 for two months, \$9.544 for two months, \$9.833 for seven months and \$9.344 for one month, and which also assumes a monthly per-capita average of 27,500 and a monthly agency-fee payment average of 350.

2. Approves a fiscal year 1986-87 General Fund budget of \$3,511,511.

3. Authorizes the expenditure of \$49,295 from the Defense Fund in the form of an interest-free loan to the Wire Service Guild,

with the understanding that when the International Executive Board is satisfied that the Wire Service Guild has put its financial house back in order, the Board will convert one-half of the \$49,295 loan to a grant.

Signed: John Edgington, San Diego, Chairperson; Elbert Atkinson, New York; Gil Bailey, Pacific Northwest; Nelson K. Benton, Salem; Alice Busby, Vancouver; Dan Carmichael, Wire Service; Rollie Dreussi, Cleveland; Fred Dunham, Montreal; Bill Ernst, San Jose; Larry Hatfield, Northern California (except items nos. 1 and 2); Patrick Hunt, Washington-Baltimore; Barbara E. Jahn, Manchester; Roger Kaufhold, St. Louis; Thomas Keenan, New York; Isiah Lewis, Toledo; Barry Lipton, New York; Doug Louth, Vancouver-New Westminster; Jerry MacDonald, Canadian Wire Service; Randy MacDonald, Ottawa; Larry McInnis, Montreal; Bill Morrissey, Wire Service; Dave Mulcahy, New York; Lois Munday, Washington-Baltimore; Dan Oldfield, Canadian Wire Service; John Panasiewicz, Buffalo; Tom Pennacchio, New York; Ralph Petrucelli, New York; Carol Przybyszewski, Erie; George Randol, Northern California; John Rau, Washington-Baltimore; Dennis Robinson, Southern Ontario; Anthony H. Rothwell, Youngstown; Carl B. Schwab, Wilkes-Barre; Timothy Schick, Albany; Roberta Simons, Northern California; Patricia Smith, Terre Haute; Stan Souza, Hawaii; Robert Speck, Toledo; Henriette Streker, Providence; John Zappe, Los Angeles.

BROTHER EDGINGTON: Brother Chairperson, I move adoption of the First and Final Report of the Finance Committee.

CHAIRPERSON CULVER: The First and Final Report of the Finance Committee has been moved by Committee Chair John Edgington and seconded by those signing the report and is before you for adoption. I see Lou Mleczo at the mike.

BROTHER MLECZKO (Detroit): Yes, Mr. Chairman. I move the following Minority Report to the First and Final Report of the Finance Committee.

MINORITY REPORT TO THE FIRST AND FINAL REPORT OF THE FINANCE COMMITTEE

Add a paragraph 4 to the Report's recommendations reading as follows: "4. The

Convention directs that the International Secretary-Treasurer shall refund to locals that paid their 2(d) dues in 1985/86 in accordance with the financial plan adopted by the 1985 convention, the last month of the 2(d) portion of full regular dues that the International overcharged in 1986."

Signed: Tony Carideo, Twin Cities; Randy Furst, Twin Cities; Elaine Hopkins, Peoria; Don Kummer, Detroit; Louis Mleczeko, Detroit; Geraldine Oliver, Philadelphia; Lila Roisman, Philadelphia; Gene Schabath, Detroit; Howard Warren, Detroit.

CHAIRPERSON CULVER: Thank you, Lou. The Minority Report of the First and Final Report of the Finance Committee has been moved and seconded by those signing the report.

Lou, did you wish to speak?

BROTHER MLECZKO: Yes, I do.

CHAIRPERSON CULVER: You are recognized.

BROTHER MLECZKO: Brother Chairperson, fellow delegates. The argument that we are making in this Minority Report has nothing to do with the size of our strike Defense Fund or the manner in which we collect money for it under the 2(d) dues program.

The issue here is following a specific directive that was made by the 1985 convention in Pittsburgh on the specific program of building up our strike Defense Fund. That directive spelled out for a specific time period for these dues to be collected. That directive in the way the money was collected in the past year was not honored or followed, and as a result it has caused sacrifice not only to our members but great difficulty for small and large locals combined, both in collecting the money from their members and in processing it with their various publishers.

We have had 2(d) dues collections in the past where we knew beforehand the projected amount of money that was going to be forthcoming. We knew this time also the number of members we had. The administration was very specific in telling us last year at convention how much each month would generate in terms of income. There was no reduction in membership during the 2(d) dues period that would result in a great change in that anticipated revenue.

These were in effect an account receivable. This is money that was going to be forthcoming.

ing. On all of our assessments in the past we cut them off at the prescribed period knowing full well that additional funds would be coming at a later date. As a matter of fact, we were still collecting money last year on our organizing assessment.

The feeling is here that in committee this extra one month was unilaterally placed upon the membership — and the secretary-treasurer informed the Finance Committee that this is an extra month's collection — and that this was done in violation of what was specifically prescribed at the 1985 Convention.

We are not arguing that what's another month to the strike Defense Fund. We are arguing that the procedure was not followed and that it resulted in a significant and major impact on all our members and all of our locals and that if actions that we take at convention are to mean anything, then we should be going forward and including this as part of our Finance Committee report.

The 2(d) dues collection and building up our strike fund did generate more funds than was originally projected. It went well. It's healthy again, but I think we have to show a sign to our membership that we are going to be fair and respectful of their original wishes and what was voted on last year.

Thank you very each. (Applause)

CHAIRPERSON CULVER: Thank you, Lou. Will there be further discussion? Bill Morrissey, you are recognized.

BROTHER MORRISSEY (Wire Service): Brother Chairperson, Bill Morrissey, Wire Service Guild. Just so the record of this convention is clear, there are two funds within The Newspaper Guild. One is a General Fund and one is a Defense Fund, not limited to strike-only purposes.

CHAIRPERSON CULVER: Will there be further discussion of the Minority Report?

SISTER ELAINE HOPKINS (Peoria): Yes. Elaine Hopkins, Peoria. My local, before I came here, instructed me to unanimously support this amendment.

This is a wonderful, progressive union. All the issues that we stand for we totally agree with, but I think we do have to follow the rules. I mean, he is right. We had a great credibility gap in trying to explain this to our membership. They said, "Hey, the 2(d) dues were supposed to come off. What happened?"

The high dues last year generated the au-

thorization petition in our local which 10 percent of our members signed.

Our people are real unhappy with this, and I support this amendment, this Minority Report.

CHAIRPERSON CULVER: Thank you. Barry Lipton on my right.

BROTHER LIPTON (New York): Barry Lipton, New York. I think the majority of delegates here will act to reaffirm what the majority of members on the Finance Committee have done, but I do want to take a moment to draw your attention to the fact that a claim is being made that the International Officers abused or somehow violated what this convention did last year is totally erroneous.

If you refer to the proceedings of last year's convention and read the language of the motion that was authorized by this body, it reads — I won't go through the Roman numerals and such — "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, reaches \$6 million," and that's exactly what was done, and the problem that was caused was caused by locals that collected the money and failed to turn it over, and our Secretary-Treasurer had no choice but to wait until it reached \$6 million, and he did the right thing, not the wrong thing. (Applause)

CHAIRPERSON CULVER: Doug.

VICE PRESIDENT LOUTH (Vancouver-New Westminster): Doug Louth, Vancouver-New Westminster. Brother Lipton just stole my thunder (Laughter)

BROTHER RICHARD KLINCZAR (Buffalo): Dick Klinczar, Buffalo. I have a question on the Minority Report. Is it the intent of this report to return this money to the locals, or is it the intent of this report to return this money to the locals to be distributed individually to the members that paid this money?

CHAIRPERSON CULVER: Lou, could you answer that question?

BROTHER MLECZKO: The question came up in the Finance Committee. It is our intention that it would go to the locals since they collect the money from their membership and have to process it. They would be in the best position to be able to redistribute it to their members.

CHAIRPERSON CULVER: Dick.

VICE PRESIDENT PEERY (Cleveland): Peery, Cleveland. I had a question about one of the things that was said by the maker of this addition to the report.

On page 79 of our Constitution, in Article XVII, Section 1, subsection (c), there is specific language that says, "No accounts receivable shall be counted in calculating the dollar amounts referred to in this subsection (e)" — that is referring to the money that has to be collected for 2(d) dues — and I want to know, given this specific concrete language, if it is possible for us to maintain that our officers were incorrect in continuing to collect the 2(d) dues until we had reached the \$6 million.

CHAIRPERSON CULVER: Kim.

SISTER KLESTY (Buffalo): Kim Klesty, Buffalo. I would like to ask a question of Brother Dale, if I may. Chuck, are there any locals that still owe money on the 2(d) dues?

CHAIRPERSON CULVER: Brother Dale.

SECRETARY-TREASURER DALE: Yes. There are about four locals that still owe money, all of them very small. Do you want them identified?

SISTER KLESTY: Please.

SECRETARY-TREASURER DALE: Indianapolis still owes us some money. Battle Creek owes money; Battle Creek owes all of it. Bear with me a minute while I dig out some notes, OK? (Brief pause.)

SECRETARY-TREASURER DALE: I will read the list. Battle Creek owes the full seven months. Indianapolis owes half of the money due. Kingston owes seven months. Madison owes seven months. All of them, with the exception of Kingston, are very, very insignificant at this stage.

SISTER KLESTY: If this Minority Report is approved, would they still owe the money?

SECRETARY-TREASURER DALE: If this Minority Report were approved, they would owe everything except the last month.

SISTER KLESTY: Thank you.

CHAIRPERSON CULVER: Is there further discussion?

(The question was called.)

CHAIRPERSON CULVER: Are you ready for the vote? Did you wish to speak?

BROTHER HART (Philadelphia): Yes. Joe Hart, Philadelphia. I am just wondering, does anybody have any idea how much it will cost in administrative costs and everything else to get this money together and refund it to the locals?

SECRETARY-TREASURER DALE: You are talking in terms of just the time involved in determining precisely how much the last month was for every local — and we know that now for most of the locals — and writing out the checks and returning them. I can't think of a great amount of administrative costs involved. The cost to locals, on the other hand, if they are actually going to distribute it back to their members, is another matter entirely. I would not envy Barry Lipton's position if he had to write out 5,000 individual membership checks.

BROTHER HART: Do we have any idea how much money would be going back to locals? Not individually but total dollar amount.

SECRETARY-TREASURER DALE: For each individual local?

BROTHER HART: No. Just total.

SECRETARY-TREASURER DALE: Total dollar amount. I can give you a very, very close number. But I couldn't give you an exact precise number because there are still some calculations that are going to have to be made with respect to those locals that made double and triple or maybe even four payments or, in some cases, five payments in order to get themselves in good standing for this convention, so we would have to then figure out precisely what their last month's 2(d) dues payment was in order to come up with a precise number. But I can tell you what we collected in each of the months, and I did that, in a speech the other day, tell you what we collected in each of the months, and I would estimate that the average — I gave you the average. The average for each of the months was \$481,000, and I would assume that that average would apply in the case of any rebate.

BROTHER HART: Thank you.

CHAIRPERSON CULVER: Did you wish to speak?

BROTHER DAN MATHEWS (Twin Cities): Yes, I would.

CHAIRPERSON CULVER: State your name and local.

BROTHER MATHEWS: Dan Mathews, Twin Cities. In addressing this issue, our members had asked us to come and address that, not on any grounds that there is too much money in the Defense Fund because, God knows, there probably could never be too much money in our Defense Fund, but they came to say that what had happened was that a number of locals, it would appear, ended up paying an extra month because the moneys didn't come in from all the locals as it well should have, and it would seem that, you know, at least for those who did pay on time, that they ended overpaying some dues, that they were indeed penalized for other locals who either had problems or who chose not to turn in their moneys on time.

And I think it is very important at this convention for those of us who did come here with the idea that there is some inequity in the way that those dues were collected in the long run, that we take a serious look at what we are going to do is the future when these 2(d) dues get put back on because of the moneys coming out of the Defense Fund so that we don't come here again, convention after convention, saying that we want 10 million in the Defense Fund and then coming in and we have 11 million in the Defense Fund.

So I think that that is the issue that we are going to need to address, that there must be an equitable way of collecting those dues in the future.

(The question was called.)

CHAIRPERSON CULVER: Thank you. The question is before you for adoption. It is the Minority Report of the First and Final Report of the Finance Committee. If adopted, it will be an amendment to the Majority Report.

All those in favor of adoption please say aye. Opposed, no. The noes have it, and the Minority Report is defeated.

MOTION LOST

CHAIRPERSON CULVER: We are back on the First and Final Report, which is the Majority Report. Will there be discussion?

Bill Morrissey, you are recognized.

BROTHER MORRISSEY (Wire Service): Brother Chairperson, I speak with particular reference to Recommendation 3 of the Majority Report from the Finance Committee and speak in favor of it and urge that you support it.

United Press International, as you all know, and especially you that were here in Pittsburgh in 1985, went into bankruptcy shortly before the 1985 convention. It went into bankruptcy after bouncing thousands of employee paychecks in April 1985.

For the Wire Service Guild and its members the bankruptcy was just one more step in a battle to preserve jobs and a second international news agency. That battle actually began in August 1984.

It was clear to the local's leaders that the chief victims of bankruptcy would soon be employee rights and the union. The Wire Service Guild went on a war footing in April, and despite advice from legal advisers to move cautiously, we moved ahead at full steam with one conception, to prevent any other player in the bankruptcy from seizing control of that process.

The wisdom of that move was confirmed when management attempted twice to break our union contract.

The first time was during the week of the 1985 convention. UPI management was emboldened by the successful tactics used earlier by management at Continental Airlines and Wheeling Pittsburgh Steel. The Wire Service Guild also studied those two cases, and our tactical and legal advisers found what they considered to be mistakes which had been made by the unions in those cases.

Within days of the attempt to break the Wire Service Guild contract, our members took to the streets nationwide in several highly visible informational picketing campaigns. Union members were also asked to authorize a strike within 48 hours of any decision by the Bankruptcy Court to abrogate our union contract. UPI management backed down.

Then management demanded new wage and benefit concessions on top of the 25 percent wage cuts and other givebacks the employees had granted seven months earlier in order to keep UPI afloat.

The Wire Service Guild retained a nationally recognized investment adviser and got the new buyer to pay the \$350,000 fee that he demanded.

The local found a purchaser for UPI after interviewing and researching the backgrounds of 12 potential investors and the Guild's choice — a Mexican newspaper magnate — agreed to accept the union contract

and to give up his layoff rights over union members through April 1987.

The Guild also is the key sponsor in the UPI reorganization plan before the Bankruptcy Court. That reorganization plan was endorsed just two weeks ago by the U.S. Bankruptcy Judge in the District of Columbia, George Bason, and 10 days later, on June 20, 1986, less than a week ago, 22 months after the battle began to preserve UPI and its 800 Guild jobs, UPI was out of bankruptcy.

It is highly unusual in a bankruptcy for employees to get a better deal than the creditors who control the bankrupt estate, but the employees at UPI get 100 cents on the dollar for a total of \$3.4 million cash owed to the union-covered staff. The other creditors — AT&T, American Express and RCA among them — will get just 48 cents on the dollar.

We are out of bankruptcy; we have a contract; we have rehire rights; we have job security; we have full reimbursement; we have severance; we have notice; and we have a unionized company with a tough Guild security clause. But we paid a high price, and we urge you to support Recommendation 3 in order to help us get past that high price.

CHAIRPERSON CULVER: Thank you, Bill. Will there be further discussion?

BROTHER MEACHUM (Denver): Mr. Chairperson.

CHAIRPERSON CULVER: Yes. Go ahead.

BROTHER MEACHUM: Meachum from Denver. I have two questions of the committee on number 3. Just when — or was there any discussion about when the Wire Service Guild might have their financial house back in order is the first question, and the other question is did that committee explore with the Wire Service Guild the steps that have been taken within their own local for solving some of these problems?

CHAIRPERSON CULVER: I will ask John Edgington to reply.

BROTHER EDGINGTON: In answer to the first part or the first question, there was no discussion about what the time period of time frame would be for repayment, and there was extensive discussion about the Wire Service Guild and what it was doing internally to produce enough money to keep ahead.

BROTHER MEACHUM: And the committee then is satisfied that the Wire Service

Guild has taken the steps that they can take within their own house?

BROTHER EDGINGTON: The committee is convinced that the Wire Service Guild has and will continue to do everything possible to raise money from within.

BROTHER MEACHUM: Thank you.

CHAIRPERSON CULVER: Yes. Center mike.

BROTHER TONY CARIDEO (Twin Cities): Tony Carideo, Twin Cities Guild. I served on the Finance Committee, and I still am left with just one question about the exact amount that the Wire Service Guild came up with, and I am wondering if, in the form of a question through the chair, we could get a more complete breakdown of how the Wire Service Guild arrived at 49,000 and change and how the money will be spent.

CHAIRPERSON CULVER: Bill Morrissey, would you like to respond?

BROTHER MORRISSEY: Brother Chairperson, if I understand the question from the floor, it is, how did we arrive at the figure of \$49,295. The figure represents those extraordinary costs of the bankruptcy process other than legal fees and the fees for the financial adviser. It represents the cost of putting some of our UPI members on lost time, their travel to Mexico, Houston, Los Angeles, Washington and maybe a variety of other cities that I can't recall at the moment, all of which was necessary to make personal investigations of various potential investors who were trying to convince us to support them.

There were also extraordinary expenses for the cost of our accountant who on two separate occasions investigated the books of UPI in order to verify various aspects of their claims of shortness of cash and their claim that they were in fact on a profitable basis during the last six to eight months prior to the time that they immediately went into bankruptcy.

There were also extraordinary costs involved in doing research and in copying and duplicating documents which were done to reduce the amount of time that was necessary for lawyers and other professionals that were working on the case. We felt it was far less expensive to do it on our own than to pay the sometime going rate, at least for our lawyers, of \$40 an hour for law clerks and legal secretaries.

I do not have with me a detailed accounting of each and every bill that adds up to that 49,000, but that is the figure that is being used in the accounting — I mean in the audit report — that is going to be verified on Tuesday of next week.

Does that answer the question?

BROTHER CARIDEO: Yes. Thank you.

I have one more question. Has the Wire Service Guild anticipated any sort of payment period over which time the loan portion of this expenditure will be paid back? I understand there is no time period over which that loan will be forgiven. I am wondering if you have any time frame in mind.

BROTHER MORRISSEY: That's a very difficult question to answer because at this point we do not know if the Bankruptcy Court will approve an application which we have pending before it for the payment from UPI to our lawyers to cover some \$76,000 in legal bills which have been submitted to the Guild. Those figures are not included in the \$49,295.

We have every reason to believe that some portion of that — we hope that all of it — will be approved by the court because we sincerely believe that we were a major player in saving the estate, which is one of the critical elements in winning a bankruptcy judge's approval of legal bills.

If, however, the court does not see fit to order the payment of those bills from the estate, that will only add to the weight of the debt and will slow down the repayment to TNG.

BROTHER CARIDEO: Thank you.

CHAIRPERSON CULVER: Will there be further discussion? Are you ready for the vote? The First and Final Report of the Finance Committee is before you for adoption. All those in favor please say aye. Opposed, no. The ayes have it, and the report is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: Thank you, John Edgington.

While we are talking about money, we now have a complete report on the contributions to our brothers and sisters in South Africa. The pledges, as we stated before, \$7,750. The cash contributions from the floor, \$963.50. The total contributions, \$8,713.50. (Applause)

George Laine, if you will come forward we will have some more resolutions.

George Randol, I believe you wanted the floor momentarily.

BROTHER RANDOL (Northern California): George Randol, Northern California. I want to correct a mistake I made. I should not have added the name of Ann Fleming to the Organizing Committee. Mea culpa.

CHAIRPERSON CULVER: Very well. That will be the order.

We are going to take up the "Canada-United States Free Trade" resolution first.

BROTHER LAINE (Los Angeles): Good morning again. If you will recall, yesterday we passed without dissent a resolution on "Textile and Apparel Imports." It was on green, if you want to turn in your books and check it out again.

Today we are coming back at you to remind you that you did indeed pass this yesterday with the call that the Congress override President Reagan's veto of the act.

You also have on your tables at this time a typewritten list of Representatives and Senators from your states, and you also have, I believe a little pamphlet that looks like this. Phil and some other members of the staff will be passing amongst you with these cards. We would appreciate it if you would fill them out and turn them back to Phil and other staffers for processing and return to the House and the Senate.

OK. If you would just go ahead and do those while you are seated at your tables and get them back to the appropriate staff members, we would sure appreciate it.

At this point, if you will pick up your yellow sheet of paper entitled, "Defense of McClatchy Workers," I would like to ask the Resolutions Committee secretary, Elizabeth Elinski, to come up and read it to you.

SISTER ELINSKI (Buffalo): Defense of McClatchy Workers.

CHAIRPERSON CULVER: Let's give the speaker our attention.

SISTER ELINSKI: Again, Defense of McClatchy Workers.

DEFENSE OF McCLATCHY WORKERS

During the past 10 years the McClatchy newspaper chain, headquartered in Sac-

ramento, CA., has attacked the hard-won rights of its employees by demanding unconscionable concessions.

Hiding behind a once well-deserved reputation as a liberal, pro-people voice in the State of California, the McClatchy chain now is attempting to destroy the long-established protections guarding the health, safety, professional and economic rights of each of the chain's workers. From a worker's point of view, it appears McClatchy wishes to establish an archaic concept of economic servitude through an employee relations policy workers considered among the worst in the industry.

The McClatchy chain most recently has told the 500 employees of the Tacoma News Tribune that in effect they are terminated effective Aug. 1, but that they can reapply for positions with McClatchy as new employees. McClatchy has said it will choose from among these 500, from publisher to janitor, to select whom, if anyone, will have a job.

The employees of the McClatchy chain in Central California and Tacoma, Wash., are fighting back. The 53rd Annual Convention of The Newspaper Guild fully supports their valiant efforts to keep, enforce and improve their union contracts. The Newspaper Guild will take immediate, appropriate action to protect the employees' human and economic rights.

Signed: George Laine, Los Angeles, Chairperson; Elizabeth Elinski, Buffalo; Kristen A. Hamel, Detroit; Peter Jones, New York; Ed Kirgan, St. Louis; Gerry Rocker, Northern California.

SISTER ELINSKI: Mr. Chairman.

CHAIRPERSON CULVER: Yes. Let me state the question. The resolution, "Defense of McClatchy Workers" —

SISTER LANG (Twin Cities): Mr. Chairman, Iva Lang, Twin Cities. Excuse me. Please add my name to the resolution.

CHAIRPERSON CULVER: Yes. Will you state your name again.

SISTER LANG: Iva Lang, Twin Cities.

CHAIRPERSON CULVER: Thank you. The resolution, "Defense of McClatchy Workers," has been moved and seconded for adoption. There are — are there others? Yes.

BROTHER THIBEAULT (Manchester):

Tom Thibeault, Manchester. I was absent for the signing. Please add my name.

CHAIRPERSON CULVER: Go ahead.

BROTHER ANDERSON (Bristol): Mark Anderson, Bristol. I was absent for the signing. Please add my name to the resolution.

BROTHER GERALD ROCKER (Northern California): Mr. Chairman.

CHAIRPERSON CULVER: Yes.

BROTHER ROCKER: I don't want to add my name. I want to speak to the motion.

BROTHER REYENGA (Southern Ontario): Sam Reyenga, Southern Ontario. Please add my name.

CHAIRPERSON CULVER: Do others wish to add their names? Very well. You are recognized.

BROTHER ROCKER: Thank you, Mr. Chairperson. Gerry Rocker, Northern California Newspaper Guild. I rise in support of this very important resolution. I would like, if I could, to take a moment to share with you some of the background that brings us to the floor today, asking your support and the continued support of the officers and executive board of this great union.

I have the privilege of servicing and working with the various McClatchy Bees in Central California, specifically, the Sacramento Bee, the Modesto Bee and the Fresno Bee.

Up until roughly 10 years ago the McClatchy Newspaper, which is a family-owned concern, was an extremely liberal place to work and enjoys that reputation to this day.

When Eleanor McClatchy passed on and handed over the reins to her nephew, C.K. McClatchy, things became very different.

He reached down into the bowels of the South and pulled out one Irving Potts to come and manage the paper, and with him he brought his right-wing, right-to-work-state mentality, and over a very gradual but deliberate, sophisticated, slick labor-relations program, they have managed to put our folks in the Central Valley in the position where our back is against the wall.

The one good thing about having your back against the wall is, you got no place else to go, and the membership there has chosen to fight this very anti-people, anti-union firm.

When we discovered through the News that they were one of the purchasers of the Tacoma News, we watched with interest as that developed. Suddenly the Baker family, who owns the Tacoma News, said in a news release that they had chosen McClatchy Corporation to sell their paper to — on the basis, mind you, that this was a community oriented, employee-oriented newspaper.

We rushed to our brothers and sisters in Tacoma and said, "Be careful," and as a result of that telephone conversation we were invited up, and we in fact took a delegation representatives of the Fresno, Modesto, Sacramento Bees, and we went up and visited with our brothers and sisters and explained to them that that corporation was flying under false colors. The flagship paper, the Sacramento Bee, indeed flies a flag, and it is the flag of the peace dove. When in fact they ought to be flying the skull and crossbones of the Jolly Roger, because in fact they are in a position now of trying too out-Gannett Gannett.

They listened to us intently up there, and I think probably understood what we were saying. I must admit, in my wildest dreams I did not think they would do such an action as they did in terminating — effectively terminating, if you will — all of those folks up there in Tacoma. Very clearly they are in the need of an attitude adjustment.

We are in a position of taking that fight on. We ask you and the continued — and I point out, continued — support that we have been getting from the officers and the executive board in this fight to supply us with the screw driver where I can reach up with the committee and the people and make that adjustment of that attitude that is going to allow us to preserve — and hear me, preserve — the kind of benefits that we now enjoy there.

If we do not make this a major issue of our union, it's going to become a standard operating procedure. It should not be rolled over so easily. I stood here with great pride as I watched the farm worker from FLOC talk about coming from a situation where there was little hope in taking on a giant and coming and sharing with us today the victory, and they did that through coalitions, and I propose that that's what we do in the Sacramento area and, with your help, develop the kinds of coalitions and community support where we can take these folks on and beat them.

I urge your enthusiastic support of this resolution. Thank you. (Applause)

CHAIRPERSON CULVER: Thank you. Gil Bailey.

BROTHER GILBERT E. BAILEY (Pacific Northwest): Gil Bailey, president of Pacific Northwest.

As I have been doing every morning of this convention, a few minutes ago I called our offices to find out exactly what is happening in Tacoma.

What is happening in Tacoma is 500 people, 155 of them our members, are twisting slowly, slowly in the wind. They do not know whether they will have jobs Aug. 1. They have been told they will not have union contracts Aug. 1. All unions.

Even the publisher's at risk. I will admit that I am more concerned about the janitor than the publisher, but I give the publisher my sympathy. However, he was the one who helped engineer the sale.

Our members in Tacoma will meet Tuesday night. I know they will appreciate your good wishes and your support.

The Unity Council is meeting, bargaining has begun with TNT, where we still have a contract, on the effects of this sale, and we are preparing for the sale.

I think it is important that this convention strongly support this resolution. We have been in consultation with the International officers, and we know of their support. We will do everything we can, but be warned, the newspaper publishers of this nation have a new weapon to use against the unions. This was used in New York partially, and I expect it will be used elsewhere as sales take place, and God knows, they are out there looking for papers to buy.

So out of our experience, out of New York's experience, we can and must devise techniques to fight this kind of sale.

It is a situation that is extraordinarily tough and similar to the kinds of situations being faced by my brothers and sisters in Detroit, the JOA, which we have already experienced, and we are sorry to be pioneered in this kind of fight, but we are going to fight them. So I ask your support of the resolution. (Applause)

CHAIRPERSON CULVER: Thank you, Gil. Will there be further discussion? There being none, the resolution, "Defense of McClatchy Workers," is before you for adop-

tion. All those in favor please say aye. Opposed, no. The resolution is unanimously adopted.

MOTION CARRIED

CHAIRPERSON CULVER: George Laine, you are recognized.

BROTHER LAINE (Los Angeles): I am going to ask for suspension of the rules in order to introduce a tardy arriving resolution which you have before you on "Canada-United States Free Trade."

Is there any opposition to the suspension? Hearing none, I will read the resolution.

CANADA-UNITED STATES FREE TRADE

The Canadian and American governments are in negotiations with the objective of reducing tariff and other barriers to trade between our countries. They call this "free trade."

The AFL-CIO and the Canadian Labour Congress have recognized that any such agreement would hurt the interests of unionized and unorganized workers in both nations through job losses and pressures on workers for more concessions.

The Convention calls on President Reagan and Prime Minister Mulroney to end the free trade talks.

Signed: George Laine, Los Angeles, Chairperson; Elizabeth Elinski, Buffalo; Ed Kirgan, St. Louis; Iva Lang, Twin Cities; Sam Reyenga, Southern Ontario; Thomas Thibeault, Manchester.

BROTHER LAINE: I move adoption as chair, and it's seconded by the other members of the committee who signed it here.

BROTHER MORRIS (Vancouver-New Westminster): Point of order, Mr. Chair.

CHAIRPERSON CULVER: Yes.

BROTHER MORRIS: Vancouver, along with Victoria, would ask that this resolution be deferred until tomorrow morning.

CHAIRPERSON CULVER: State your name and local.

BROTHER MORRIS: Sorry. Mel Morris, Vancouver.

CHAIRPERSON CULVER: You wish to move to postpone this until a time tomorrow morning?

BROTHER MORRIS: Yes.

CHAIRPERSON CULVER: All right. Is there a second to the motion?

(Seconded by several.)

CHAIRPERSON CULVER: All in favor of that motion please say aye. Opposed, no. The motion is adopted, and it is held back until tomorrow.

MOTION CARRIED

DELEGATE: Point of order, Mr. Chairman.

CHAIRPERSON CULVER: Yes.

DELEGATE: As I understand the rules of the convention, you require 12 seconds from five locals to make a motion to table.

CHAIRPERSON CULVER: It was a motion to table until a time tomorrow. Robert's Rules of Order says that when that sort of motion is made, that the proper motion is to defer consideration until tomorrow, and that is not the same as a motion to table. Yes. George Laine.

BROTHER LAINE: If anybody in the room needs more of those cards on the tariff bill, please raise your hands, and the staffers will bring them to you. If you have them on your table and you have not had them picked up yet, there will be a box at the exit as you leave today. Please drop them in there. Thank you very much.

CHAIRPERSON CULVER: We have one more report. Pat Bell of Ottawa, chair of Human Rights, would you come forward?

