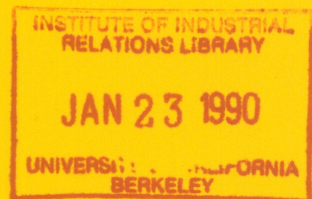


PROCEEDINGS

FIFTY-SIXTH ANNUAL CONVENTION

The Newspaper Guild
(AFL-CIO, CLC)



June 19-23, 1989
Desmond Americana Inn
Albany, N.Y.

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INTERNATIONAL OFFICERS

International Chairperson

Peter E. McLaughlin

President

Charles Dale

Secretary-Treasurer

John C. Edgington

Regional Vice Presidents

David M. Rousseau,
Manchester, Region 1

Faye McCracken,
Memphis, Region 2

Luther P. Jackson, 3rd
Detroit, Region 3

Larry D. Hatfield,
Northern California,
Region 4

Richard J. Brandow
New York, Region 5

Lee C. Clifford,
Canadian Wire Service,
Canada East

Doug M. Louth,
Vancouver-New Westminster,
Canada West

Vice Presidents At Large

Robert C. Holt, Jr.,
St. Louis

David M. Mulcahy,
New York

Carol D. Rothman,
Philadelphia

Marie A. Shellock,
Youngstown

Stanley J. Souza,
Hawaii

Gene Turner,
Northern California

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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 audited the accompanying balance sheet of The Newspaper Guild as of March 31, 1989 and 1988, and its related statement of operations and net worth for the years then ended. These financial statements are the responsibility of the union's officers. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by the officers, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of The Newspaper Guild as of March 31, 1989, and the results of its operations for the year then ended, in conformity with generally accepted accounting principles.

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

April 19, 1989

FINANCIAL HIGHLIGHTS

Average Monthly Per Capita Received Year Ended March 31, 1989

	<u>1st Quarter</u>	<u>2nd Quarter</u>	<u>3rd Quarter</u>	<u>4th Quarter</u>	<u>Average</u>
Employed members—regular rate	28,597	28,052	27,143	31,861	28,913
Agency fees	755	743	827	691	754
Unemployed and retired members	1,997	1,643	1,563	3,097	2,075
Part-time members	2,051	1,946	1,606	2,155	1,940
Members-at-large	3	2	2	27	8
TOTALS PER CAPITAS	<u>33,403</u>	<u>32,386</u>	<u>31,141</u>	<u>37,831</u>	<u>33,690</u>

Operations of General Fund

	<u>Year Ended March 31, 1989</u>	<u>Year Ended March 31, 1988</u>
Income	\$3,815,061	\$3,792,850
Expense	3,972,608	3,974,395
DEFICIT FROM OPERATIONS	<u>(\$ 157,547)</u>	<u>(\$ 181,545)</u>

Operations of Defense Fund

	<u>Year Ended March 31, 1989</u>	<u>Year Ended March 31, 1988</u>	<u>Year Ended March 31, 1987</u>
Income	\$1,127,434	\$1,306,704	\$1,602,974
Expense	1,343,071	834,029	405,659
SURPLUS FROM OPERATIONS	<u>(\$ 215,637)</u>	<u>\$ 472,675</u>	<u>\$1,197,315</u>

Summary of Net Worth of Guild

	<u>Year Ended March 31, 1989</u>	<u>Year Ended March 31, 1988</u>	<u>Year Ended March 31, 1987</u>
General Fund	\$ 228,454	\$ 386,001	\$ 567,546
Defense Fund	8,408,432	8,624,069	8,151,394
NET WORTH	<u>\$8,636,886</u>	<u>\$9,010,070</u>	<u>\$8,718,940</u>

BALANCE SHEET—GENERAL FUND

As of March 31, 1989, 1988 and 1987

ASSETS			
	<u>3/31/89</u>	<u>3/31/88</u>	<u>3/31/87</u>
Cash in banks and on hand	\$161,184	\$134,060	\$151,855
Advances receivable	29,297	37,722	25,167
Loans receivable:			
Individuals			
Locals:			
Northern California Guild	17,146	22,321	26,467
Bakersfield Guild	—0—	—0—	20,000
Wire Service Guild	600	600	600
Salem Guild	6,000	37,000	37,000
Scranton Guild	200	200	200
	<u>1,462</u>	<u>1,462</u>	<u>1,462</u>
Due from Defense Fund	23,946	30,583	85,729
Due from Organizing Fund	—0—	—0—	143,729
Exchanges receivable	23,530	1,951	—0—
Prepaid insurance and transportation expenses	72,453	27,700	17,095
Deposits	87,669	94,149	74,625
Investments	675	675	675
Equipment (net)	100	100	100
Investment in building	132,022	157,713	168,089
	<u>966,616</u>	<u>723,808</u>	<u>459,406</u>
TOTAL ASSETS	<u><u>\$1,497,492</u></u>	<u><u>\$1,208,461</u></u>	<u><u>\$1,126,470</u></u>
LIABILITIES			
Bank loan payable—building	\$ 100,000	\$ —0—	\$ —0—
Due to Defense Fund—building loan	750,000	723,808	459,406
Due to Organizing Fund	—0—	—0—	18,088
Accounts payable	126,698	36,268	45,599
Payroll taxes payable	9,837	13,099	7,270
Due to Defense Fund	282,503	49,285	—0—
Convention reserve	—0—	—0—	28,561
TOTAL LIABILITIES	<u>\$1,269,038</u>	<u>\$ 822,460</u>	<u>\$ 558,924</u>
NET WORTH	<u>\$ 228,454</u>	<u>\$ 386,001</u>	<u>\$ 567,546</u>
TOTAL LIABILITIES AND NET WORTH	<u><u>\$1,497,492</u></u>	<u><u>\$1,208,461</u></u>	<u><u>\$1,126,470</u></u>

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

For the Years Ended March 31, 1989, and 1988

	For the Year Ended March 31, 1989		For the Year Ended March 31, 1988	
	Amount	Percent	Amount	Percent
INCOME				
Membership Income				
Per-capita taxes	\$3,552,144		\$3,391,224	
Initiation fees	9,478		9,497	
Reinstatement fees	254		724	
Agency fees	<u>88,916</u>		<u>190,732</u>	
Servicing salaries and expenses paid by locals ...	\$3,650,792	95.70	\$3,592,177	94.71
Guild Reporter income	50,425	01.32	20,811	00.55
Research Department sales	2,506	00.07	2,741	00.07
Salaries and expenses paid by Defense Fund	5,519	00.14	2,815	00.07
Rental income	77,096	02.02	84,163	02.22
Miscellaneous income	18,313	00.48	9,396	00.25
TOTAL INCOME FOR YEAR	<u>10,410</u>	<u>00.27</u>	<u>80,747</u>	<u>02.13</u>
TOTAL INCOME FOR YEAR	\$3,815,061	100.00	\$3,792,850	100.00
EXPENSES				
Per-capita taxes	\$ 156,735	04.11	\$ 197,252	05.20
Field operations	1,412,553	37.03	1,306,380	34.44
Administrative operations	503,592	13.20	530,555	13.99
Office management	1,271,319	33.32	1,247,689	32.90
Executives	156,385	04.10	192,259	05.07
Other expenses	<u>472,024</u>	<u>12.37</u>	<u>500,260</u>	<u>13.19</u>
TOTAL EXPENSES FOR YEAR	\$3,972,608	104.13	\$3,974,395	104.79
OPERATING LOSS FOR YEAR	<u>(\$ 157,547)</u>	<u>(04.13)</u>	<u>(\$ 181,545)</u>	<u>(04.79)</u>
NET WORTH—BEGINNING OF YEAR	\$ 386,001		\$ 567,546	
NET WORTH—END OF YEAR	<u>\$ 228,454</u>		<u>\$ 386,001</u>	

ANALYSIS OF GENERAL FUND, BUDGET AND EXPENSES—Years Ended March 31, 1989, 1988 and 1987

	Expended Year Ended 3/31/89	Budget Year Ended 3/31/89	(Over) or Under Budget	Expended Year Ended 3/31/88	Expended Year Ended 3/31/87
1. Per-Capita Taxes					
AFL-CIO	\$ 99,281	\$ 96,100	(\$ 3,181)	\$ 97,038	\$ 93,237
IUD	21,438	20,181	(1,257)	19,632	18,428
CLC	28,256	28,398	142	28,834	27,516
IFJ	5,000	10,000	5,000	48,988	44,669
AFL-CIO Union Label Dept.	2,400	2,400	—0—	2,400	2,400
CLC Union Label Dept.	360	360	—0—	360	240
	<u>\$ 156,735</u>	<u>\$ 157,439</u>	<u>\$ 704</u>	<u>\$ 197,252</u>	<u>\$ 186,490</u>
2. Field Operations					
A. Director—Salary	\$ 68,939	\$ 63,448	(\$ 5,491)	\$ 62,901	\$ 59,763
Expenses	12,493	4,000	(8,493)	5,419	3,279
B. Organizing and Servicing					
Representatives—Salaries	638,241	653,787	15,546	680,792	601,073
Expenses	241,027	250,000	8,973	244,201	243,405
Miscellaneous organizing and servicing	207,106	100,000	(107,106)	101,971	129,343
C. Collective Bargaining					
Salaries—Exec. Sec., Contracts Committee	91,690	56,182	(35,508)	55,892	52,363
Pension consultant	18,375	22,000	3,625	21,543	14,000
Research and information associate	39,650	39,557	(93)	39,454	36,838
Bargaining and research associate	32,082	39,557	7,475	39,682	35,427
Human rights director	48,649	46,798	(1,851)	45,055	41,812
Expenses—Personnel	14,301	10,000	(4,301)	9,470	9,506
	<u>\$1,412,553</u>	<u>\$1,285,329</u>	<u>(\$127,224)</u>	<u>\$1,306,380</u>	<u>\$1,226,809</u>
3. Administrative Operations					
A. Research and Information					
Salary—Director	\$ 54,893	\$ 54,911	\$ 18	\$ 54,598	\$ 51,729
Expenses—Personnel	1,490	2,000	510	5,314	1,029
Books and periodicals:					
Legal and bargaining services	4,275	4,000	(275)	3,598	6,642
Subscriptions	6,539	7,000	461	8,830	10,278
Other printed material	4,742	5,000	258	4,388	6,415

ANALYSIS OF GENERAL FUND BUDGET AND EXPENSES—Years Ended March 31, 1989, 1988 and 1987 (Continued)

	Expended Year Ended 3/31/89	Budget Year Ended 3/31/89	(Over) or Under Budget	Expended Year Ended 3/31/88	Expended Year Ended 3/31/87
Publications and literature:					
Constitution	14,277	14,000	(277)	15,937	18,283
Organizing and other literature	2,587	5,000	2,413	7,997	4,193
Miscellaneous	—0—	50	50	40	—0—
B. Department of Education					
Director—Salary	53,231	53,232	1	52,941	50,117
Expenses	807	2,500	1,693	2,620	1,720
Publication-literature	—0—	1,000	1,000	—0—	—0—
Institutes and seminars	27,553	44,000	16,447	43,413	42,602
C. Guild Reporter					
Salaries: Editor	54,911	54,911	—0—	54,599	51,729
Assistant editor	40,139	42,503	2,364	40,979	38,572
Clerical	30,314	31,921	1,607	32,060	27,249
Expenses: Personnel	6,075	4,000	(2,075)	3,623	3,232
Printing	97,451	100,000	2,549	99,855	98,307
Postage	91,308	100,000	8,692	91,277	83,290
Addressing	—0—	—0—	—0—	—0—	23,040
Pictures and special material	10,106	8,000	(2,106)	8,218	7,792
Miscellaneous	2,894	500	(2,394)	268	597
	<u>\$ 503,592</u>	<u>\$ 534,528</u>	<u>\$ 30,936</u>	<u>\$ 530,555</u>	<u>\$ 526,816</u>
4. Office Management					
Salaries—Office manager	\$ 33,072	\$ 32,792	(\$ 280)	\$ 29,648	\$ 35,514
Secretary-stenographers	73,863	75,646	1,783	72,695	72,668
Bookkeeping	52,427	51,496	(931)	54,280	51,041
General clerical	41,491	40,719	(772)	41,260	40,109
Expenses—Rent and maintenance	278,500	204,000	(74,500)	246,162	197,254
Utilities	19,624	30,000	10,376	—0—	—0—
Moving expense	—0—	—0—	—0—	57,311	—0—
Stationery and supplies	68,069	40,000	(28,069)	55,688	41,619
Equipment	30,000	30,000	—0—	53,192	36,000
Telephone and telegraph	40,955	40,000	(955)	40,234	40,367
Repairs and improvements	6,827	5,000	(1,827)	10,184	3,437

ANALYSIS OF GENERAL FUND BUDGET AND EXPENSES—Years Ended March 31, 1989, 1988 and 1987 (Concluded)

	Expended Year Ended 3/31/89	Budget Year Ended 3/31/89	(Over) or Under Budget	Expended Year Ended 3/31/88	Expended Year Ended 3/31/87
Postage	28,361	27,000	(1,361)	23,956	27,297
Auditing	19,400	19,400	—0—	18,000	20,854
Insurance and bonding	32,500	20,000	(12,500)	20,000	20,000
Employee pension	130,998	130,000	(998)	124,168	119,110
Employee health and welfare	166,189	169,760	3,571	161,677	145,824
Directly billed transportation costs	212,855	200,000	(12,855)	199,662	176,366
Data processing	19,206	25,000	5,594	26,210	46,511
Miscellaneous	16,982	12,500	(4,482)	13,362	9,917
	<u>\$1,271,319</u>	<u>\$1,153,313</u>	<u>(\$118,006)</u>	<u>\$1,247,689</u>	<u>\$1,083,888</u>
5. Executives					
Officers' salaries	\$ 132,566	\$ 132,566	—0—	\$ 163,469	\$ 129,404
Officers' expenses	23,819	25,000	1,181	28,790	27,216
	<u>\$156,385</u>	<u>\$157,566</u>	<u>\$ 1,181</u>	<u>\$192,259</u>	<u>\$156,620</u>
6. Other Expenses					
Legal	\$ 56,336	\$ 55,000	(\$ 1,336)	\$ 62,590	\$ 67,576
Payroll and personal property taxes	114,120	112,000	(2,120)	107,084	97,900
Contributions and tickets	17,232	17,500	268	16,999	24,556
Delegates and committees	997	15,000	14,003	20,823	27,932
I.E.B. meetings	112,397	88,000	(24,397)	84,362	121,798
Severance pay provisions	30,000	30,000	—0—	79,640	62,278
Convention reserve	130,000	120,000	(10,000)	100,000	95,000
Broun Award	1,000	1,000	—0—	1,000	1,000
Broun Award expenses	3,866	4,000	134	4,224	3,022
AFL-CIO, IUD Conventions	2,146	4,500	2,354	3,973	2,417
CLC Convention	2,037	4,000	1,963	450	1,782
IFJ meetings	—0—	—0—	—0—	14,520	17,996
Guild Service Award	1,893	2,500	607	595	—0—
Irving Leuchter Scholarship Fund	—0—	4,000	4,000	4,000	3,000
	<u>472,024</u>	<u>457,500</u>	<u>(14,524)</u>	<u>500,260</u>	<u>526,257</u>
TOTALS FOR YEAR	<u>\$3,972,608</u>	<u>\$3,745,675</u>	<u>(\$226,933)</u>	<u>\$3,974,395</u>	<u>\$3,706,880</u>

COMPARATIVE STATEMENT OF INCOME FROM MEMBERSHIP TO GENERAL FUND

For the periods from April 1, 1985, to March 31, 1989

	Agency Fees	Per-Capita Taxes	Initiation Fees	Reinstatement Fees
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>
1986-1987				
1. April through June	\$12,444	\$ 950,142	\$ 3,053	\$ 859
2. July through September	15,044	848,934	4,105	127
3. October through December	15,364	854,595	2,544	59
4. January through March	21,744	878,460	2,699	164
	<u>\$64,596</u>	<u>\$3,532,131</u>	<u>\$12,401</u>	<u>\$1,209</u>
1987-1988				
1. April through June	\$129,901	\$ 952,453	\$ 2,361	\$ 78
2. July through September	16,820	799,929	2,728	190
3. October through December	23,046	789,917	1,936	74
4. January through March	20,965	848,925	2,472	382
	<u>\$190,732</u>	<u>\$3,391,224</u>	<u>\$ 9,497</u>	<u>\$ 724</u>
1988-1989				
1. April through June	\$ 22,795	\$ 873,528	\$ 2,242	\$ 79
2. July through September	21,722	864,865	2,315	61
3. October through December	24,181	832,449	2,200	46
4. January through March	20,218	981,302	2,721	68
	<u>\$ 88,916</u>	<u>\$3,552,144</u>	<u>\$ 9,478</u>	<u>\$ 254</u>

AVERAGE MONTHLY PER-CAPITA PAYMENTS

Year Ended	Employed	Agency Fees	Unemployed	Part- time	Members At Large	Total
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
March 31, 1987	30,266	557	2,230	1,766	9	34,828
March 31, 1988	28,686	1,671	1,994	1,705	10	34,066
March 31, 1989	28,913	754	2,075	1,940	8	33,690

BALANCE SHEET—DEFENSE FUND

As of March 31, 1989, 1988 and 1987

ASSETS	<u>3/31/89</u>	<u>3/31/88</u>	<u>3/31/87</u>
Cash in banks:			
Checking account	\$ 358,673	\$ 190,888	\$ 60,644
Savings accounts and certificates of deposit	3,320,800	4,085,561	2,254,596
Investments—at market	3,433,941	3,224,759	5,238,026
Loans receivable:			
Albany Guild	11,500	—0—	—0—
Detroit Guild	—0—	—0—	29,000
Great Falls Guild	7,580	7,800	8,040
Knoxville Guild	—0—	—0—	5,500
New York Guild	—0—	—0—	37,000
Northern California Guild	92,422	92,422	72,000
Gary Guild	14,125	14,125	—0—
San Antonio Guild—Editorial U.C.	39,971	—0—	—0—
Scranton Guild	2,000	2,000	—0—
Puerto Rico Guild	25,000	30,000	—0—
Terre Haute Guild	12,200	13,300	14,500
Washington-Baltimore Guild	76,087	109,237	35,527
Washington-Baltimore Guild—EEOC case ...	34,087	—0—	—0—
Wire Service Guild	47,497	72,145	72,145
Due from General Fund	282,503	49,285	—0—
Loan receivable—building	750,000	723,808	459,406
Other investments—at market	67,844	8,739	8,739
TOTAL ASSETS	<u>\$8,576,230</u>	<u>\$8,624,069</u>	<u>\$8,295,123</u>
LIABILITIES			
Due to General Fund	—0—	—0—	\$ 143,729
Due to Special Organizing Fund	167,798	—0—	—0—
NET WORTH	<u>\$8,408,432</u>	<u>\$8,624,069</u>	<u>\$8,151,394</u>
TOTAL LIABILITIES AND NET WORTH	<u>\$8,576,230</u>	<u>\$8,624,069</u>	<u>\$8,295,123</u>

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

For the Years Ended March 31, 1989 and 1988

	Year Ended 3/31/89	Year Ended 3/31/88
INCOME		
Per-capita apportionment	\$ 738,851	\$ 705,833
Per capita, higher dues	—0—	303
Interest and investment income	388,583	597,454
Contribution refund—Steelworkers	—0—	3,114
TOTAL INCOME FOR YEAR	<u>\$1,127,434</u>	<u>\$1,306,704</u>
EXPENSES		
Auditing	\$ 1,500	\$ —0—
Contributions:		
Jobs With Justice	5,000	—0—
G.R.O.W.S.	—0—	12,000
United Farm Workers	—0—	2,500
South African Miners	—0—	5,000
British Columbia Federation of Labour	—0—	5,000
CLC anti-free trade pact	5,000	—0—
Loans Written off by Board Action:		
Wire Service Guild	24,648	—0—
Knoxville Guild	—0—	14,500
Detroit Guild	—0—	5,500
Washington-Baltimore—overtime case	19,812	4,871
Printing checks	—0—	214
Union dues cases	—0—	16,920
Strike benefits:		
Washington-Baltimore—Sun unit	425	61,437
Southern Ontario—Maclean's unit	—0—	19,226
Wilkes-Barre	150,741	319,992
New York Guild (IL Progresso unit)	38,115	—0—
Alternative strategies:		
Albany Guild	12,500	—0—
Bristol Guild	3,161	881
Chicago—Joliet	2,216	—0—
Fresno rally	—0—	10,659
Wire Service Guild	3,400	13,500
Terre Haute Guild	17,071	—0—
New York Guild—Consumers Union boycott	7,864	38,085
Bakersfield Guild	—0—	5,000
Massillon Guild	11,014	8,563
Puerto Rico Guild—El Mundo, El Reportero units	—0—	20,016
Detroit Guild—joint operating agreement legal fees	16,428	121,880
Northern California Guild—McClatchy units	395,888	72,784
Tacoma—McClatchy unit	17,489	23,196
Per capita for strike members receiving benefits	7,639	7,305
Transfer to Special Organizing Fund	603,160	—0—
Transfer to Anti-Discrimination Fund	—0—	45,000
TOTAL EXPENSES FOR YEAR	<u>\$1,343,071</u>	<u>\$ 834,029</u>
OPERATING GAIN (LOSS) FOR YEAR	(\$ 215,637)	\$ 472,675
NET WORTH—BEGINNING OF YEAR	<u>\$8,624,069</u>	<u>\$8,151,394</u>
NET WORTH—END OF YEAR	<u>\$8,408,432</u>	<u>\$8,624,069</u>

BALANCE SHEET—SPECIAL ORGANIZING FUND

As of March 31, 1989 and 1988

ASSETS	<u>3/31/89</u>	<u>3/31/88</u>
Cash in banks:		
Savings accounts and checking account	\$269,764	\$ 11,007
Due from Defense Fund	<u>167,798</u>	<u>—0—</u>
TOTAL ASSETS	<u>\$437,562</u>	<u>\$ 11,007</u>
LIABILITIES		
Due to General Fund	\$ 23,530	\$ 1,951
NET WORTH	<u>\$414,032</u>	<u>\$ 9,056</u>
TOTAL LIABILITIES AND NET WORTH	<u>437,562</u>	<u>\$ 11,007</u>

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

For the Years Ended March 31, 1989 and 1988

	Year Ended <u>3/31/89</u>	Year Ended <u>3/31/88</u>
INCOME		
Defense Fund transfers	\$603,160	—0—
Interest income	<u>2,798</u>	<u>6,618</u>
TOTAL INCOME	<u>\$605,958</u>	<u>\$ 6,618</u>
EXPENSES		
Salaries	\$ —0—	\$ 379
Expenses	—0—	732
Auditing	1,400	1,375
Organizing committee	12,492	—0—
Organizing materials	120	—0—
Organizing subsidies:		
Albany Guild	3,726	—0—
Canadian Wire Service Guild	—0—	3,014
Denver Guild	8,630	11,026
Detroit Guild	13,418	—0—
Hammond Guild	588	—0—
Los Angeles Guild	50,000	4,479
Ottawa Guild	—0—	4,268
New York Guild	20,000	—0—
Northern California Guild	4,400	—0—
Philadelphia Guild	16,367	—0—
San Antonio Guild	22,973	—0—
San Diego Guild	6,500	—0—
San Jose Guild	—0—	266
Southern Ontario Guild	25,000	88,663
Vancouver-New Westminster Guild	368	22,637
Wire Service Guild	<u>15,000</u>	<u>—0—</u>
TOTAL EXPENSES	<u>\$200,982</u>	<u>\$136,839</u>
OPERATING GAIN (LOSS) FOR YEAR	<u>\$404,976</u>	<u>(\$130,221)</u>
NET WORTH—APRIL 1, 1988	<u>\$ 9,056</u>	<u>\$139,277</u>
NET WORTH—MARCH 31, 1989	<u>\$414,032</u>	<u>\$ 9,056</u>

BALANCE SHEET—ANTI-DISCRIMINATION FUND

As of March 31, 1989 and 1988

ASSETS	<u>3/31/89</u>	<u>3/31/88</u>
Cash in banks	\$ 48,506	\$ 45,623
TOTAL ASSETS	<u>\$ 48,506</u>	<u>\$ 45,623</u>
LIABILITIES	<u>—0—</u>	<u>—0—</u>
NET WORTH	\$ 48,506	\$ 45,623
TOTAL LIABILITIES AND NET WORTH	<u>\$ 48,506</u>	<u>\$ 45,623</u>

STATEMENT OF INCOME AND EXPENSES AND CHANGES IN NET WORTH OF ANTI-DISCRIMINATION FUND

For the Years Ended March 31, 1989 and 1988

	Year Ended 3/31/89	Year Ended 3/31/88
INCOME		
Transfer from Defense Fund	\$ —0—	\$ 45,000
Interest income	2,883	623
TOTAL INCOME	<u>\$ 2,883</u>	<u>\$ 45,623</u>
EXPENSES	<u>—0—</u>	<u>—0—</u>
TOTAL EXPENSES	<u>—0—</u>	<u>—0—</u>
OPERATING INCOME FOR YEAR	\$ 2,883	\$ 45,623
NET WORTH—APRIL 1, 1988	\$ 45,623	—0—
NET WORTH—MARCH 31, 1989	<u>\$ 48,506</u>	<u>\$ 45,623</u>

NOTES TO FINANCIAL STATEMENTS

The Canadian exchange rate was (.839) 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 \$681,704.