Incidentally, it appears this will be the last resolution we will take up before lunch.

PRESIDENT PERLIK: Brother Chairperson, since you have on your tables the First Report of the Constitution Committee and a Minority Report on the First Report of the Constitution Committee, you may wonder why we don't proceed to do it. I have been advised that the documentation is defective and that we are correcting it, and it will be back on the tables in the proper form this afternoon.

CHAIRPERSON CULVER: Pat.

SISTER BELL (Ottawa): Second and Final Report of the Human Rights Committee — Strike Out Foul Play.

SECOND AND FINAL REPORT OF THE HUMAN RIGHTS COMMITTEE

STRIKE OUT FOUL PLAY

The Newspaper Guild lauds the Oakland A's' swift and strong action against one of its player's inappropriate, public, sexist harassment of Susan Fornoff, Sacramento Bee sportswriter and Guild member.

TNG deplores such harassment of any sportswriters in the performance of his or her job.

The Convention calls upon the Major League Baseball Players Association and Baseball Commissioner Peter J. Ueberroth to inform all teams that the Guild expects equal and professional conduct toward all sportswriters.

Signed: Pat Bell, Ottawa, Chairperson; Jeanette Alloway, Northern California; Ruben Batista, New York; Michael Burrell, Denver; Evalynn Carter, Memphis; Kate Ferguson, Wire Service; Marty Goldman, St. Louis; Beatrice Hogan, Canadian Wire Service; Luther P. Jackson, III, Detroit; Gar Joseph, Philadelphia; Janet Kolodzy, Cleveland; John B. Mitchell, Gary; Dave Pettinari, Pueblo; Shirley Rajala, Brockton; Joseph Shea, Northern California; Janet Terrell, Wire Service.

SISTER BELL: I so move, Mr. Chairperson.

CHAIRPERSON CULVER: The Second and Final Report of the Human Rights Committee has been moved and seconded for adoption. Is the microphone working?

(Cries of "No.")

CHAIRPERSON CULVER: I will try to override the mike. The Second and Final Report of the Human Rights Committee is before you for adoption. Will there be discussion? All those in favor please say aye. Opposed, no. The motion is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: Can everyone hear me?

(Cries of "Yes" and applause.)

CHAIRPERSON CULVER: Now I understand the microphone is back.

Give me your attention. We have an important announcement. Dianne Martino, the

chairperson of the Collective Bargaining Committee, announces that that committee will meet in this room at 2 p.m. The convention will resume at 2:30 p.m. Are there any announcements before we recess?

BROTHER RANDY MACDONALD (Ottawa): Randy MacDonald, Ottawa. Our delegates were caucusing during the collection for South Africa. We would be pleased to pledge \$100 for the cause.

CHAIRPERSON CULVER: Good. Another \$100 for South Africa. (Applause.) Anybody else can come up with more over lunch. President Perlik has an announcement.

PRESIDENT PERLIK: I'm sorry. I overlooked something, Brother Chairperson. We have a guest this afternoon, the president of one of our locals that we have been trying for, I think, eight years to get a contract for. This winter we succeeded in doing that. The president has to leave before we get back in session this afternoon at 2 o'clock, and he has a special message to deliver to the convention, plus a special presentation.

Where is Bill Melton? Bill, you are recognized.

BROTHER BILL MELTON: Thank you.

After eight years of pursuing and finally signing our first contract, it feels good to be up here. (Applause) And we did it without having to swallow the company's merit only pay scheme. (Applause)

I am the president of Local 56, the Peninsula Newspaper Guild, which is an editorial unit in Newport News, Va., publisher of the Daily Press and Times Herald.

I bring greetings from the genteel South; from the Chesapeake Bay, land of pleasant living; from Tidewater, Va., home of steamed crab, roasted peanuts, and Pat Robertson. (Laughter)

I wish I had a pay raise for every time I have been told, "You'll never get a contract." I feel vindicated. I feel like someone who has been in college for about eight years and finally reached a diploma. It is an exhilarating feeling, and we popped a few champagne corks to celebrate.

Now comes the challenge of applying that eight years of education to strengthen our local and in so doing follow the example, continue following the example, set by all of you out here that I have observed being here and throughout my experience.

Our next big challenge could be, probably will be, the Tribune Company which is probably going to be the new owner of our paper which went up for sale last fall. So we will let you know what happens there. We might be out of the frying pan and into the fire.

We do hope our precedent of success will help add another Virginia contract in the next few months at a sister local in the Norfolk-Virginia Beach area which has faced even tougher odds than we have.

We live in a wonderful area in many respects and a rotten one in others. To sum it up, the weather is nice, but the climate out on the labor frontier can be miserable. In Virginia, for instance, the first requirement of a candidate for public office is to pledge allegiance to the doctrine of right to work. Anyone who dares question the holiness of that dogma is branded a heretic or, worse, a liberal.

Some years ago in Virginia another right, the right to own slaves, held similar esteem, like sharecropping as we heard yesterday.

I believe right-to-work is a direct descendant of that earlier privilege. And the principle is the same — profit justifies exploitation.

Such as the area of attachment to the past that I have considered promoting our local not as a union but as a confederacy. (Laughter)

We all know what it took to uproot slavery from the South, but its attitudes are still there, and they have been spreading across the nation, as we have been hearing, under the Reagan revolution.

Many of our problems in the South, such as the merit pay charade, our biggest hurdle, are now popping up all over, as you are well aware.

Patience and persistence were key ingredients in our effort to win a contract. We also tried to turn adversity to advantage whenever we could. As an example, during 1984, 30 percent of our often-frustrated unit left the company. Almost all were Guild members. Besides showing this exodus as a vote of no confidence on the company's policies, we welcomed the influx of new blood that replaced these people, even while we gave the going-away parties, and we went after them. We actually increased our membership by the year's end.

These are ingredients we will need to fight

this offensive everywhere and continue expanding in the Sun Belt, which I would love to see. I think we have shown the results are worth the effort.

Our most important ingredient was working together. We could not have done it without this support. Support has come from our fellow area unions, such as the Steelworkers who replaced an in-house union at Newport News Shipbuilding down the street from us at about the same time we did the same thing at the Peninsula's newspapers.

The Steelworkers gained recognition and a contract at the state's largest employer of about 30,000 people only after a bitter and violent strike in the winter of 1979. The Peninsula Newspaper Guild supported them in what small ways that we could without compromising our journalistic objectivity, which was a concern of some people.

The Steelworkers repaid us with their support. Their leaders and others attended our bargaining sessions and spoke on our behalf.

We also get support and encouragement from our ITU local at the Daily Press and from the Hampton Roads Guild across the water and from all of you out there, especially our Southern District Council members.

While I am naming names, Jim Griffin's amazing optimism and persistence kept us going. We could not have succeeded without the groundwork laid by Bill Brown, Leo Ducharme, and Luis Montanez. I can't forget my own people, the workers at thee Daily Press, Inc. who chose the Guild, stuck with it through the Ice Age and continued to do so.

And finally, I want to thank those whose faith in us often exceeded the obstacles, President Perlik, Secretary Treasurer Dale and the rest of the overworked TNG officers and staff. I am sure there were many times when you all thought you would never see a dime of return from your investment in the Peninsula.

Well, finally, here it is, our first payment of per caps. (Laughter)

(The audience arose and applauded.)

BROTHER MELTON: Thank you. You may find it a bit hard to cash because it's glued on there. (Laughter) But I did bring the original. (Laughter)

Thank you all very much. (Applause)

CHAIRPERSON CULVER: Thank you,

Bill. Were there other announcements? John, yes.

BROTHER MITCHELL (Gary): John Mitchell of Gary. We would like to support the Guild's effort to support South Africa, so Gary pledges \$25 for that effort.

CHAIRPERSON CULVER: Very good. We will renew any offers this afternoon.

Again, Collective Bargaining in this room at 2 p.m. The convention resumes at 2:30 p.m. You are recessed.

BROTHER MORRIS (Vancouver-New Westminster): Mr. Chairman, Mel Morris, Vancouver. Just an announcement for Canadians attending the convention. There will be a Canadian Caucus 30 minutes after the end of today's session.

CHAIRPERSON CULVER: Thank you, Mel.

BROTHER MORRIS: There is nothing this afternoon?

CHAIRPERSON CULVER: State your question again.

BROTHER MORRIS: The Canadians will want to caucus a half-hour after today's session. Has today's session ended? Correct me.

CHAIRPERSON CULVER: No. Just the morning session. We will resume at 2:30, and you will have time after that.

(The Convention recessed at 11:55 a.m.)

THURSDAY AFTERNOON SESSION

June 26, 1986

The Convention reconvened at 2:35 p.m., Chairperson Culver presiding.

CHAIRPERSON CULVER: We are getting ready to proceed, and would Pat Bell, chairperson of Human Rights, come up.

While the delegates are taking their seats, I have two important announcements.

Let's have some order.

There will be a meeting of the Canadian Caucus immediately following this afternoon's session. The meeting will be in the Pennsylvania West Room.

One other announcement. This is a request of the Philadelphia Local. They have a few of the convention coffee mugs left over. They are offering them at what they say is a bargain

price of \$4 apiece. Esther Thoroughgood at the door has the cups if you want to grab them while they are still available.

Has Pat Bell—all right. Secretary-Treasurer Dale also has an announcement.

SECRETARY-TREASURER DALE: There will be a very short—and the emphasis is on very short here in this announcement—a very short meeting for convention delegates who are in the Western District Council Region in this room immediately following today's general session, and it is signed by the president of the district council, Michele Davis.

One other announcement. The Newspaper Guild still has some jackets and caps available. They are available for sale upstairs outside the office. They are going for bargain basement prices, \$16 for a jacket, \$3 for a cap. If you buy in volume, we give you a special price, \$16 for a jacket, \$3 for a cap. (Laughter) We don't want to have to carry any back to Washington, so buy some for your friends and family. Thank you.

CHAIRPERSON CULVER: Thank you.

We are going to change signals here and take up the Constitution Report, first report.

Mary Esslinger—I beg your pardon. John Bryant is the chair of that committee.

Mary, your name was on the head of the list on the second page.

Would John Bryant please come up? Delegates please note that this is on a white paper, and in the upper right hand corner it should say "Corrected." If your copy does not say "Corrected," you have an erroneous copy that has since been corrected. So be sure you have the right copy.

There will be both a majority report and a minority report, and John Bryant will give the majority report.

BROTHER BRYANT (Southern Ontario): First Report of the Constitution Committee.

FIRST REPORT OF THE CONSTITUTION COMMITTEE

(New language underlined; deleted language stricken)

I

To bring TNG's Constitution into conformity with the U.S. Supreme Court decision

in Pattern Makers League v. NLRB, the Convention amends the Constitution by deleting Sections 13(c) and 15 of Article X.

II

The Convention amends Article XI, Section 2, paragraph 2 of TNG's Constitution by changing the first sentence to read:

"Retired members shall belong to the Local to which they last belonged as members or, upon acceptance of their application for transfer of membership, to the Local in whose geographic jurisdiction they reside."

III

The Convention amends Article XXI, Section 5 of the Constitution as follows:

"There shall be an International Election and Referendum Committee consisting of 5 members of the Guild selected by the Convention in even-numbered years. A separate election shall be held in the same Convention to elect two alternates. An alternate shall serve at the call of the chairperson of the IERC when a committee member is not able to participate in deliberations of the committee. The alternates shall be called to serve in the order of the votes they received in the election. All elections and referenda conducted under this Article shall be supervised and conducted by such Committee. Such Committee shall decide all questions and controversies regarding the conduct of the election or referendum or the counting of ballots in accordance with applicable constitutional provisions. ~~Any member or Local aggrieved by a decision of the Committee upon a question concerning the election of TNG officers, may appeal to the Convention. A decision concerning any other referendum may be appealed to the IEB and thence to the Convention.~~ Any member or Local aggrieved by a decision of the Committee may appeal to the IEB, and thence to the Convention. Vacancies in the Committee shall be filled by the IEB. TNG shall pay the necessary expenses of such Committee members."

Signed: John Bryant, Southern Ontario, Chairperson; Becky Avett, St. Louis; Paul Bryan, Southern Ontario (except Section I); William Buchanan, Erie; Leonard Buder, New York; Russ Cain, San Jose; Mary Esslinger, Washington-Baltimore; Mary Kilzer, Chicago; John Lord, Southern Ontario (except Section I); Keeble McFarlane, Cana-

dian Wire Service; Michael Millett, Portland; Mark J. Monday, San Diego (except Section I); Mel Morris, Vancouver-New Westminster; Paul Pellettier, Southern Ontario (except Section I); Jan Ravensbergen, Montreal (except Section I); Kenneth Rieger, Toledo; Steve Samoranski, Detroit (except Section I); Wallace Thrower, Gary (except Section I); Floyd Tucker, Northern California.

BROTHER BRYANT: I move the adoption.

CHAIRPERSON CULVER: All right. The Majority Report has been moved and seconded for adoption by the members of the Constitution Committee. There is — Bob, we have a Minority Report. Did you wish to have your name added or something?

BROTHER STEINKE (St. Louis): No. I wanted to ask for a clarification of this.

With which section does it deal?

BROTHER BRYANT: It deals with the changing in Article XXI, Section 5, item 3 on here.

CHAIRPERSON CULVER: I see. All right. Would you hold on that since we will come back to that later after we dispose of the Majority Report.

BROTHER MARK J. MONDAY (San Diego): Monday, San Diego. **Minority Report of the First Report of the Constitution Committee.**

MINORITY REPORT TO THE FIRST REPORT OF THE CONSTITUTION COMMITTEE

Amend item I of the Report by adding:
“: . . except that the following language shall remain in the Constitution: ‘Any offer to withdraw or to resign from membership in the Guild other than for the reasons set forth in Section 13 of this Article shall be submitted in writing to the Local.’”

Signed: Mark J. Monday, San Diego; Wallace M. Thrower, Gary; Stephen J. Samoranski, Detroit.

(Debate expunged by Convention action.)

CHAIRPERSON CULVER: Are you ready for the vote? All right. This is a Minority Report that would amend item 1 of the Majority Report. It is on the green sheet of paper. It is a Minority Report of the First Report of the Constitution Committee. All

those in favor of the Minority Report please say aye. Opposed, no. The noes have it, and the Minority Report is —

(Cries of No.)

CHAIRPERSON CULVER: The motion is defeated.

MOTION LOST

(Debate expunged by Convention action.)

BROTHER PETTINARI (Pueblo): Pettinari, Pueblo. We had a division called on that last question, and according to Robert's Rules of Order, you must take a standing vote.

CHAIRPERSON CULVER: Would you state your name and locals.

BROTHER PETTINARI: Dave Pettinari, Local 174, Pueblo.

CHAIRPERSON CULVER: The chair has already ruled that the motion was defeated, and we have started debate on the Majority Report.

BROTHER PETTINARI: Excuse me, but I am going to protest that. Under Robert's Rules of Order if a division is called for, a vote must be taken, standing vote.

CHAIRPERSON CULVER: Well, we have already disposed of the matter. If the division had been called for immediately --

(Cries of “It was.”)

CHAIRPERSON CULVER: All right. We will settle it. There's been an appeal that we ask for a standing vote on the Minority Report. We will have to have some tellers. Would the tellers please come forward, and we will ask for a show of hands at the proper time or that you stand.

(Debate expunged by Convention action.)

CHAIRPERSON CULVER: All right. Let me restate the question and explain. We are taking up the adoption of the Minority Report of the First Report of the Constitution Committee on the green sheet of paper. We are going to ask for a standing vote. Those who are for the resolution all stand until you have been counted and then the “noes” the same way.

Will all those who are for the Minority Report please stand.

Very well. We will now take the “no” vote. All those who are against the Minority Report

please stand and remain standing until you are counted.

(Debate expunged by Convention action.)

CHAIRPERSON CULVER: Let me announce the results. The "yes" vote was 67. The "no" vote was 116. The motion is defeated. (Applause)

MOTION LOST

(Debate expunged by Convention action.)

SISTER MICHELE C. DAVIS (San Diego): Davis, San Diego. **I move we reconsider the amendment.**

CHAIRPERSON CULVER: You move to reconsider the vote by which the Minority Report failed?

SISTER DAVIS: The Minority Report that was presented before the body, I move for reconsideration.

CHAIRPERSON CULVER: Did you vote with the prevailing side?

SISTER DAVIS: Yes, sir; I did.

CHAIRPERSON CULVER: Is there a second to that motion?

(Seconded by several.)

CHAIRPERSON CULVER: All right. It's been moved and seconded that we reconsider the vote by which the Minority Report filed to pass. If you vote "yes" on this motion, it means we will go back and have the Minority Report before us again.

All those in favor of reconsideration of the vote by which the Minority Report failed please say aye. Opposed, no. The ayes have it, and the report is reconsidered.

MOTION CARRIED

CHAIRPERSON CULVER: Now, the Minority Report is before you again.

(Debate expunged by Convention action.)

BROTHER MORRISSEY (Wire Service): Brother Chairperson.

CHAIRPERSON CULVER: Yes. Bill Morrissey, Wire Service Guild.

BROTHER MORRISSEY: Bill Morrissey, Wire Service Guild. May I ask the assistance of the chair in what I am about to recommend to the body? If my motion is incorrect, tell me.

I move the convention go into executive session.

CHAIRPERSON CULVER: Let me ask if that—that motion is in order if there is a second. Is there a second?

(Seconded by several.)

(Debate expunged by Convention action.)

CHAIRPERSON CULVER: All right. The proposal before you is that the convention go into executive session. All those in favor say aye. Opposed, no. The ayes have it. We are in executive session.

MOTION CARRIED

(Debate expunged by Convention action.)

(At this point the Convention went into executive session.)

(Debate expunged by Convention action.)

BROTHER JERRY MACDONALD (Canadian Wire Service): **Mr. Chairman, might I move a motion to suspend the rules?**

CHAIRPERSON CULVER: For what purpose, Jerry?

BROTHER MACDONALD: For the purpose of expunging the record. (Laughter)

CHAIRPERSON CULVER: Yes, that is a --

BROTHER MORRISSEY: Second.

CHAIRPERSON CULVER: It's been seconded. All in favor of that motion please say aye. Opposed, no. I believe the ayes have it.

MOTION CARRIED

BROTHER MORRISSEY: Now, Brother Chairperson. **I move that no record be kept of this executive session.**

(Seconded by several.)

CHAIRPERSON CULVER: There are seconds to that motion. All those in favor of that motion please say aye. Opposed, no. That motion is adopted, and there will be no record kept of this session.

MOTION CARRIED

(At this point the Convention went into executive session.)

CHAIRPERSON CULVER: Give me your attention, please. By vote of the body the motion was approved that we return to open

session, and at this time we will proceed with the vote on the Minority Report. This is the Minority Report of the First Report of the Constitution Committee.

DELEGATE: Point of order.

CHAIRPERSON CULVER: Yes.

DELEGATE: Are we under normal rules now?

CHAIRPERSON CULVER: Yes, we are under the rules. Further questions? Are you ready for the vote?

(The question was called.)

CHAIRPERSON CULVER: All those in favor of the Minority Report of the Constitution Committee please say aye. Opposed, no. The ayes have it. (Applause)

There is a request for division. Will those who are for the report please raise their hands.

Would those who are opposed to the report please show your hands. It is very clear the ayes have it, and the report is adopted. (Applause)

MOTION CARRIED

(Debate expunged by Convention action.)

SISTER LEM (Southern Ontario): Mr. Chairman, I have an amendment that I would like to—Gail Lem, Southern Ontario.

I would like to make an amendment to the Majority Report as amended. The amendment would make the clause read:

“In Canadian locals only no resignation or withdrawal may be accepted during a strike or lockout. Or at a time when a strike or lockout appears imminent.”

If I could have a second, I would like to speak to the motion.

I'm sorry. I have to add:

Point 2. It would amend Article X, Section 15, by adding at its beginning:

“(a) The following resignation rules shall apply in Canadian locals only.”

(Debate expunged by Convention action.)

CHAIRPERSON CULVER: Was there a second to that motion? (Seconded by several.)

CHAIRPERSON CULVER : Could you

give us that motion in writing, send a copy up here?

SISTER LEM: Yes.

CHAIRPERSON CULVER: Would you do that now?

BROTHER PELLETTIER (Southern Ontario): **Mr. Chairman, I would like to move that we move into executive session again under the same rules previously and for the same reasons.**

CHAIRPERSON CULVER: All right. There has been a motion to return to executive session. Is there a second?

(Seconded by several.)

CHAIRPERSON CULVER: Was there a second? Yes. All right. There was a second.

You wish to vote at this time on the question of going into executive session. All those in favor of returning to executive session please say aye. All opposed, no.

I am going to take that vote one more time. This is a vote on whether you want to return to executive session. The chair could not tell. All those in favor please say aye. Opposed, no. The ayes have it, and we return to executive session.

MOTION CARRIED

(At this point the Convention went into executive session as follows:)

BROTHER EDGINGTON (San Diego): **Mr. Chairperson, Edgington, San Diego. I would like to move to suspend the rules for the purpose of not making a record.**

(Seconded by several.)

CHAIRPERSON CULVER: It's been moved and seconded. You all understand the Edgington resolution to suspend the rules for the purpose of not making the record. All those in favor please say aye. Opposed, no. The motion is adopted.

MOTION CARRIED

(At this point the Convention went into executive session.)

CHAIRPERSON CULVER: May I have your attention, please.

By vote of the body in executive session we have voted to resume open session, and I declare that we are back in open session.

At this time we have before us a substitute motion as follows: Amend Article X, Section 13(c) to read, colon, quote: "In Canadian locals only no resignation or withdrawal may be accepted during a strike or lockout or at a time when a strike or lockout appears imminent," period, close quotes.

Number 2. Amend Article X, Section 15 by adding at its beginning, quote: "(a) The following resignation rules shall apply in Canadian rules only," colon, close quotes.

Number 3. Amend Article X, Section 15 by adding a new subsection (b), reading as follows: colon, open quotes:

"(b) In U.S. locals any offer to withdraw or to resign from membership in the Guild other than for the reasons set forth in Section 13 of this article shall be submitted in writing to the local," period, close quotes.

(Debate expunged by Convention action.)

CHAIRPERSON CULVER: Now, let me explain what happens if we approve this. It will replace all of the present Roman numeral 1 plus the language that had been added earlier by the Minority Report. This will substitute for item 1 as previously amended. Are you ready for the vote? All those in favor of the motion please say aye. Opposed, no. The ayes have it, and the substitute is adopted. (Applause)

MOTION CARRIED

CHAIRPERSON CULVER: Brother Morrissey.

BROTHER MORRISSEY (Wire Service): Brother Chairperson, I move to expunge the record beginning at the point at which Brother Monday of San Diego completed the reading of the First Minority Report with the reading of the name of co-signer Stephen Samoranski of Detroit and ending at the point at which the chair began the vote on the first Minority Report, and further, to expunge the record from the point at which the substitute motion was proposed to when the vote began on the substitute motion.

CHAIRPERSON CULVER: Is there a second to the Morrissey motion?

(Seconded by several.)

CHAIRPERSON CULVER: Seconded by several.

BROTHER MORRISSEY: Brother Chairman, I ask for a division of the house.

CHAIRPERSON CULVER: Well, let's take a vote first, and maybe it won't be necessary.

All those in favor of the Morrissey motion please say aye. Opposed, no. The motion carries. It is obviously unanimous. (Applause)

MOTION CARRIED

VICE PRESIDENT MULCAHY (New York): Brother Chairperson, a point of order, if I may.

CHAIRPERSON CULVER: Yes, Dave. I have been beaten several times. Go ahead.

VICE PRESIDENT MULCAHY: That's all right. You'd be surprised how much I've been beaten today. (Laughter and applause)

CHAIRPERSON CULVER: No bragging, please. (Laughter)

VICE PRESIDENT MULCAHY: I made no reference to last night, Mr. Chairperson. If I may, if I understand—and I would hope I do—that the adoption of this substitute motion eliminated action on Roman 1 of the main report and the First Minority Report. Am I correct or incorrect?

CHAIRPERSON CULVER: Well, let's say it completed action. It eliminated a previous language and substituted this in entirety for it.

VICE PRESIDENT MULCAHY: That's right. Therefore do I understand that, unless I am completely crazy, the language of the Minority Report that had initially been approved has been eliminated by the substitute motion?

(Cries of "No.")

CHAIRPERSON CULVER: No, it has not, because the sense of that was included in the third paragraph of the substitute motion.

Very well. Roman numeral 1 is disposed of. (Applause) Who said this was a quiet convention? Let's go to Roman numeral 2. Do you wish to have it read again?

(Cries of "No.")

CHAIRPERSON CULVER: Are you ready for the vote on Roman numeral 2?

(Cries of "Yes.")

CHAIRPERSON CULVER: All those in favor of adoption of Roman numeral 2 please say aye. Opposed, no. The ayes have it. Number 2 is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: Let's go to Roman numeral 3. Will there be discussion on Roman numeral 3? Are you ready for the vote? All those in favor of adoption of Roman numeral 3 please say aye. Opposed, no. Number 3 is adopted.

MOTION CARRIED

BROTHER EDGINGTON (San Diego): Chairperson Culver, just so that the record is clear, the motion on item 1 was to substitute. There has still been no vote by this assembly on approval of that recommendation, and I'd ask that we have a vote.

CHAIRPERSON CULVER: John, technically you are correct, and rather than argue the point, we will go ahead and vote. (Laughter)

John's point is that the vote was to substitute other language for Roman numeral 1, and the substitute having been approved, then we have to decide whether we want to vote on the substituted language.

So again, all those in favor of adoption of the substitute for Roman numeral 1, as substituted, please say aye. Opposed, no. Number 1 is passed again.

MOTION CARRIED

BROTHER JONES (Philadelphia): Eugene Jones, Philadelphia. Would you add my name to the list who accept Number 1.

CHAIRPERSON CULVER: Very well. It will be done. One moment, please.

(Brief pause.)

DELEGATE: Brother Chairperson, a question. I originally signed the report and added "Except for Number 1." I find myself now in agreement with Number 1. Must I now have that part stricken if I wish to agree to the entire thing?

CHAIRPERSON CULVER: No. I think your reference was only to number 1 as originally written which was what that deletion referred to.

We earlier had scheduled a speaker to appear here at 2 p.m., and he's been waiting for over three hours. He's missed his plane; we have thrown him out twice. (Laughter) But anyway, this speaker is sitting to the left of Brother Perlik.

Vernon McDougall is his name, and many

of you are aware of the role played by the Workers Institute for Safety and Health is helping Guild locals combat asbestos problems and helping TNG prepare its new asbestos fact sheets.

The Workers Institute, or WISH as most of you know it, deals with many more health and safety problems than asbestos. You have probably noted the WISH display at the entrance to the convention hall which outlines some of them.

Here today to discuss them in greater detail and tell you how WISH can help locals deal with asbestos and other troubles is Vernon McDougall its executive director.

Before taking that post Brother McDougall was director of technical assistance and labor education for the Workers Institute, guiding teaching activities and the development of educational materials and supervising the delivery of consultation services to labor unions.

Prior to joining the Workers Institute in 1980, he was director of occupational safety and health for the United Paperworkers International Union.

Brother McDougall has been working in occupational health and safety in the labor movement since 1972, and I trust he will have some very interesting things to say.

Vernon, would you take the microphone. (Applause)

MR. VERNON MCDUGALL: Thank you, Mr. Chairperson. President Perlik, delegates. I thank you for your indulgence in letting me get on this afternoon.

First I should define what the Workers Institute for Safety and Health is. It is a non-profit organization that serves only labor unions that was established in 1980 by a number of labor organizations specifically to provide a center of expertise and a technical resource in occupational health and safety for labor unions.

I think it is a sign of the times that I am here at all, talking about occupational safety and health to a union like yours because five years ago this probably wouldn't have happened.

Occupational safety and health issues were until recently almost exclusively concerns for blue-collar manufacturing unions.

As the chairman indicated, I think the biggest part of the change has to do with as-

bestos. In the last year or two years building occupant unions such as yours are starting to ask more and more, "Is there asbestos in our building? and if so, does it pose a hazard to our members? What should be done about it?"

You see asbestos removal going on in some of your buildings, and often we have been confronted with local unions that aren't convinced that it is necessarily happening in the safest possible way.

Local units like yours are also frequently concerned, and rightly so, about renovation work. It stirs up and creates a lot of dust from moving walls around and rerouting ventilation ducts, running computer cables or telephone lines and so forth, and all this does have the potential to create unnecessary asbestos exposures.

We have had some experience with Guild units in these areas in recent months. One is with the Guild unit at WPIX-TV in New York where one of my associates was called in in the middle of a renovation job in their studios where the sheet-metal workers started pulling down air-conditioning ducts, and all of a sudden a big pile of gray dust went up, and we worked with them.

An associate of mine is also currently working with the Peninsula Newspaper Guild to help them sort out the evaluation of the asbestos situation in their offices.

Guild units aren't alone among office-oriented unions. We have been working and are working with the American Federation of Teachers local unions, we are working with American Association of University Professors locals. Most recently we have even been working with the staff union at the National Labor Relations Board in Washington where even at the NLRB they have had renovation work going on, and there's a dispute between the union and management about the safety of the work for the people in the offices.

We have been working with the people who do that work in your office spaces as well. We have been working with utility workers, with asbestos workers. Right now we are engaged in probably the largest single training effort in the labor movement with the Sheet-metal Workers Union, the people who do that air-conditioning duct renovation work, to train their people to do this work safely.

Now, as the chairperson indicated, al-

though asbestos may be what's sensitizing a lot of local unions like yours about occupational health concerns, what we are finding is that once sensitized, the concern doesn't stop there.

Another major concern of more and more building occupant or office-oriented unions is indoor air pollution.

What we have seen is that office crowding, getting more people into smaller space—which has usually in the past been approached as essentially a job-stress issue—can often be attacked as a legitimate air-quality question that contributes to headaches and the general malaise that people often feel and associate with job stress.

The Workers Institute is designed and exists for the sole purpose of serving local unions like yours and providing the technical expertise to help you do a better job in addressing occupational health and safety issues for your members. We hope that you will call upon us if you have occasion to get into these areas. The address where we can be reached is on the brochures that are hanging out in that display out to my left by the entrance, or you can reach us through Dave Eisen, your international union's Director of Research & Information.

I know your time in convention is precious, and I won't take any more of it this afternoon.

I want to say only that I look forward to the opportunity to work with your international union and your local unions in the future.

Thank you. (Applause)

CHAIRPERSON CULVER: Thank you for that speech and for your patience.

Give me one moment here, and I will see what else is on tap. We have some other reports we would like to clear up right quick if we could.