OFFICERS' REPORT FINANCIAL TABULATIONS

SCHEDULE OF ADVANCES TO EMPLOYEES AND OTHERS

As of March 31, 1989

Brown, William	\$ 750
Bruner, Robert	750
Bryant, Eugene	750
Bryant, John	1,000
Canadian Region Office	8,414
Cesnik, James	200
Clifford, Lee	(48)
Dale, Charles	(252)
Davis, Dorothy	500
Ducharme, Leo	537
Eisen, David	377
Griffin, James	500
Hatfield, Larry	565
Jackson, Luther	107
Langzettel, David	31
Louth, Doug	1,064
Lowe, John	2,276
MacDonald, Jerry	853
McCormick, Harry	614
McCracken, Faye	1,924
McLaughlin, Peter	676
Montanez, Luis	410
Mulcahy, David	(250)
Nelson, Bruce	701
Padia, Anna	325
Pattison, Guy R.	400
Rayl, Hannah Jo	1,034
Rothman, Carol McGarvey	792
Rousseau, David	811
Shellock, Marie	2,420
Souza, Stanley	136
Walker-Tyson, Joyce	930
TOTAL	<u>\$29,297</u>

COMPENSATION AND EXPENSES OF TNG OFFICERS AND ADMINISTRATIVE STAFF EMPLOYEES

For the Fiscal Period April 1, 1988, to March 31, 1989

Name	Position	Compensation	Expenses*	Direct Charges to Local and/or Defense Fund
Aldrich, Mary	Office Manager	\$ 33,072	\$ 705	(\$)
Blatz, J. William	Former Director, Field Operations	204,344**	4,758	(1,493)
Brandow, Richard	Vice President	4,377	4,849	
Brown, William	International Representative	54,012	14,306	(51,916)
Bruner, Robert	McClatchy Alternative Strategies Program	53,232	14,080	(66,836)
Bryant, Eugene S., Jr.	International Representative and McClatchy Alternative Strategies Program	54,012	21,206	(39,374)
Bryant, John	Director, Canadian Region	30,053	12,049	
Cesnik, James M.	Editor, Guild Reporter	54,911	5,177	(1,895)
Clifford, Lee	Vice President	5,945	4,249	
Dale, Charles	President	69,133	25,594	(5,420)
David, Janet	International Representative	53,232	16,676	
Ducharme, Leo	International Representative	55,057	25,044	(13,681)
Edgington, John	Secretary-Treasurer	63,433	15,456	
Eisen, David	Director, Research and Information	54,892	1,918	
Foley, Linda	Executive Sec'y, Contracts Committee and Former Collective Barg. Research Associate	40,613	3,014	
Geist, Eric	Research and Information Associate	39,557	2,117	
Griffin, James	International Representative	53,232	20,399	(2,292)
Hatfield, Larry D.	Vice President, McClatchy Alternative Strategies Program	45,759	22,007	(62,923)
Holt, Robert C., Jr.	Vice President	4,787	3,222	
Jackson, Luther	Vice President	3,523	3,110	
Kadis, Phillip M.	Director of Education	53,232	1,666	
Louth, Doug	Vice President	4,699	1,859	
McCormick, Harry	International Representative	55,057	31,816	(7,251)
McCracken, Faye	Vice President	2,945	1,608	
McLaughlin, Peter	International Chairperson	7,021	5,098	
McLeman, William	Director of Field Operations and Former Director, Canadian Region	78,695	46,285	(4,093)

Montanez, Luis	International Representative	54,262	30,722
Mulcahy, David	Vice President	10,687	6,740
Nelson, Barbara	Former Associate Editor, Guild Reporter	70,109**	1,578
Nelson, Bruce	International Representative	53,232	24,915
Padia, Anna	Human Rights Director	48,649	15,072
Pattison, Guy R.	International Representative	55,057	27,518
Ramsey, Richard	Former Executive Secretary, Contracts Committee	133,512**	5,729
Rayl, Hannah Jo	International Representative	55,273	13,079
Rothman, Carol McGarvey	Vice President	4,750	2,630
Rousseau, David	Vice President	3,932	2,568
Shellock, Marie	Vice President	3,154	927
Small, John	Assistant Editor, Guild Reporter	4,440	1,996
Souza, Stanley	Vice President	9,136	3,823
Turner, Gene	Vice President	3,537	2,982
Wilson, Frederica	Former International Representative	20,384**	4,825
TOTALS		<u>\$1,708,939</u>	<u>(6,033)</u>
			<u><u>(\$285,885)</u></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, 1988, to March 31, 1989

Steinke, Robert—International Election and Referendum Committee and Negotiations	\$ 1,599
TOTAL	<u>\$ 1,599</u>

ANALYSIS OF DELEGATE AND COMMITTEE EXPENSES

For the Fiscal Period April 1, 1988, to March 31, 1989

International Election and Referendum Committee	\$ 997
Delegates to AFL-CIO, CLC and IFJ conventions	4,183
TOTAL	<u>\$ 5,180</u>

MISCELLANEOUS ORGANIZING AND SERVICING COSTS

For the Fiscal Period April 1, 1988, to March 31, 1989

New England Servicing—Organizing Program (organizing)	\$ 7,626
AFL-CIO Texas Organizing Committee	1,000
Denver (organizing)	14,513
Twin Cities (legal)	32,503
Detroit (organizing)	2,939
San Antonio (legal and organizing)	80,626
Dayton (legal)	6,639
San Jose (legal)	571
Washington-Baltimore (legal)	1,520
Cincinnati (legal)	4,094
Los Angeles (legal and organizing)	6,996
Warren (legal)	2,795
Canadian Wire Service (legal)	15,225
Calgary (legal)	518
Southern Ontario (legal)	313
St. Louis (new administrative officers orientation)	642
Sacramento (legal)	10,745
Beck Case (legal and accounting)	2,746
Pacific Northwest (legal and new administrative officers orientation)	958
Wire Service Guild (negotiations)	7,472
Philadelphia (organizing)	6,665
TOTAL	<u>\$207,106</u>

SCHEDULE OF ORGANIZING-SERVICING CHARGES DUE FROM GUILD LOCALS

As of March 31, 1989

<u>Local</u>	<u>Balance due TNG 4/1/88</u>	<u>Charges during year</u>	<u>Repaid or credited during year</u>	<u>Balance due TNG 3/31/89</u>
Battle Creek	\$ 751	\$ —	\$ —	\$ 751
Buffalo	7,332	3,935	—	11,267
Chicago	190	—	—	190
Cincinnati*	1,000	—	1,000	—
Cleveland	750	—	—	750
Columbus	7,697	—	—	7,697
Canadian Wire Service	1,372	568	1,940	—
Denver	1,602	—	—	1,602
Erie	7,989	1,571	6,251	3,309
Gary	4,249	—	—	4,249
Lake Superior	3,635	—	2,635	—
Los Angeles	1,016	—	—	1,000
Memphis	2,777	—	—	1,016
New England Servicing-Organizing Program	3,243	—	—	2,777
New York	14,766	1,711	16,477	3,243
Ottawa	3,450	—	3,450	—
Pacific Northwest	2,851	—	—	—
Pawtucket	3,009	—	—	2,851
Philadelphia	428	201	—	3,009
Terre Haute	5,207	5,830	1,339	428
Twin Cities	5,287	—	1,000	9,698
Wilkes-Barre Council	859	45,095	45,411	4,287
Windsor	9,591	4,265	8,186	543
Washington-Baltimore	2,745	—	—	5,670
York	644	946	1,590	2,745
Youngstown	—	13,164	13,164	—
TOTALS	\$92,440	\$ 77,286	\$102,644	\$67,082

* The IEB reduced the amount owed by the Cincinnati local from \$5,788 to \$1,000 as of 4/1/88.

BUDGET FOR 1989-90 AS APPROVED BY THE 56TH ANNUAL CONVENTION

For the Fiscal Year Ending March 31, 1990

	Expenditures 1988-89	Budget 1989-90
1. Per-Capita Taxes		
AFL-CIO	\$ 99,281	\$ 102,060
IUD	21,438	22,599
CLC	28,256	28,800
IFJ	5,000	47,500
AFL-CIO Union Label Dept.	2,400	2,400
CLC Union Label Dept.	360	360
TOTALS	\$ 156,735	\$ 203,719
2. Field Operations		
A. Director —Salary	\$ 68,939	\$ 63,230
Expenses	12,493	8,000
B. Organizing and Servicing		
Representatives—Salaries	\$ 638,241	\$ 660,759
Expenses	241,027	260,000
Miscellaneous	207,106	100,000
Organizing	—0—	400,000
C. Collective Bargaining		
Salaries:		
Exec. Sec'y, Contracts Comm.	\$ 91,690	\$ 47,177
Pension Consultant	18,375	24,750
Research & Info. Assoc.	39,650	41,932
Coll. Barg. & Research Associate	32,082	—0—
Human Rights Director	48,649	55,379
Expenses—Personnel	14,301	15,000
TOTALS	\$1,412,553	\$1,676,227
3. Administrative Operations		
A. Research and Information		
Director—Salary	\$ 54,893	\$ 57,093
Expenses	1,490	1,500
Books and periodicals:		
Legal & bargaining services	4,275	4,500
Subscriptions	6,539	6,800
Other printed material	4,742	5,000
Publications and literature:		
Constitution	14,277	14,500
Organizing and other literature	2,587	3,000
B. Department of Education		
Director—Salary	\$ 53,231	\$ 55,379
Expenses	807	1,000
Publications and literature	—0—	500
Institutes and seminars	27,553	27,000
C. Guild Reporter		
Salaries:		
Editor	\$ 54,911	\$ 57,093
Assistant editor	40,139	41,136
Clerical	30,314	—0—
Expenses:		
Personnel	6,075	4,500
Printing	97,451	90,000
Postage	91,308	90,000
Pictures and special material	10,106	10,000
Miscellaneous	2,894	1,000
TOTALS	\$ 503,592	\$ 470,001

BUDGET FOR 1989-90 AS APPROVED BY THE 56TH ANNUAL CONVENTION

For the Fiscal Year Ending March 31, 1990

	Expenditures 1988-89	Budget 1989-90
4. Office Management		
Salaries:		
Office manager	\$ 33,072	\$ 35,518
Secretary-stenographers	73,863	79,563
Bookkeeping	52,427	54,206
General clerical	41,491	101,832
Expenses:		
Rent and maintenance	278,500	192,000
Utilities	19,624	20,500
Stationery and supplies	68,069	50,000
Equipment and machinery	30,000	30,000
Telephone and telegraph	40,955	42,000
Repairs and improvements	6,827	5,000
Postage	28,361	30,000
Auditing	19,400	19,400
Insurance and bonding	32,500	25,000
Employee pension	130,998	144,000
Employee health and welfare	166,189	190,000
Directly billed transportation	212,855	220,000
Data processing	19,206	40,000
Miscellaneous	16,982	15,000
TOTALS	\$1,271,319	\$1,294,019
5. Executives		
Officers' salaries	\$ 132,566	\$ 141,689
Officers' expenses	23,819	25,000
TOTALS	\$ 156,385	\$ 166,689
6. Other Expenses		
Legal fees	\$ 56,336	\$ 70,000
Payroll and personal property taxes	114,120	120,000
Contributions and tickets	17,232	17,500
Delegates and committees	997	30,000
IEB meetings	112,397	100,000
Severance-pay provisions	30,000	24,000
Convention reserve	130,000	140,000
Broun Award	1,000	1,000
Broun Award expenses	3,866	4,000
Guild Service Award	1,893	2,000
AFL-CIO, IUD conventions	2,146	3,000
IFJ meetings	—0—	15,000
CLC convention	2,037	—0—
Irving Leuchter Fund	—0—	4,000
Defense Fund	—0—	185,000
TOTALS	\$ 472,024	\$ 715,500

SUMMARY

1. PER-CAPTIA TAXES	\$ 156,735	\$ 203,719
2. FIELD OPERATIONS	1,412,553	1,676,227
3. ADMINISTRATIVE OPERATIONS	503,592	470,001
4. OFFICE MANAGEMENT	1,271,319	1,294,019
5. EXECUTIVES	156,385	166,689

BUDGET FOR 1989-90 AS APPROVED BY THE 56TH ANNUAL CONVENTION

For the Fiscal Year Ending March 31, 1990

	Expenditures 1988-89	Budget 1989-90
6. OTHER EXPENSES	472,024	715,500
TOTALS	<u>\$3,972,608</u>	<u>\$4,526,155</u>
TOTAL EXPENSES	\$3,972,608	\$4,526,155
TOTAL INCOME	<u>\$3,815,061</u>	<u>\$4,537,360</u>
SURPLUS or (DEFICIT)	(\$ 157,547)	\$ 11,205

ESTIMATED GENERAL FUND INCOME FOR 1989-90 FISCAL YEAR

As Approved by the 56th Annual Convention

Membership Income	Actual Income 1988-89	Estimated Income 1989-90
Regular Members		
Per-Capita Taxes		
Employed	\$3,444,460	\$4,183,200*
Unemployed-retired-inactive	2,490	2,500
Part-time	104,952	105,000
Associate	42	75
At-large	200	500
Fees		
Initiation	9,478	10,000
Reinstatement	254	2,000
TOTAL MEMBERSHIP INCOME	<u>\$3,561,876</u>	<u>\$4,303,275</u>
Other Income		
Defense Fund repayment for strike assignments	\$ 77,096	\$ 60,000
Local repayment for servicing	50,425	40,000
Guild Reporter income	2,506	3,000
Agency fees	88,916	104,580**
R&I sales and subscriptions	5,519	4,500
Miscellaneous income and interest	10,410	10,000
Rental income	18,313	12,000
Charter fees	0	5
TOTAL OTHER INCOME	<u>\$ 253,185</u>	<u>\$ 234,085</u>
TOTAL INCOME	<u>\$3,815,061</u>	<u>\$4,537,360</u>

*28,000 × \$12.10 for 2 months = \$ 677,600

*28,000 × \$12.52 for 10 months = \$3,505,600

**Based on estimated monthly average of 700 agency fees.

OFFICERS' RECOMMENDATIONS

The International Executive Board, in its annual Officers' Report, made the following recommendations to the 56th Annual Convention. Convention debate and action on these recommendations will be found in the proceedings of convention sessions.

Finance

1. Approve a fiscal-year General Fund income estimate of \$4,537,360, which assumes discontinuance of the Constitution's 80-20 General/Defense Fund allocation, monthly per-capita payments of \$12.10 for two months and \$12.52 for 10 months, a monthly per-capita average of 28,000 and a monthly agency fee payment average of 700. The IEB is responsible for reducing funds allocated for organizing and increasing funds allocated to the Defense Fund when liquid assets in the Defense Fund fall below \$6,500,000.

2. Approve a Fiscal Year 1989-90 General Fund budget of \$4,526,155.

3. Implement recommendations of TNG's Special Organizing Committee to continue the current diversion of Defense Fund interest and investment income from July 1989 through June 1991 unless Defense Fund assets fall below \$6,500,000, and to increase per-capita payments by 25 cents on Oct. 1, 1989, April 1, 1990, Oct. 1, 1990, and April 1, 1991, with the additional income to be used exclusively for organizing.

Organizing

1. Continuing the Special Organizing Fund established by the 1988 Convention, with expenditures to be made only for organizing purposes.

2. That TNG and its locals continue to focus their organizing efforts through joint and cooperative programs, best utilizing the resources of the locals and TNG, including the Special Organizing Fund.

3. That TNG, seeking to utilize resources of the AFL-CIO and CLC, develop an ongoing, intensive, hands-on training program, including seminars at the Meany Center offering comprehensive training in organizing techniques; field training of local organizers by TNG staff, and programs to be presented to locals and district councils.

4. That TNG hire up to four permanent organizers (one based in Canada) as funds become available, having them report to the Director of Field Operations, and that International Representatives continue to be involved in organizing.

5. A re-emphasis of convention-directed priorities of free-riders, new departments, chains, new units and new locals, with emphasis on achieving wall-to-wall Guild representation; that systematic plans for targeting chains be adopted for the United States and Canada, and that strategic metropolitan areas be targeted.

6. Locals clear with TNG 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.

Collective Bargaining

1. Add the following to Article II, Section 2, of the Convention Recommendations on Collective Bargaining (new language **bold face**):

Provision should be made for expedited arbitration that includes options for abbreviated grievance procedure, consolidation of grievances, limitations on post-hearing briefs and abbreviated hearings. The Guild should decide when expedited arbitration is invoked and which grievances should be expedited.

2. Add the following section to the Convention Recommendations on Collective Bargaining as shown, renumbering subsequent sections:

19. PLANT CLOSING: Locals should seek a minimum of 60 days' advance notice of plant closure or massive layoff and any additional protections that may be required by federal, state or provincial law.

3. That innovative bargaining strategies be implemented only with full and advance consultation with TNG and that when TNG funds are to be used, such strategies must be approved by TNG in advance.

4. That locals be urged to bargain guaranteed increased in minimum salaries that are

no less than negotiated general increases, that keep minimum salaries ahead of rising living costs and in pace with productivity gains and that advance minimum-salary standards throughout the industry.

5. Re-emphasis of the policy, dating to the Guild's founding, that substantial minimum salaries and across-the-board pay increases are the foundation for a fair and equitable pay structure benefiting both the employees and employers, that merit increases are to acknowledge and reward individual merit, are not substitutes for negotiated increases and are to be paid in addition to substantial minimum salaries, and that merit-pay, lump-sum, commission/bonus or incentive-pay schemes unilaterally controlled by the employer or depending on the employer's evaluation or performance are discrimination traps and are contrary to sound, historical Guild bargaining policy.

6. Opposition to contracts with multi-tier minimum salaries that violate the principle of equal pay for equal work, pit workers against one another, undermine confidence in the Guild, discriminate on the basis of arbitrary criteria not related to job performance or skills and create subclasses of employees.

7. That locals be urged to seek to prohibit mandatory testing for Acquired Immune Deficiency Syndrome (AIDS), AIDS-Related Complex (ARC), alcohol and drugs as an intrusion into privacy and irrelevant to assessing employee job performance or an applicant's qualifications.

8. Reasserting the importance of establishing joint bargaining councils for interunion communications, cooperation and joint or coordinated bargaining.

9. That U.S. locals consult with TNG on issues involving the implementation and application of the IRS's Section 89 provisions and new standards on retiree benefits proposed by the Federal Accounting Standards Board.

10. That locals take advantage of participating in The Newspaper Guild International Pension Plan for portability of retirement benefits and high benefits resulting from low administrative costs.

Constitution

1. The IEB recommends reducing Guild Reporter publication from at least 22 to at least 18 times per year. The effect of the change would be to save the Guild approximately \$36,000 a year without significantly affecting communications with the membership. The intent of the IEB is that it will restore the number of issues to 22 when financial conditions warrant.

Amend Article XX, Section 1, first sentence, as follows (new wording **bold face**; deletion [bracketed]):

"Section 1. The official publication of TNG shall be the Guild Reporter, which shall be published at least [22] 18 times a year, and at least once a month.

2. The IEB recommends a change in the IEB meeting schedule to three times a year. The purpose of the proposal is to make more productive and effective the time spent in IEB meetings and to save at least \$23,000 in meeting costs per year.

Amend Article VI, Section 5(a), first sentence, as follows:

Section 5(a). The IEB shall meet [immediately before and immediately after each Convention and three times between Conventions] **three times a year, the time and place to be set by the IEB. IEB meetings at Convention shall be deemed one meeting.**

3. The IEB recommends that the IEB Finance Committee be composed of five rather than three members. This change will enable the Committee to more efficiently carry out its increasingly heavy workload and responsibilities.

Amend Article VI, Section 7, second sentence, by changing: "... [three] IEB members ..." to "... **five** IEB members ..."

4. The IEB recommends that the Guild Reporter be distributed to non-members who are obligated to pay fees to the local pursuant to Guild-shop provisions of applicable collective-bargaining agreements. The change is intended to allow TNG to make appropriate allocations of Guild Reporter expenditures under the Supreme Court's decision in *Beck v. CWA*.

Amend Article XX, Section 1, last sentence, by adding:

[.], and to all others receiving copies of the Guild Reporter.

Amend Article XX, Section 3, to read:

Section 3. The Guild Reporter shall be distributed to all members, including associate and retired members, **and to all agency fee payers**, without additional charge.

5. The IEB recommends to the Rules Committee of the 1989 Convention adoption of the following rule:

Non-delegate IEB members shall have the right to speak in committee meetings and on the Convention floor. They shall not have the right to vote; they shall not make or second nominations.

6. To implement Recommendation 1 of the Finance and Administration Section of the Officers' Report, the IEB recommends that the Constitution be amended by deleting Article XVII, Section 7(c).

Guild Reporter

1. All locals, in the United States, Canada and Puerto Rico undertake to assure that the Guild Reporter is kept current on the names and addresses of all members to help fulfill the mandate of TNG's Constitution that the paper be "distributed to all members."

2. TNG and all locals act as appropriate to seek to assure that nonprofit publications are not restricted in frequency or reach by the imposition of unreasonably high increases in the costs of distribution through the postal systems.

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

4. U.S. locals that have their own publications, no matter how modest, and that have not already done so affiliate them with the International Labor Communications Association (ILCA) and appropriate regional union-press groups.

5. Similarly, Canadian locals that have not done so affiliate their publications with the Canadian Association of Labour Media/Association Canadienne de la Press Syndicale and consider affiliation with the ILCA, as well.

6. U.S. and Canadian locals that do not have their own publications take immediate steps to start them.

7. Locals that have their own publications bring sufficient copies of current issues to the convention for distribution to delegates.

Human Rights

1. Locals scrutinize employer actions in hiring, assignments, promotion, training, merit pay, discipline and early-retirement programs for potential discrimination against employees 40 years of age and older.

2. Locals continue to help prevent and, where it occurs, promptly correct sexual harassment.

3. Locals enforce fair-employment-practice contract provisions that ban discrimination in hiring and other employment conditions.

4. Locals 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.

5. Locals consult with TNG before filing a discrimination charge with any agency, court or tribunal and forward copies of any documentation, charges or complaints related to the charge to TNG.

6. Locals increase efforts to achieve child and adult-dependent care and parental and family-emergency leave, as provided by TNG's Collective Bargaining Program and Recommendations.

7. 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.