Would Toby McIntosh, the chair of the Education—Political Action Committee come up? This will be the first report from that committee.

BROTHER TOBY MCINTOSH (Washington-Baltimore): The First report of the Education—Political Action Committee: Political Action.

FIRST REPORT OF THE EDUCATION—POLITICAL ACTION COMMITTEE

POLITICAL ACTION

Conservative governments in both the United States and Canada continue to threaten the hard-won gains of working men and women and their unions.

Despite the strong resistance of labor unions and their friends, conservatives, spurred by unceasing activity from ultraright ideologues, are chiseling away at the institutional and legal structure of worker benefits and protections.

Five and a half years into the Reagan administration, the National Labor Relations Board has been transformed into an agency of the employers, the Occupational Safety and Health Administration has been crippled, while the objectives of the Equal Employment Opportunity Commission and the policies of affirmative action have been all but reversed, and more and more conservatives are being appointed to judge-ships.

The administration has evidenced an insatiable appetite for press bashing, has tried to emasculate the Freedom of Information Act and has attacked other free-speech and press freedoms.

In Canada, where the tenure of the Progressive Conservative administration of Prime Minister Brian Mulroney is somewhat shorter than that of Ronald Reagan, the government similarly is pursuing an agenda that would undermine progressive social programs, while failing to address the problems of high unemployment and encouraging employers in their quests for concession bargaining.

A change in the political climate is within reach, however, in this fall's congressional elections in the United States where a gain of four seats would restore the Democratic Party's majority in the Senate. Nearly twice as many Senate seats held by Republicans are up for election this year than Democratic-held seats. This is a crucial political battle that could mark an important turning point for working people.

The AFL-CIO Committee on Political Education is a principal vehicle for labor's campaign to win seats for candidates such as former Guild activist Harriet Woods,

running for the U.S. Senate from Missouri. Through its \$2 Drive for members' voluntary contributions, COPE makes campaign contributions to labor-backed candidates for both the House of Representatives and the Senate.

A contribution from every Guild member in the United States will go a long way toward ensuring victory for Woods and candidates like her in November.

Affiliation with state and local AFL-CIO central bodies in the U.S. and with provincial and municipal labor bodies in Canada can also be an important tool for Guild locals in coordinating their political activities with others in the labor movement.

The Education Committee took no action on a resolution referred by the Resolutions Committee to prohibit inviting active political candidates to Guild conventions.

The Convention recommends that:

1. All locals appoint committees to 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 the candidates and parties responsive to concerns of the Guild and other unions.

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

5. U.S. locals that have not already done so seek full affiliation with their state and local AFL-CIO central bodies and Canadian locals seek similar affiliation with their provincial and municipal labor bodies.

Signed: Toby McIntosh, Washington-Baltimore, Chairperson; Robert Cohen, New York; Dennis Corbran, Buffalo; Joe Hart, Philadelphia; Denis Paiste, Manchester; Cleopatra Pappas, New York; Dave Rousseau, Manchester.

BROTHER MCINTOSH: Mr. Chairman, I move to adopt the report.

CHAIRPERSON CULVER: The First Report of the Education—Political Action Committee labeled “Political Action” has been moved for adoption by Toby McIntosh, the chair, and the members of the committee signing the report. Will there be discussion? Are you ready for the vote? All those in favor of the report headed “Political Action” please say aye. Opposed, no. The report is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: We will now take up the Second Report of the same committee. Wait a minute. One second.

Let me remind the delegates that it is always customary after we adopt the political action phase of this report that we take up a collection for COPE. The staff is getting ready to pass the buckets around to the tables, and I urge all of you to dig deeply and contribute as much as you can.

BROTHER BRYANT (Southern Ontario): Mr. Chairman, could I make a couple of announcements now before you --

CHAIRPERSON CULVER: Yes, you may.

BROTHER BRYANT: First announcement is that the Constitution Committee will meet tomorrow morning at 9 o'clock in the woodshed—sorry—in the Constitution Room. (Laughter)

VICE PRESIDENT LOUTH (Vancouver-New Westminster): Brother Chairperson, Doug Louth, Vancouver-New Westminster. I would just like to make an announcement and remind you that the Canadian Caucus is meeting right after the General Session is over in the Pennsylvania West Suite.

CHAIRPERSON CULVER: Yes. It's been reminded that the session isn't over yet. Let's continue to pass the buckets, and if you have second thoughts, give more.

BROTHER JONES (Philadelphia): Brother Chairman.

CHAIRPERSON CULVER: Yes, Gene.

BROTHER JONES: May I announce that the Minority Caucus will meet at 7 p.m. in the Pennsylvania Room.

CHAIRPERSON CULVER: Seven p.m., the Minority Caucus. Don't forget the head table, Brother Perlik says. Is there anybody we missed?

Toby McIntosh is recognized for the Second Report of the Education -- Political Action Committee.

BROTHER MCINTOSH: Second Report of the Education—Political Action Committee: Education.

SECOND REPORT OF THE EDUCATION-POLITICAL ACTION COMMITTEE

EDUCATION

The convention has reviewed existing TNG education programs and is making important suggestions for expanding and improving them.

TNG's Education Department is continuing to conduct valuable programs on numerous topics. The Fifth Annual Residential Seminar for New Local Officers brought together 48 Guild leaders from 33 locals for four days of intensive training. In five years, 229 members, representing most of the targeted locals, have benefited from this program. Unfortunately, several small locals which stand to profit most from this program have not yet attended.

Special programs and forums have been given at many district council meetings. Among the topics have been health-care cost containment, human rights and the steward system.

An Education Department poll of those attending such sessions indicates that the number one request for future programs is that more attention be paid to increasing membership participation. In addition, experiments and initiatives at the local and district council levels reveal the value of local education committees and highlight the importance of using new techniques to educate members.

To combat the hostile climate for labor, greater educational efforts are a priority for maintaining strength. The Convention calls for the Guild to reach out more with its educational programs.

In making this suggestion, the Convention notes with approval the successful use of role-playing as an instructional tool by the Buffalo local. The convention also applauds the initiative of the New England District Council in devising its own educational programs, such as a seminar on the duty of fair representation. It is important that all such programs be developed in consultation with TNG.

The Convention would like to see such things as: the development of a syllabus for training stewards, increased use of audio-visual aids, newly designed and updated Guild literature, and experimentation with innovative techniques.

While recognizing the importance of local education programs, the Convention also stresses the need for TNG initiative.

The Convention notes the shortfall in contributions to the Leuchter Memorial Fund. To ensure continuation of this valuable labor education scholarship for Guild leaders, the convention encourages locals to make contributions to the fund.

A resolution calling for more training seminars was received from the Resolutions Committee. The Education Committee believed this message to be incorporated in its report.

The Convention recommends that:

1. The International Executive Board study expansion of the education program in an effort to find the most effective, reasonably priced method of teaching members at every level about their union and how it can work for them.

2. Locals establish education committees and inform TNG of their composition.

3. 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.

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

5. Locals that have not done so make regular contributions to the Leuchter Memo-

rial Scholarship Fund to keep the Fund's assets from being depleted.

Signed: Toby McIntosh, Washington-Baltimore, Chairperson; Robert Cohen, New York; Dennis Corbran, Buffalo; Joe Hart, Philadelphia; Denis Paiste, Manchester; Cleopatra Pappas, New York; Dave Rousseau, Manchester.

BROTHER MCINTOSH: Mr. Chairman, I move this report's adoption.

DELEGATE: Excuse me. Could I ask a question here?

CHAIRPERSON CULVER: Yes.

DELEGATE: You had a resolution before you yesterday asking for more training seminars at the convention. Can you give me a reasoning why the committee decided not to include that resolution of having more training sessions at convention?

The reason I say this, this is my first convention so I am a neophyte at it, but I would have found it very valuable to have an opportunity to go to some training sessions because, frankly, I haven't had the opportunity to do much work in this convention so far, it's been pretty lax, and I was just wondering if there was some reason for that.

BROTHER MCINTOSH: In this report we make recommendations which indirectly will lead to, we hope, a great number of educational programs, particularly at the local and district council levels.

In addition, we in essence supported the spirit of your amendment in encouraging continuation of the programs that already exist, and I think the committee was unanimous in appreciating the comment.

CHAIRPERSON CULVER: Before we have any further questions—

DELEGATE: I have another question.

CHAIRPERSON CULVER: Just a minute. Let me state the question. The Second Report of the Education—Political Action Committee headed "Education" has been moved by Committee Chairman Toby McIntosh and members of the committee and is before you for discussion.

Let me ask first, do all of you have copies of this resolution? If any of you need copies, hold up your hand and the staff will distribute it.

Now, the resolution is before you or the report is before you for discussion. Does anybody wish to say anything further about this report? Are you ready for the vote?

BROTHER WARREN CARAGATA (Canadian Wire Service): Brother Chairman, Warren Caragata, Canadian Wire Service Guild. I'd like to echo what the previous brother had said and suggest that the resolution that we had presented called for inclusion of more training sessions at the convention itself because you have a large number of people here, many of them new delegates such as myself, but in addition people who have been to conventions before. This is not—and I don't mean to say this in a negative way—this is not one of the hardest-working conventions that I have ever attended.

It seems to me that there is some time during the convention itself to provide some training sessions. Our locals spend a considerable amount of money to send delegates to this convention, and I think that they would probably be getting more of their money's worth if the delegates at this convention and at future conventions were provided the opportunity to have some of the kinds of training sessions that the committee is suggesting be done as well at district councils, and I don't think necessarily that we need a motion to do that, but I would like to hope that the organizers of future conventions would bear in mind that there is an educational need that can be provided by this convention as well.

Thank you very much.

(The question was called.)

CHAIRPERSON CULVER: Thank you for your expressions on that. Is there further discussion? All those in favor of adoption of the Second Report of the Education—Political Action Committee please say aye. Opposed, no. The second report is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: Thank you very much, Toby. If Dianne Martino will come up, we are getting ready to take up the First Report of the Collective Bargaining Committee. Does everyone have copies? That is on the yellow paper. Let's have some order.

We will now take up the First Report of the Collective Bargaining Committee. Dianne Martino, you are recognized.

SISTER MARTINO (San Jose): First Report of the Collective Bargaining Committee.

FIRST REPORT OF THE COLLECTIVE BARGAINING COMMITTEE

Average two-year wage and health-and-welfare and pension gains in the last fiscal year totaled \$55.86, ending three years of declining yields in Guild contracts.

Guild negotiated wage settlements in the past fiscal year were significantly higher than average pay increases negotiated under union contracts in Canada and the United States.

Strike/lockout benefits were last increased by the 1979 Convention. Last March the membership approved a referendum increasing the ceiling on strike/lockout benefits. They will increase to \$125 this July 1, \$135 July 1, 1987, \$145 July 1, 1988, and \$150 July 1, 1989. A minimum weekly benefit of \$90, while retaining the limit that benefits not exceed 90 percent of pre-strike, pre-lockout basic salary, will enable lower-paid members to more equitably share in the Defense Fund they have enriched. It also will help promote the broadest possible support for and participation in strike or lockout situations. Since switching from a dependency schedule for determining benefits, reference to salary after tax deductions no longer applies.

The Convention recognizes that some employees' responsibilities for dependent care include care-giving for elderly, handicapped or disabled adults regardless of age. Surveys have indicated that one of every five employees has responsibilities for such caregiving, and about 8 percent of them spend at least 35 hours a week—another full week's work—in that care.

No basis or justification—medical, legal, contractual or moral—exists for treating victims of Acquired Immune Deficiency Syndrome (AIDS) or AIDS Related Condition (ARC) different from the victims of other handicaps or disabilities. On the basis of public-health service guidelines, there is no danger of AIDS being transmitted in shops where Guild employees work. Guild bargaining policies are designed to, and do, protect employees irrespective of any disease, handicap or disability.

Retirement at a fixed age is the harshest and cruelest form of age discrimination. Although few Guild contracts or retirement plans permit this baseless form of discrimi-

nation, efforts to eliminate mandatory retirement from those that do must be accelerated. Federal legislation has been introduced in both Canada and the United States to outlaw mandatory retirement at a fixed age. Guild locals are urged to support such legislation.

The second increase in four years, raised TNG International Pension Plan benefits for active participants and present retirees by 6.6 percent last September. The benefits for current retirees went up as much as \$38.28 monthly, and will increase as much as \$60 monthly for active participants. This fall, pension plan trustees will consider further increases.

By a 43-to-22 vote, the committee rejected a motion to reduce the number of mandatory bargaining proposals.

Without doubt, today's bargaining climate is one of the most difficult in the history of the Guild. Employers are more prone to use their economic clout to deny adequate wages and working conditions that they easily can afford. They are banding together in increasingly expanding chains and conglomerates, concerned only with bottom lines and not the needs of the working men and women responsible for producing their tremendous wealth.

At the same time, government agencies charged with responsibility to protect workers have instead become tools of corporations, furthering their wealth at the expense of workers' rights.

In order to meet these challenges, the Convention calls for a thorough review of the Guild's collective bargaining processes. This review should include:

- Constitutional provisions on collective bargaining and dealing with strikes and lockouts.
- The Collective Bargaining Program.
- Convention Recommendations on Collective Bargaining.
- Bargaining information available from and developed by TNG's Collective Bargaining Department.
- Exploration of guidelines for joint or coordinated bargaining.

A special committee of 13 knowledgeable, experienced and representative Guild leaders, appointed by the President with the

advice and consent of the International Executive Board, will conduct the review. The IEB's Collective Bargaining Committee will augment the special committee.

The Convention:

I. Amends the strike-lockout benefit formula effective July 1, 1986, to read as follows (new wording underlined; deletions [bracketed]):

Every qualified member is entitled to a benefit of 35 percent of his or her basic weekly pre-strike salary from the struck employer to a maximum of \$125 a week, and minimum of \$90 a week, with a ceiling of 90 percent of that salary [after tax deductions].

II. Adds the following provision to the Convention Recommendations on Collective Bargaining, numbered 30, renumbering subsequent sections (new wording underlined):

30. Locals should seek provision for the employer to pay the costs of caring for the employee's elderly dependents and handicapped or disabled adult dependents.

III. Adopts the following:

1. Urges locals to ensure that there be no discrimination in the workplace against victims of Acquired Immune Deficiency Syndrome and AIDS Related Condition (ARC) and that they suffer no discrimination in hiring or employment, including, by way of example without limitation, in job security, sick leave and health-and-welfare benefits.

2. Urges locals to aggressively resist proposals for mandatory retirement, redouble efforts to eliminate mandatory retirement from contracts or retirement plans where it exists and support adoption of legislation outlawing mandatory retirement.

3. Urges locals to consider the advantages of participating in The Newspaper Guild International Pension Plan.

4. Authorizes appointment by the President, subject to the advice and consent of the IEB, of a special 13-member committee of knowledgeable, experienced and representative Guild leaders, augmented by the IEB's Collective Bargaining Committee, to thoroughly review the Guild's collective bargaining processes and policies.

Signed: Dianne Martino, San Jose, Chairperson; Mike Bocking, Vancouver, Vice Chairperson; Jerry Trambley, Erie, Secretary; Victor Alfano, Scranton; Dave Baum, Scranton; John Belcarz, Montreal; Ed Bell, Pittsburgh; William J. Bresler, Detroit; Dena Bunis, Rochester; Cynthia A. Cheski, Bakersfield; Lee Clifford, Canadian Wire Service; Robert Conner, Albany; Janet Contreras, San Jose; Ted Dargan, St. Louis; Michele C. Davis, San Diego; Linda Dooling, Philadelphia; Don Ellam, Vancouver-New Westminster; Rebecca L. Ferrar, Knoxville; Larry Finley, Chicago; Ken Fisher, Pittsburgh; Ann Fleming, Northern California; Milton Freimuth, Sheboygan; Paul Furiga, Cincinnati; Mitch Grochowski, Scranton; Sheila Hawes, Salem; Jan Herbig, Peoria; Kim Klesty, Buffalo; Dick Klineczar, Buffalo; Connie Knox, Washington-Baltimore; Roy Kruse, Hawaii; Dennis Lajiness, Toledo; Dave Langzett, Portland; Lise Lareau, Canadian Wire Service; Robert Malley, Brockton; Paul Mallon, Southern Ontario; Dan Mathews, Twin Cities; Terry McKey, Twin Cities; Peter McLaughlin, New York; Bruce Meachum, Denver; Doug Millar, Windsor; Gerald J. Minkinen, Chicago; Jack Norman, Milwaukee; Richard Olive, Northern California; Paul Palange, Woonsocket; Dick Peery, Cleveland; Bill Phillips, San Jose; Marietta Quinney, Southern Ontario; Carol Rothman, Philadelphia; Bruce Scruton, Albany; Marie Shellock, Youngstown; Jim Smith, Los Angeles; Bill South, New York; Joseph Steele, New York; Roger Stonebanks, Victoria; Beth Tamke, Memphis; Roy Tubbs, Vancouver-New Westminster; Fredric Tulsky, Philadelphia; Gene Turner, Northern California; Charles D. Walker, Providence; Jack Wallace, Wilkes-Barre.

SISTER MARTINO: Brother Chairperson, I move adoption.

CHAIRPERSON CULVER: The First Report of the Collective Bargaining Committee has been moved by Committee Chair Dianne Martino and seconded by those signing the report. Will there be discussion on the report?

BROTHER GANDALL (Ottawa): I signed the report, and I believe my name was inadvertently left out. Marv Gandall, Ottawa Guild.

CHAIRPERSON CULVER: Very well. We will add it.

BROTHER COHN (Lexington): Ray Cohn, Lexington. Please add my name.

CHAIRPERSON CULVER: Bill, did you wish to add a name or discussion on the report?

BROTHER MORRISSEY (Wire Service): No, I wish to enter into discussion on the motion.

SISTER LAUBERT (Philadelphia): I would like to add a couple of names. Isabella Laubert and Beth Gillin.

CHAIRPERSON CULVER: Thank you. Any other additions on the names? Bill, you are recognized.

BROTHER MORRISSEY: Bill Morrissey, Wire Service Guild. Brother Chairperson, I recognize that the Collective Bargaining Committee has in its recommendations decided to present to the convention a minimum \$90 a week strike benefit which is \$15 a week higher than the IEB had recommended to this body, and I wanted to ask through the chair, the chairperson of the Collective Bargaining Committee, if the committee had considered sending that recommendation to the Finance Committee for some discussion of the impact of this recommendation on the Defense Fund.

SISTER MARTINO: We did not refer to the Finance Committee on that issue.

BROTHER MORRISSEY: Brother Chairperson, it seems to me that the establishment of a minimum strike benefit is an essential part of our collective bargaining program, and I would be the last to speak against a \$90 minimum or any other kind of a minimum. However, there are some sensitive issues a good many of us have discussed in earlier conventions about the division of per-capita taxes between General and Defense Fund. Sometimes euphemistically known as the 80-20 split, 85-15 split, and many other phrases, and the establishment of a \$90 minimum I think was a critical decision made by Collective Bargaining which should have been discussed in Finance Committee.

I don't wish to delay the proceedings of this convention by suggesting such a thing, but I think when a policy that has a significant impact on the Defense Fund is decided by another committee of this convention that the Finance Committee should have an opportunity to review it.

SISTER MARTINO: Bill, just as a point of clarification, the committee did not overlook the financial implication of it but decided that they were not great enough and would

not affect enough of our members to really impact upon that.

CHAIRPERSON CULVER: Center mike.

SISTER LANG (Twin Cities): Iva Lang, Twin Cities. I have a simple amendment to make in the interest of the lower-paid workers and equality. I wish to amend Number 1 to add to the end, after the last line, "90 percent of that salary, and as the maximum strike benefit rises, so in the same manner and rate shall the minimum amount of strike benefits paid to members rise, beginning July 1, 1987."

CHAIRPERSON CULVER: Is there a second to that motion?

(Seconded by several.)

CHAIRPERSON CULVER: Speak up if there is a second.

(Seconded by several.)

CHAIRPERSON CULVER: All right. There are several seconds. Yes. Could you give us a written copy of that motion?

SISTER LANG: Yes, I will.

CHAIRPERSON CULVER: Do you wish to speak to the motion?

SISTER LANG: Just very briefly. I feel under a mandate from the people back home to bring the plight of the lower-paid worker to the convention. The \$75 limit was totally unacceptable for a minimum strike benefit. They encouraged us to ask for a much higher amount. The \$90 is a compromise, and it seems to me that if we are going to increase the maximum, it makes sense to increase the minimum. They are hardly going to make out on this one.

CHAIRPERSON CULVER: Dianne.

Were you through?

SISTER LANG: Yes.

SISTER MARTINO: You said in your remarks right now that the \$75 was a compromise, and indeed you have characterized exactly what it was.

SISTER LANG: The \$90 was a compromise, thank you.

CHAIRPERSON CULVER: Is there further discussion of the amendment?

BROTHER JERRY TRAMBLEY (Erie): Jerry Trambley from Erie.

CHAIRPERSON CULVER: Go ahead.

BROTHER TRAMBLEY: Only that when the committee discussed that issue, the 75 — and I don't have the percentage numbers in my head, but the 75 was seen as a percentage of the current strike benefit and the 90 as virtually an equal percentage of the final strike benefit as it will rise, and what was the committee's intent was, because the \$75 was low, that rather than have it rise \$5 a year, to have it set at \$90 immediately and to continue that. Now, that was what was what was in the mind of the committee when that was adopted.

CHAIRPERSON CULVER: Very well. Yes, Marie.

VICE PRESIDENT SHELLOCK (Youngstown): Marie Shellock, Youngstown. In addition to what Jerry said as to how we based this, I would also like to point out to the convention that last year's convention carefully structured the higher benefits and took a real good look at this, and our committee, the Collective Bargaining Committee, considered the impact, thought it was minimal, but I think if we tie the lower level to the upper, what we did last year, how the benefits will rise, it will have an impact that should be given more study. I feel comfortable with what we have done, but going to the motion that is now on the floor, I feel it needs much more careful consideration.

CHAIRPERSON CULVER: Dick Olive, Northern California.

BROTHER OLIVE (Northern California): I speak against the recommendation, and I think it should be understood that there is certainly no opposition to addressing the needs of the poorest paid workers in our jurisdiction, and I am certain that that is the sentiment of my brothers and sisters on the committee who would join me in opposing the amendment. While Brother Morrissey properly points out, I believe, that the matter should have been referred to the Finance Committee, Sister Martino makes the point that there would be a slight impact in what is referred to as the minimum \$90 straight across. There would be a heavier impact, as Sister Shellock points out, with the other approach, and I do have a problem with the fact that the committee's feelings quite clearly were, "Let's go ahead with the \$90 across the bottom right now and address it and resolve it in that fashion." The appropriate time to address this, unfortunately, would be at a later convention.

CHAIRPERSON CULVER: Further discussion? Randy.

BROTHER FURST (Twin Cities): Randy Furst, Twin Cities. I would like to rise in support of this proposal. Many of these lower-paid workers have a hard time existing on what they earn to begin with, and there is a need, I believe, to see when strike benefits are raised that they also get an increase in strike benefits.

There is a man who works at the Minneapolis Star and Tribune, he's worked there for a long time. This man grosses \$257 a week. His wife has a severe handicap. About two months ago he learned that she will need back surgery. Because of the nature of her back problem she was forced to stop working. This man has therefore become the sole supporter of his family. He has told me a number of times that he can't live on what he makes.

Two weeks ago this man learned that he was losing his house. He could not afford to make the payments. The idea that I want to emphasize is that this resolution is for workers like him. He has a right to a decent wage, he has a right to a living wage.

We must do everything we can to raise the wages of the lower-paid workers, indeed to protect the wages of the workers in the higher brackets, and to see that they get increases, the locals and the International should support efforts to raise the wages and improve the conditions of the lower-paid workers.

The other thing that I want to say is that Iva Lang of the Twin Cities worked very long and hard to make this point and to make another point in an upcoming resolution about lower-paid workers, and she deserves a lot of credit. She, herself, is a lower-paid worker.

Thank you. (Applause)

BROTHER HATCH (Cleveland): Hatch, Cleveland. While I agree with the sentiment of the motion, I don't think this is the appropriate time to really move it. I would hope that this convention and the IEB give serious consideration not to moving it up but to eliminating the distinction altogether.

I personally feel when we are on strike there should be no differentiation between lower-paid and higher-paid. I think we all ought to get \$125 or \$110 or whatever the hell it is, and I hope we can give some consideration to that. (Applause)

BROTHER LAPOINT (Albany): LaPoint,

Albany. This is something that more or less was brought to the convention by myself and our delegation. We came with the object of improving the lower end from \$75 to \$90 because we have a couple of units that have some impact in this area, but also because we realize that that figure of \$75 we thought was just too low.

I have to agree that I think this movement of \$5 increments to a higher amount needs to be studied. All the information I got around this convention was that this move of \$75 to \$90 would not have a very heavy impact on the situation. I am not sure that doing it the other way would not be a bigger impact, so I will speak against the amendment.

CHAIRPERSON CULVER: Thank you, Tom. Mary.

SISTER KILZER (Chicago): Mary Kilzer, Chicago. Being a member of the Guild who only a few years ago would only have qualified for the \$90 limit, and thinking in terms of the future of the Guild and approaching and trying to organize smaller papers who all make very small sums of money and coming to them saying, "Well, this is what we want to give you," and then saying, "We are only going to give you \$90 after your first contract," because they are not going to get the model sum. It is going to move in increments, and I think we have to be able to give them as much money as we can because obviously people at the higher rank, they are all represented here, among the higher-paid members.

CHAIRPERSON CULVER: Are there further speakers? The microphones are clear. Iva, did you wish to close the discussion, debate?

SISTER LANG: Thank you all for listening to this argument.

I want you all to support it. It is going to be really hard to go back home with less than the \$90, and I really want to be able to tell them that you are going to tie it together so that we are equal in that difficult situation of a strike.

Thanks. (Applause)

CHAIRPERSON CULVER: This is an amendment on page 2 of the first report, and it would add to Roman numeral 1 as follows:

Amend Recommendation Number 1 by adding this language:

"And as the maximum strike benefit rises, so in the same manner and rate shall the minimum amount of strike benefits paid to members rise at the same rate beginning July 1, 1978."

The amendment is before you for adoption. All those in favor of the amendment please say aye. Opposed, no.

The noes have it, and the amendment is defeated.

MOTION LOST

CHAIRPERSON CULVER: We are back on the original report. Is there further discussion on the First Report of the Collective Bargaining Committee? The mikes are clear. I am getting ready to call for the vote. All those in favor of adoption of the First Report of the Collective Bargaining Committee please say aye. Opposed, no. The ayes have it. The First Report is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: Dianne, you are recognized for the Second Report.

SISTER MARTINO: Second and Final Report of the Collective Bargaining Committee.

SECOND AND FINAL REPORT OF THE COLLECTIVE BARGAINING COMMITTEE

Section 2(b) of Article XVIII and of Article XIX of TNG's Constitution should be amended to enable the governing body of the local, subject to appeal to International Executive Board, to take ratification or strike votes in the overall constitutional Unit when more than one bargaining unit is in a constitutional Unit.

The Convention reaffirms that merit increases, lump-sum payments or commission systems are no substitute for minimum-salary and general-wage increases, and adequate minimum salaries.

The Convention calls on locals to concentrate efforts to increase wages of lower-paid workers.

The Convention renews the Guild's commitment to merger with an appropriate union.

Signed: Dianne Martino, San Jose, Chairperson; Jerry Trambley, Erie, Secretary; John Belcarz, Montreal; Dena Bunis, Rochester; Cynthia A. Cheski, Bakersfield; Lee Clif-

ford, Canadian Wire Service; Robert Conner, Albany; Janet Contreras, San Jose; Ted Dargan, St. Louis; Linda Dooling, Philadelphia; Ken Fisher, Pittsburgh; Paul Furiga, Cincinnati; Mitch Grochowski, Scranton; Sheila Hawes, Salem; Jan Herbig, Peoria; Kim Klesty, Buffalo; Sidney Kress, New York; Dave Langzettell, Portland; Lise Lareau, Canadian Wire Service; Isabella Laubert, Philadelphia; Paul Mallon, Southern Ontario; Dan Mathews, Twin Cities (except final paragraph of this report); Terry McKey, Twin Cities; Jack Norman, Milwaukee; Richard Olive, Northern California; Dick Peery, Cleveland; Carol Rothman, Philadelphia; Bruce Scruton, Albany; Marie Shellock, Youngstown; Bill South, New York; Joseph Steele, New York; Roger Stonebanks, Victoria; Gene Turner, Northern California; Charles D. Walker, Providence; Jack Wallace, Wilkes-Barre.

SISTER MARTINO: Brother Chairperson, I move adoption.

BROTHER MEACHUM (Denver): Mr. Chairman.

CHAIRPERSON CULVER: One moment. The Second and Final Report of the Collective Bargaining Committee has been moved by Dianne Martino and seconded by members of the committee. Are there others who wish their names added to the committee report?

BROTHER MEACHUM: Yes. Please add the name of Meachum, Denver.

BROTHER MIKE BOCKING (Vancouver-New Westminster): Mike Bocking of Vancouver. Please add my name and those of Don Ellam and Roy Tubbs, also of Vancouver.

BROTHER KLINCZAR: Dick Klinczar, Buffalo, with the exception of the final paragraph.

VICE PRESIDENT PETER E. McLAUGHLIN (New York): Please add the name of Peter McLaughlin, New York.

BROTHER MILTON FREIMUTH (Sheboygan): Please add my name, Freimuth, Sheboygan.

SISTER DAVIS (San Diego): Davis, San Diego. Please add my name.

BROTHER GANDALL (Ottawa): Marv Gandall, Ottawa. Please add my name.

SISTER GILLIN (Philadelphia): Elizabeth

Gillin, Philadelphia. Please add my name.

SISTER ELIZABETH ANN FLEMING (Northern California): Elizabeth Fleming, Northern California. Please add my name.

BROTHER PALANGE (Woonsocket): Paul Palange, Woonsocket. Please add my name.

BROTHER MALLEY (Brockton): Robert Malley, Brockton. Please add my name.

BROTHER DOUG MILLAR (Windsor): Doug Millar, Windsor. Please add my name.

SISTER FERRAR (Knoxville): Rebecca Ferrar, Knoxville. Please add my name.

CHAIRPERSON CULVER: Any others?

BROTHER COHN (Lexington): Ray Cohn, Lexington. Please add my name.

BROTHER BRESLER (Detroit): Bill Bresler, Detroit. Please add my name except for the final paragraph.

BROTHER LAJINESS (Toledo): Dennis Lajiness, Toledo. Please add my name, except for the final paragraph.