8. Locals and TNG continue and intensify efforts to increase the number of minorities and women in leadership and administrative roles and that all TNG administrative-job openings be posted in the Guild Reporter.

9. Locals supply the convention 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 Director information on the representation of women and minorities among their officers, executive boards and representative assemblies.

10. Locals and members seek opportunities to associate with U.S. and Canadian union and community groups that share the Guild's human-rights objectives, such as the Coalition of Labor Union Women, Organized Working Women (Canada), the Coalition of Black Trade Unionists, National Committee on Pay Equity, Labor Council for Latin American Advancement, Frontlash, the A. Philip Randolph Institute, Leadership Conference on Civil Rights, National Council for Senior Citizens, Martin Luther King Center for Social Change, National Urban League and National Urban Coalition.

Research and Information

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

2. TNG join other industry unions in exploring legislation to curb increasing abuses of the Newspaper Preservation Act.

3. TNG continue to develop and update Guild literature as appropriate.

4. TNG and locals share information stored in computers via modem, locals purchase modems and electronically transmit payroll information, contracts, arbitrations and other data beneficial to locals and Guild members, and that locals contact TNG for information on how to proceed.

5. In consultation with Guild locals, when funds and equipment become available, TNG establish a computer bulletin board for use by Guild locals.

Safety and Health

1. TNG take all possible steps to help locals combat the growing problem of repetitive-strain injury, including the publication of an RSI Fact Sheet, and locals insist that management take the necessary ergonomic measures to alleviate and prevent it.

2. Locals use the new American National Standards Institute (ANSI) voluntary standard on VDTs to assist them in obtaining adequate VDT conditions, and TNG join other affected unions in seeking an OSHA standard.

3. Locals support the introduction and passage of VDT regulatory legislation in state and provincial legislatures in cooperation with other unions and allied groups, using TNG's Model Bill.

4. TNG continue to press for the development of adequate shielding against Very Low Frequency (VLF) Radiation from VDTs, particularly against magnetic-field emissions, and locals seek to have management install any protective shielding necessary and available.

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

6. Locals use materials available from the Research & Information Department, particularly its manual, "Humanizing the VDT Workplace," and the TNG/CWA users' manual, "Video Display Terminals: A Health Guide for Users," to acquaint their safety and health committees, officers, stewards and members with VDT problems and methods of resolving them.

7. Locals take steps to meet the problems of occupational stress, including the use of TNG's Stress Advisory and Model Questionnaire, and seek the employment of professional consultants when workplace stress is found to be widespread.

8. While emphasis should be placed on eliminating causes of stress rather than "coping," locals seek employer-paid stress-management programs to help alleviate the effects of stress.

9. Locals combat office air contamination and ventilation problems with the assistance of TNG's Fact Sheet on Office Air Pollution, seeking general control measures as well as solutions to individual problems.

10. Locals move to eliminate environmental health problems associated with smoking

and seek management action to combat them by seating separation, smoke-removal devices, improved ventilation and, where acceptable to the majority of affected members, a ban on smoking, including an employer-paid smoking-cessation program, special smoking areas and avoidance of disciplinary measures, while resisting any management efforts to impose a ban unilaterally.

11. Locals be alert to asbestos hazards, using TNG's Asbestos Fact Sheets, seek guidance from TNG when confronted with such hazards and insist that management discuss planned renovations and known asbestos areas with the Guild, members be adequately protected during removal or containment work, asbestos levels in the air be properly monitored and a qualified contractor be hired to perform the work.

12. Locals make sure employers are in compliance with OSHA's Hazard Communication Standard and Canada's new Workplace Hazardous Materials Information System, that material safety-data sheets and labels are in place and that employees receive training specific to the hazards of their workplace.

13. All locals that do not have safety and health committees act immediately to establish them, using TNG's memorandum on the subject as a guide, all local safety and health committees cooperate with counterpart committees of other plant unions wherever possible, and true union-management committees rather than token employee representation on company committees be sought wherever joint action is deemed appropriate.

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, availing themselves of assistance from TNG, other locals that have established such committees and the AFL-CIO or CLC in getting organized and in achieving their goals.

2. U.S. locals seek innovative ways to spur COPE contributions, including setting up goals for the annual \$2 COPE Drive among their members and also 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, being careful to identify them as such, and 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.

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, and that all locals send their officers and activists to district-council meetings.

3. Locals, particularly those whose officers have received the Leuchter Scholarship in the past, make regular contributions to the Leuchter Memorial Scholarship Fund to keep the Fund's assets from being depleted.

4. Locals establish education committees or set up programs to carry out educational functions, including steward training, new-member orientation and ongoing membership education, and inform TNG of their composition.

5. TNG, locals and district councils, whenever possible, videotape seminars and educational programs that may be useful throughout the Guild, for inclusion in a TNG video library.

6. As funds permit, TNG work toward developing a video introduction to the Guild for use by locals and organizers, explaining how the Guild functions and the benefits of belonging to the union.

7. TNG and locals make officers and activists available to speak to schools, universities and organizations about the industry, the labor movement and the Guild.

CONVENTION SESSIONS

MONDAY MORNING SESSION

June 19, 1989

The 56th Annual Convention of The Newspaper Guild, AFL-CIO, CLC, held in the Desmond Americana Hotel, Albany, New York, was called to order at 9:30 a.m. by Tim Schick, President of the Albany Newspaper Guild.

(A Colonial Drum and Fife Corps entered, playing, and escorting officers and guests to the head table, followed by applause.)

BROTHER SCHICK: Will everyone please remain standing for our national anthems.

(The Corps played "The Star-Spangled Banner" and "O, Canada," followed by applause.)

BROTHER SCHICK: Will you please remain standing for an invocation from Father James Lefebvre.

FATHER LEFEBVRE: Let us pray. O, Almighty Father, as we begin our deliberations and open our convention, we are reminded that you are our protector and friend and also that you have called each of us to share with you in the work of creation. You have endowed each person with beautiful gifts and talent with which you once fashioned the boundaries of the world. You ask us now to use these talents to build its interior, and especially for those of us who work with words, you ask us to use these endowments to craft and to build the kingdom of truth and of justice and of love. Bless our work in this convention and bless the friendships which bring us together and the friendships which will sustain that work and give us spirit. As always, we ask this in your name. Amen.

(Retirement of Drum and Fife Corps.)

BROTHER SCHICK: Will the convention please come to order. On behalf of the members of Local 34, Newspaper Guild of Albany, it is my honor and pleasure to welcome the Guild's 56th Convention to Albany.

For the next week you will be residing in a bastion of organized labor. New York State has the highest percentage of union members of any state in the United States. But don't expect a bastion of labor to be a shelter from the storm that pounds at the foundations of the labor movement.

We have not escaped from labor's problems. Instead, you have arrived at the front line. This paradox is not new. In fact, it lies at the root of labor's problems. In many ways

our problems are the result of our own success. We have become so successful we risk losing everything.

New York State has not become a stronghold for unions by being content with past achievements and congratulatory phrases. We rely on hard work. Within a 15-minute drive to the west you can find yourself at General Electric, where the rights of workers and corporate greed have clashed since the days of Thomas Edison. That industrial giant added the name of Boulwarism to our vocabulary and promoted red-baiting into an anti-union art.

Drive a few minutes to the north, and you will find the Mohawk River, known during the 18th century as the home of the Mohawk Indians. In this century it became known for the Mohawk Valley Formula, a tool for busting unions by splitting families employed in the textile and leather mills. Labor survived both battles, emerging scarred but strong.

Today's battle is against complacency. Too often our members take their hard-won gains for granted and question their relevance in a post-industrial society. Too often we look for help from outsiders, for a magic wand to cure our ills.

When we rely on government agencies, the labor boards, and the courts, we are putting our faith in the hands of people with little or no stake in our struggle. Our battle can only be won on the shop floor. Publishers are inspired by the railroad baron, Jay Gould, who in 1888 said, "I can hire half the working class to kill the other half." And those remarks were made in this state.

We must be inspired by the Machinists, the Pilots, the Flight Attendants who have set an example in the past few months by sticking together and have looked to themselves and not to others for the answer.

It is individuals uniting for common goals that have given unions in New York State and across this country and Canada their strength. We must never forget that organized labor is not a business. We are a part of something greater. Unionism is a cause. That is why it is called the labor movement.

I would now like to introduce Tom Haley of the New York State AFL-CIO. (Applause.)

BROTHER HALEY: Tim, I thank you. I am pinch-hitting today for our president, Ed Cleary, who wanted me to bring his greetings and welcome you to the city of Albany for your convention.

I say hello and thank you to everyone on the podium, but mostly to the people in the room here. Ed was involved in a union of a different sort this past weekend. His daughter got married, so I am sure you want me to extend your congratulations to him, and while Ed has done a number of things, taken a number of steps, to improve unionism for the state of New York, he has still not mastered the problem of being in two places at one time, but I hope that you will accept me in his stead.

He wanted me to briefly outline with you some of the steps that the New York State AFL-CIO has taken in an effort to improve the quality of service to the membership of the New York State AFL-CIO.

Under his tenure we have developed the community services program. They deliver such services as peer counseling, trying to assist fellow brothers and sisters who may have problems in their families, who may have alcohol problems, who may have drug problems, to point them in the right direction, to get them help when they need help — to create minor miracles, if you will, day in and day out.

Those are the miracles that don't make headlines, that don't get into the newspapers and over the radio and on TV, but nevertheless improve the quality of life for people who are represented by the New York State AFL-CIO.

Of course, we work closely with the United Way, another way of trying to improve quality of life, not only for the people who belong to unions but people who live in our community.

We have employee-assistance programs to try to help those unfortunate individuals who were once employed but then find themselves unemployed, through layoffs, plant closings, plant movings, either north of the border or south of the border, for cheap labor, and displacing workers who live and work and try to maintain their families and their communities within the state of New York.

We have an education department to try to find new and innovative ways to help those children of union members strive for an education that perhaps otherwise they would not be able to get.

And certainly we have our legislative department, because legislative efforts have always been on the front burners of unions as they are with other groups.

Not to diminish the importance of our legislative efforts, we are trying to expand our

efforts into the programs that I described before, but much of the gains, we have to recognize, that are going to be made for people who belong to unions are going to be made either in the halls of the legislature and at the governor's table or across the collective bargaining table. So we certainly can't ignore the importance of trying to achieve legislative victories on behalf of the membership that collectively constitutes the AFL-CIO.

When those legislative efforts are done, of course, every couple of years in this state we swing into another season and that is the political season, and that's where our COPE department comes in.

We try, once our candidates are endorsed by the collective membership of the AFL-CIO convention, to do all that we can to insure the election of those endorsed candidates so that we can further pursue the legislative agenda of the labor movement in this state.

We have other departments as well. I mention them simply to try to demonstrate to you that I think what Ed Cleary and the AFL-CIO are trying to do is to move labor not only into the legislative arena and into the collective bargaining arena but back into the arena of our communities.

We have, perhaps, in the past assumed that if we take care of ourselves, all that unionism means has been accomplished, and that's probably not true.

Unions should be an integral part of the community. They should be out there helping people with those problems that we discussed, those family problems, those drug problems, those alcohol problems.

We should be involved in our Little Leagues and other community services, because all these efforts collectively improve the quality of life, not only for those people who belong to unions but to those people who we live with every day.

I think that is the true mission of unions, to be part of our society, not a selfish element, trying to achieve only for ourselves, but an element of society that is a driving force in improving the quality of life that all of us live.

Now I'd like to get selfish for a minute and just speak to what I do for a living besides coming and pinch-hitting at Ed's various forums.

My job is to try to muster support for our federal legislative agenda among the constituent unions of the New York State AFL-CIO, so that we can demonstrate to the members of Congress and to the President that when we take a position on a given issue

whether it be the minimum wage, child care, safety, or what have you, that it is not just the union that is pushing this agenda for their own purpose.

We are pushing this agenda because it improves the quality of life for the people who live in this country.

It seems not too long ago that we had a presidential election. Actually, it seems like eons ago, and I know that some of the people in this room—and I know myself—did the phone banks and did the election poll and tried as best we could to get our candidate elected.

It seemed at that time that everybody and his brother at one point was running for the presidency.

One of them was a native son—well, he wasn't a native son of New York, but he lived in New York and established himself rather well out in western New York as a football hero.

This gentleman obviously believed that if you can get 10 other big guys running in the right direction all at once, he could also run this country, so he threw his helmet into the ring and declared himself a candidate for the presidency.

It so happened that out in his home district—which, by the way, he didn't win all that convincingly the last time out when he was seeking re-election for his congressional seat—that the labor movement was holding a regional forum, and they mulled over whether or not they should invite this individual to their meeting because of his labor record. Let's just say if he was hitting in the majors, he would have been dropped down to the minors because his labor record was zero.

At any rate, the labor movement decided they would invite this gentleman to their convention out of courtesy because it was in his district, and he was the host congressman. They extended the invitation, and he accepted it gladly.

He went to a staff person who wrote his speeches, and he said:

"Look, I have been endorsed by every other constituency in my district every time I have run for office out here in the Buffalo area. I have never received the endorsement of labor, and I need it. I'm running for President. The last time I ran I got only 56 per cent of the vote against an underfunded opponent in a heavily Republican area, and I want this labor endorsement.

"Your job is to bring me a speech that will get that endorsement from labor. If you don't,

tomorrow morning you are going to be looking for work."

So the staff guy left the meeting with his boss and went home and kicked his dog and shouted at his kids and said, "How am I ever going to write a speech for a man who has a zero percent voting record on labor's agenda so that at the end of that speech he is going to get their endorsement?"

Well, he worked all through the night, and at the appointed hour he walked into the office, and he said: "Boss, here's your speech. It's the best speech I could write for you. I think it might work. Good luck to you. But I must tell you that I am going to seek other employment."

His boss said, "Good luck to you, and goodbye and thank you."

So the evening came, and the Congressman in question was introduced to the crowd, and he received polite applause. And so he started the speech.

He said: "Tonight, ladies and gentlemen, as you know, I am running for the presidency of the United States. Tonight I am going to tell you why minimum-wage legislation is bad legislation for America. Tonight I am going to tell you why improving the OSHA standards is bad for this country.

"Tonight I am going to tell you why child-care legislation and parental legislation is inappropriate for this nation.

"I am going to tell you why, if we reduce taxes on the rich and increase taxes on the poor and if we create enterprise zones and if we return to the gold standard, that we can recapture the greatness that once was America."

And the labor movement out in the crowd is applauding. They are on their feet, standing and cheering, and the local labor leaders are looking about themselves, saying, "Oh, my God, he's taken our constituency away from us; we are going to lose our bid for re-election, all is lost."

And he goes on with the speech: "And tonight, ladies and gentlemen, I am going to tell you why I should be the President of the United States ..."

And he flips to the next page and he says: "There, you son of a bitch. Now you're on your own." (Laughter and applause.)

Needless to say, he didn't get elected.

But another man did get elected, and I understand, from chatting with some of the people beforehand, that there is not unanimous feeling among the brothers and sisters

here as to whether or not endorsements in political contests should be made.

That is a choice for you to make, not for me to make, and not for Ed Cleary to make.

But we should understand that we have elected a man to be President and a man to be Vice President who feel that the minimum wage as proposed in Congress is too high, so they vetoed the minimum wage for 30 cents in four months.

We have elected a man to be President and a man to be Vice President who in all probability will feel, when the bill comes before them for consideration, that the parent- and child-care proposal is too generous and that it shouldn't be mandated but it should be negotiated or it should be voluntary on the part of the employer.

I mention these issues simply to underscore the fact that for the labor movement nothing is changed in the White House. For other constituencies, perhaps, things have changed, but for the labor movement in this country, we're looking forward to another four to eight years of the same mentality that led to PATCO.

The President and his spokespeople have told us that they vetoed the minimum wage not really because they thought it was a bad bill, but because they had to win a political fight with Congress.

They have won that fight, and those people that worked for the minimum wage are the only people that lost that fight. Congress didn't lose it. No one in here, I dare say, works for minimum wage, so you didn't lose it.

Those people who are trying to make ends meet and support their families and raise households headed by single parents, they lost it. And I would contend to you that if they lose, we, too, lose.

So when your own union or when the AFL-CIO or another constituent group that you might be in contact with calls you up or writes you a letter or in some way asks you to write your Congressmen about parental and medical relief or about minimum wage or about labor's agenda, I suggest to you that it's incumbent upon you, as unionists, as people who care about improving the quality of life, not only for yourselves, through legislation and collective bargaining, but for your community and where you live, that it is incumbent upon you to make your feelings known, to be a political activist—to be a true unionist.

I thank you on behalf of Ed Cleary. I thank you for applauding a joke that you have probably heard at least a dozen times. I wish you

all the best as you deliberate the heavy and weighty questions that will come before you.

Thank you very much. (Applause.)

BROTHER SCHICK: Our next guest is a special friend of mine with whom I have enjoyed walking the picket line on several occasions. I would like to introduce to you Josephine Sano, president of the Albany County Central Federation of Labor. (Applause.)

SISTER SANO: President Dale, Secretary-Treasurer Edgington, Chairperson McLaughlin. Greetings, sisters and brothers.

On behalf of the Albany County Central Federation of Labor, I would like to extend the fraternal greetings of our local labor community. As president of the local central labor council, I hope your stay in Albany is both enjoyable and productive. I also hope that you have time to appreciate the deep labor traditions of our community. In addition to having one of the oldest central labor councils in the nation, formed in 1886, some of the first labor unions in the United States were formed right here in the Capital District.

We also started some other labor trends which were to affect American life as a whole. For instance, the Arrow Shirt Company, famous for its collars on men's shirts, started right here in Troy on the opposite side of the Hudson River.

The concept of factory-baked bread came about when a young baker from Philadelphia moved here to provide bread for families where the women had gone to work in the shirt mills.

The Ironmolders Union, often mentioned in labor history books as one of the first real labor unions on this continent and the subject of a documentary on public television, began right here in our community.

Albany has had its darker side in labor history. In fact, one incident almost led to what might have been the total demise of the labor movement in the United States. Samuel Gompers, the legend and founder of the American Federation of Labor, was making the first of two visits to Albany.

While the labor leader was giving a speech in a park across from City Hall, a young radical tried to shoot Gompers. Fortunately for us and the rest of the labor movement, the lad was a poor shot.

Our Central Labor Council has always enjoyed a special relationship with The Newspaper Guild of Albany. In 1936 when Guild negotiators were having difficulty being recognized by management of the Times Union,

it was their relationship with the Central Labor Council that saved the day.

One day when negotiations were stalemated, Guild bargainers arose in disgust and left the room. Instantly, they were replaced by a committee of trade unionists from a variety of city unions in the Central Labor Council. Recognition and a first contract followed quickly.

Let me just add that you can take pride in the fact that The Newspaper Guild here continues its close relationship with the Albany labor movement. Labor may not get the best press in the world here, but at least we have newspaper workers who understand the purposes and needs of trade unions. Personally, I find my life in the union movement easier for the involvement of Guild members.

In closing, let me extend a special welcome to the delegates from Canada, our wonderful neighbors to the north.

I wish you all well and good luck. Have a nice convention. Thank you. (Applause.)

BROTHER SCHICK: Newspaper workers in Albany have a special kinship with our next speaker, who represents the City of Albany. The Guild for many years has done battle with the Times Union, and for many years the City of Albany has done battle with the Times Union. So we have some common interests, and our next speaker is Raymond Joyce, Treasurer of the City of Albany. (Applause.)

MR. JOYCE: Thank you. I won't show you my wounds. The Honorable Tom Whalen, the Mayor of our fair city, is out of town—as a matter of fact, out of state—and unable to be here.

To show his high regard for the media, particularly in this area, in his stead he has sent his tax collector. (Laughter.)

I am not here to collect anything. I am just here, hopefully, to give you a message, a message of welcome to our fair city, our historic city, and to hope that you have a very productive and rewarding conference.

Is there anybody here from the Philadelphia Inquirer? Would you please give my regards to my brother, Phil, who is on the staff there and a member of this Guild.

Just very briefly about the City of Albany ... we just a few years ago celebrated our 300th birthday, the oldest chartered city in the United States still operating under its original charter.

The slogan of that celebration was, "Still Making History." We have made history here through the years. In the very beginning, we

were the focal point of the American Revolution, a center of commerce and government. Through the years, we have been the hub of the northeast, about equidistant between New York City and Boston and Montreal. We are the home of the New York State Supreme Court, and the capital city of the Empire State.

We are still making history, and what is history but old news? The history of today was the news of yesterday reported by your predecessors; the news of today and the news of tomorrow are the history of the future, to be recorded and reported factually, clearly, and unblemished by you and your colleagues.

So newsmen of today and historians of the future, welcome to our capital city, our historic city. We do hope you will have an opportunity to visit some of the local attractions and that you will have a very good conference. Thank you. (Applause.)

BROTHER SCHICK: I would now like to introduce the Secretary-Treasurer of our International to designate the Rules Committee.

SECRETARY-TREASURER EDGINGTON: Thank you, Tim. A brief explanation. You may serve on the Rules Committee and one of the other major committees of this convention. There are, of course, three committees where dual committeehip is possible: the Appeals Committee; the Credentials Committee, which has already met and been confirmed by the IEB, and whose report you will hear shortly; and the Rules Committee.

We are now about to designate the Rules Committee. I have in advance: Keeble McFarlane, Canadian Wire Service, temporary chair; Herb Goodrick, St. Louis. Are there any deletions from the Rules Committee?

It appears there are no deletions.

Are there additions to the Rules Committee? Please state your name, local, and the person whom you are adding to the committee.

BROTHER JOSEPH J. HART (Philadelphia): Joe Hart, Philadelphia. Please add my name.

BROTHER BARRY F. LIPTON (New York): Barry Lipton, New York. Please add the names of Peter Jones and David Mulcahy.

BROTHER JAN RAVENSBERGEN (Montreal): Jan Ravensbergen, Montreal. Please add my name.

BROTHER RUSS CAIN (San Jose): Russ Cain, San Jose. Please add my name.

SISTER ELIZABETH ELINSKI (Buf-

falo): Liz Elinski, Buffalo, Please add my name.

SISTER KITTY CAPARELLA (Philadelphia): Kitty Caparella, Philadelphia. Please add my name.

BROTHER BRUCE SCRUTON (Albany): Bruce Scruton from Albany.

BROTHER ROBERT V. PALMER (Rochester): Robert Palmer, Rochester.

SECRETARY-TREASURER EDGINGTON: Any further additions? All right. The Rules Committee is now constituted. It now gives me great pleasure to introduce International Chairperson Pete McLaughlin for his address to the convention. Pete. (Applause.)

CHAIRPERSON McLAUGHLIN: After hearing that story about Samuel Gompers and somebody taking a shot at him, I almost reconsidered this speech, but what I would like to say, if there are any young radicals or old radicals with guns, would they leave the room now.

PRESIDENT DALE: How about middle-aged, Pete?

CHAIRPERSON McLAUGHLIN: Middle-aged, too. Last August an article appeared in the New York Times under the blaring headline, "Newspaper Guild Drifts as Industry Surges."

Now, the article offended me and a number of other people, but studying it, I realized that the author had only done surface research in order to reach the conclusion that he wanted.

The author didn't mention the Guild's ongoing commitment in Wilkes-Barre where the Guild was concluding a 10-year strike against Capital Cities and the Times Leader.

When the history of labor is written, the Wilkes-Barre strike will have a special chapter. Forced to go on strike, Guild members and other union strikers founded a strike paper, the Citizens Voice. For 10 long years, the strike continued. For 10 years, the Guild supported the strikers with benefits from its Defense Fund. The Guild's commitment never wavered.

Now, that to me does not show a union adrift. It shows a union committed to its members, a union committed to a battle for its members' rights, a union that doesn't back off from a fight, no matter how long it takes.

Now, this is something that the publishers tend to forget. The Guild has a history of commitment. It doesn't drift or waver in that commitment.