BROTHER PHILLIPS (San Jose): Bill Phillips, San Jose. Please add my name.

BROTHER BAUM (Scranton): Dave Baum, Scranton. Please add my name and that of Victor Alfano from Scranton.

CHAIRPERSON CULVER: Any others? Very well. There is a minority report to this Second Report, and Dan Mathews of Twin Cities, I believe, would like the floor to read it.

BROTHER MATHEWS (Twin Cities): Yes, I would like to address the Minority Report.

MINORITY REPORT TO THE SECOND REPORT OF THE COLLECTIVE BARGAINING COMMITTEE

The following is moved as a substitute to the final paragraph of the majority report:

The Guild faces perennial financial problems and such problems impact all other union operations. Merger will increase our strength against publishers. Merger will also increase our ability to organize the unorganized. During the process of merger the Guild could go on joint organizing drives

with other newspaper unions. The International has longstanding commitments made by previous conventions to seek merger with other newspaper unions.

We resolve that TNG should initiate merger talks with other newspaper unions.

Signed: Dan Mathews, Twin Cities.

BROTHER MATHEWS: I would like to speak to the motion if I get a second.

CHAIRPERSON CULVER: Is there a second to the motion?

(Seconded by several.)

CHAIRPERSON CULVER: The Minority Report has been seconded. Yes, you may speak, Dan.

BROTHER MATHEWS: In the First Report that we just passed, if I could just take a minute to read to you from the very top of page 2:

"Without doubt, today's bargaining climate is one of the most difficult in the history of the Guild. Employers are more prone to use their economic clout to deny adequate wages and working conditions that they easily can answer. They are banding together in increasingly expanding chains and conglomerates, concerned only with bottom lines and not the needs of the working men and women responsible for producing their tremendous wealth.

"At the same time, government agencies charged with responsibility to protect workers have instead become tools of corporations, furthering their wealth at the expense of the workers' rights."

And I think that as we are looking at the future at this convention today — and as first-time convention-goer, from what I have heard from this convention and talking to people around the convention who have been here for a number of years, that the strength of this particular union is to continue to look to the future, and looking at merger is looking to the future for that strength, and if we are going to compete or to stay intact and keep workers within our union, we need to continually initiate and look to merge with other unions.

At this point in time it is my understanding that there are certain unions that have problems of their own, and we don't question that, but what we are trying to say is that, well, let's not continue as we have in the past, and let's not sit and wait because if we sit and

wait, how many workers are going to lose their jobs before we finally say, "Well, it is time to start initiating merger talks."

CHAIRPERSON CULVER: Yes. Dianne Martino, the chair of the committee, would like to respond.

SISTER MARTINO: The committee looked over the basic language, and the problem that it had with it was the point of initiation of talks with other newspaper unions. It is not that it is inconceivable that we may initiate talks with them, but to resolve that we initiate them was the problem that the committee had. The committee's language said "renews its commitment to merger with an appropriate union." If we initiate it, fine; if someone initiates it with us, fine. The language is more flexible and does not mandate something that just may not happen to happen.

CHAIRPERSON CULVER: Gil, I see you are at the mike.

BROTHER BAILEY (Pacific Northwest): Gil Bailey, Pacific Northwest. As the officers well know, I have been speaking on behalf of merger talks for some time—perhaps more often than they would wish.

However, I have one problem with the substitute. It says, "limits it to newspaper unions." The committee's proposal says "appropriate union."

It may well be that we will merge some day with a union outside of the traditional newspaper unions, and that might even be a wise course considering the changes that are taking place in the industry.

I think the committee's language is far more appropriate in the situation that we face than the proposed substitute.

Finally, I, too, agree. I think the Guild must merge or it will die. Over the years, the last 30 years, the number of people working in the newspaper industry has increased. Over the same years our membership has remained relatively static. Our membership is under continual attack—JOA in Detroit, what is happening to us in Tacoma and elsewhere.

It may well be that we should join with another union to increase our strength.

VICE PRESIDENT HATFIELD (Northern California): Larry Hatfield, Northern California. I have not always been in favor of merger, but I am now in favor of merger of

the Guild, and the Guild is in favor of merger.

However, I urge you to defeat this Minority Report because the language, in my view, puts us in the position of the hooker who is willing to exchange money for anybody who comes down the street. (Applause) And I think we ought to accept the view that's repeated in the Majority Report which suggests that we explore relationships which are more appropriate than that. (Laughter)

CHAIRPERSON CULVER: Marie.

VICE PRESIDENT SHELLOCK (Youngstown): Marie Shellock, Youngstown. I certainly agree that the Guild needs to merge, and as an IEB member I would like to point out that we receive a report at every IEB meeting in this area, and I am convinced that timing is an extremely important element to any merger, and I have not seen the right timing. The leadership of this union is aware of the need for merger, and I support the language in the Collective Bargaining report which reaffirmed the Guild's commitment to merger, and I urge defeat of the more restrictive language in the Minority Report.

Thank you.

BROTHER ROCKER (Northern California): Mr. Chairman, Gerry Rocker from Northern California. I rise in opposition to this present motion for a couple of reasons, some of which have been said, but I would like to point out, having been involved in some mergers, I would not want to be tied down with a resolution that restricted me to a particular area. If I were another newspaper union looking towards affiliating with the Guild, you sure lose your bargaining power when you know they can't go any place else, number one. Merger also is a very delicate process, one that I think we would be very smart—other than perhaps suggesting that we merge—leaving that up to the officers and the executive board to do the negotiation so it doesn't stifle their creativities as to where they may want to find a home.

Thank you. (Applause)

BROTHER FURST (Twin Cities): Randy Furst, Twin Cities. I rise to support the Minority Report on merger. The value of merger is that it creates a larger, stronger union. The stronger we are, the better able we are to get good contracts. The Minority Report proposes that the International leadership initiate merger talks with other newspaper unions. The Majority Report sim-

ply reaffirms the International's past support of the merger concept.

There is an important difference. If we adopt the Majority Report, it means we could go another three years or longer without approaching other newspaper unions about merger. The Minority Report says, "Go talk to these other unions." When we are talking about a merged union, we are talking about a union that is democratic. Looking at this convention this week, it is clear we need a democratic union. (Groans and boos)

A merger will encourage organizing. This resolution encourages joint organizing drives with other newspaper unions.

I have talked to a number of leaders of other newspaper unions in the Twin Cities. They support our merger proposal here today.

I hope you consider voting for the Minority Report. Thank you.

CHAIRPERSON CULVER: Steve.

BROTHER HATCH (Cleveland): Hatch, Cleveland. Sometimes a little history helps. It was three years ago in Cleveland that this body, at the urging of its International officers, voted, I believe, by a margin of 96 percent or maybe greater, to affiliate with the ITU. The fact that that merger did not come to fruition is no fault of ours and no fault of our officers. (Applause) I believe our International officers are genuinely concerned about merger, they are looking for the opportunities, and I say let's give it to them, and let's give them a free hand to do it.

Thank you. (Applause)

CHAIRPERSON CULVER: Alice.

SISTER ALICE BUSBY (Vancouver-New Westminster): Alice Busby, Vancouver-New Westminster. I rise in opposition to this Minority Report. I think that the International is on record over a long period of time, certainly the eight years that I have been coming to convention, that we are actively seeking merger, and what I think this Minority Report does is suggest that we go out and try and find someone to merge with for the sake of merger.

There are a lot of unions out there, newspaper unions and others that have problems. They would love to have us come along and help them bail themselves out.

I don't think that we want to take on anyone

else's problems, and what we should be looking at—our Executive Board and our officers, I know, are looking at merger, and we should leave it in their hands, and the mandate in the Majority Report does just that. (Applause)

CHAIRPERSON CULVER: Thank you, Alice. Kim Klesty.

SISTER KLESTY (Buffalo): Kim Klesty, Buffalo. I would like to echo the comments of the last speaker. I have some real problems with the language of the Minority Report because I think it implies weakness.

I question whether we really have perennial financial problems, and I don't think we should go begging for merger with anybody.

Thank you. (Applause)

BROTHER SMITH (Los Angeles): Jim Smith, Los Angeles. I am in favor of merger and opposed to the Minority Report.

I think there is a danger in seeing merger as a panacea for all our problems. It's not. If it was, that would be all we would have to do.

Sheer size is not the answer, or otherwise we would be helpless in front of Gannett and Knight Ridder and some of the other mammoths that we have to contend with.

We could use more members, that is very true. We could use more strength. The best way to do that, I think, is to be patient about merger—at the same time organize, organize, educate our members, make our members more active and committed and dedicated to The Newspaper Guild, and we will be in much better shape to merge at that point than if we go out knocking on doors.

There are a number of unions that are interested in merging at this time. Many of them, I think, for the wrong reasons as far as we're concerned.

Finally, democracy, I think, is probably in the eyes of the beholder. I have been a member, officer and representative in several other national and international unions. I have yet to see one that is as democratic as The Newspaper Guild. (Cheers and applause)

I would finally caution any delegates who have problems with democracy here to attend a convention, national convention, of a union of half a million or a million members where the newspaper workers are 35,000 or 33,000 of those members and may be sitting back in

the corner some place and not having their needs addressed.

Let's think twice about merger and let our International officers use their discretion on this issue. (Applause)

CHAIRPERSON CULVER: John Mitchell.

BROTHER MITCHELL (Gary): John Mitchell of Gary. I am growing a little weary here, so would you call the question? (Applause)

CHAIRPERSON CULVER: Well, are there other speakers? Did you wish to speak, Bill?

BROTHER MORRISSEY (Wire Service): Bill Morrissey, Wire Service Guild. I will be brief, John, and we will get on to the question.

In the Minority Report, which I speak against, there is a reference to other newspaper unions, and I think that could probably include the Teamsters, and we all know how democratic they are. (Laughter and applause)

CHAIRPERSON CULVER: Very well. We have before us the Minority Report to the Second Report of the Collective Bargaining Committee.

I'm sorry. Does the mover, Dan Mathews, wish to close? I'm sorry, Dan. I didn't mean —

BROTHER MATHEWS: Quite all right. I wasn't quite sure.

In light of what's been said, I can tell you the intent of this was not to say that the International is doing nothing about it. That wasn't the intent of the maker anyway.

The intent was just to make it more specific that we move in that direction, and in light of the feelings that I think obviously have been shown today, if it is appropriate, the mover would like to make a motion, or I would like to withdraw this motion altogether. (Cheers and applause)

CHAIRPERSON CULVER: Do I have any dissent to the mover withdrawing the motion?

(Cries of "Yes.")

CHAIRPERSON CULVER: Well, there is objection. Therefore will there be a motion to remove it? The mover.

BROTHER MITCHELL: Let's just vote on it, Harry.

(The question was called.)

CHAIRPERSON CULVER: All right. The question that is before you is adoption of the Minority Report to the Second Report of the Collective Bargaining Committee. All those in favor please say aye. Opposed, no. The noes have it, and the Minority Report is defeated.

MOTION LOST

CHAIRPERSON CULVER: We are now back on the Second and Final Report of the Collective Bargaining Committee. It is the main motion. There have been no amendments. Will there be further discussion?

(The question was called.)

CHAIRPERSON CULVER: Are you ready for the vote? All those in favor of adoption of the Second and Final Report of the Collective Bargaining Committee please say aye. Opposed, no. The ayes have it, and the report is adopted. (Applause)

MOTION CARRIED

CHAIRPERSON CULVER: We have one more resolution to take up.

SISTER MARTINO: I would like to thank my committee for their diligent and highly democratic work. (Laughter and applause)

CHAIRPERSON CULVER: Thank you, Dianne. Earlier there were requests on where to send contributions to two groups we were giving to, the Farm Labor Organizing Committee and the Media Workers of South Africa. Those have been distributed to your tables, and you have the addresses which you may take with you.

Barry Lipton of New York asked for the floor for a comment.

BROTHER LIPTON (New York): Yes. I'd like to bring your attention to the fact that we have a very special member of our delegation here with us, Cleo Pappas of the Daily News.

Cleo retired from the News last week, and tomorrow will be her last day as active Guild member. She has been with the Guild for 27 years. She was at the Journal American Unit in New York and finished out her career at the Daily News.

She is a warm, loving person; she has been extremely active; she has always been there when we needed her, and I want you all to

stand up and help us wish her good health and happiness.

(The audience arose and applauded.)

CHAIRPERSON CULVER: Would Pat Bell of the Human Rights Committee come up, please?

We are getting ready to take up one more resolution here. Are there any announcements to make regarding any meetings or anything?

SISTER DAVIS (San Diego): Davis, San Diego. I remind you the Western District Council needs to meet about one minute here this evening when we break.

CHAIRPERSON CULVER: Thank you, Michele. Any other announcements? Do you have anything, Brother Dale?

Is Pat Bell around?

BROTHER KEEBLE MCFARLANE (Canadian Wire Service): Mr. Chairman, one more announcement.

CHAIRPERSON CULVER: Yes.

BROTHER MCFARLANE: One more announcement. The Canadian Caucus will meet in the Pennsylvania West Room shortly after we break here.

CHAIRPERSON CULVER: Very well. Center mike.

BROTHER HILL (Buffalo): Kim Hill, Buffalo. Just one question of the chair regarding sending the money to South Africa. Is there any way that we can be assured that that money is in fact going to get where we send it? Can we send it return receipt or something to that effect?

CHAIRPERSON CULVER: President Perlik will respond.

PRESIDENT PERLIK: I discussed this matter very thoroughly with Brother August, and he assures me that the postal system has been reliable up to this point, and he asked for no special treatment. Make the checks out payable to the organization and mailed to the address you have on the gray sheet. If you will notify us that you have sent the check, I have occasion throughout the year to be in touch directly personally with South Africans, and I will make sure they have it. If they don't, then we will attempt to do something about it.

SISTER OLIVER (Philadelphia): Gerry

Oliver, Philadelphia. Don't you think it would be simpler if everyone sent their money in to the International and just sent one check?

PRESIDENT PERLIK: We would prefer you make them payable to the organization so they can be sent that way. Otherwise you have to make them payable to TNG and then transferred to South Africa. So we will be happy to send them down if you send us a check, but I am told by Brother August that they are content if you send it directly to them, too.

BROTHER LAINE (Los Angeles): George Laine, Los Angeles. I want to thank you for the cards to the Representatives and Senators that you filled out this afternoon. I am informed there is an additional supply and you are encouraged to pick up some and take them back to your respective locals. Thank you very much.

BROTHER KEY MARTIN (New York): Key Martin from New York. I would like to thank the convention for your action in support of the Time, Inc. Unit this morning in the Organizing Committee report, and please add my name to that report as I was out of the room when it came up.

CHAIRPERSON CULVER: Thank you. Chuck Dale has an announcement.

SECRETARY-TREASURER DALE: Immediately after we recess tonight would the members of the International Election and Referendum Committee come up here and meet me, not more than two minutes after the session recesses, right up here.

CHAIRPERSON CULVER: One more statement. The chair wishes to thank you for your decorum this afternoon and the excellent way you have conducted yourself, and we are very pleased that this afternoon is about to end. You are in recess until 9:30 a.m. Take the night off. (Applause)

(The Convention recessed at 6:30 p.m.)

FRIDAY MORNING SESSION

June 27, 1986

The Convention reconvened at 9:40 a.m., Chairperson Culver presiding.

CHAIRPERSON CULVER: Will the convention please come to order. Let's have the delegates come in from outside the hall and take their seats.

BROTHER FURST (Twin Cities): Mr. Chairman.

CHAIRPERSON CULVER: Randy Furst has asked to be recognized.

BROTHER FURST: Mr. Chairman, I wanted to make a statement of apology. A number of members I respect very much came to me after I spoke yesterday on the merger proposal and told me I had made a mistake in making the comments I did on union democracy.

I want to apologize. The last thing in the world I want to do is damage the cause. I love this union, and I would do nothing to knowingly hurt it.

Again, my sincerest apologies. Thank you. (Applause)

CHAIRPERSON CULVER: We have several resolutions. Will George Laine please come up? Liz Elinski?

(Brief pause)

CHAIRPERSON CULVER: Excuse us for the delay. We will proceed at this time with some more resolutions.

Liz Elinski, you are recognized.

SISTER ELINSKI (Buffalo): Exporting Printing Jobs.

EXPORTING PRINTING JOBS

For far too long a time, the U.S. government has failed to respond to the steady export overseas of the jobs of American workers.

Many of the more than 2 million manufacturing jobs that disappeared since 1979 are the result of deliberate investments by U.S. owners of manufacturing plants in competing plants abroad that employ low-wage workers.

Now it appears the U.S. and Canadian printing industry is threatened with the devastation and loss of jobs that has been visited on the copper, steel, shoe, textile, apparel and other industries unless Congress acts quickly.

At issue is the Manufacturing Clause of the U.S. Copyright Act which has protected print industry jobs in the U.S. and Canada since 1891 and is due to expire July 1.

The clause does this by extending U.S. copyright protection to most English lan-

guage books written by an American author only if they are printed in the United States or Canada. Failure to extend the clause could lead to the loss of 170,000 jobs or more in the printing industry alone with a like sum in allied industries, according to a Labor Department study.

This would be unconscionable under any circumstances, but is particularly so in the face of continuing high-level unemployment.

The 53rd annual Convention of The Newspaper Guild therefore joins with the Graphic Communications International Union and with its labor allies in calling on the Congress to extend the life of the Manufacturing Clause beyond the July 1 expiration. It knows of no compelling reason to do away with what has served so well for so long.

Signed: George Laine, Los Angeles, Chairperson; Mark J. Anderson, Bristol; Elizabeth Elinski, Buffalo; Kristen A. Hamel, Detroit; Peter Jones, New York; Ed Kirgan, St. Louis; Iva Lang, Twin Cities; Sam Reyenga, Southern Ontario; Gerry Rocker, Northern California; Thomas Thibeault, Manchester.

SISTER ELINSKI: I move adoption.

CHAIRPERSON CULVER: The resolution, "Exporting Printing Jobs," has been moved by Liz Elinski and seconded by other committee members for adoption and is before you. Marty.

BROTHER MARTIN GOLDMAN (St. Louis): A nit-picking point. Marty Goldman, St. Louis. Third paragraph, middle line, "devastation and loss of jobs that have been," for housekeeping.

CHAIRPERSON CULVER: Is there other discussion? Very well. The resolution before you headed, "Exporting Printing Jobs," is before you for adoption. All those in favor say aye. Opposed, no. The resolution is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: Liz, you are recognized again for the resolution on sexual harassment.

SEXUAL HARASSMENT IS ILLEGAL

The U.S. Supreme Court unanimously confirmed it on June 19, 1986.

Sexual harassment—unwelcome ad-

vances, requests for sexual favors and other verbal or physical contacts of a sexual nature from a supervisor that creates a hostile or abusive working environment—is sex discrimination in violation of Title VII of the Civil Rights Act of 1964.

It is discrimination whether or not there is a “tangible” loss of benefits; and “voluntariness” is not a defense to a sexual harassment claim.

In writing the Court’s opinion in Meritor Savings Bank v. Vinson, the Court’s first sexual harassment case, Justice William H. Rehnquist said the heart of “any sexual harassment claim is that the alleged sexual advances were unwelcome.”

This opinion confirms the position of the Guild and is of great comfort to those in the workplace who experience this insidious form of bias.

Rehnquist, who seldom sides with civil-rights advocates, qualified the majority opinion, however, finding that the appeals court “erred in concluding that employers are always automatically liable for sexual harassment by their supervisors...” and that employers may use in their defense evidence of an employee’s “provocative” conduct or dress.

Justice Thurgood Marshall, in a separate opinion joined by Justices Brennan, Blackmun and Stevens, concurred that workplace sexual harassment is illegal, but said the Court had not gone far enough on the employer liability question, which was returned to the lower court for additional fact finding.

The Convention calls on locals to:

- inform members of these recently confirmed protections.

- continue their vigilance in eliminating this serious form of bias through the enforcement of contractual fair-employment practice clauses barring discrimination because of sex including sexual harassment.

- play a major role in the development of employer anti-sexual-harassment policies.

- advise grievants on how and whom they should notify in the Guild before proceeding to management.

The Newspaper Guild lauds the active role played by the Coalition of Labor Union

Women in the filing of an amicus brief on behalf of Vinson and working women which was joined by the AFL-CIO, National Education Association and the Coal Employment Project.

What should not go unnoticed, is a joint brief filed by the United States’ Justice Department, and the Equal Employment Opportunity Commission, the major anti-discrimination agency in the U.S. They urged a rule of employer liability that would narrow the commission’s own 1980 guidelines on employer liability in sexual harassment cases.

The Newspaper Guild denounces the commission’s position in this court action as contrary to what the agency was mandated to do and misuse of taxpayers’ money.

Despite the questions remaining to be answered, the court’s ruling is a victory for all workers.

Signed: George Laine, Los Angeles, Chairperson; Elizabeth Elinski, Buffalo; Edward G. Kirgan, St. Louis; Kristen A. Hamel, Detroit; Peter M. Jones, New York; Mark Anderson, Bristol; Sam Reyenga, Southern Ontario; Thomas J. Thibeault, Manchester.

SISTER ELINSKI: I move for adoption.

CHAIRPERSON CULVER: Thank you, Liz. The resolution headed, “Sexual Harassment Is Illegal,” has been moved and seconded by members of the committee. Will there be discussion? All those in favor of a resolution headed “Sexual Harassment” please say aye. Opposed, no. The resolution is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: Thank you, Liz. And now we will call on George Laine, the committee chair, to resume with the reports.

BROTHER LAINE (Los Angeles): The Detroit Joint Operating Agreement.

THE DETROIT JOINT OPERATING AGREEMENT

Knight-Ridder and the Gannett Co., the two largest U.S. newspaper chains, have proposed a joint operating agreement between Gannett’s Detroit News and Knight-Ridder’s Free Press.

Joint operating agreements invariably lead to job loss, diminished editorial quality, higher costs to the community and

threats to smaller newspapers.

Corporate marriages such as this aggravate the increasing concentration of economic and potential political power in the hands of a few newspaper chains.

Consummation of the Detroit agreement will bring the end of newspaper competition in that city and hasten the day when no U.S. city will enjoy it.

The Detroit Guild is taking the first steps toward challenging this joint operating agreement by requesting a Justice Department hearing.

The Newspaper Guild Convention wholeheartedly supports this request, urges the Justice Department's Antitrust Division to conduct a thorough-going investigation of the newspapers' financial situation preliminary to such a hearing and pledges TNG's assistance and counsel to the Detroit Guild in opposing the agreement.

Signed: George Laine, Los Angeles, Chairperson; Mark J. Anderson, Bristol; Elizabeth Elinski, Buffalo; Kristen A. Hamel, Detroit; Peter Jones, New York; Ed Kirgan, St. Louis; Iva Lang, Twin Cities; Sam Reyenga, Southern Ontario; Gerry Rocker, Northern California; Thomas Thibeault, Manchester.

BROTHER LAINE: It is signed by all the members of the Resolutions Committee, and I recommend adoption.

BROTHER MLECZKO (Detroit): Mr. Chairman.

CHAIRPERSON CULVER: Yes. Let me state the question first. The resolution, "The Detroit Joint Operating Agreement," has been moved and seconded and is before you for discussion.

Lou Mleczo, you are recognized.

BROTHER MLECZKO: Thank you, Brother Chairperson. I move to amend this resolution by substituting for the whole resolution the following to be titled "Joint Operating Agreement Substitute Resolution."

JOINT OPERATING AGREEMENT SUBSTITUTE RESOLUTION

Knight-Ridder Inc. and Gannett Co. Inc., the nation's two largest newspaper chains, have proposed a joint operating agreement between the Detroit News and the Detroit Free Press.

Joint operating agreements invariably lead to job loss, diminished flow of information, higher costs to the community and threats to smaller newspapers.

This type of unregulated monopoly epitomizes unbridled economic and political power concentrated in the hands of a few newspaper chains.

A joint operating agreement in Detroit would be the largest and, if approved, will lead to a proliferation of joint operating agreements in other cities where competition now exists, further threatening independent newspapers.

Joint operating agreements run counter to the Guild's constitutional charge to "raise the standards of journalism and ethics of the industry."

Detroit Local 22 has taken the first steps toward challenging the joint operating agreement by requesting a Justice Department hearing.

In light of these facts, TNG shall update information on the consequences of joint operating agreements on local communities including job loss and advertising and subscription costs.

TNG shall also be charged with rendering personnel, financial and administrative assistance to Guild locals faced with joint operating agreements.

Furthermore, the Convention opposes the proposed joint operating agreement in Detroit and encourages Detroit Local 22, other Detroit newspaper unions and the community at large to oppose the joint operating agreement in all available forums.

The Convention also goes on record requesting a thorough Justice Department hearing on the proposed joint operating agreement.

Finally, TNG staff shall update research on the Newspaper Preservation Act of 1970 and work to amend the act to prohibit newspaper chains from participating in Joint Operating Agreements.

BROTHER MLECZKO: I would like to speak to the motion once the substitute is seconded.

CHAIRPERSON CULVER: Are there seconds?

(Seconded by several.)

CHAIRPERSON CULVER: Seconded by several. Yes, you may speak.

BROTHER MLECZKO: What we are proposing here, brothers and sisters, is a to-the-point resolution challenging what we feel is probably the most serious challenge to journalism in the United States in recent years.

We now have the mega-chain such as Gannett and Knight-Ridder combining to form these monopoly situations, starting with Detroit, and it will not be a long period of time afterward if the JOA is approved in Detroit that we will see similar such activities among the major publishers in cities such as Chicago, Boston, New York, Denver, Dallas, where we still have true competition between competing daily newspapers.

TNG has an opportunity here, we believe, to be in the vanguard among newspaper unions in putting together the knowledge and sophistication in arguing against joint operating agreements and also sending a message to Gannett and Knight-Ridder in Detroit as well as other newspaper owners that we are not going to sit back and twist our hands in frustration. This resolution isn't so much for the delegates here. I don't believe there is a single delegate in this room that favors joint operating agreements. This resolution is written for the publishers and the stand that this union is being asked to take and for the general public that buys newspapers and purchases ads in them.

We feel this is a reasonable resolution. There are general calls for action here by TNG, but it's not committing TNG to anything specific other than doing more research and updating the information, where we can be the most knowledgeable and the most aggressive union in this regard.

If a specific local needs to get a particular form of assistance, they would still have to go before the IEB for consideration.

We would hope that the delegates would see this in the light of a resolution affecting all local newspapers in the United States. That is the specific reason why we don't want to call it the Detroit JOA resolution, and we sincerely ask for your support on this resolution.

Thank you. (Applause)

BROTHER LIPTON (New York): Point of order, Mr. Chairman.

CHAIRPERSON CULVER: Barry Lip-

ton, you are recognized.

BROTHER LIPTON: I would appreciate it—I think many of us would—if we could get a copy of what was just read because I fail to see any difference between what is before us from committee and what is being put before us now.

Would it be possible to get copies?

CHAIRPERSON CULVER: Yes. I would invite a motion that we delay consideration until we can get copies.

BROTHER LIPTON: Moved.

CHAIRPERSON CULVER: Is there a second to that?

(Seconded by several.)

CHAIRPERSON CULVER: Discussion? All those in favor of delaying consideration until we can get copies please say aye. Opposed, no. The motion is adopted, and we will take that up again when we get copies.

MOTION CARRIED

CHAIRPERSON CULVER: George, do you have some more?

BROTHER LAINE: If you turn to your file from yesterday, we have a resolution on "Canada-United States Free Trade" which was deferred to this time and this place. I will re-read the resolution as it was presented yesterday.

CANADA-UNITED STATES FREE TRADE

The Canadian and American governments are in negotiations with the objective of reducing tariff and other barriers to trade between our countries. They call this "free trade."

The AFL-CIO and the Canadian Labour Congress have recognized that any such agreement would hurt the interests of unionized and unorganized workers in both nations through job losses and pressures on workers for more concessions.

The Convention calls on President Reagan and Prime Minister Mulroney to end the free trade talks.

BROTHER LAINE: It is signed by myself as chair and other members of the Resolutions Committee, and I now move adoption.

CHAIRPERSON CULVER: This resolution has been moved and seconded by George Laine and members of the Resolutions Committee.

For the information of the body, there is a substitute coming for this resolution, and the office is now running off copies, so we will have to delay consideration of that until we get the copies.

Do you have another?

BROTHER LAINE: Maybe we can get some business transacted here.

This is a resolution titled "Peter Bellamy."

PETER BELLAMY

The Newspaper Guild Convention pays tribute to Peter Bellamy, who retired recently after 48 years and four months as a Guild member. Mr. Bellamy followed a long tradition of writers and journalists: his grandfather, Edward Bellamy, wrote "Looking Backward"; his father, Paul, was a long-time editor at The Plain Dealer, and because he held an exempt position, this led to spirited family conversations about union activities. Mr. Bellamy even married a journalist. Jean, his wife of 47 years, once worked as a reporter at the Wisconsin News, where she participated in the first major strike held there. One of his five children writes book reviews.

Mr. Bellamy joined the Guild when he went to work for The Cleveland News in 1938, at the age of 23. Before then, he worked for two years at the Des Moines Register, after attending Harvard University.

Mr. Bellamy joined the Navy in 1945 and returned a year later to The News until its closing in 1960, when he joined the staff of The Plain Dealer. He worked there until his retirement in May.

During his career, Mr. Bellamy held every conceivable newspaper position, most recently critic-at-large, and while at The News he wrote more than 10,000 obituaries, including his own.

Mr. Bellamy won a Newspaper Guild Award for a series of stories about air pollution and is a recognized authority on the works of William Shakespeare.

His civic and professional affiliations are too numerous to list, but to all those whose lives he has touched, including fellow Guild members with whom he and his wife have stood on the picket line in recent years, it is agreed that he is, at the very least, an unusual fellow:

He once circuitously inherited a black bear coat designed to fit a man over six feet tall. Despite the fact that he is only five feet six inches, he wore it faithfully. While in the Navy, his wife donated the coat to the Episcopal Church and it ultimately ended up with a missionary who was serving the Indians in the Dakotas.

Mr. Bellamy observed later: "I did not deem it tasteful or appropriate to inform the good Episcopalian domine that each of the pockets of the coat would hold two quarts of gin—or so I was told."

BROTHER LAINE: This resolution, like the others before, is signed by myself as chair and by other members of the committee whose names appear on it, and I urge adoption.

CHAIRPERSON CULVER: The resolution headed "Peter Bellamy" has been moved for adoption by George Laine, chair of the Resolutions Committee, and other signers of the report. Will there be discussion? All those in favor of the resolution headed "Peter Bellamy" please say aye. Opposed, no. the resolution is adopted. (Applause)

MOTION CARRIED

BROTHER LAINE: Well, one out of three ain't bad. I have a resolution now which you also have in front of you, "In Memoriam."