The author of the article mentioned very

briefly the Guild's affirmative action program. Again he failed to go into detail. He could have written about the Guild's commitment to the Black Caucus' discrimination suit against the New York Daily News. A group of black reporters and editors, tired of years of discrimination, sued the News seeking redress.

With their funds running out and their lawsuit endangered, they turned to their union, the Guild, for financial help. The New York Local's bylaws didn't address the problem of providing funds to individuals to pursue a discrimination suit. But the local rewrote the book and found ways to provide its members with the funds necessary to continue their suit.

When additional funds were needed, the New York Local went to TNG in Washington, and ways were found to provide more money to finance that suit. The results were historic. The reporters and editors won their suit.

One of the first things the Black Caucus did was to pay back the funds borrowed from the New York Local and the International.

That money was used by the International and the New York Local to establish special funds to help members pursue discrimination suits. I believe these special funds are unique in the labor movement.

Now, that's not a union adrift. That's a union committed to ending discrimination wherever it affects its members. That's a union not afraid to throw away the book when it comes to helping the members.

The Times writer said changes in technology have helped make the Guild less potent, a union unable to mount a serious strike threat, a union unable to close a paper down.

His research should have made him aware that it's difficult for any single union in this industry to shut a paper down. The unions in our industry increasingly recognize that solidarity is what is needed in this advanced technological age, and the Guild has been in the forefront of promoting that solidarity.

Each of us must do our part to promote solidarity. We have to forget the old hurts, the old arguments. We have to forget geographic boundaries and national frontiers. We have a common enemy—the publisher.

The publishers are united, and if you don't think so, read some of their publications. What one publisher finds is a successful weapon in fighting the union will soon find its way across the continent. A successful tactic in union-busting in the United States will cross the border like a plague to Canada.

This is no time to divide our forces. We need every union in this industry together. We can give them a hell of a battle with a little help from our friends. I learned at a young age what you can accomplish with a little help from your friends.

My father was one of the founders and the first business agent of a small local that represented men working as ushers and ticket-takers in sports arenas and ballparks in New York City. The local included about a hundred ushers at Madison Square Garden.

He used to tell the story about one difficult contract negotiation at Madison Square Garden. It appeared to be headed for a strike, and one day he was sitting in the office of Marty Lacey, who was then head of the Teamsters Joint Council in New York City, and Lacey asked him, "What's the matter, Charlie?"

And my father said, "I'm not making much progress at the Garden. We may have to go out on strike tomorrow, and we have only a hundred men in the building."

Well, Lacey picked up the phone and called the president of Madison Square Garden, and he told him, "I have Charlie McLaughlin in my office, and he is going to put up a picket line tomorrow."

He said: "When he puts up that picket line, you won't get a delivery of a hotdog, a soda. No Teamster truck will move across that picket line. Now, he's coming back down there, and I think you should negotiate with him."

The next day my father had a contract, and he got that contract with a little help from his friends, and that's what we have to have—a little help from our friends.

Benjamin Franklin said it best during the revolution—we must all hang together or assuredly we shall all hang separately. Where we have been forced to go it alone we have usually lost. Where we have hung together we have had our most notable successes.

Now, the author of the Times article noted that while most public newspaper companies have reported double digit profit increases each year for a decade, the Guild has been fighting wage freezes, benefit reductions and changes in working conditions.

The author uses this fact, which no one can dispute, to support his argument that the Guild is weak and adrift, and that's some of the most faulty logic I have ever heard.

What he should have concluded from that simple truth is that the Guild in plain language is up against some of the greediest, cheapest

bastards any union ever had to face. (Applause.)

The airline industry has its Ichans and Lorenzos, and the newspaper industry has its McClatchys and Gannetts. These are companies run by men who make obscene salaries and profits from our work and yet refuse to negotiate decent contracts and do their utmost to break unions.

The Guild continues to survive in this atmosphere. It continues to hold its own in its membership where other unions are declining, and it continues to take on fights that are tough, like the current pay equity strike in Hamilton, Ontario. We take them on because they are right. It continues to fight McClatchy in Northern California and the Pacific Northwest because we don't back away from a fight that is just. We never have, and we never will.

Now, that certainly is not a union adrift, a union that is impotent. It is one that is supported by its members, supported by its history and tradition, and supported by the justice of its cause.

So you can see, if you don't have all the facts, you can't reach the right conclusions.

In this convention, you are going to be overwhelmed with facts. People will tell you the Guild is in a financial crisis. I don't believe the facts will bear that out. The Guild is suffering from financial problems, but solving problems is the purpose of our annual convention. We gather some of the best minds in the labor movement at our convention. We can solve our problems without destroying democratic foundations of this union. (Applause.)

It troubles me that some people believe we should solve our financial problems at the cost of the democratic features that make our union unique in the labor movement. I belong to four unions, and the Guild is by far the most democratic. Our people send representatives to the convention each year to protect their rights to confront the problems of the union and to deal with them.

The IEB was constituted to meet between conventions so that elected members can oversee the running of the union. The Guild Reporter informs the membership of what's going on, not only in Washington but throughout the United States and Canada.

We are a union of communicators. We shouldn't reduce our lines of communication, especially in these tough times. We have problems. We need a convention to exchange ideas, to meet people who have solved their

problems and can give us information to help solve ours.

This convention is a perfect example. Jack Wallace, one of the leaders of the Wilkes-Barre strike, is a delegate; Dave Hardy, one of the leaders of the Black Caucus at the Daily News, is a delegate; and many of the most experienced minds in the Guild are delegates to this convention.

I challenge you to find solutions that will solve some of our problems, not the easy solutions like biennial conventions, but more innovative, challenging solutions.

We will solve our problems and win most of our battles because we are going to get a little help from our friends, Guild members and other people in the community who realize that our battles are their battles and that they can be won with a little help from our friends. (Applause.)

I'd like to leave you with one last thought: We must be doing something right because the publishers are spending a lot of time and money fighting us. Let's keep it up! (Applause.)

Now Secretary-Treasurer John Edgington will put together the committees.

SECRETARY-TREASURER EDGINGTON: We are now going to construct the remaining committees for this convention.

I will read the name of the committee and those persons who have already asked to be placed on that committee. If you wish to delete your name, please rise to the microphone and identify yourself and the name you are deleting. Then we will take the additions.

RESOLUTIONS COMMITTEE

Alice Busby, Vancouver, temporary chair; Richard Hughes, St. Louis.

Are there any deletions from the Resolutions Committee? I hope not. (Laughter.)

BROTHER TOM PENNACCHIO (New York): Tom Pennacchio, New York. I would like to add ...

SECRETARY-TREASURER EDGINGTON: We are on deletions now, Tom. Any further deletions? We are now on additions, Tom.

BROTHER PENNACCHIO: Please add Bill Leukhardt to that committee.

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

BROTHER R. VICTOR STEWART (Al-

bany): Vic Stewart, Albany. Please add my name.

SISTER REGINA MALIK (Philadelphia): Regina Malik, Philadelphia. Please add my name.

SECRETARY-TREASURER EDGINGTON: Regina Malik. Are there further additions to the Resolutions Committee? If not, the Resolutions Committee is duly constituted.

HUMAN RIGHTS COMMITTEE

Steven Michael, Northern California, temporary chair; Lionel Horton, St. Louis; Beverlyann Morris, Toledo.

Are there any deletions from the committee? The microphones are clear.

Are there additions to the Human Rights Committee? Tom.

BROTHER PENNACCHIO: Yes. Please add Jim Boyd and Mimi Rios.

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

DELEGATE: Please add Dorothy Lewis, Twin Cities.

DELEGATE: Please add Jack Hagan, Cleveland.

BROTHER WILLIAM HAMMOND (Albany): Bill Hammond from Albany. Please add my name.

BROTHER WAYNE E. CAHILL (Pacific Northwest): Wayne Cahill, Pacific Northwest. Please add Sharon Parshall.

BROTHER STEVEN CAMPBELL (Portland): Steve Campbell from Portland, Maine. Add my name.

DELEGATE: Jan Cook from Vancouver-New Westminster Newspaper Guild and Georgia Chisholm.

SISTER MARIE HOWARD (Portland): Marie Howard, Portland, Maine. Please add my name.

BROTHER MARK PEARSON (York): Mark Pearson from York.

BROTHER MICHAEL (Northern California): Steven Michael, Northern California. Add the name of Will Jones, Northern California.

SISTER GAIL LEM (Southern Ontario): Gail Lem, Southern Ontario. Please add the name of Shannon McManus.

SECRETARY-TREASURER EDGINGTON: Shannon McManus has been added. Are

there further additions? If not, the Human Rights Committee is duly constituted.

COLLECTIVE BARGAINING COMMITTEE

Louis J. Mleczo, Detroit, temporary chair; Bill Phillips, San Jose; Herb Goodrick, St. Louis; Dennis Lajiness, Toledo; Philip Fairbanks, Buffalo; Elizabeth Elinski, Buffalo; Bill Knight, Peoria.

Are there deletions from the Collective Bargaining committee? All right. We are ready for additions.

BROTHER BILL KNIGHT (Peoria): Bill Knight, Peoria. Please delete my name.

SECRETARY-TREASURER EDGINGTON: Are there further deletions? All right. We are ready for the additions. Larry.

BROTHER LARRY McINNIS (Montreal): Please add the name of John Belcarz, Montreal.

BROTHER SCHICK: Please add the name of Tom LaPoint, Albany.

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

BROTHER PENNACCHIO: Tom Pennacchio of New York. Please add James Madden, Bill Noonan and Sylvio Marinozzi.

SISTER KAREN CASTELLI (Harrisburg): Karen Castelli, Harrisburg. Please add my name.

BROTHER ROBIN PALLEY (Philadelphia): Robin Palley, Philadelphia. Please add my name.

BROTHER WILLIAM NOVAK (Sheboygan): Bill Novak, Sheboygan. Please add my name.

DELEGATE: Please add Art Joyner, Pacific Northwest.

SISTER PATRICIA ODOMS (Philadelphia): Pat Odoms, Philadelphia. Add my name.

BROTHER JACK WALLACE (Wilkes-Barre): Jack Wallace, Wilkes-Barre. Please add my name.

DELEGATE: Dan Freeborn, Twin Cities.

SISTER PATRICIA NUTTALL (Terre Haute): Pat Nuttall, Terre Haute.

BROTHER MICHAEL ROSSI: Michael Rossi from York. Please add my name.

BROTHER GAR JOSEPH (Philadelphia): Gar Joseph, Philadelphia. Please add my name.

BROTHER CHRIS CAROLAN (Vic-

toria): Chris Carolan, Victoria. Please add my name.

SISTER DEAN FERGUSON (Memphis): Dean Ferguson, Memphis. Please add my name.

BROTHER RONALD LEIR (Hudson County): Ron Leir, Hudson County. Please add my name.

BROTHER LOUIS MIO (Cleveland): Lou Mio from Cleveland. Please add my name.

VICE PRESIDENT LEE CLIFFORD (Canadian Wire Service): Lee Clifford, Canadian Wire Service. Please add my name and the names of Dan Oldfield and Patti Tasko.

BROTHER ROBERT TOWNSEND (Brockton): Bob Townsend, Brockton. Please add my name.

SISTER LEM: Please add the names of Richard Leitner and Harry Hallam.

SISTER SHARLAN CLARK (Ottawa): Sharlan Clark, Ottawa. Please add my name.

DELEGATE: Please add the names of Norman Melnick and Richard Olive.

DELEGATE: Please add the names of Sandra Polaski, Randy Hall and Patrick Hunt, a.k.a. Patricia.

SECRETARY-TREASURER EDGINGTON: Further additions? All right. The Collective Bargaining Committee is now constituted.

CONSTITUTION COMMITTEE

Barry Lipton, New York, temporary chair; Roger Kaufhold, St. Louis; J. Terry Borovitsky, Youngstown; Harold Blatchley, Buffalo; Russ Cain, San Jose.

Any deletions? All right. We are ready for additions. Dave.

BROTHER DAVID M. CHMIELEWSKI (Pawtucket): Dave Chmielewski, Pawtucket. Please add my name to the Constitution Committee.