IN MEMORIAM

This 53rd Convention of the Newspaper Guild reports with sorrow the passing of a number of members and leaders since last we met. With our sadness is the hope that we all are better for having known them, including:

Toledo, Local 43: Mary Fritts, Helen McKay, Barbara Lovette; St. Louis, Local 47: Loretta Cummings, Joseph J. Canepa, Mary Ellen Madigan, Ebba Dickson, Dolores Valter; New York, Local 3: Judy Klenesrud, Jack Luboff; Manchester, Local 167: Charles Margelot.

BROTHER LAINE: This resolution is signed by myself as chair and by other members of the Resolutions Committee, and we urge adoption.

CHAIRPERSON CULVER: Thank you. Those wishing to add names to the resolution, "In Memoriam," you can do so at this time. Barry Lipton.

BROTHER LIPTON (New York): Yes,

Harry. I would like to, first of all, note that Judy Klenesrud's name was spelled K-l-e-n-e-s-r-u-d. Judy occupied a very, very special part in the local. She served as the first vice chairperson of the New York Times Unit, a member of our local executive committee, a trustee to the Guild Times Pension Fund, and was a veteran of many negotiating committees, and even though she was one of the star reporters, she devoted to every man and woman in the New York Times building and every man and woman in the Guild all her effort, and we miss her very terribly.

In addition we would like to note the passing of **Frank Vairo** of the New York Times; **Ed Rinoer** of the New York Times; **James Hicks** of the Amsterdam News; **Robert Garcia** of El Diario de la Prensa; and **Pablo Robles** of El Diario.

I think it would be appropriate for this convention to take note of the passing of **Harry Van Arsdale** who served for many years as the president of the New York City Central Labor Council. He was a dynamic force in the labor movement in New York. He spoke to our convention, I believe, on at least one occasion in the 1960s, and he is very much missed.

CHAIRPERSON CULVER: Gene.

BROTHER JONES (Philadelphia): The Philadelphia local sadly reports that these following members have passed on:

Mary White, who was our servicing and organizing representative and a staunch Guild member.

In addition, **Helen Rothbardt**; **Francis A. Heiser**; **Marie E. Leonard**; **Madeline M. Maxwell**; **David Spier**; **Paul Lacy**; **Harry R. Till**; **Rolfe Garrett**; **Raymond Wall**; **Edward Casey**; **Marie F. Kearney**; **Anna Kohlbrunner**; **Jerry Doyle**; **William J. Connor**; **Arthur Marrow**; **Agnes Donnelly**; **Marian Sharpe**; and **Bud Magnim, Jr.**, who was the founder of the Delaware County Unit.

CHAIRPERSON CULVER: Thank you, Gene. Lois.

SISTER MUNDAY (Washington-Baltimore): Lois Munday, Washington-Baltimore. We sadly mark the passing of **Henry Beardsley**, at large; **David H. Cramer, Jr.** from the Sun; **Dan McCoubrey** from the Post; **Franklin L. Offutt** from the Post, retired; **Emanuel Bacon** from the Sun; **William Lanxner**, AFL-CIO; **Margaret Lowery**, the Sun.

BROTHER BRESLER (Detroit): Bill Bresler, Detroit. Detroit lost two members in the past year, **Tavy Stone** of the Detroit News, and a brother named **Wilson W. "Eddie" Edgar** who died on May 25, 1986, after retiring from the Observer-Eccentric newspapers just two weeks earlier.

Eddie was 88 years old. He worked 20 hours a week as a columnist and general assignment reporter at the Observer-Eccentric until his retirement. He was a charter member of the Free Press Unit.

While I know he was not the oldest working journalist in the U.S., I believe he was the oldest working Guild member.

I know if Eddie can hear us, he is applauding the convention resolution to resist mandatory retirement. (Applause)

CHAIRPERSON CULVER: Paul.

BROTHER FURIGA (Cincinnati): Paul Furiga, Cincinnati. We would like to mark the passing of the Cincinnati Local of **Gordon Ireland**, long-time Guild member, member of the old advertising unit at the Cincinnati Post before our joint operating agreement, and he served as local treasurer and in other capacities in our local.

CHAIRPERSON CULVER: Jerry.

BROTHER J. MACDONALD (Canadian Wire Service): Please add the name of **William Levett** of the Canadian Press.

BROTHER HATCH (Cleveland): Hatch, Cleveland. Please add **Maria Riccardi**, a very talented young lady who passed away much too soon at the age of 26.

SISTER KLESTY (Buffalo): Kim Klesty, Buffalo. Please add the names of **Frank Lillich**, **Harold Murphy**, and **Felix "Phil" Ranallo**, who worked at our former Courier Express for his entire newspaper career and started as a copy boy and ended at the closing of the paper as a copy editor in the sports department.

BROTHER OLIVE (Northern California): Olive, Northern California. Many of you will recall **Elinor Redner**, first woman president of the San Francisco-Oakland Newspaper Guild, 1979-1980. She died several months ago of emphysema. Many of you will recall Elinor's sense of humor. It's notable, I think, that that sense of humor was there literally to her last breath.

The person with whom she shared a house

for several years reports to us that the nurse asked Elinor, in checking with her, who the President of the United States is, and Elinor's response was, "Rambo." (Laughter)

BROTHER ELDER (Ottawa): Dave Elder, Ottawa. Please add the name of **Betty Swimmings** of the Citizen.

BROTHER THIBEAULT (Manchester): Tom Thibeault, Manchester. Please add the name of **Eileen Hackey**.

SISTER MACKAY-BLACK: Mary MacKay-Black, Windsor. Please add the name of **Bill Maguire** of Windsor.

BROTHER BRYANT (Southern Ontario): John Bryant, Southern Ontario. Please add the name of **Paul Jasse**, Toronto Star, and **Jack Dobson**, the Globe and Mail.

BROTHER SCHICK (Albany): Tim Schick, Albany. Please add the names of **John McGuire** and **Kevin McReavy**.

BROTHER EDGINGTON (San Diego): Edgington, San Diego. Please add the names of **Gil Garretson**, **Hilliard Hall** and **Jimmie Skinner**.

VICE PRESIDENT SHELLOCK (Youngstown): Marie Shellock, Youngstown. Please add the name of **William Nief**, a past president of the Youngstown Newspaper Guild.

SISTER TAMKE (Memphis): Beth Tamke, Memphis. Please add the name of **Craig Shuptrine**, who was a former president of the Memphis Local; **Elbert Milan**; and **Charles Thornton**.

VICE PRESIDENT SOUZA (Hawaii): Stan Souza, Hawaii. Will you please add the names of **Stella Uehara** and **Helen Namura**.

BROTHER MEACHUM (Denver): Bruce Meachum, Denver. Please add the name of **John Coit**. John was a local columnist. He died on Jan. 10 tragically after being married on Jan. 1 of this year.

BROTHER BUCHANAN (Erie): Buchanan, Erie. Please add the name **Charlotte McSweeney**, **Lysle Stauss** and **Charles McCormish**.

SISTER LANG (Twin Cities): Iva Lang, Twin Cities. Please add these three names of the Twin Cities Newspaper Guild: **Louis Paterson**, **Coy Dunn** and **Lael Winkler**.

SISTER SMITH (Terre Haute): Pat Smith,

Terre Haute. Please add the name of **Carl Davis**.

BROTHER CARL B. SCHWAB (Wilkes-Barre): Carl Schwab, Wilkes-Barre. Please add the names of **Edward Mackavage**, **George McDonald**, **John McConLogue** and **Anne Poskaitis**, all striking members at Wilkes-Barre producing the Citizen's Voice, and also the names of **John McAndrew** and **Sterling Taylor** who were retired members.

BROTHER VICTOR ALFANO (Scranton): Vic Alfano, Scranton. Please add the names of **Gene Coleman** and **Stan Caughey**.

SISTER CHESKI (Bakersfield): Cynthia Cheski, Bakersfield. Please add the name of **Phillip Klusman**, sports writer killed last month while covering a track meet.

BROTHER WILLIAM C. ERNST (San Jose): Bill Ernst, San Jose. Please add the name of **Stan Waldorf**, the first president of the San Jose local.

CHAIRPERSON CULVER: Are there others? Very well. Thank you, delegates, for the additions of these names.

It is customary at this time we stand and observe one moment of silence for our departed friends.

(The audience arose and observed a moment of silent tribute.)

CHAIRPERSON CULVER: Thank you very much. The resolution as covered by George Laine and others of the Resolutions Committee was moved and seconded and has been amended by the addition of the names. All those in favor of the resolution please say aye. Opposed, no. The resolution is adopted.

MOTION CARRIED

(The following names were added: **Edith Carroll**, Philadelphia; **Viola S. Smart**, Portland; **Olive M. Barnes**, Portland; **Maxine B. Brewer**, Portland; **Joseph Gallagher**, New York; **Donald Washington**, New York; **Tilso Valdez**, New York.)

CHAIRPERSON CULVER: One moment, please. We are going to take a little breather from the resolutions reports for a special annual event, and I will let Brother Dale explain it.

SECRETARY-TREASURER DALE: This is probably one of the easiest chores I have been given this year, to explain the purpose and the mission of our next speaker.

Really all I have to do is give you his name and you will know precisely what he is here for and what's in store for you. One of the highlights of our convention the last several years has been his explanations to you of what's happening in a long, on-going strike. I assume he is nearby, the irrepressible Irishman, the man that I should have given the chore to of selling The Newspaper Guild jackets, Jack Wallace, president of the Wilkes-Barre Newspaper Guild.

Come on up, Jack.

(The audience arose and applauded with cheers.)

BROTHER JOHN J. WALLACE (Wilkes-Barre): The hats are for sale, five bucks. Carl Schwab in the corner has them.

This is the most intelligent group of people I have ever had the privilege of being associated with. (Applause)

Anybody that comes to Pennsylvania twice in one year has to be intelligent. From one end of the state to the other. Make sure you come to northeastern Pennsylvania because that's where we're kicking the hell out of Capital Cities. (Applause)

I don't know whether to apologize for the copy readers on the Citizen's Voice or for the stupid printers we have, but the headline in yesterday's paper said "52nd Annual Convention." Well, maybe it was deliberate. We don't want to confuse the Puerto Ricans. (Laughter)

I don't mean to be nasty about that. I understand they ended up in Buffalo. Is that right?

You will have to forgive me. I had two visits this week to Lankenau Hospital and Wills Eye Hospital yesterday, and the doctors said I will survive. So here I is.

Larry Hatfield, I don't give a damn where you are from, you are our friend, no matter whether you are from Northern California or wherever.

VICE PRESIDENT HATFIELD (Northern California): North Carolina.

BROTHER WALLACE: Our friend. And every martini used to have an olive in it. I am glad the Guild has one in it. (Laughter and groans)

I feel kind of naked up here without Doug Cuthbertson, but I am very happy he is not here. I wish he were at the convention. He

used to stand here with me year after year after year after year, but he is not here, and I miss him, and for you from the California area, please say "Hello" to him for me when you get back.

And I want to congratulate the Guild Service Award winners because we in the small locals know what it is like to battle, and I assure the people from Detroit that there will never be a cooperative agreement on printing in Wilkes-Barre. (Applause)

Today is the 2,821st day of our strike in Wilkes-Barre. That comes out to 403 weeks or, if you like, seven years and eight months. It's long, it's hard, it's tough to live on \$295 a week, and I will tell you this—nobody, but nobody, is going to come to this convention with any kind of resolution and take away the benefits of Wilkes-Barre. (Applause)

I am having a little tough time reading my notes, folks—I'm sorry -- because I can't see out of my left eye too well this morning. But it isn't because I was in Atlantic City until 3 this morning.

What I was saying about this resolution that came here, I remember from my teachings and my learnings from the Bible where it says that the first shall be last, and don't forget it. We don't care what Bryan D. Burst or Bryan D. First or Bryan D. Purst says at the convention. I can accept an apology on the morning of the last day, and I appreciate an apology, but for four days I took a lot of kicking around here, so Mr. Burst or Furst or whatever it is, you shall be last.

We still have 137 strikers in Wilkes-Barre. We started with 200, and we have 63 that have left to take other jobs, who have been deceased or who have retired, but the fight goes on. Capital Cities in no way is going to win in Wilkes-Barre.

We have been at it for almost eight years. As I said before, it gets tough, and it is difficult. But without the Guild and without those who care, we in Wilkes-Barre could not survive. But we will survive.

Our biggest problem besides Capital Cities happens to be the Republican in the White House and the IRS, and the IRS is the biggest pain in the ass God ever put on this earth, and they are on our backs constantly, and we are in constant turmoil and fight with them. But we shall survive, and the courage of those in Wilkes-Barre, including Harry Eckard, who last week was burned out of his home

completely, lost everything he owned except the shirt and the pants and the flipflops he was wearing.

Strikers who earn \$295 a week as strike benefits contributed more than \$1,000 out of their pockets to Harry Eckard. Now, that's what we call brotherhood or sisterhood, and it doesn't only exist in Wilkes-Barre, it exists in the entire Guild, and we know it, because you have helped us and we helped ourselves, and we appreciate what the Guild does.

A little note of laughter that I have had last week is that the former publisher of the Wilkes-Barre publishing company that sold us out to slavery, or tried to, called us on the phone last week because he has an arbitration case against Capital Cities. (Laughter) This is unbelievable.

This guy sold his company to Capital Cities, stayed on for five years as the general manager. Then they kicked him out the door and took away his Blue Cross/Blue Shield. He is now taking them before a board of arbitration, and he called us because he wants us to testify on his behalf. (Laughter)

David Barr is one of my favorite people. I don't always look upon him as a lawyer. Pete McLaughlin told me, you know, "Try to consider him not as a lawyer, Jack."

Well, he is a lawyer, and I don't like lawyers. But I like David Barr. But I will have to tell you the latest story I heard about lawyers. You know, the laboratories perform experiments on animals. They are not using guinea pigs or mice any more. They are using lawyers. (Laughter) They are in such abundance any more, and who the hell could just warm up to a lawyer? You know, you can warm up to a guinea pig or even a little mouse, but who can warm up to a lawyer? Nobody.

My book is coming along well. I have entitled it "Games Judges Play and Lies Lawyers Tell," and the overleaf shall continue as before, George. It will say, "The law is designed to perpetuate the wealth of attorneys," and I am sure you know that at home. We know it well.

We have some very good lawyers, but it just seems like we never get out of court. Capital Cities keeps us there quite a bit.

Again, I could be here all day, but Mr. Perlik has, you know, limited my time, and I agree with him. We want to get home some time today.

So all I will say in closing is this, thank you

for being our friends. Always be with us, and as I said last year, as it states in the Holocaust museum in Israel, in Jerusalem, it says, "Nothing will die as long as it is remembered," and if you remember us in Wilkes-Barre, we will not die. And the one thing that I will leave you with is this. Capital Cities may have its c-c-c-c-c-c-c-c-c-c, which is calamity, crime, corruption and everything else. But what we have in the Guild are the g's, and there are three g's, and if you get them in large doses, you never have any problem, and that's God and the Guild and guts.

Thank you very much. (Applause)

SECRETARY-TREASURER DALE: I think you will note that members of our staff now have in their hands the traditional buckets that you have seen a couple of times at this convention. You have been pretty generous to other causes. I ask you to double your efforts and be very generous to our strikers in Wilkes-Barre. Dig deep and help those people there. Thank you.

We are also prepared to take pledges. Start over here.

VICE PRESIDENT HATFIELD: Chuck, start over here.

SECRETARY-TREASURER DALE: OK, Larry. We want to start with the delegate from North Carolina. (Laughter)

VICE PRESIDENT HATFIELD: Larry Hatfield from North Carolina. We in Northern California view Jack Wallace and our brothers and sisters in Wilkes-Barre as special soulmates because they were with us during the many years of our strike in Vallejo.

We are prepared now to donate \$500 to that cause and institute a policy of paying them \$100 a month. (Applause)

And one other thing. We don't think Jack is very tactful, but he is our friend. (Laughter)

BROTHER JONES (Philadelphia): Eugene Jones, Philadelphia. The Philadelphia local will continue to support our friends in Wilkes-Barre, and in September I believe they are having their anniversary issue and we will have a page there.

BROTHER ELDER (Ottawa): Dave Elder from Ottawa. Local 205 will continue to support Wilkes-Barre and also an additional \$200.

BROTHER KEN FISHER (Pittsburgh): Ken Fisher. Pittsburgh will pledge \$150.

VICE PRESIDENT LOUTH (Vancouver-New Westminster): Doug Louth, Vancouver-New Westminster. We will donate \$350.

BROTHER SCHICK (Albany): Tim Schick, Albany. In addition to our monthly contributions, we donate \$100.

BROTHER LIPTON (New York): Barry Lipton, New York. We will never forget our friends in Wilkes-Barre. \$500.

BROTHER HILL (Buffalo): Kimberly Hill, Buffalo. \$100.

BROTHER J. MACDONALD (Canadian Wire Service): Canadian Wire Service Guild. Once again we will give Jack his \$1,000 so I can go home.

VICE PRESIDENT HOLT (St. Louis): Bob Holt, St. Louis. We donate \$200.

BROTHER HATCH (Cleveland): Hatch, Cleveland. Proud to pledge \$100.

VICE PRESIDENT SOUZA (Hawaii): Stan Souza, Hawaii. We pledge 150.

BROTHER LANGZETTEL (Portland): Dave Langzettel, Portland. We will pledge \$200 and continue our monthly support of \$75.

BROTHER MALLEY (Brockton): Bob Malley, Brockton. We will continue to send \$50 a month.

SISTER JAHN (Manchester): Barbara Jahn, Manchester. Manchester will donate its \$50 contribution.

VICE PRESIDENT SHELLOCK (Youngstown): Marie Shellock, Youngstown. Youngstown will contribute \$100.

BROTHER WALKER (Providence): Charley Walker, Providence. \$200.

BROTHER BRYANT (Southern Ontario): John Bryant, Southern Ontario. We will recommend \$200.

SISTER MACKAY-BLACK (Windsor): Mary MacKay-Black. We will pledge \$100 and our intention of purchasing an ad in the anniversary edition.

SISTER KILZER (Chicago): Mary Kilzer, Chicago. We pledge \$50.

SECRETARY-TREASURER DALE: Are there any others? Thank you very much. We will have a tally for you shortly.

CHAIRPERSON CULVER: Thank you. A few moments ago we had the substitute

resolution offered on the joint operating agreement, and we delayed consideration of that until copies could be made and circulated on the floor. We now have those copies, and Lou Mleczo had moved for adoption of the substitute and I believe was preparing to speak. Or had you already spoken, Lou? All right. Is there further discussion on the substitute resolution on the joint operating agreement? The center mike, Peter Jones, New York.

BROTHER PETER JONES (New York): Peter Jones, New York. Brothers and sisters, this is only my fourth convention. I have been a Guild officer for about 14 years, and I have seen a lot of worthy projects come along.

I rise in opposition to the substitute motion, and I intend to vote for the original motion for the following reason.

The original motion does, in my opinion, address the problem of JOAs. It has powerful language.

CHAIRPERSON CULVER: Excuse me just a minute. Let's be real quiet so we can hear the speaker.

BROTHER JONES: The original motion addresses the problem. It tells us all what we already know, that JOAs stink, but it also commits TNG's assistance and counsel to combatting the problem in Detroit, and that means money. Assistance means money and counsel means money.

One thing it does not do, however, is something that the substitute motion I believe attempts to do, and that is to create a special budget, a checkbook, that will require us to pour an unending amount of money into whatever kind of JOA situation arises.

I heard it second-hand that an estimate came—I believe it was, as a matter of fact, from someone in the Detroit local—that this might cost a half a million dollars. That's where it might start. I don't know where it's going to end.

The substitute resolution also requires—that is the way I read it—for a permanent lobbying effort to oppose the JOAs up on the Hill, and I just see it as a blank check that the Guild cannot afford at this time.

So I am going to support the original motion and its intent to combat JOAs.

CHAIRPERSON CULVER: On my left.

SISTER HAMEL (Detroit): Kristen

Hamel from Detroit. Brother Chairperson, please delete my name from the committee's resolution and add it to the substitute resolution.

Sisters and brothers, I urge you to adopt the substitute resolution proposed by Detroit. As a clerical worker in circulation at the Detroit Free Press and one of the departments to be hurt terribly by the joint operating agreement with the Detroit News, I urge the International and all locals to help us defeat this union-busting JOA. The JOA maneuver by Gannett and Knight-Ridder is another step in the monopolization of the newspaper industry by the big chains. It should be regarded with great alarm by every single local seated at this convention. The basis for the JOA application by these companies is totally fraudulent. It will not rescue a failing newspaper as the Newspaper Preservation Act requires.

It's designed to restructure two basically healthy newspapers to extract exorbitant profits through an illegal monopoly at the workers' and the community's expense.

Knight-Ridder has invested over \$70 million in the last six years to build a state-of-the-art production plant in Detroit, hardly the behavior of a failing newspaper, and this is in a year when newspaper revenues are up on a national basis.

Never once before April 14, 1986, the day the companies announced the JOA agreement, did we at the Free Press ever hear one word that the newspaper was in any kind of fiscal danger, let alone failing.

The JOA maneuver is union-busting pure and simple. Over 1,400 jobs may be lost at both papers. If just, say, 300 from the Guild are lost, imagine the expense and organizing it will take to regain that membership.

Our contracts at both papers expire next year. We can be assured that the publishers will try to take away every benefit and gain we've won, won after years of struggle by our members.

William Keating, the Gannett chief heading up the Detroit JOA, decimated the union in Cincinnati where he last administered a JOA. The Guild lost 225 of its 350 members. That's 64 percent. The ITU lost fully two-thirds of its people in Cincinnati.

Detroit, the city itself and the community we serve, a majority black city hit hard by auto plant closings and federal budget cuts, will be hurt bad with this JOA, too.

A study out of Louisiana State University showed that circulation and coverage in economically depressed areas in the inner cities, particularly the black and Latin communities, decreased dramatically with the JOA, and with newsstand prices going up, a given with the JOA, our laid-off members won't even be able to afford a paper to search the want ads.

Sisters and brothers, this assault by Gannett and Knight-Ridder on Detroit, and our membership is only the foreshadow of things to come. The monopolization of the newspaper industry will not stop until we put up a fight and stop it. Detroit is the place to draw the line.

On behalf of the women, the Latin and black workers in my department, indeed on behalf of the poor, the Latin and black communities in Detroit, I urge you brothers and sisters to help us defeat this union-busting attack by the publishers.

For these reasons the stronger language of the Detroit resolution should be passed by this body. Please adopt the resolution as submitted by Local 22.

Thank you. (Applause)

CHAIRPERSON CULVER: Bob Steinke.

BROTHER STEINKE (St. Louis): I think we should alter it, not change the content of it, but the sixth paragraph, where we are talking about "Detroit Local 22 has taken the first steps toward challenging the joint operating agreement by requesting a Justice Department hearing." I think we should add to that, "and this action is supported by the convention," and with that we can then drop the second last paragraph. I don't think we need both in there.

The other item—and I caution my friends in Detroit—is, where you are saying, "TNG shall be charged with rendering personnel, financial—" that is your first biggest mistake. I went through the Justice Department hearings a year and a half ago with our papers. They want to hear from the people in that town, and you had better have figures and facts to show them and say, "Here it is. I conducted the surveys myself," and let's say it is a joint study with someone else. That is what they want to hear.

Today that other paper in St. Louis is still on the street—I don't know if it is going to survive, but it is still there. The Justice Department wants to hear from people from that

town. They don't want to hear from TNG; they don't want to hear from some lawyer in TNG. They want to hear from the people in the town affected, and you had better take that position and do it that way. I know. It works.

CHAIRPERSON CULVER: Tom.

BROTHER HILTZ (Boston): Tom Hiltz, Boston. I am certain that everyone here recognizes and agrees that there is a threat from joint operating agreements, but I must speak in opposition to the substitute resolution because I do think it commits TNG's resources just to too great a degree.

In 1970 TNG put its entire thrust behind an opposition movement to the original legislation and lost, and I think that the substitute resolution would require TNG, in what I am sure is a far less favorable Congress, to extend itself.

So I urge that you defeat the substitute resolution. Thank you.

BROTHER LIPTON (New York): I agree with the sister from Detroit in just about everything she said, and I think this entire convention does in terms of the need to protect the workers there and any place else that might be affected by a JOA, but I strongly believe that the original resolution accomplishes that and accomplishes it fully and adequately, and I see no reason to support the substitute. I think it is just too wide open and will represent problems in terms of its approach.

I think the original covers the situation. I would like to take this opportunity through the chair, if he is here, to ask Counselor Barr—I don't see him. Is he here? Yes.—Counselor Barr whether he sees, as of this point, at least, whether he sees anything in the existing circumstances in Detroit that is different from other situations like this that would lead him to believe that it is a non-winnable fight.

CHAIRPERSON CULVER: Brother Barr, would you care to respond?

COUNSELOR DAVID BARR: Barry, the facts in Detroit appear to be the same in the essential key points as the indications that we have seen before. TNG with the ITU fought very hard in the Cincinnati JOA to get a hearing. In the hearing we threw everything we had at them. Unfortunately, we lost.

In Seattle the local worked very hard

through a joint committee, got a hearing at the Attorney General level and unfortunately lost.

I believe I recall that that went to a federal district court. A point was won in federal district court, and then that was reversed in the Court of Appeals.

Before that we had Chattanooga which the ITU fought and unfortunately lost, and there was also Anchorage which has since broken up. But as to all of those JOAs it would appear to me, in answer to your question, that in the essential points the indications are about the same.

CHAIRPERSON CULVER: Gil. Excuse me. Stan, I believe.

BROTHER KRUSE (Hawaii): The name is Roy.

CHAIRPERSON CULVER: I'm sorry. Roy. (Laughter)

BROTHER KRUSE: Roy Kruse, Hawaii. Stan is a little shorter and a little fatter. (Laughter)

Roy Kruse, Hawaii. I think there are two things that are really threatening the newspaper workers of America and Canada and the really suppression of news and the citizenry. Those are the chain newspapers gobbling up more and JOAs.

In 1962 we went into a JOA in Hawaii with two independent voices, two independent long-term newspapers, and it saved every job on those two newspapers.

Today the failing newspaper in Honolulu last month or so went out and bought two newspapers in the Pacific Northwest. A few years ago the chain Gannett bought into Honolulu. There was no, I don't think, intent of that so-called Failing Newspaper Act—which is erroneously called a Failing Newspaper Act—to bring together these chain newspapers that every quarter you read that they are making 10, 15, 20, 30 percent net profits, and they dare call themselves failing newspapers under the guise of the Failing Newspaper Act.

I think we have got to be concerned, and every convention thereafter. More and more locals are being hit by the JOAs.

It doesn't do us any good to have the chain newspapers who are not failing participate in it. I think the Guild has got to fight the growth of these chain newspapers, and it's got to fight

JOAs that these chain newspapers are participating in, because they are not failing, and it makes our job tougher.

I don't think that the amended motion or the new motion on the floor goes strong enough, and yet I don't think it will pass because I don't think this body is ready to accept that kind of a challenge. But some day we are going to have to accept that challenge because it is upon us now, and the Guild is going to have to reaffirm itself and spend some money and start doing something, not only the Guild—organizing the rest of the unions in the nation and in Canada to fight it, because this, I think, is the work that we are going to be facing. Any one of us can go out and fight an independent newspaper by sitting across the table and negotiating and get good, fair deals, but you can't do it when you are fighting a suppressing newspaper that suppresses competition and that has 92 other newspapers to back them up.

We are going to have to start fighting it, and I say this doesn't go far enough, and yet I don't think it is going to pass this body because I don't think this body is ready for it yet.

But we may be ready for it next year. We are going to have to commit ourselves to spending money. I am going to go back and ask that our executive board send some money to Detroit to help them.

Thank you. (Applause)

CHAIRPERSON CULVER: Thank you, Roy Kruse. Gil Bailey.

BROTHER BAILEY (Pacific Northwest): Gil Bailey, Pacific Northwest. The JOA is not only a foreshadowing of the future. It is a foreshadowing of the past.

On May 23, 1983, I watched 224 Guild members leave my newspaper, the Seattle Post-Intelligencer, for the last time. They were without jobs because of a JOA in Seattle. Many of them are underemployed or not employed to this day. Others have retreated into the bottle, others have left the industry, taken their families elsewhere to start new lives. The economic cost, the personal cost to them, was incalculable.

But that date is not the only important date. In 1969 and '70 I was on the staff of a U.S. congressman when the JOA was passed—not JOA but the Newspaper Preservation Act was passed. TNG fought that act, fought it well, and lost. My congressman fortunately voted against the act. But as my brothers and

sisters in Northern California remember, their congressman in San Francisco voted for it and for the first time gained the support of those two newspapers which he continued to keep until his death. He was a very respected congressman, one who worked well for social issues, put together such things as trades, food stamps for cotton subsidies, food stamps for strikers, but he caved on that one.

They are almighty powerful in the House and Senate, those publishers of ours, and in that act there is a section which says that the profits of the chains cannot in any way be counted against the losses of the individual newspapers.

When the JOA came in 1980 to Seattle, the announcement had to be made a little early because some lawyers had left some papers in a Xerox machine and had been found.

We fought. We fought through a citizens committee basically. We provided witnesses, we provided briefs, we provided information. Some of the information that we provided was that one of the major problems at the Seattle Post-Intelligencer was his presses, presses that had been shipped from the San Francisco Examiner which had gone into a joint operating agreement in part because its press capacity was not adequate. Well, their presses did the same thing to us.

We provided a witness, an editor, former editor, who testified to mismanagement, to interference from the Hearst Corporation. We provided testimony that there were charges from the Hearst Corporation that were excessive. We had to pay for William Randolph Hearst, Jr.'s Washington office and in turn got his column. I don't know if any of you have ever read his column. But it's worth—(cough)—on its face.

We provided other facts and figures. We lost before the administrative law judge. We won in district court. We lost at the Court of Appeals.

We had a nationally known and respected and excellent antitrust lawyer. The decision was then made not to appeal to the Supreme Court.

It was a hard, bloody fight. We save some jobs for three years. We negotiated some additional severance benefits. But it is a fight that has been waged in a number of cities and never won.

I agree we should lobby the Congress for change in the law, because that is our only

answer. I agree that Detroit should wage the best fight it can, and I hope they win. But I will stand with the original motion from the committee.

CHAIRPERSON CULVER: Thank you, Gil. Larry Hatfield.

VICE PRESIDENT HATFIELD (Northern California): Larry Hatfield, Northern California. I am a child of one of the first two matings of JOAs. I am not sure who the bastard is in that relationship, but Gil just added Congressman Burton to it, so it sort of becomes Rosemary's baby.

But I want you to know I support the Detroit resolution because I remember not too long ago on the board I took my customary side on the IEB and lost on the issue of providing International money to Seattle on its JOA, because I felt then and I feel now that these arrangements between monopoly—publishers have Guildwide significance, and I think that the support for fighting them ought to come from the International and from all of us.

I believed that then, when the International didn't agree with me, and I believe it now, and I will believe it when every newspaper city in this country has a JOA and the Guild is still expecting the locals to fight the battle alone. (Applause)

BROTHER HILL (Buffalo): Kimberly Hill, Buffalo. Referring to paragraph 1 of the substitute resolution, I would remind the makers of that resolution that there are two nations in this Newspaper Guild.

BROTHER DONALD C. KUMMER (Detroit): Don Kummer, Detroit. We proposed this substitute motion because we feel it is stronger language and yet it has no specific commitments from TNG to do one thing without the approval of our International Executive Board.

We are not asking for a blank check of any kind. We have appreciated to this point the help we've got from Dave Eisen and Leo Ducharme who have been sent in to assist us. We didn't even request that. We got it, and we appreciate it, and we are not about to make any requests that are unreasonable.

Whether or not we would have taken on the challenge of Wilkes-Barre 7 1/2 years ago had we known the heartache, the cost, the legal battles, the fights with the IRS, I don't know. We took on the battle knowing what we did at that time, and you fought it ever

since, and I think a lot of people here feel like it's been a victory.

You never know what the result will be. I don't want to get into a legal scrimmage with Dave Barr. He is an attorney. I graduated from the sixth grade. But I question how many documents he has checked in Detroit, how he made the statement that this is the same as other cases.

Our attorneys have not finished reading all the documentation that has been presented. The Justice Department is still getting documentation from the Detroit Free Press which claims to be the failing paper. There is much, much to be seen yet in how the story is going to develop in Detroit.

What we have proposed here is trying to combat the problems that we have faced since that dreadful month of April 14.

We didn't know a damned thing about JOAs, and we found out that there is no central source for this information. What the International had they gave us, but there has to be an effort made, so we are asking that at least that be the central source.

Locals are going to have to cooperate on the information, where it's organized.

Our union has represented people at the Detroit Free Press, which stands to be the greatest loss in this case, for 48 years. Forty-eight years we have fought for them. All of a sudden their livelihoods are jeopardized. They won't have union representation unless we can pull something out of this, and 48 years goes right out the window.

I think that's worth a fight. I think we have that commitment.

Detroit is not asking for one penny at this point. What happens down the road we will present to the IEB, and they will make the judgment, or we will be back here next year at the convention saying, "These are the circumstances."

But what this motion and why this motion was brought before you is because we want a message, we want a message from the men and women of The Newspaper Guild to the publishers in this country, and say, "We are going on record in the strongest terms we can," and we want a message from the men and women of The Newspaper Guild across this country to the men and women of The Newspaper Guild in the City of Detroit to say that "We care, we are concerned about you,

and damn it, we are going to help you fight."

We want you to say you care. (Applause)

SISTER MACKAY-BLACK (Windsor): Mary Mc-Kay-Black from Windsor. I stand in support of the Detroit resolution, and I just wanted to say to the brothers and sisters in Detroit, we are right across the river if you need us. (Applause)

SISTER HOPKINS (Peoria): Elaine Hopkins, Peoria. The Newspaper Guild is spending over \$300,000 a year to support the Wilkes-Barre strike because that strike has Guildwide significance. I think the same thing is true of the Detroit situation.

This is another Guildwide significance situation. If we can afford \$300,000 for Wilkes-Barre, we can afford money for the Detroit situation, and we should spend it. (Applause)

BROTHER HOWARD T. WARREN (Detroit): Howard Warren, Detroit. Just one small point I'd like to make in reference to what Brother Barr said.

We must understand these are the two largest chains in the country, the two largest and two richest chains in the country. If this JOA is permitted to proceed, 10 years from today there won't be a single competitive situation in this country. That's a far different situation than the other JOAs that I know of where one paper was clearly dominant.

In Detroit we have had a tremendous struggle for supremacy between those two papers, and it continued until Gannett moved in and decided they were going to cut up the lemon two ways.

If you people don't understand that this is going to affect everyone, everyone in this country, then I really fear for the future of this union. (Applause)

BROTHER OLIVE (Northern California): Brother Chairperson, I have a question through the chair to the maker of the motion.

The question is, in the fourth from the last paragraph, "TNG shall also be charged with rendering personnel, financial and administrative assistance to Guild locals faced with joint operating agreements," the expression "faced with joint operating agreements," do you envision that to mean those locals now operating under joint operating agreements and might be contemplating challenging those joint operating agreements?

CHAIRPERSON CULVER: Lou.

BROTHER MLECZKO: The intent of our resolution is not to limit it to just those locals such as ours facing a JOA but to those that are under the operation of a JOA now. JOAs evolved through time, whether it be San Francisco or Pittsburgh or Cincinnati or elsewhere. The conditions change, the size of the papers, the dominance of the papers. We would hope that whatever compilations TNG can bring forth would be helpful to any local that is currently under a JOA or is facing one in the near future or in the long term.

BROTHER OLIVE: Mr. Chairperson, I'd like to move an amendment, and in the fourth from the last paragraph, it would end, "not already in force."

If I can have a second, I will speak to my motion.

CHAIRPERSON CULVER: Is there a second to that motion?

DELEGATE: Second.

CHAIRPERSON CULVER: There was a second.

BROTHER OLIVE: I would have very serious difficulty with the substitute resolution as explained by Brother Mleczo. It is a blank check that I think we would be hard pressed to deal with. In San Francisco, for example, I think it would be folly at this point to contemplate challenging a joint operating agreement that's been in force for nearly two decades. If it is limited to joint operating agreements such as the one in Detroit and others that might occur between now and the next convention, I think it is a little more palatable.

The local under the amended motion, the amended resolution, would still be charged, would still be responsible for leading the charge on the question of JOAs, because TNG is charged with personnel, financial and administrative assistance which is subjugated, obviously to another effort, and I think that would be the local effort.

It's possible that even the amended motion, the amended resolution, would fail.

As Brother Kruse pointed out, perhaps this convention is not ready for it. I don't think you should worry about whether you are voting for a losing motion. You should worry about whether it's right.

CHAIRPERSON CULVER: Are there further speakers? Larry.

VICE PRESIDENT HATFIELD: Larry

Hatfield, Northern California. Just so you know where we all stand in Northern California, I oppose the amendment that Richard just offered because if and when we in Northern California oppose the renewal of the immoral, if not illegal, JOA of the San Francisco Examiner and Chronicle, I, for one, will be here asking TNG for assistance in it.

CHAIRPERSON CULVER: There seem to be no other speakers. Do you wish to close, Dick?

BROTHER OLIVE: Yes, I do, Brother Chair. If and when we oppose the joint operating agreement in San Francisco, I think that is something we might be able to consider with the next convention. So I urge your support of the amendment.

CHAIRPERSON CULVER: Very well. We are getting ready to take a vote on the amendment. Let me explain what it is. First we are on the joint operating agreement substitute resolution. In the fourth paragraph from the end the Olive amendment would add this language after "operating agreements," saying, "operating agreements not already in force." All those in favor of that amendment please say aye. Opposed, no. The noes have it, and the amendment fails.

MOTION LOST

CHAIRPERSON CULVER: We are back on the substitute resolution. Will there be further debate on the resolution?

(The question was called.)

CHAIRPERSON CULVER: President Perlik wishes to be recognized.

PRESIDENT PERLIK: Brother Chairperson, just for two points. The first is to remind this audience, in spite of what at least two speakers said, Brother Barr said he does not see any distinction in Detroit on the basis of the facts as he knows them at the present time. He did not say there was no difference.

Secondly, I think the convention would be extremely derelict if it passed the substitute motion and did not say where it wants the money to come from.

We have been told, we are told in the Finance Committee that the cost of this JOA could be anywhere from a quarter to a half a million dollars. It is incumbent upon you, if you are going to pass the substitute, it seems to me, to say whether you want that money to come from the General Fund or the Defense Fund.

CHAIRPERSON CULVER: Lou Mleczo is recognized to close debate.

BROTHER MLECZKO: OK. Thank you, Brother Chairperson. I was the delegate who made the cost estimate on potential legal costs on a JOA legal challenge in Detroit. The quarter-million to half-million estimate that I threw out was based on a general "guesstimate" if we went through the entire legal process from federal district court all the way to the U. S. Supreme Court formal appeal.

Detroit is fully prepared on its own to take whatever legal action we feel appropriate in challenging this. We are not broke. We are not going to be intimidated by potential legal costs.

Again, I appreciate the comments of the brothers from Hawaii and from Northern California. We wanted this substitute to be a general resolution, not just focusing on Detroit, which the original motion does. We wanted it to be a policy statement reflecting the position of this union. We are not asking for any specific grants.

As Brother Kummer mentioned to you earlier, we could come before the IEB at a later point and make the request which we can do now. We are not asking for any specific money. There may not be any request for money.

But what we are asking for is in approaching publishers in this country and in Canada where the economic concentration is already showing us the road we are heading towards.

Give us a sword, not a yardstick. Thank you. (Applause)

CHAIRPERSON CULVER: Very well. The debate has closed, and we are preparing to vote on the resolution headed "Joint Operating Agreement Substitute Resolution." This is a substitute for the resolution that came out of committee. All those in favor of adoption of the substitute please say aye. Opposed, no.

I am going to ask for that vote one more time, because I am getting an almost equal "yes" and "no" up here, so I am going to ask one more time so I can try to hear right. All those in favor of adoption of the substitute please say aye. All those opposed, no. The noes have it, and the substitute is defeated.

MOTION LOST

CHAIRPERSON CULVER: We are back on the main resolution, "Detroit Joint Operat-

ing Agreement." Will there be further debate?

(The question was called.)

CHAIRPERSON CULVER: Don.

BROTHER KUMMER: I just want to thank all those people who supported our resolution and to all those people who couldn't, we understand. (Applause)

CHAIRPERSON CULVER: Gil Bailey.

BROTHER BAILEY: Gil Bailey, Pacific Northwest. As one who opposed the substitute on the basis of hard experience, I would urge the IEB—and I am certain Brother Hatfield will be a part of it—to closely study the question of joint operating agreements and the concentrations of chains and come back to the next convention with some firm recommendations on it.

CHAIRPERSON CULVER: Thank you, Gil. The resolution as originally presented, headed "Detroit Joint Operating Agreement" is now before you for a vote. All those in favor please say aye. Opposed, no. The resolution is adopted.

MOTION CARRIED

BROTHER PATRICK HUNT (Washington-Baltimore): Patrick Hunt, Washington-Baltimore.

CHAIRPERSON CULVER: Yes, Pat.

BROTHER HUNT: I have a resolution on Central America, on the Nicaraguan issue, and ask suspension of the rules so we can --

CHAIRPERSON CULVER: Yes. Would you mind holding up on that a little bit? We have one other resolution, and then we will get to you.

Let me tell you where we are. We had the resolution yesterday headed "Canada-United States Free Trade," which was deferred until today for further consideration, and that motion was moved and adopted.

Now we have before you this morning a substitute motion, headed, "Canada-United States Free Trade," in which John Lowe of Southern Ontario is listed as the principal author.

George said that I stated the free trade resolution was adopted yesterday. It was not adopted. The resolution to defer it was what was adopted.

Does somebody wish to offer this substitute resolution?

BROTHER CARAGATA (Canadian Wire Service): Yes. Brother Chairperson, Warren Caragata, Canadian Wire Service Guild.

I would move that the convention substitute the resolution for a resolution that you have before you on green paper called "Substitute Resolution, Canada-United States Free Trade," and I will read the resolution.

SUBSTITUTE RESOLUTION, CANADA-UNITED STATES FREE TRADE

The Canadian and American governments are in negotiations with the objective of entering into a comprehensive free trade pact.

This convention recognizes that any comprehensive trade agreement threatens the interests of workers in the communications industry. The AFL-CIO and the Canadian Labour Congress have recognized that any such agreement would hurt the interests of unionized and unorganized workers in both nations through job losses and pressure on workers for more concessions. They have drawn the distinction between a comprehensive deal and sectoral agreements which may conform to the needs of workers in particular industries.

The Convention calls on both governments to end their attempts to negotiate that comprehensive agreement.

I would like to address the issue of the substitute when there is a second, Brother Chairman.

BROTHER PELLETTIER (Southern Ontario): Paul Pelletier, Southern Ontario. Second that.

CHAIRPERSON CULVER: Let the record show there are also 10 or 12 seconds on the resolution.

Yes, you may speak first.

BROTHER CARAGATA: Mr. Chairman, what the substitute resolution does is recognize that there are advantages to certain sectoral agreements. However, that is not what the two governments are attempting to negotiate. What they are attempting to negotiate is a comprehensive free trade deal that would not only end what many of us would consider barriers to trade but also seeks a closer integration politically of the two countries which would be the end result

of a comprehensive free trade deal.

A comprehensive free trade deal, for instance, one of the issues that is being negotiated is, for instance, the Canadian Medicare scheme, because it is argued that that is in fact a subsidy to Canadian industry and is therefore unfair to American corporations who do not have to pay Medicare costs.

A comprehensive free trade agreement not only endangers many Canadian social programs but would also remove the pressure on American corporations and on the American legislature to provide the kind of social programs that we have in Canada and that I know everybody in this room from our brothers and sisters from the United States would also like to secure.

The substitute resolution is important because it addresses the issue of a comprehensive deal. It recognizes the fact that sectoral agreements can be negotiated and are in fact welcomed by many workers on both sides of the border.

The other issue, of course, that the substitute resolution addresses is the effect on the communications industry because there is a great fear among Canadian locals that a comprehensive deal with a n effect on the communications industry would, for instance, mean that Gannett and Knight-Ridder and McClatchy would increase their power by crossing the border and moving into Canada and buying out newspapers.

That means that we will be dealing with the kind of situation in Canada that the McClatchy workers in Portland are dealing with, and that means that you will be weaker when you fight those chains because, as they gobble up Canadian newspapers, they will become stronger, and if we want to stop McClatchy at the border and if we want to make sure that the Ronald Reagans and the Justice Rehnquists of the world do not gain access—do not increase their power through a comprehensive deal that threatens Canadian serenity, then I urge you to support the substitute resolution.

Thank you, Brother Chairman.

CHAIRPERSON CULVER: Thank you. Dave.

VICE PRESIDENT MULCAHY (New York): Dave Mulcahy, New York. I rise to support the substitute motion. The subject of free trade between the two countries is an interesting issue. I think, however, the addi-

tion of the language and the emphasis on the words "sectoral agreements" in the substitute motion make the substitute motion much more passable at this convention.

Canada and the United States are two of the biggest trading partners in the world. I can appreciate the position of my Canadian friends who don't want to be run over by the U.S. truck. I certainly think they have a very valid point in so far as trade between Canada and other countries. I believe that this substitute motion is valuable, and I urge your support.

CHAIRPERSON CULVER: Are there other speakers? Very well. We are getting ready for the vote unless the mover wishes to close.

Apparently not.

All right. At this time we will take the vote on the resolution, "Canada-United States Free Trade." All those in favor of this as a substitute please say aye. Opposed, no. The ayes have it, and the substitute is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: Now we will take a vote on whether to approve the "Canada United States Free Trade" resolution as substituted. All those in favor please say aye. Opposed, no. The motion carries, and the resolution as substituted is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: John Edgington, did I get it right that time? Thank you.

BROTHER FLOYD TUCKER (Northern California): Brother Chairperson.

CHAIRPERSON CULVER: Wait a minute. Yes. If we could take another matter of business here, and then we will get to you, Floyd.

BROTHER LAINE: Is Elizabeth Elinski in the room? Please come up.

We have one resolution left and then the Final Report, and I am going to ask Elizabeth to read our final resolution.

SISTER ELINSKI (Buffalo): "Thank you, Philadelphia."

THANK YOU, PHILADELPHIA

The 53rd annual convention of The Newspaper Guild salutes Local 10 of Philadel-

phia. It is fitting that, as we approach the 200th anniversary of the birth of the United States Constitution, our union, which is committed to democracy in workplace, celebrate its convention in the birthplace of American democracy. Thank you, Philadelphia, for a job well done as our hosts.

(The audience arose and applauded.)

SISTER ELINSKI: Signed by George Laine and other members of the Resolutions Committee.

I move for adoption.

CHAIRPERSON CULVER: Thank you, Liz. The resolution headed "Thank you, Philadelphia" has been moved and seconded. Will there be discussion? All those in favor please say aye. Opposed, no. It carried unanimously.

MOTION CARRIED

CHAIRPERSON CULVER: George.

BROTHER LAINE: I have the Final Report of the Resolutions Committee.

FINAL REPORT OF THE RESOLUTIONS COMMITTEE

The resolutions committee received 22 resolutions, of which 10 were adopted by the committee and moved to the convention floor. Nine were referred to other committees, one was withdrawn, one was replaced by a substitute resolution on joint operating agreements and one, submitted after the deadline, has the approval of the committee and the committee has instructed the chairperson to seek convention approval to suspend the rules so it may be brought before the convention. The committee also initiated two resolutions, one thanking the host local and one of memoriam.

Signed: George Laine, Los Angeles, Chairperson; Mark J. Anderson, Bristol; Elizabeth Elinski, Buffalo; Kristen A. Hamel, Detroit; Peter Jones, New York; Ed Kirgan, St. Louis; Iva Lang, Twin Cities; Sam Reyenga, Southern Ontario; Gerry Rocker, Northern California; Thomas Thibeault, Manchester.

BROTHER LAINE: This Final Report of the Resolutions Committee is signed by all committee members, and I move adoption of it.

CHAIRPERSON CULVER: All right. You have the Final Report of the Resolutions Committee. It's been moved and seconded.

Will there be discussion? All those in favor please say aye. Opposed, no. The report is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: Floyd Tucker, you are recognized.

BROTHER TUCKER (Northern California): Floyd Tucker, Northern California. **Brother Chairperson, Brother Hunt** has kindly yielded his place in line at this microphone so that I might ask the unanimous consent of the body to present a resolution that did not make it to the Resolutions Committee in time.

I think it is not controversial in view of this body's long-stated position, and if I may have that permission, I will proceed.

CHAIRPERSON CULVER: All right. We have a unanimous consent request to take up a resolution on the "Grape Boycott." Is there any objection to this? Copies have been distributed. I see no objection. So the rules are suspended for that, and you are recognized to speak on the resolution.

BROTHER TUCKER: "Grape Boycott."

GRAPE BOYCOTT

Boycott of California grapes, invoked by the United Farm Workers of America and supported by The Newspaper Guild, led a decade ago to enactment of the landmark California Agricultural Labor Relations Act and a share in achievements of the labor movement for those who work to produce food for our tables.

Today the act is being circumvented by appointees of a governor who collected huge contributions from agri-business corporations and who now makes good on an election campaign pledge to neutralize the UFW.

Collective bargaining gains evaporate. Elections are won, but no new contracts are signed. Death, illness and injury are suffered by a disproportionate number of those who labor in an agricultural workplace made perilous by toxic herbicides and pesticides.

The UFW has turned again to economic action in the marketplace. Again it has called for boycott of California table grapes that don't bear the union label.

The Newspaper Guild supports the UFW

and calls upon all Guild members to boycott non-union California table grapes until justice again is available to farm workers.

Submitted with support of the Northern California, San Diego, San Jose, Los Angeles, Bakersfield, Pacific Northwest and Hawaii Newspaper Guilds.

BROTHER TUCKER: This is submitted with the approval of all of the unions here represented in the Western District Council of The Newspaper Guild.

CHAIRPERSON CULVER: Thank you, Floyd. Are there seconds to the resolution?

(Seconded by several.)

CHAIRPERSON CULVER: Seconded by several. It is before you. Will there be debate? All those in favor of adoption of the resolution headed "Grape Boycott" please say aye. Opposed, no. The resolution is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: Yes, Pat.

BROTHER HUNT (Washington-Baltimore): Patrick Hunt, Washington-Baltimore Newspaper Guild. I request a suspension of the rules so I can introduce a resolution on Nicaragua.

CHAIRPERSON CULVER: Yes. There's a unanimous consent request to suspend the rules for the purpose of consideration of a resolution on Central America. Will there be objection?

There being no objection, the rules are suspended, and you may introduce the resolution.

BROTHER HUNT: You have copies of it on a blue sheet that was circulated.

RESOLUTION ON CENTRAL AMERICA

On Wednesday, the U.S. House of Representatives narrowly decided to send an additional \$100 million in mostly military aid to the contra forces based in Honduras. The Newspaper Guild unequivocally declares its opposition to that decision. In doing so, the Guild joins with many other AFL-CIO affiliates, the Canadian Labour Congress, international church groups, the Contadora nations, and virtually all other Western governments which have condemned such aid as the main impediment to a negotiated and just peace in region.

The funding will escalate a CIA-sup-

ported operation which has brought untold suffering to the Nicaraguan people and which threatens to embroil the U.S. and other nations in a wider war. It will increasingly lead to emergency measures which will curtail those basic democratic rights now existing in Nicaragua. The contras have little indigenous popular support; they are directed by the old pro-Somoza elite allied with extreme right-wing elements in the United States. Human rights abuses by the contras in the countryside have been well-documented by Amnesty International, journalists and other observers.

American taxpayer dollars—those which are not allegedly being siphoned off by the Miami-based contra leadership to lucrative drug dealing and other personal business interests—will help perpetuate these abuses, despite the opposition of most Americans.

The Guild calls for an end to all assistance to the contras, recognizes the right of the people of Central America to determine their own destiny, and expresses its support for the Contadora peace initiative.

Signed: Patrick Hunt, Washington-Baltimore; Marv Gandall, Ottawa; Gail Lem, Southern Ontario; Tim White, Southern Ontario; Paul Pelletier, Southern Ontario; Connie Knox, Washington-Baltimore; Beth Tamke, Memphis; Larry Hatfield, Northern California; Jan O'Brien, Vancouver-New Westminster; Doug Louth, Vancouver-New Westminster; Roger Stonebanks, Victoria; Jerry Trambley, Erie; Isaiah Lewis, Toledo; Sandra Chermack, Erie; Evalynn Carter, Memphis; Ray Cohn, Lexington; Faye McCracken, Memphis; Roberta Simons, Northern California; Martin Van OpDorp, Washington-Baltimore; John Rau, Washington-Baltimore; Rebecca Ferrar, Knoxville; Henriette Streker, Providence; Brian Beaulieu, Providence; Charles Walker, Providence; Dena Bunis, Rochester; Marietta Quinney, Southern Ontario; Jan Ravensburger, Montreal; Dave Mullington, Ottawa; Patricia Bull, Ottawa; Randy MacDonald, Ottawa; Dave Elder, Ottawa.

CHAIRPERSON CULVER: Thank you, Pat. Do you move for adoption?

BROTHER HUNT: I move for adoption.

CHAIRPERSON CULVER: Second to the "Resolution on Central America"?

(Seconded by several.)

CHAIRPERSON CULVER: Seconded by several. Will there be debate? I didn't ask you whether you wished to speak further, Pat.

BROTHER HUNT: Not at this time.

CHAIRPERSON CULVER: All right. Yes. Did you wish to speak?

BROTHER PELLETTIER (Southern Ontario): I think there is a typo in the resolution beginning in the second paragraph. The word "fighting" should be "funding."

BROTHER HUNT: Yes, that correction is correct. Thank you.

CHAIRPERSON CULVER: Very well. There seems to be no discussion on the resolution. Therefore are you ready for the vote? All those in favor of the resolution headed "Central America" please say aye. Opposed, no. The resolution is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: Pat Bell of Ottawa, could you come up, please. John Bryant, we will take you second in line. Yesterday I announced we were getting ready to take up the Second and Final Report of the Human Rights Committee, and we don't show a record beyond that of having read it or voted on it, so Pat, would you take over once again.

SISTER BELL (Ottawa): Second and Final Report of the Human Rights Committee: Strike Out Foul Play.

SECOND AND FINAL REPORT OF THE HUMAN RIGHTS COMMITTEE

STRIKE OUT FOUL PLAY

The Newspaper Guild lauds the Oakland A's swift and strong action against one of its player's inappropriate, public, sexist harassment of Susan Fornoff, Sacramento Bee sportswriter and Guild member.

TNG deplores such harassment of any sportswriters in the performance of his or her job.

The Convention calls upon the Major League Baseball Players Association and Baseball Commissioner Peter J. Ueberroth to inform all teams that the Guild expects equal and professional conduct toward all sportswriters.

Signed: Pat Bell, Ottawa, Chairperson; Jeanette Alloway, Northern California; Ruben Batista, New York; Michael Burrell,

Denver; Evalynn Carter, Memphis; Kate Ferguson, Wire Service; Marty Goldman, St. Louis; Beatrice Hogan, Canadian Wire Service; Luther P. Jackson, III, Detroit; Gar Joseph, Philadelphia; Janet Kolodzy, Cleveland; John B. Mitchell, Gary; Dave Pettinari, Pueblo; Shirley Rajala, Brockton; Joseph Shea, Northern California; Janet Terrell, Wire Service.

SISTER BELL: I so move, Mr. Chairperson.

CHAIRPERSON CULVER: Thank you, Pat. The Second and Final Report of the Human Rights Committee has been moved by the committee chair, Pat Bell, and seconded by those signing the report. Will there be discussion? All those in favor of adoption of the Second and Final Report please say aye. Opposed, no. The resolution is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: We will now go to the Second Report of the Constitution Committee. John Bryant, you are recognized.

BROTHER BRYANT (Southern Ontario): Second Report of the Constitution Committee.

SECOND REPORT OF THE CONSTITUTION COMMITTEE

To implement the Convention's adoption of the Second and Final Report of the Collective Bargaining Committee, first paragraph:

1. The Convention amends Section 2(b) of Article XVIII of TNG's Constitution by adding the following:

"Notwithstanding the above, the local governing body may decide, subject to an appeal to the IEB, that the ratification vote will be taken in the constitutional Unit involved."

2. The Convention amends Section 2(b) of Article XIX of TNG's Constitution by adding the following:

"Notwithstanding the above, the local governing body may decide, subject to an appeal to the IEB, that the strike vote will be taken in the constitutional Unit involved."

Signed: John Bryant, Southern Ontario, Chairperson; Becky Avett, St. Louis; Brian Beaulieu, Providence; Paul Bryan, Southern Ontario; Leonard Buder, New York; Russ

Cain, San Jose; Mary Esslinger, Washington-Baltimore; Eugene Jones, Philadelphia; Mary Kilzer, Chicago; John Lord, Southern Ontario; Keeble McFarlane, Canadian Wire Service; Michael Millett, Portland; Mark J. Monday, San Diego; Mel Morris, Vancouver; Paul Pellettier, Southern Ontario; Kenneth Rieger, Toledo; Wallace Thrower, Gary; Floyd Tucker, Northern California.

BROTHER BRYANT: I move adoption.

CHAIRPERSON CULVER: The Second Report of the Constitution Committee has been moved for adoption by John Bryant, the chair, and seconded by those signing the report. Will there be discussion? All those in favor of adoption of the Second Report of the Constitution Committee please say aye. Opposed, no. The resolution is adopted.

MOTION CARRIED

CHAIRPERSON CULVER: John says "Hooray." President Perlik has asked to be recognized for some remarks.

PRESIDENT PERLIK: Brother Chairperson, we were informed earlier this week by Professor Walter Brash, a professor of journalism at Bloomsburg University in Bloomsburg, Pa.—it is a small town in northeast Pennsylvania tucked in among our locals up there—Wilkes-Barre, Hazleton, Scranton, so forth. We were told by Professor Brash that the university is opening and beginning a new Department of Mass Communications, and it is the decision of the faculty of that department to name the department after our founding president, Heywood Broun.

He reminds us that this is still a decision that needs the approval of the university itself, but he says certainly if they approve the department in that fashion, the program itself, which consists of four aspects of journalism instruction—journalism, advertising, public relations and telecommunications—will indeed be named after Heywood Broun.

I think that would be a singular honor for The Newspaper Guild to have our founding president's name memorialized—immemorialized in a setting of academic instruction that will help acquaint newly arriving journalism students, employees and, hopefully, Guild members with the forebears of this organization.

We will watch this development with a great deal of interest, and I'm sure you share my pleasure in learning of it.

Secondly, I think there is only one person

in this room whose tenure at Guild conventions is longer than my 36 consecutive years, 36 consecutive conventions, and I wouldn't want the record of the convention to close without noting who that is, and I think this is the first time, perhaps, that we have thrown her out twice, but nonetheless, she has been with us for 40 conventions—Lenore Hayes, our stenotypist.

(The audience arose and applauded.)

PRESIDENT PERLIK: Lenore, I hope you will be here for 40 more, but don't count on me to be along with you. (Laughter)

CHAIRPERSON CULVER: We have another order of business before us, and that is selection of a convention site for the year 1989.

DELEGATE: Buffalo. (Laughter)

CHAIRPERSON CULVER: Tim Schick, did you wish to be recognized? Please, please, please.

BROTHER SCHICK (Albany): Tim Schick, Albany. Earlier this week the Albany Local passed out some literature regarding our city which you have on your tables. We are trying to be subtle. I now have the opportunity to explain why it was passed out. The membership, the representative assembly, the executive board, and the delegation of the Albany Local are inviting The Newspaper Guild to hold its 1989 convention in our hometown. We have two union hotels capable of holding the convention. I might add that one of them is built on a horizontal rather than a vertical configuration which will allow for the disbanding of Brother Dale's elevator safety committee. (Applause)

Before you act on this invitation, a little background is in order.

When Buffalo fell through as site of this year's convention, Albany was one of several locals to bid to fill in. When Brother Perlik visited Albany to inspect the facilities, we arranged for a personal invitation from our governor, Mario Cuomo.

I have seldom seen Perlik speechless. For 20 minutes Cuomo detailed the merits of Albany, on what the city had to offer, and he offered to address the convention. Then Cuomo made a mistake. He asked Chuck, "Is there anything else I can do for you to get the convention here?"

And Chuck said, "You could announce you're running for president at the conven-

tion." (Laughter and applause)

Well, here we are in Philadelphia. But Cuomo is not used to being turned down, and Chuck, the word on the street is that Cuomo is going to Washington on Jan. 20, 1989, just to make sure the convention does come to Albany. And while we can make no promises, it is the goal of our local to have Cuomo address the convention in 1989 as President of the United States. (Applause)

CHAIRPERSON CULVER: I take it you move that we do accept—yes. Is there a second to the motion?

(Seconded by several.)

CHAIRPERSON CULVER: Any further speakers? Larry.

VICE PRESIDENT HATFIELD (Northern California): Yes, sir. Larry Hatfield -- Northern California. (Laughter) I am here to prick some memories. Ten years ago today, in a smoke-filled room at the Shoreham-Flores Hotel in Washington (laughter) Fred Fletcher stood up in this convention and extolled the virtues, among other things, of the City by the Golden Gate. The Guild, displaying its usual wisdom, democratically elected to go instead to Chattanooga, a city in the South. After that year of Chattanooga and would-be San Francisco, the Guild went to Providence and, after several stops in Latin America, ended up in a hotel in the combat zone of Boston. (Laughter)

In the long hot summer of 1983 Fred Fletcher, also known as the Ancient Mariner and a sore loser (laughter), had long since sailed off in a huff to Tahiti, but his descendants, with his usual perspi—I can't say this word -- perspicacity invited the Guild convention again to San Francisco, this time to celebrate the merger of the Guild and another newspaper organization. (Laughter)

But Jackie Presser came to town, and while Chuck Perlik, Bob Steinke and myself and some other unfortunates watched, he told the ITU convention that San Francisco, like New York, is a nice place to visit, but you wouldn't want to merge there. And the ITU had a more appropriate merger partner.

Last year, when the convention had to be moved from Buffalo, San Francisco once again heroically leaped into the void and offered itself as an emergency convention site.

Now, thrice rejected, San Francisco is here in Philadelphia. So we have changed our name

(laughter and applause), we have endeavored to disguise our location to North Carolina (laughter), and we have taken Room 2001, which has symbolic reference to the next time we in San Francisco are going to invite the Guild to come to our city. (Laughter and applause)

In the meantime, we have a spirited suggestion as to where you can go. (Laughter)

And as to Albany, N.Y., in 1989, we in Sacramento, Stockton, Modesto, Fresno, Santa Rosa, San Mateo, Oakland and San Francisco endorse Albany as a convention site in 1989. (Applause)

CHAIRPERSON CULVER: Thank you, Larry, for your sacrifice. (Laughter)

Is there further discussion?

BROTHER LIPTON (New York): I just wanted to add that New York is a perfect place to come to because Mulcahy lives in another state. (Laughter)

CHAIRPERSON CULVER: Thank you for that important explanation. (Laughter)

All right. All those in favor of the selection of Albany as the 1989 convention site please say aye. Opposed, no. The motion is adopted. (Applause)

MOTION CARRIED

CHAIRPERSON CULVER: Brother Dale tells me he has some announcements to make.

SECRETARY-TREASURER DALE: I want to ask everybody in this hall whether they know what the hell these are. These are roll-call sheets. We didn't use a single one during this convention. Congratulations. (Applause and cheers)

BROTHER STEINKE (St. Louis): Yes. The International Election and Referendum Committee just wants to thank you for re-electing us. (Applause)

CHAIRPERSON CULVER: Very well. **At this time I am getting ready to entertain a motion to adjourn, and I hope no one asks for a roll call.**

(Cries of "Roll call" and laughter)

CHAIRPERSON CULVER: All those in favor of adjournment please say aye. Opposed, no. You are adjourned.

(The Convention adjourned at 11:45 a.m.)

APPENDIX A

Roll-Call Vote for International Election and Referendum Committee

LOCAL	BRANDOW	BUCHANAN	DAVIS	MACDONALD	STEINKE	STONEBANKS
Akron	3	3	3	3	3	—
Albany	5	5	5	5	5	—
Bakersfield	4	4	4	4	4	—
Boston	5	5	5	5	5	—
Bristol	2	2	2	2	2	—
Brockton	3	3	3	3	3	—
Buffalo	6	6	6	6	6	—
Canadian Wire Service	11	11	11	11	11	—
Chicago	6	6	6	—	6	6
Cincinnati	3	3	3	3	3	—
Cleveland	6	6	6	6	6	—
Denver	8	8	8	8	8	—
Detroit	13	13	13	—	13	13
Erie	4	4	4	4	4	—
Gary	2	2	2	2	2	—
Harrisburg	2	2	2	2	2	—
Hawaii	6	6	6	6	6	—
Knoxville	2	2	2	2	2	—
Lehigh Valley	(Absent from the floor)	(Absent from the floor)	(Absent from the floor)	(Absent from the floor)	(Absent from the floor)	(Absent from the floor)
Lexington	1	1	1	1	1	—
Los Angeles	—	—	—	—	—	—
Manchester	3	3	3	3	3	—
Memphis	5	5	5	5	5	—
Milwaukee	3	3	3	—	3	—
Montreal	5	5	5	—	5	5
New York	50	50	50	50	50	—
Northern California	18.33	16.66	20	10	18.33	16.66

Ottawa	5	5	5	5	3
Pacific Northwest	12	12	12	12	—
Peoria	—	—	—	—	3
Philadelphia	17	17	17	17	—
Pittsburgh	4	4	4	4	—
Portland	5	5	5	5	—
Providence	6	6	—	6	6
Pueblo	3	3	—	3	3
Rochester	2	2	2	2	—
St. Louis	10	10	10	10	—
Salem	2	2	2	2	—
San Diego	11	11	11	11	—
San Jose	11	11	11	11	—
Scranton	3	3	3	3	—
Sheboygan	2	2	2	2	—
Southern Ontario	20	20	—	20	20
Terre Haute	3	3	3	3	—
Toledo	2	5	5	5	3
Twin Cities	10	10	—	10	10
Vancouver-New Westminster	—	—	12	12	12
Victoria	4	4	—	4	4
Washington-Baltimore	7.5	7.5	—	7.5	20
Wilkes-Barre	3	3	3	3	—
Windsor	3	3	3	3	3
Wire Service	3.32	3.32	—	3.32	6.64
Woonsocket	2	2	—	2	2
York	2	2	2	2	—
Youngstown	3	3	3	3	—
TOTALS	332.15	333.48	253.32	353.81	136.30

MONDAY AFTERNOON FORUM ON WORKPLACE DRUG TESTING AND PRE-EMPLOYMENT SCREENING

The forum was called to order at 3 p.m. by Phillip M. Kadis, Director of Education of The Newspaper Guild.

BROTHER PHILLIP M. KADIS: All right, if I may have your attention, please. We'd like to begin this afternoon's forum while some of the material is still being distributed to you.

Welcome to the Guild's annual convention forum, this year on drug testing in the workplace and pre-employment screening for drugs and drug abuse.

My name is Phil Kadis. I am Director of Education for the Guild, and our forum this afternoon is designed to shed some light on the issue of drug testing in our places of employment and on the issue of pre-employment screening for drugs and drug abuse.

The reason for holding this forum at this time is to help us decide what Guild policy should be on this new development in the workplace.

We have some expert speakers with us today on the subject to share their knowledge with us, and we also have a film to set the scene for this afternoon's session.

Before we do that, I want to direct your attention to the little plastic bag on the table before you with the little bottle in it. Will you each take one, please, if you already haven't. Now, before any of you may participate in this forum, to see what it's like, we are going to ask you to turn to the person to your right and have that person accompany you to the washroom so they may witness your delivering of a specimen in the bottle.

DELEGATE: Surely you jest. (Laughter)

BROTHER KADIS: Well, you may find that a little amusing. I think if it occurred to you in the workplace, you might not find it so amusing. You might find it a little offensive. And the likelihood is that you will encounter this in the workplace. It's the kind of tactic that has been attempted in some Guild shops as well as non-Guild newspapers in the country, and it is also the sort of thing that many more locals will expect to see down the road.

Incidentally, of course, if you did go to the washroom and deliver that specimen, what you would have to do after the bottle was capped is take this little piece of red tape and moisten it, put it around the top, to indicate that the bottle had not been tampered with. Then the bottle would be put in the plastic bag, and another piece of that red evidence or confidential tape would be pasted across the top of the bag, sealing it, giving it a double seal, and the person witnessing the delivery of that specimen would have to sign his name in a chain of custody statement on the other side.

We are indebted to Roche Biomedical Laboratories for providing us with these specimen bottles and plastic bags. They are in the business of testing for drug abuse and for drug use, and they delivered them to us.

One of the reasons they take all these precautions is so that they can defend themselves against possible suits that may be brought by those who test positive in the drug testing program. At least they have some documentation that the specimen is actually from the donor named on the form, and this has developed because in many shops where this has been tried earlier, a veritable black market had developed of untainted body water which was sold to those who were about to take the test so that they could be certain of passing the test.

Well, this is something that we are faced with in the workplace. It has many ramifications, not all of them amusing, and we are going to examine some of those ramifications this afternoon during the course of the forum.

To start it off we have a film that was recently produced, very newly produced, by BNA, the Bureau of National Affairs, on this issue of drug testing. It will set the scene for it.

(Showing of film)

BROTHER KADIS: I think you will agree that it was useful in setting the scene for the discussion that will ensue.

Comment: Remember that business about the urine specimen was just a joke. Don't do

it, and if you do, don't send it to me. (Laughter)

You also have at your places right now a sheaf of materials that was distributed to you. I will just quickly go over it to make sure you know what you have there.

The one on goldenrod is an excretion rate chart. It tells you at what rate certain kinds of drugs are delivered in the urine. We have a guide on the green for Presumptive Indication of Intoxication or Being Under the Influence of Alcohol and Drugs. We have an E & P story in which an editor makes his argument against drug testing. We have an E & P story on "Advice to Newspapers: Start A Drug Program. We have on yellow a story from the Columbia Journalism Review on crackdowns that are already occurring in newsrooms across the country. We have on white a series of arbitration cases, reports of arbitration cases on drug testing. We have on white as well a statement by the AFL-CIO on the issue of drug testing. We have a memo under the letterhead of our General Counsel on the question of drug testing as a mandatory bargaining issue, which we will talk about this afternoon.

For our first speaker or as the first speaker this afternoon we have Barry Steinhardt, who is director of the Pennsylvania Civil Liberties Union, who is currently involved in a case on pre-employment screening brought by some applicants to the U.S. Postal Service. He's been with the ACLU for about six years and before that was director of the Vermont Civil Liberties Union.

He has also served as director of the Vermont Public Interest Research Group and is a graduate of Northeastern University Law School. He is a member of boards of many public interest, professional, and civic organizations.

Mr. Steinhardt will tell us something today about the civil liberties aspect of drug testing.

Barry.

MR. BARRY STEINHARDT: I don't think you have it in your packets, but you will also find on the table at the entrance to the ballroom a long, needle-sized piece of blue paper, an ACLU pamphlet called, "What the ACLU Says About Drug Testing," which you may find of interest.

As we were waiting upstairs, I was talking to Dr. Morgan who will speak to you in a few moments, and he was telling me that he's sur-

prisingly found himself over the last year or so in a whirlwind of talks and paper-writing and discussion about the subject of drug testing, and I guess those of us who work for the ACLU have been in the same whirlwind as this issue has exploded over the last few months. In fact I like to think of drug testing as something of a fad.

I will talk about that in a moment, but generally I have found people have two reactions to drug testing.

The first reaction is a sort of instinctive sense that it is a violation of their right of personal privacy, a violation of their civil liberties, a sense that the employer, has no business knowing whether or not at a party on Saturday night you took a puff on a marijuana cigarette and particularly has no business in giving the kind of test that is involved when you are asked to undergo a urine specimen.

I also find a second reaction. The second reaction is, "Well, I am innocent. What do I have to worry about?"

And my response to that is, plenty, and I have found in illustrating that to people, it is useful to talk about some cases that I am personally familiar with, some people I have had an opportunity to meet.

The first case involves two women by the name of Susan Register and Leslie Price. They are two young women who worked for the Georgia Light and Power Company in the Atlanta area. They were inspectors at a nuclear power plant station being built outside of Atlanta, I guess, and they had recently, just before they were asked to take the drug test, gone to the Nuclear Regulatory Commission, NRC, and blown the whistle on their company, gone to the NRC to raise some issues on safety first having gone to the plant supervisors and finding that they were running into a brick wall.

Shortly after that one of these women, Susan Register, was called into the company's offices and was told that someone had dialed a tollfree number which you can call in on fellow employees—rat, as she put it, on fellow employees -- to allege that these individuals, fellow employees, use drugs.

Miss Register was asked to take a drug screen. She went in the first day to a company nurse and gave a sample. She described it as extraordinarily humiliating, and she was told that sample was insufficient. She was very, very nervous, and she was told if she wasn't

able to give enough urine, she'd have to come back the second day.

She came back the second day, and she was asked—she said the nurse said, "We are going to do it a little differently this time."

She was put in the middle of the room, and she was asked to hold one hand up in the air and hold the sample bottle in the second hand, was asked to squat down and to give a sample.

She said it was just the worst experience of her entire life. She found she had—let me be graphic about this because these tests are demeaning, very humiliating, and worth being graphic about it to give the full pressure of what you will be asked to do in the workplace—she had urine all over her hand. She said it was a miracle she just didn't take that bottle and fling it in the face of that nurse. Nevertheless, they told her that wasn't sufficient; she had to come back the third day and give another sample.

She said, "Look, I have given enough samples. Take it or leave it."

They fired her for refusing to give a sample. They, in fact, do have a result of Susan Register. They have never disclosed what that result is, which makes you think perhaps it is negative, but they fired her.

Then her co-worker, Leslie Price, also a good friend of hers, was asked to come in. The reason given was that she was a good friend of Susan Register and therefore suspect.

She gave a sample, although she said, "I am not going to take it this way. Take me to a hospital." They took her to a hospital under somewhat more clinical circumstances, and she gave a sample. She gave the sample. They allegedly came back positive, but they won't turn over the sample results to her or her attorneys, although eventually in the course of the litigation which we brought on we will see those sample results. They refused to turn over the results.

The second case involves a fellow who came into my office by the name of John Jackson who works for a local company here in the Philadelphia area. He was given a random drug test. It came back positive. He was given the emit test which was referred to, the immuno assay test referred to in the film.

The test came back positive for trace amounts of codeine; not cocaine, codeine. The fact is that he was asthmatic. In fact, it was

dangerous for him to use cocaine and avoided using such products.

He was a member of the UAW, and he demanded a second test which they initially refused to give him. He began to try to figure out how it came positive on this test and learned about the inaccuracies of the emit test and weaknesses of the emit test. It did occur to him that there was a possibility that he might have used some over-the-counter cold preparation at a friend's house in New Jersey where it is perfectly legal to have small amounts of codeine, over-the-counter cold preparation, and that is a possible explanation.

Eventually through an arbitrator's ruling he was given a second test, which came back negative, and he was reinstated on the job.

It is hard to know whether or not there were trace amounts of codeine in his urine because of that over-the-counter cold preparation he had taken or just an inaccurate emit test which wouldn't surprise anybody like Dr. Morgan.

But that is an interesting case.

There was one fellow we represented who was a seaman by the name of Shell who was a seaman here in Philadelphia in the United States Navy. Mr. Shell was a model member of the military. He had been with the military seven or eight years and had come up through the ranks, had a perfect record in the military, highly thought of by his superiors.

He came up positive, much to his surprise and chagrin, one day, again on an emit test for marijuana use. We represented Mr. Shell for a court martial. At that court martial we put on an expert witness who talked about the problems alluded to in the film of passive ventilation. That is, Mr. Shell, Seaman Shell, had been to a concert at Spectrum, which is a local sports and entertainment spot here in Philadelphia—I think it was a Bruce Springsteen concert, actually—where he observed, not surprisingly, that there were a number of people in the audience who were smoking marijuana. He was given his test shortly thereafter, and he came back positive.

After our testimony about passive ventilation and after he took a second test, which was a gas chromatograph, which came back in negative, he got what might be called mixed verdicts from the court martial. They found him guilty but refused to punish him.

I think essentially they are finding our evi-

dence testimony persuasive on the question of passive ventilation.

Last I want to talk about a fellow by the name of—I always mix up these first names, so forgive me if I am wrong. It is a little dangerous to talk to journalists and mix up names. A fellow by the name of Smith, his first name is Rodney. Mr. Smith is the deputy director of the President's Commission on Organized Crime.

The President's Commission on Organized Crime was the group which set off a lot of this debate by recommending government employees be subject to drug testing and that it be used in the private workplace as well. But Mr. Smith was called before a subcommittee of the House of Representatives to testify to explain the commission's recommendation. He got to the hearing room, and Representative Gary Ackerman did the same thing Phil Kadis did. He got to his table and Ackerman said to him, "Now, Mr. Smith, I will hand you a bottle, and a male member—" (He was a little more respectful of Mr. Smith's privacy than in the experiment Mr. Kadis suggested here, but) "-- a male member of the subcommittee staff will accompany you to the men's room, and we will ask you to give a sample of urine, and we will test it before you testify."

Mr. Smith's reaction was just utter outrage. He said, "But I got no warning of this." He said, "I don't have to do this," and there was a fellow member of the panel there who said, "There is no probable cause to believe Mr. Smith has been using drugs, and therefore you have no reason to test Mr. Smith."

Well, I tell these stories because I think there is a sense in which the advocates of drug testing try to sell drug testing as very clinical and scientific, and people in white coats are going to be doing it and laboratories are all respectable and never make mistakes, but the real world, as I think this film illustrates, is not quite that way.

When you talk about the experience of two people in Georgia, Leslie Price and Susan Register, and see the absolute humiliation that people who are forced to take these tests have to go through, that the kinds of circumstances, really disgusting circumstances, under which some people are asked to take these tests and you see the real problem—which I think is a real problem in the real world—there is a possibility these tests can be misused by employers punishing employees and harassing employees. That is a real problem in a severe case.

When you look at the problem of the fellow who came into my office who had a problem with codeine showing up, you see the problems with the emit test, you see the problem of perfectly legal drugs coming up in drug tests—and I might just digress for a moment and tell you about one of the postal workers we represent, a case alluded to before, Michael Evans. He now is a postal worker. He at that time was an applicant to the Postal Service here in Philadelphia.

He came up positive for barbiturates. That result was right, but he had a prescription from a physician for those barbiturates. What he was doing was perfectly legal; in fact, it was medically indicated in his case.

He presented that to the Postal Service, and they said, "Sorry. You flunked. No excuses."

So that is the kind of thing you are going to have. You are going to have people who are using a perfectly legal substance who are going to lose jobs.

When you look at the problem Seaman Shell had, you see again the problem of passive ventilation, a potential problem with the emit test, and you see the problem of careers of individuals being ruined, people who perform perfectly fine in the work place. Even if you believe Seaman Shell was using drugs, here was an individual who had a spotless work record. Nobody ever indicated that he offered drugs to a buddy, nor did anyone ever suggest that he was intoxicated on the job.

Remember, this is not a test for intoxication. This is a test only for use. Similarly, it is not a test for abuse. It is not a test that will tell you whether or not someone is an addict, whether it is an addict of heroin or marijuana. That wouldn't be possible. The test only is for use, not for abuse and not for recent use.

Finally, one of the indications that, first of all, I think illustrates the hypocrisy of many people who are advocates of drug testing. I think it will be the rare president of the corporation who volunteers to take the test first, and moreover, actually Mr. Smith—I can tell this story on Mr. Smith. He was on a radio talk show in Knoxville with the national director of the ACLU, and a fellow on the show turned to him and said, "Now, Mr. Smith, don't you ever take a drink on Saturday night and are concerned about somebody testing you Monday morning?"

Mr. Smith's reaction was: "It is none of

your business, nobody's business," and I think that illustrates the hypocrisy, that the advocates of testing are not going to subject themselves to that kind of testing and also illustrates the hypocrisy over the subject of alcohol.

You hear quite a bit of evidence, some of which I am sure is quite reliable, about the costs to society for drunkards. The cost to society for alcohol use is two or three times that of all drug illegal substance use combined, yet you don't see the same kind of testing being required for alcohol, and you can probably make a better case or example for the use of the breathalyzer than you can for some of these tests.

Think about the breathalyzer for a moment. First of all, it is a relatively accurate test. Secondly, it is less invasive of your personal privacy than being asked to give your specimen.

Thirdly, you don't see breathalyzers being used on the work force, which I think brings me to the point I made before.

The corporations like the corporation which is a manufacturer of the emit test have sold a bill of good to employers. So what you have is that this testing for employers is quick and dirty, and a very good method to test for substance abuse. I have been told to wind up, so I will. Let me just end on that note. (Applause)

BROTHER KADIS: We will have time for one or two quick questions following the speakers. Then we will have a free-for-all and will want to hear your comments and questions as well about the issue. Are there any questions right now for Mr. Steinhardt?

DELEGATE: There was an article that recently came over the wires which indicated that for some reason there is a substance in the blood of minority workers which can match marijuana use. Have you heard anything about that?

MR. STEINHARDT: I have. I think actually Dr. Morgan ought to respond to that, or Phil, he can talk about it. I have heard about that.

DELEGATE: It mimicked marijuana use.

MR. STEINHARDT: I will let Dr. Morgan respond.

DR. JOHN P. MORGAN: James Woodford is a toxicologist in Atlanta, Georgia, and as

much as three or four years ago he began saying and published in some certain non-scientific journals or published in some magazines his belief that blacks excreted a substance derived from melanin in their urine which caused a false positive. Dr. Woodford had stated this a number of times, and I have never had an opportunity to read his statement in any detail.

Recently I have, and probably it was the same thing you read over the wires, and it was his testimony in an important Cleveland case. To draw this to an end, Dr. Woodford has no proof of his speculation, and I believe he is incorrect. He has made a hypothetical statement and has not presented any data that is very believable.

I think, in reading his statements and in listening to what other people in my field have had to say, it is a very unconvincing argument. However, it has attracted a lot of attention.

BROTHER KADIS: Are there any other questions for Brother Steinhardt? He is going to have to leave us for a TV interviewer waiting for him, but he promises he will be back when the interview is completed. Thank you very much.

MR. STEINHARDT: I just wanted to make one more point in connection with the question just asked about the melanin question, possibly the racial bias point, I didn't get a chance to make before.

One thing you should keep in mind when you are talking about legal issues here is the distinction between public and private employees. Public employees enjoy the protection of the Constitution in this context. That is, they are employees of the government. The government actually is covered by the Bill of Rights. In the case of public employees, there have been a number of very successful challenges to drug testing, principally as to rights.

First, that it is a search under the Fourth Amendment which can only be conducted under probable cause. General random testing does not accomplish that.

Secondly, the emit test. I know at least one decision by a federal court in the District of Columbia which has said the emit test is not accurate enough to meet the requirements of due process; that is, the government can't rely on this test, because it has a very high false positive rate, to strip someone of their

job because of it simply is not accurate.

When you talk about the distinction between government employees and private employees, private employees do not have constitutional rights against their employers. We think constitutional principles ought to apply, but they don't have it. They may, however, have other kinds of rights that we talked about before.

One thing I might mention is the question of the federal laws which prohibit discrimination against those persons with handicaps. Among the persons who are covered under those laws are persons who are substance abusers, and provided that substance abuse does not interfere with workplace performance and accommodates the statute required, individuals cannot lose their jobs.

That is a very live issue which I think is going to be played out over the next few years in the context of private employment.

BROTHER KADIS: Thank you again.

Our second speaker this afternoon is Dr. John P. Morgan, doctor and professor. He is medical professor and director of the program of pharmacology at CCNY School of Biomedical Education in New York.

After graduating from the University of Cincinnati medical school in 1965, Dr. Morgan served in a number of instructional and professorial posts at universities and medical schools while he was pursuing post-doctoral training at the University of Rochester, at Johns Hopkins and State University of New York Medical Center.

He has published in numerous medical and professional journals, is a member of many professional societies, and I have just discovered this afternoon, while talking with him before the forum, that he also served very briefly as a poor scribbler, serving as pop music critic at the Rochester Times Union, and he tells me that Gannett didn't pay him very much then, either. (Laughter)

Dr. Morgan.

DR. MORGAN: Thank you. It is a pleasure to be here. Let me briefly say that I was trained in internal medicine and practiced very briefly as a clinician but became interested in pharmacology; that is, the impact of drugs and medicines upon people.

I have spent most of my career teaching medical students about the property and

properties of drugs, both for themselves and their patients.

Since early 1984 I have been literally caught up in this argument around the issue of urine testing, and many of the things that I plan to say to you have been touched on in the film, and that should make one's task much easier. I will be able to speak more briefly, and we will be able to put them into context because you have already been prepared.

Other clinicians use variety of information about people to help them make decisions about intravention. When I see a patient, I gather information from as many spheres as I possibly can. I will, most important, talk at length to the patient, ask questions, identify problems, have him or her describe symptoms and issues of life so that I can understand the context of the complaints or the ills on display or not so clearly on display.

The second thing that I will do is to examine a patient as thoroughly as I can by looking and touching and even smelling and using my stethoscope and tapping and prodding, all the things that have happened to you before. Then, in addition to those two spheres of information, I may gather something from the clinical laboratory. I may measure the concentration of hemoglobin in the blood stream, I may measure the presence, if I can, of bacteria in the sputum, I may measure the amount of lead in the urine or, in certain circumstances, I may look for various drugs.

Now, having had all of those pieces of information, I can tell you that it's still at times very difficult to make the proper decision about intervention in that individual's life. Sometimes two of the tests or two of the spheres say this and the other says that. I want to tell you that it is relatively easy — clinicians have been doing it for years — to ignore what the laboratory says because we know that the laboratory can be wrong, and most of us have developed a healthy cynicism about a dilemma which is before us today, which is that technology traps us.

We know that things are imprecise. We know the world is imprecise and our measurements, our reflections of the world, are imprecise. We don't see the world the way it is, we see the world the way we are. So part of the dilemma is that we tend to believe the answers as they are given us by machines. Serious, serious mistake because machines do not always give better answers and at times give worse answers, but part of the dilemma is

that machines are beguiling and seductive . When you say, "God, I wish I knew an answer," and the machine spits one out at you and gives you a number and says, "This is so hard, I will give it to you again if you would like."

It is important to resist the beguiling and seductive nature of technology and its machines. Someone is going to turn on the first slide for me, I think.

The definition of an expert is that he comes from out of town had has slides. (Laughter)

(Slide Number 1)

Why do employee screening? I have asked people, both management and industrial physicians, why, and they say such things as this:

One, to detect those in need of help.

You know, once you put an argument in a medical framework, "I am just going to do this for your own good," there is often no longer any argument, although, as you well know, sometimes the company physician acts more as if he is the company's agent than he is yours—an important thing to remember—and it is a little hard to believe that one of the reasons we are suddenly being asked to urinate in bottles is for our own good.

Number 2 is to argue safety and productivity. It is very interesting, at a time when there is convincing proof that there are fewer work-related injuries in the workplace than ever before and the lost time due to injury has decreased steadily in American heavy and light industry for the past decade, we are suddenly told we have a work force intoxicated and stumbling about, falling into machines and pushing others therein.

Again, there is no proof of this argument that we need to have a drug-free workplace.

Incidentally, it will be the first time in all of human history there has ever been a drug-free workplace but I do not quarrel with the desire to have one.

Number 3 is to investigate accidents, and you saw two or three things in the BNA film that we need these to investigate accidents to tell us, if someone has fallen into a machine, if somehow drug or alcohol is related to his falling into the machine.

Number 4, an interesting argument that I don't hear often but which often, I think, is

an underlying goal of the testers.

I have a friend and acquaintance who is head of security for the Penrick Corporation, a corporation in New Jersey which imports most of the raw opium that comes into the United States for the manufacture of codeine, morphine, and some other things that we make from opium legitimately, and he feels, as do his company managers, that the issue of security is so critical that they have to do urine testing not only to see if anyone is stealing and sampling their products, but that anyone who uses drugs cannot be trusted to work in such a place. So that is another important presentation.

The last one you heard a little bit about, and that is the belief—in fact, the BNA film shows very effectively with Michael Walsh stating that in truth we don't really know if we are going to do anything in the workplace, but we do know we may scare people out of drug use, and Dr. Willette told us the Navy now has much less drug use now that they have put the fear of something into people by threatening them with repeated drug testing.

Walsh's presentation again was more honest—a more truthful statement — of the fact that we like to do testing so we can scare people. In fact, Carlson Turner, the President's current and most important drug adviser, has been known to say publicly, "Make people choose between their drugs and their jobs."

I think again a more truthful presentation of why people want drug testing.

(Slide Number 2)

Now, all of these assumptions, all these statements that are presented to you in the first light are based on a set of assumptions which you have already heard from the BNA film are simply not true, by and large.

Let me start with Number 3. Since that may be the most important issue, I will say a couple of things about it.

If the testing is done properly, which in my experience it often is not, if it is done in a good laboratory, which in the United States it usually is not — because there are not enough good laboratories to handle this volume of work being dropped on them—and if one has paid the proper amount of money, at least \$125 to do the screening test and to confirm, then one knows the following thing: You most likely have an inactive drug metabolite in your urine.

Now, you have a green sheet here, which has Dr. Robert Willette's name at the top of it, and in fact Dr. Willette also appeared twice in the film.

On that green sheet it says "Presumptive Levels of Intoxication in the Urine." Now, as far as I know, those levels must be presumptive for Dr. Willette, because there is no one else in the world, other than people selling urine tests, who will try—or I should say, no one who will try—no one else in the world who will convincingly state that positive urine levels correlate with anything.

Let me tell you a little bit more about that. One of the things the body can do, amongst other wonderful things the body can do, is to take active chemicals, poisons, drugs, et cetera, and take those chemicals and make them inactive. This is a process we all refer to as metabolism. You swallow the drug or it is injected into you. In its course it comes up against tissue, most often in the liver, which can effectively convert it to a chemical form which by and large will no longer connect with cells, which by and large will then be excreted in a water-based excretion media, the most important being urine. Drugs can be excreted in the sweat and saliva, both places as well, and in the expired air.

The important thing to remember is that essentially every urine test being proposed here measures inactive drug metabolites.

So if you decide to investigate that gentleman who's just had an accident in his vehicle or someone who just put his hand in a machine, and you get back a positive level of the drug, you know relatively little about whether he was intoxicated at the time the urine specimen was taken.

Let me be more strong. You know nothing about whether he was intoxicated.

Why? The excretion of the inactive metabolite tells you nothing about whether he had an active drug in his body.

Most of the inactive metabolite is excreted over a lengthy period of time. You heard somebody in the movie say up to 30 days. Heavy marijuana smoker, when he or she stops smoking and is incarcerated, has taken as long as 77 days to have 10 consecutive negative tests.

So let's say weeks to months that a marijuana user will excrete the inactive drug metabolite. The variation is quite stunning because we vary in the amount of water we

consume, we vary in the amount of urine we produce, we vary in our ability to metabolize drugs. So let me tell you when we will have good numbers in the urine to tell us this test correlates with intoxication.

The answer to that is never. Repeat that after me. Never, never, never is the answer, believe me.

I am not saying this just for rhetorical impact, although, as you might suspect, I am sometimes prone to do that.

The issue here is that we have one drug for which we have some evidence that this level means intoxication, and that is the indirect reflection of the concentration of that drug in the blood stream.

I should point out to you that in some jurisdictions, particularly transit workers, when an accident occurs, that the company will draw a blood sample, and what do they measure in that blood usually? Alcohol. Sometimes they will go ahead and do the breath test which is a pretty good indirect reflection.

Now, all of you in this room will note that a blood level of 100 milligrams per liter or .1 percent is the agreed upon intoxicating level. However, I suspect none of you in this room would be surprised when I tell you there are some people who at .1 percent level are not intoxicated, and there are some people who are knee-walking drunk at .05, not surprisingly any of you. However, the society has agreed on a convention, generally for societal needs, not scientific ones, to say that we will accept .1.

We have that level for no other drug in the blood stream, and we have that level for no drug in the urine.

I am going to use my two slides and then I am going to stop.

You heard a number of statements about the positive urine test and viabilities. Our dilemma here is that the screening test—and there are three kinds of screening tests: immuno assay referred to as the emit test; the radio immuno assay, which is not very often referred to in the film, whose makers supplied those urine packets for you, the Roche Company; and then the thin layer chromatograph which you saw some pictures of. All of them as screening tests, which means that they are relatively cheap, can be applied to large numbers of people in a relatively short period of time, but they are not highly reliable and not highly specific.

This has always been true. The two immuno assays—in fact, they give you no specific numbers. They can say, “This is an opiate.” It could be codeine, it could be morphine, it could be dilaudid, it could be Percodan—in fact, it could be a few other things. They cannot say, “That is amphetamine.” They can say, “It could be amphetamine; it could be methamphetamine, it could phenolpropylamine, which is available in 150 different over-the-counter preparations in the United States.”

The only test for which they have claimed a fair degree of specificity is in fact the marijuana and cocaine tests, and that is because the metabolite of marijuana is not often thought, until recent times, to cross react with other things, or rather, it cross reacts with cannabinalts which we only get by smoking marijuana.

However, as some of you know, again paying attention to the wire services, that there has recently been serious question raised as to the specificity of the marijuana tests which is already saddled with the fact that it measures the inactive metabolites for months after, but it is now quite clear, since that is an important drug in the culture, non-steroidal, anti-inflammatory drug, which you see advertised as Advil and Nuprin may cross react and cause the false positive.

In fact, that may be one of the reasons I and other people have continued to point to that the false positive rate is between 10 and 25 percent for the marijuana test. One of the reasons may be that the most common drugs taken America may cross react.

Last year, of the 20 top selling drugs in the United States, five of them were in the chemical group of ibuprofen or Advil. That is a non-steroidal, anti-inflammatory drug.

Currently I do not know yet how important this issue is and what are the characteristics of the cross reaction with the emit test, but I suspect it is an important issue, and one of the reasons for the 25 percent false positive rate may be the issue of cross reactivity with these pain killers which are commonly used in the culture.

This is not a very strong rhetorical point for me to close out with, but I guess I will.

Number one. We assume that drug use is associated with malfunction. Drug use that physicians usually see is. Whom do we see. We see people who are at the end of the line, who have taken enormous amounts drugs and

who have given in to the seductiveness of the drug and will sacrifice the things most of us in the culture hold dear, such as jobs, money, marriage, family, sexual power and other things to the use of the drug.

Now, we know, despite our sorrow about it, individuals use drugs on a sometimes not to their own deleterious effect and they use drugs recreationally or in small doses and do not necessarily show dysfunction or wind up in serious trouble.

I am not advocating this as an important issue or as a desideratum. I am not saying this is a good thing, but I am pointing it out to you, that most of the medical literature which talks about the impact of drug use in the workplace shows that drug use improves work performance. (Applause) There is significant literature that indicates—and I will probably get into trouble for having said this, but after all, the truth, although it will not necessarily set you free, usually will out.

The truth is that caffeine, amphetamine and cocaine have generally been associated with improvement of work performance in low doses, and in fact, to the sorrow of many of the people who would like to screen everybody on every street corner in the United States, use of marijuana in two long-term studies in Jamaica, Costa Rica, have generally showed improved performance on manual labor tasks.

So we are in a situation where I think technology is trapping us and we are being sold a strange bill of goods. We are being asked to buy something useful for investigating humans, not accidents.

Thank you. (Applause)

BROTHER KADIS: May we have the lights again, please. Thank you very much, Dr. Morgan. We will have a few quick questions, if there are any, for Dr. Morgan before we continue.

DELEGATE: Is there something such as exercise or drinking a glass of water that will hasten the flushing out of the residues?

DR. MORGAN: Yes, but it is usually not good enough. One of the characteristics of the modern day tests is that they indeed are quite sensitive, and in fact, the emit test has been sold in a package that will measure 20 nanograms per ml. For your information an ml. is a billionth of a gram, so that the tests are highly positive or highly sensitive, and the

usual tricks that have been used to try to diminish concentration of the drug metabolite by and large will not work.

BROTHER KADIS: Any other questions? Any other questions? Our third speaker this afternoon is Kevin Savidge. Kevin is a former shop chairman of Local 333 of the United States Paperworkers Union. He is also bag machine operator adjuster for the American Package Corporation here in Philadelphia.

Now, Brother Savidge was dismissed from his job, fired for refusing to take a urine test. He is here to tell us how that instance occurred and what has happened since his firing. Brother Savidge. (Applause)

BROTHER KEVIN SAVIDGE: Thank you all. I have a pretty interesting story to tell you all. It all started Oct. 2, 1985.

I suffered a work-related injury. A shaft broke, and instead of being a smart individual and letting it go, I tried to retain it in my brush and pulled my back out. So I was out of work until January of this year, and after receiving therapy two or three times a week, my doctor finally released me.

So upon returning to work on the 13th of January, my supervisor informed me that I would have to submit to a physical. I objected to the physical completely. So by that he called in the union, present chairman and local president, and the vice president of the corporation and plant manager, and we had a meeting. That was on Monday, the 13th, and I expressed my belief that they had no right to ask me to submit to a physical, whereupon I was seeing a doctor for three months and had it up to here with doctors.

"Are you calling my doctor a quack?" and they said, "No, this is the policy."

Well, the present chairman was present at the meeting and he knew of no such policy, and he's been in office for like two years. I was in office for four years prior to that, and I knew of no such policy.

So they said, "Well, we have over 36 people who have done this."

I said it is unilaterally implemented policy. and it doesn't mean it is a policy in fact. All work rules must be bilaterally implemented.

They said, "No, we set the precedent, you know. People have submitted to it," and I said, "No, I ain't buying it." I wasn't taking no physical.

So then there was some talk with the chairman. He said, "Maybe you ought to go home and have your back examined. You do have the right to have your back examined and make sure it is back to normal again."

So I went along with that. On Tuesday, it was the 14th, I went to their doctor, and upon his entry into the examining room I noticed he was carrying three bottles. So being the type of person I am and not wanting to be there for the physical, I asked him what they were for.

He said, "A urine specimen."

I said, "For my back?" I had been seeing a doctor for three months, and he has never asked me for a urine specimen for my back."

He said, "Oh, no. This is for drug and alcohol testing."

I said, "No, you are not going to do that to me. Examine my back."

So he examined my back, made sure it was properly aligned, I could bend over and jump up and down and all that. He said, "I can't give you a note to return to work."

I said, "That's fine. Is my back all right?"

"Yes, your back's fine." That was all I wanted to hear.

I returned to work, and this is 6 p.m. in evening. So the big shots were already gone from the plant. So I informed I did not have a release from their doctor. I had a release from my doctor.

So I returned Wednesday, and they called a special meeting, and at that meeting they told me I was going to be in Limbo until they found whether or not they had the right to this urinalysis.

I just could not swallow them having the right to request me to submit this. I said, "You know, I raised some points at the meeting. One of them was I have never been arrested for drunk driving. I was never arrested for drunk and disorderliness. I was never arrested for drug use or drug abuse. And I was never asked to leave the plant for intoxication."

I said, "What are you trying to pull here?"

They said, "Nothing. This is our policy."

I said, "I just can't believe that a student who might have went to tech school for maybe six months is going to determine my destiny

when educated doctors have been known to have problems on the operating tables and a patient has passed away, and this is an educated man, and here is a person of six months' schooling is going to determine my destiny. I am just not buying that."

Furthermore, I was active in the fight for the right to know in Philadelphia, to find out what you people were putting in me, and you objected to it. You wouldn't even give me MDS sheets, material data safety sheets, and now all of a sudden you think you are going to walk up to me and have me submit to you without going on my own time. No way."

So the case went to arbitration. Finally they said I could. That's right. I'm getting ahead of myself.

They sent me a letter first saying I was in Limbo. Then they sent me a letter saying I quit, cannot report for work, and then they sent me another letter saying they fired me for insubordination.

So we went through the grievance process. I filed a grievance, and the arbitration case was heard on June 2 of this year, and the arbitrator had a real hard time swallowing some of this. He had a real hard time swallowing alcohol testing. He just wouldn't understand. He asked which alcohol testing, and they said, "To let us know if the person has alcohol in this system."

"Yeah."

"What does that tell you?"

"Does that mean he is an alcoholic?"

"Oh, no."

So the arbitrator couldn't buy that.

At the end of the day he asked them to reinstate me, you know, immediately, and they refused. So he more or less mandated it. He said, "I am trying to save you people liabilities."

So he mandated me to return to work. That was on June 9 of this year.

One of the aspects and one of the things I learned in this whole scenario a lot of people don't address, don't talk about, and one of the hardest things was the relationship between myself and my family at the time. My mother just couldn't understand why I just didn't pee in his jar, and I said, "Mom, you know, I have principles and beliefs that might not be the same as yours, but I believe they don't have

the right to have me submit to that."

So I had to convince her that I wasn't a drug addict or an alcoholic. I had to convince my daughter why I was out of work, it was a right I thought I had, and this is a thought that was in their heads that should never have been there. It was implemented by the company, and I didn't know how to deal with that. My daughter should never have had to deal with her dad being out of work, and my mother should never have had to deal with the fact that I could be an alcoholic or drug addict. To this day she doesn't know, you know. I convinced her, hopefully, but it still might be in her head, and it should never have been in her head.

I blame it all on the company for putting me in this situation because of a non-preventive maintenance program that they never implemented, and I told them, "You know, these people are at fault here. I should never be in this situation, and you put me through the mill," and thankfully they did put me back to work. I didn't get no money. I didn't get the ruling, but hopefully it looks like it is going to come down my way.

I just wanted to tell my story. (Applause)

BROTHER KADIS: Thank you, Brother. You can tell from the applause a lot of people appreciated that story and your taking the time to come here and share your time with us today.

Our final speaker of the afternoon will be our own general counsel known to all. He is going to talk to you briefly about the subject matter of the memo that was passed out to you, some of the legal concerns, and particularly with respect to the drug issue, drug-testing issue, as a subject of mandatory bargaining, and he will also try to address the situation and the situation in Canada as well.

Brother Barr.

COUNSELOR BARR: Thank you, Phil. As a member of a panel that is billed as expert, I come to you with handicaps. I have no slides, and my subject, "Mandatory Subject of Bargaining," is less exciting by far than urine samples and excretion rate tests. But let's go.

There is no case on whether drug testing is a mandatory subject of bargaining under the National Labor Relations Act. There are many cases holding that physical examinations are mandatory subjects of bargaining.

BROTHER KADIS: If I may interrupt just

a second. I should have announced before Brother Barr started that the bus for Atlantic City will leave at 5:30.

Now go ahead, Brother Barr.

COUNSELOR BARR: As a member of the panel that is billed as expert, I come to you ... (Laughter and applause)

There are a number of cases that hold that polygraph tests are mandatory subjects of bargaining, usually in the face of vandalism experiences, and there are cases that hold that safety and health measures are mandatory subjects of bargaining. Types of respirators, safety glasses required by employers, safety rules imposed by employers — all mandatory subjects of bargaining.

Therefore, by analogy, a very safe bet is that when the cases do come in drug testing, they will hold similarly that that is a mandatory subject for bargaining.

That rule applies not only to existing employees but to applicants for employment as well. So a drug screening, drug testing, is the same rule of law under the National Labor Relations Act. There is a recent case, Lockheed Shipbuilding, by the NLRB holding that the employee cannot deny leave to implement a rule requiring applicants for employment to take and pass pulmonary and urine examinations.

What's the consequence of drug testing being called a mandatory subject of bargaining? Well, it means, first, that employers cannot unilaterally impose the drug testing program. An example: Employer begins to conduct random search of employee desks to look for drugs. It cannot be done unilaterally under the National Labor Relations Act. More obnoxiously, bringing in dogs to sniff out a drug stash cannot be done unilaterally under the National Labor Relations Act.

Adoption of any drug testing program cannot be done unilaterally under the National Labor Relations Act.

When you talk about consequences, those of you who are familiar with the NLRB and its hopeless and inadequate remedies, will ask me, "So what?" and my answer is, that is a very difficult question. (Laughter)

It takes a year and a half for the Board to decide these cases. At the end of the case you will get a cease and desist order. But there may be damages, back pay awards, in these cases if employees have been fired or demoted

for refusing to obey a unilaterally imposed employer drug testing rule or for being fired for testing negatively on one of these programs, and it seems to me that in some cases—and Kevin suggested this in his talk to us—there may be such a pervasive invasion of privacy, in my judgment, that even the Board may decide to become creative at long last and come up with compensation for emotional and psychological distress. It is very difficult to measure damages in these cases, but what he said I think makes the point.

I don't really believe this Board will do that, frankly, but I would like to think that some Board in the future might and should consider that.

What is the consequence to the Guild of it being a mandatory subject of bargaining? The consequence is that the Guild would be free to negotiate through the whole process of negotiations. There are any number of clauses that it may choose to propose to limit drug testing program, or clauses that promote prevention and rehabilitation at the workplace. One thing to watch for is the possibility of waiver. In one case the Board held that the union waived its right to protest and challenge the employer's unilateral imposition of the drug test where it had agreed to a management rights clause which said that the employer had the sole right to determine the qualifications of employees, just that general language.

So we have to be careful as to the type of language we agree to, particularly management rights clauses, so that we don't put ourselves in the position of waiver in these cases.

One word on arbitration. Cases normally arise when employees are disciplined for drug use, sale or possession. We don't have time to go into specific cases, but in the generality, in the case of an adverse action by employers, those adverse actions have generally been upheld where the company policy, where a collective bargaining clause clearly spoke to the subject, policy had been clearly communicated to the employees, policy had been consistently enforced and they could show a tie between the abuse and the actual ability of the employee to perform the work.

On the other hand, grievances have been upheld and employer actions struck down where drug use or possession was widely known throughout the plant and was done consistently, and one day the employer decided he was going to, quote, "crack down" without warning to employees.

Also, grievances have been upheld in the absence of a clear relationship between the alleged offense in job performance, and frankly, in many of the arbitration cases that I have seen, arbitrators have taken into account non-contract language considerations, type of drug involved, did the conduct occur on the premises, and frankly, the social impact as the arbitrators perceive the conduct involved on other employees and on the employer's reputation even in some cases.

As far as Canadian law goes, it is my understanding that on the question of mandatory subject of bargaining and the right of the employer to unilaterally impose drug testing programs, the law is essentially the same as in the United States. The same is true in arbitration cases with one notable exception. In Canada arbitrators have shown much more sensitivity to the right of privacy of employees, and so in Canada they have tended to require employers to prove their case much more convincingly, and the burden of proof placed on the employers has been much tougher than in the United States.

Thank you very much. (Applause)

BROTHER KADIS: Thank you, Mr. Barr. We have joining us on the panel up here Brother Blatz, and there is a good reason for that. Brother Blatz has for some time now been collecting a great deal of material on the issue of drug testing in the workplace and pre-employment screening with the view toward and the responsibility for putting together a policy that might be recommended to the Guild on the issue of drug testing.

What we are going to do now is open the discussion to any questions, either policy issues, Guild policy issues, or questions to any of the speakers.

Before we do, if any of the speakers have another comment that they would like to make, this is your time to do it, before we open it up to questions, and thereafter we will have any questions.

We would also like comments on your part on any of the issues from the panelists on the floor, any questions.

DELEGATE: OK, let's say my company does not have a drug policy, but I go to work one day and the publisher says, "Hey, Joe, come here, I want to see you." When I go to the men's room, he hands me a bottle.

What should I do? What are my rights? What are my responsibilities?

COUNSELOR BARR: There are NLRA answers and non-NLRA answers. The NLRA answer lies partly in what your collective bargaining agreement says or does not say about that kind of program.

The NLRB has held against employers both in cases where they have instituted drug testing unilaterally and in cases where what they have done signals the change in their investigative methods, so that if what the company had done before did not involve the drug testing program but merely, let us say, notices on bulletin boards, interviews, questions, and so on, then what they have done in your hypothetical would be a violation of the National Labor Relations Act.

As I said at the microphone before, the remedies are not wonderful, but that's the answer as far as the NLRA is concerned.

If, in addition to that, you have good protective clauses in your collective bargaining agreement, which is something that the Guild will get to, then you have additional remedies as far as arbitration is concerned.

There are a number of non-NLRB remedies that were alluded to before, a number of states—and you will have to check the state law in your state—protect the right of privacy as a matter of statute quite apart from constitutional rights, so that it is possible that even if you are not a federal employee, which you are not, you are not protected by the Constitution, which you are not, you might still be protected by the law.

In addition, there are a number of federal handicap laws and a number of state laws that protect against discrimination against the handicapped, and under those laws there have been decisions to the effect that addiction to drug use is a handicap under those laws, and there are remedies set forth under those laws.

DELEGATE: That's great, but what do I do? Shall I pee in the bottle or shall I refuse?

COUNSELOR BARR: Oh, is that what you meant? (Laughter)

DELEGATE: That's what I thought I asked you.

COUNSELOR BARR: I would suggest that—actually Bill Blatz suggests that it is more a policy question than a legal question—you go immediately to your union, refuse at that time to do it and say, "That is something I need to consult with my union about." Do that first.

DELEGATE: Thank you.

BROTHER KADIS: Does that answer it?

DELEGATE: Yes.

BROTHER KADIS: Next.

BROTHER KLINCZAR (Buffalo): Dick Klinczar, Buffalo News. Ara Bickford has a policy that you take a pre-employment physical. As of yet we have had no indication that they have ever used this test for drugs. If they use this, is there a policy there, or how does that work? As a physical. Can you use that as evidence that you properly used drugs if you are under consideration for employment?

BROTHER KADIS: Counselor Barr, do you want to take a stab at that?

COUNSELOR BARR: I, myself, see a fundamental distinction between general physical examinations and a specific examination for drug use involving what I consider and what most of you, I am sure, feel is an invasion of privacy, an invasion of your personal rights, and I think that that would be the same kind of change in investigative methods by the company, same kind of unilateral conduct, I spoke of before.

BROTHER KLINCZAR: Could they use that physical as saying it is a policy if they want to test somebody that has been working for a number of years?

COUNSELOR BARR: I'm sorry. Say that again.

BROTHER KLINCZAR: Could they use that test if they wanted to question an employee at the News by asking you to take a urine sample and saying it has been policy in the past to have the physical?

COUNSELOR BARR: To have urine samples?

BROTHER KLINCZAR: To have urine samples.

COUNSELOR BARR: No. No. In my judgment that would be a fundamental difference in their investigative methods and unilateral action, and it is not justified by their past practice.

BROTHER KLINCZAR: Thank you.

BROTHER CARAGATA (Canadian Wire Service): Warren Caragata, Canadian Wire Service Guild. A question for Mr. Barr about the attack on the Charter of Rights in Canada.

There was some discussion here about the fact that employees in the private sector are not covered by the Bill of Rights in the same way, of course, as the public sector, but when you did your examination of Canadian law, did you look at the question of the charter and whether or not under that it would be illegal for some employees to take drug tests?

COUNSELOR BARR: I did not look at the charter in connection with this specific question, but I have looked at the charter and discussed it with Canadian lawyers in connection with dues questions, in connection with resignation questions, and all kinds of other questions, and some of them feel that the fact that the labor laws impact through a federal or provincial agency in any of the provinces would in and of itself make it governmental action and therefore justify the imposition of the guidelines in the Charter of Rights.

That is not an argument that's been as yet decided in the courts, but that is something that a number of Canadian counsels are considering as a theory.

So it is possible that the Charter of Rights will impact the government as against governmental action in that situation.

BROTHER BAILEY (Pacific Northwest): Gil Bailey, Pacific Northwest. On the question of using a federal handicap provision, we had an unfortunate experience in an arbitration recently that may be illustrative.

A gentleman who was using cocaine did have a problem. Unfortunately, he confessed it to the person in the company along with the admission he had taken some of the company's moneys but would repay them.

The company fired him, and we tried to defend him in an arbitration on the grounds of handicap, cocaine addiction. He got into a program, he was then clean and was being tested regularly and showing up when the arbitrator ruled the discharge was valid.

It is also an illustration that where we have drug or alcohol or, more often, cross-addiction problems, tell them to go to the union, don't go to the company, because all the company is going to do is can you.

BROTHER KADIS: Any comment from the panel on that?

COUNSELOR BARR: On that? The only comment is that very often bad facts make bad law. If you didn't have this other thing involved in the case, you might have had a

different result.

DR. MORGAN: The handicapped act seems to apply to chronic dependence upon alcohol or drugs, and it may not be used, of course, as an excuse against criminal offenses, and I don't know if that was the case here, but that may indeed be exactly what happened.

Remember, drugs don't make you commit crimes.

SISTER CHESKI (Bakersfield): Cynthia Cheski, Bakersfield. I had a question about pre-employment testing. If someone who is—our newspaper is considering putting on this program right now. A reporter is doing a series on that, which is helpful to us.

If a person is denied a job because of pre-employment screening testing and contacts our local, what, if anything, could we do?

BROTHER KADIS: Again, Brother Barr.

COUNSELOR BARR: The rules under the NLRB on mandatory subject to bargaining apply equally to the drug screening prior to a person becoming an existing employee. In other words, it applies to the program that is intended to screen applicants, and therefore you may file an unfair labor practice charge under the NLRB for the unilateral imposition of that program and presumably get that employee reconsidered, if not back pay for that employee, as if that program had not been instituted, whatever the facts might show.

SISTER CHESKI: Should we do that at the time the program is instituted, before it is applied, or should we wait until it applies?

COUNSELOR BARR: It is always better to do it when it is instituted because if you wait and take no action, they might say you agreed to it tacitly. This Board has shown an inclination to say that.

SISTER CHESKI: I have one more question.

If they do have a pre-employment screening program and someone testing positive, for instance—and they were hired anyway—could the results of that test be used against that person later as an employee? Could that be dragged out later?

COUNSELOR BARR: I would think that if the actual job performance of that employee showed that that person was affected directly by drug use, the answer would be yes.

BROTHER KADIS: Another question?

SISTER CHESKI: Thank you.

BROTHER DIUGUID (Washington-Baltimore): Lewis Diuguid, Washington-Baltimore. More a comment, I guess, rather than a question. It seems to me what the panel has told us is very useful concerning the individual's rights. I haven't heard much at all, though, addressing the question that I think has provoked all this, and that is, what about this drug problem this country has—and it certainly has one. We carry a lot of stories in our paper about it.

I am concerned that the Guild not find itself in a position too negative on an issue of this nature.

I am wondering if somebody on the panel could tell me something positive that the Guild is instituting toward rehabilitation in drug cases and in general take a more broad view of this drug question that is simply a matter of how to avoid being detected.

BROTHER KADIS: As I take it, you have sort of two parts to the question. One of them is the question of the drug problem in the society, general drug problem in the society, and whether the Guild should take a role in that or not; and the other question is about whether or not the Guild has specific programs dealing with rehabilitation, drug user rehabilitation, something of that sort.

On the first question Dr. Morgan and I think Barry Steinhart.

DR. MORGAN: I wanted to comment very, very briefly on your first part and give over to the Guild representative to talk about that.

I have worked in the drug abuse field in a general and specific fashion for, I guess, about 15 years now, and I am still not entirely sure, one, what to do about the drug abuse problem, and I also would like to confess to you that I am still not entirely sure what the drug abuse problem is and how we shall define it. Rather than going on and on, which I am prone to do, let me say one specific thing. Earlier you heard comments about the President's Commission on Crime. The President's Commission on Crime featured a number of law enforcement officers saying to us, "Well, that's right. We did spend billions and billions of dollars of your money saying we would stop drug importation and we would have a criminal attack—in fact, we'd like you to continue giving us money for that, but we'd like to admit to you that we have failed, and we have

failed in a miserable and disgusting and degrading fashion so that we would now like, while keeping our jobs, for you to take over our job and, using the workplace and the schools and wherever else you can think of, you attack the drug abuse problem at the consumer level because we can't do anything about it legally."

Now you may or may not agree with that, but I'm telling you that what I think is that that is a drug-abuse abuse problem.

First, it's curious that at a time when, although there's been a great deal of hoopla about drug use, the statistical evidence is that drug use is in fact down.

The experience is that this push to do drug testing and the push of the President's Commission on Organized Crime to do something about the "drug abuse problem" is occurring because I think most good evidence is that drug use is not as significant a problem. It is a significant problem, but it is receding as a problem.

But let me say, one is that there are a number of companies, a few in this area, a few nationally, some of the Fortune 500 companies, which have employee assistance programs which attempt to channel individuals and substance abuse problems—and that includes alcohol problems. As I said in my remarks it is in fact a more significant problem in society than the drug abuse to the tune of two or three times more significant in terms of its cost to society, into rehabilitation, into treatment.

I don't think you need—and I am talking to you about these points and programs—drug testing to make those programs work.

I am in the curious position, I guess, on this panel of being one of the employers. I have 13 people in my employ, and I can tell you that I think I am a good enough manager that I can see if I think I have an employee who is in trouble, and had that experience of recommending to an employee that he seek counsel. I think a good manager can even look around your newspapers and see the same thing. I think a good manager can pick out the trouble, and to the extent to which those people are in trouble and it is affecting their job performance, the employer has rights, and they don't need drug testing to impose those. In fact, if all the drug testing they do is, it may undermine, the suggestion made before, morale in the workplace.

BROTHER KADIS: Brother Blatz, do you want to address the second part?

BROTHER J. WILLIAM BLATZ: Just a moment. Obviously the Guild's primary concern always is the well being of its members, and if you look in the little red book, TNG's Constitution, and turn to the bargaining program on page 133, you will see that the Guild advocates in its mandatory bargaining program that you propose to the employer that at every opportunity a health plan, which includes the treatment for alcoholism and drug addiction and drug-related problems, and for those of you who are going to Atlantic City, it also includes compulsive gambling. (Laughter)

BROTHER KADIS: Are there any other questions or comments before we wind up? I want to thank you for—is there one more?

BROTHER HUNT (Washington-Baltimore): Pat Hunt, Washington-Baltimore. I think this has been a helpful discussion. I am curious where we are going policywise. Bill just pointed out that we support EAP programs. Are you going to propose and the leadership going to propose language to the Model Contract to protect the members against these sorts of tests in the future, or where do you intend to go on this?

BROTHER BLATZ: That is a question which is before the Convention Collective Bargaining Committee. The question is, as put on page 8 of the Collective Bargaining Committee report, to determine whether new or revised policies ought to be implemented.

BROTHER KADIS: Any other questions? Brother Peery.

VICE PRESIDENT PEERY (Cleveland): Dick Peery, Cleveland, Local 1. I don't really have a question. I do want to make a comment and something I hope we get out of this and don't lose sight of.

As the brother here has explained to us, he injured his back, apparently because the company did not have the proper safety features in place, and so when he comes back to work the question is not how do we make our safety features—how do we install them so we protect our workers. The question is, does he take drugs or drink alcohol.

My point is, I think we ought to constantly be aware that many of these things are being imposed on us not simply to help us and not simply to make for a safe workplace but to intimidate us.

I read a quote from President Nixon—whom I love to quote because he reveals so much. It might be anecdotal, but when he was president and he ordered some lie detector tests for government workers, and someone said to him, “You know, they are not too reliable necessarily,” and he said, “I don’t know if they work or not, but they scare the hell out of people.”

I think that is a big part, perhaps, of this mandatory testing they are talking about.

I think we certainly have to concentrate on getting help for all of our members who have any kind of problem, but at the same time let’s not fall for the company line that will allow us to be browbeaten and forced into a situation where we are constantly being intimidated, they can constantly use something against us in order to get rid of us. (Applause)

BROTHER KADIS: Thank you, Brother Peery. Any further questions?

MS. GEORGIA DORLAND: I am a guest at your convention.

BROTHER KADIS: We have a forum of the convention. I will ask for a ruling from you. Guests are not allowed to address the convention without permission. Do we have permission of this body to do so?

(Cries of “Yes”)

MS. DORLAND: My name is Georgia Dorland, and I am with Eugenie Hospital. I was involved for 10 years.

BROTHER KADIS: Would you please get closer to the mike.

MS. DORLAND: I’m involved in training and drug addiction and quality care ... that some drugs increase job performance.

What might be important for you to hear is that I am basically involved in unions, but when we go to management and talk about putting an employee in an assistance program, they will make the jump that you can have our alcoholics ... but our speed freaks they would want to keep, especially if you are on a production line, right, or fast-moving job.

So you should not have had ... selective

manipulation in end, and it is the end of concessions, of a long list of concessions, which is ... to remove workmen. (Applause)

BROTHER KADIS: Well, as we wind up our discussion this afternoon, I would like to leave you with a little limerick that was found on the bulletin board at the Miami Herald after the company had instituted its full blood testing program, and it went something like this:

“Urine in the Herald now.

You have lost your rights somehow.

You’d better give up

And pee in the cup

Or you’re out of a job and how.

“They want to know if you’re high.

Don’t bother to ask ’em why.

If you are going to object,

They’ll wring your neck

And hang you out to dry.

“Whatever you put in your nose

Your water is sure to disclose.

Whatever you sneeze

They are going to seize.

And whatever they can’t they’ll suppose.

“The General’s taken a vow --

No sense in raising a row --

March into the john

Or else you’re gone.

Urine in the Herald now.”

(Laughter and applause)

Thank you all.

(The forum adjourned at 5:05 p.m.)