BROTHER ADOLPHE BERNOTAS (Wire Service Guild): Adolphe Bernotas, Local 222. Please add my name and that of Lindsey Park.

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

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

BROTHER SCHICK: Tim Schick, Albany. Please add Bruce Scruton's name.

BROTHER ANDREW DUEHRING (Providence): Andy Duehring from Providence. Please add my name.

VICE PRESIDENT LUTHER P. JACKSON, 3RD (Detroit): Luther Jackson, Detroit. Please add my name and that of Claudia Pearce.

SISTER JANE SNOW (Akron): Please add Jane Snow, Akron.

BROTHER DAVID GERSOVITZ (Canadian Wire Service): David Gersovitz of Canadian Wire service. Please add my name and that of Keeble McFarlane.

BROTHER ALAN SEIFULLAH (Cleveland): Alan Seifullah of Cleveland. Please add my name.

BROTHER LIPTON: Barry Lipton, New York. Please add the following names: Bert Atkinson, Clara Bennett, Chuck Caruso, Thomas Keenan, Ralph Petrucelli, Peter Jones, Christine Skeete, James Sollitto, Nicholas Tetrick, and Beetlebaum — John Ward.

SECRETARY-TREASURER EDGINGTON: Those names are added.

SISTER PATRICIA DIACONT (York): Patricia Diacont, York. Please add my name.

BROTHER PETER H. HOMAN (Salem): Peter Homan, Salem. Please add my name.

BROTHER MICHAEL BOCKING (Vancouver-New Westminster): Mike Bocking, Vancouver. Please add my name.

BROTHER DAVE LONGERBONE (Twin Cities): Dave Longerbone, Twin Cities.

BROTHER HART: Joe Hart, Philadelphia. Please add my name.

SISTER LEM: Gail Lem, Southern Ontario. Please add the names of Lorne Slotnick and Anne Steacy.

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

SISTER CONNIE KNOX (Washington-Baltimore): Connie Knox, Washington-Baltimore. Please add the name of Mary Esslinger.

BROTHER ED BELL (Pittsburgh): Ed Bell, Pittsburgh. Please add my name.

SISTER BARBARA THOMAS (Gary): Barbara Thomas, Gary. Please add my name.

SISTER BETH GILLIN (Philadelphia): Beth Gillin, Philadelphia. Please add my name.

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

BROTHER BILL DAVIS (San Jose): Bill Davis, San Jose. Please add my name.

DELEGATE: Please add the name of Larry Hatfield, Northern California.

BROTHER VICTOR J. ALFANO (Scranton): Vic Alfano, Scranton. Please add my name.

BROTHER ROBERT V. PALMER (Rochester): Robert Palmer, Rochester. Please add my name.

BROTHER RAVENSBERGEN: Jan Ravensbergen, Montreal. Please add my name.

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

BROTHER THOMAS R. HILTZ (Boston): Tom Hiltz, Boston. Please add my name.

BROTHER J. STEPHEN HATCH (Cleveland): Hatch, Cleveland. Please add my name.

SECRETARY-TREASURER EDGINGTON: Any further additions to the Constitution Committee? If not, the Constitution Committee is duly constituted.

ORGANIZING COMMITTEE

Gerald Minkinen, Chicago, temporary chair; Robert C. Holt, Jr., St. Louis; Timothy B. Renken, St. Louis; Howard Burkhardt, Toledo; Marian V. Needham, Buffalo; Mel Gauntz, San Jose.

Are there deletions from the Organizing Committee? Deletions?

Additions? Dave.

VICE PRESIDENT DAVID ROUSSEAU (Manchester): Dave Rousseau, Manchester. Please add my name.

BROTHER PENNACCHIO: Tom Pennacchio, New York. Please add Peter Szekely and Alex Blanco.

BROTHER EMMETT MURRAY (Pacific Northwest): Emmett Murray, Pacific Northwest. Would you please add my name.

BROTHER McINNIS: Larry McInnis, Montreal. Please add my name.

SISTER KATHERINE JARRETT (Victoria): Katherine Jarrett, Victoria. Please add my name.

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

BROTHER JOSEPH R. GAVAGHAN (Philadelphia): Joe Gavaghan, Philadelphia. Please add my name.

BROTHER BERNOTAS: Please add the name of Paul Reilly, Paul as in "Pablo" Reilly.

BROTHER ROB FERGUSON (Windsor): Rob Ferguson, Windsor. Please add my name.

BROTHER JAMES LAWLESS (Cleve-

land): Jim Lawless, Cleveland. Please add my name.

BROTHER FRANK SANTAFEDE (Providence): Frank Santafede, Providence. Please add my name.

BROTHER TODD CUNNINGHAM (Los Angeles): Todd Cunningham, Los Angeles. Please add my name.

BROTHER DAN FOLGA (Erie): Dan Folga, Erie. Please add my name.

BROTHER KYLE HUGHES (Albany): Kyle Hughes, Albany. Please add my name.

BROTHER MICHAEL JARBOE (Milwaukee): Mike Jarboe, Milwaukee. Please add my name.

BROTHER JOHN W. DUBE (Bristol): John Dube, Bristol. Please add my name.

SISTER PATRICIA BELL (Ottawa): Pat Bell, Ottawa. Please add my name.

BROTHER HARRY TKACH (Pittsburgh): Harry Tkach, Pittsburgh. Please add my name.

BROTHER DAN ZEIDLER (Canadian Wire Service): Dan Zeidler, Canadian Wire Service. Please add my name and that of Mike Bernard.

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

BROTHER MICHAEL: Steven Michael, Northern California. Please add the names of Bernie Beck and Travis Brown.

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

SISTER ANN WILHELMY (Twin Cities): Ann Wilhelmy, Twin Cities. Please add my name.

SISTER MAUREEN BURK (Philadelphia): Maureen Burk, Philadelphia. Please add my name.

SISTER KNOX: Connie Knox, Washington-Baltimore. Please add the names of John Rau and Ken May.

BROTHER HENRY J. COLLINS (Salem): Harry Collins, Salem. Please add my name.

SISTER LEM: Gail Lem, Southern Ontario. Please add the names of Jeff Andrew and Mark Stewart.

SECRETARY-TREASURER EDGINGTON: Any further additions? All right. The Organizing Committee is now duly constituted.

APPEALS COMMITTEE

Judy Hildner, temporary chair. Are there

any deletions? Judy, don't say anything.

Are there any additions to the Appeals Committee?

BROTHER PENNACCHIO: Pennacchio, New York. Please add Bert Atkinson.

SECRETARY-TREASURER EDGINGTON: Bert Atkinson has been added to the Appeals Committee. Any further additions? You can serve on this committee and one of the other committees.

DELEGATE: Southern Ontario. Please add the name of Gail Lem.

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

DELEGATE: Please add Steve Orr of Rochester.

SECRETARY-TREASURER EDGINGTON: Steve Orr is added. Any further additions? All right. The Appeals Committee is now duly constituted.

FINANCE COMMITTEE

James Schaufenbil, Philadelphia, temporary chair; Ed Kirgan, St. Louis; Robert Speck, Toledo; John E. Kennedy, Youngstown; Mark C. Koch, Buffalo; Dianne Martino, San Jose, Alternate; Bill Davis, San Jose; Frank Sweeney, San Jose.

Are there deletions from the Finance Committee?

BROTHER DAVIS: Bill Davis, San Jose. Please delete my name.

SECRETARY-TREASURER EDGINGTON: Are there further deletions? Finance Committee deletions. All right. We are ready for the additions to the Finance Committee. Larry.

BROTHER McINNIS: Please add Ohannes Bedrossian, Montreal, and Bob Hill, Montreal.

BROTHER PENNACCHIO: Tom Pennacchio, New York. Please add my name and the names of Dave Mulcahy and Richard Brando.

BROTHER BERNIE LUNZER (Twin Cities): Bernie Lunzer, Twin Cities. Please add my name.

BROTHER DALE M. KING (Pawtucket): Dale King, Pawtucket. Please add my name.

BROTHER SCHICK: Tim Schick, Albany. Please add my name.

SISTER HILDNER (Pueblo): Judy Hildner, Pueblo. Please add my name.

BROTHER GERALD M. MARAGHY

(Boston): Gerry Maraghy, Boston. Please add my name.

DELEGATE: Please add the names of Kevin Keane and Tim Klass.

BROTHER DARREN CARROLL (Lake Superior): Darren Carroll, Lake Superior. Please add my name.

SISTER LAURA SIMMONS (Knoxville): Laura Simmons, Knoxville. Please add my name.

BROTHER ANDREW ZAJAC (Akron): Andy Zajac, Akron. Would you please add my name.

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

BROTHER RICHARD PEERY (Cleveland): Dick Peery, Cleveland. Please add my name.

BROTHER CHARLES D. WALKER (Providence): Charlie Walker, Providence. Please add my name.

BROTHER EDWARD A. JAHN (San Diego): Ed Jahn, San Diego. Please add my name.

BROTHER NORMAN S. SHAW (Indianapolis): Norman Shaw, Indianapolis. Please add my name.

BROTHER BOB GRACE (Ottawa): Bob Grace, Ottawa. Please add my name.

BROTHER JOSE FELICIANO (Puerto Rico): Jose Feliciano, Puerto Rico. Please add my name.

SECRETARY-TREASURER EDGINGTON: All right. (Laughter.)

SISTER BEVERLEY GREENE (Vancouver-New Westminster): Beverley Greene, Vancouver. Please add my name.

BROTHER SAM REYENGA (Southern Ontario): Sam Reyenga, Southern Ontario. Please add my name and the name of Gail Lem.

BROTHER DONALD C. KUMMER (Detroit): Don Kummer and James McClear.

SISTER CAPARELLA: Please add my name. Kitty Caparella, Philadelphia.

BROTHER DOUG DAVIS (Victoria): Doug Davis, Victoria. Please add my name.

VICE PRESIDENT FAYE McCRACKEN (Memphis): Faye McCracken, Memphis. Please add my name.

SISTER LINDA RANDOLPH (Milwaukee): Linda Randolph, Milwaukee. Please add my name.

SISTER BEVERLY M. POWELL (Philadelphia): Beverly Powell, Philadelphia.

Please add my name.

VICE PRESIDENT DOUG LOUTH (Vancouver-New Westminster): Doug Louth, Vancouver. Please add my name.

SISTER KNOX: Connie Knox, Washington-Baltimore. Please add my name.

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

BROTHER DOUG MILLAR (Windsor): Doug Millar, Windsor. Please add my name.

BROTHER EDWARD KEISER (Portland): Ed Keiser of Portland. Please add my name.

BROTHER JERRY MacDONALD (Canadian Wire Service): Jerry MacDonald, Canadian Wire Service. Please add my name, Denis Boucher and Moe Brown.

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

BROTHER MICHAEL: Steven Michael, Northern California. Please add the names of Doug Cuthbertson and Ana Sandoval.

BROTHER ORR: Steve Orr, Rochester. Please add my name.

BROTHER CAHILL: Wayne Cahill, Pacific Northwest. Please add my name.

SECRETARY-TREASURER EDGINGTON: Are there further additions? If not, the Finance Committee is completed.

RESEARCH & INFORMATION— SAFETY & HEALTH— GUILD REPORTER COMMITTEE

David Langzettel, Portland, temporary chair; James F. Cummings, St. Louis; Theodore Dargan, St. Louis; Samuel R. Jempson, Buffalo; Bill Ernst, San Jose.

Are there any deletions? Deletions from the R&I Committee? Additions?

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

DELEGATE: Will you add the name of Dave Hardy, New York.

BROTHER MICHAEL: Steven Michael, Northern California. Please add the names of George Powell and Larkie Gildersleeve.

SISTER MARIE A. SHELLOCK (Youngstown): Marie Shellock, Youngstown. Please add my name.

BROTHER KNIGHT: Bill Knight, Peoria. Please add my name.

BROTHER THEODORE DARGAN (St.

Louis): Ted Dargan, St. Louis. Please delete my name.

SECRETARY-TREASURER EDGINGTON: All right. It is deleted.

BROTHER BRIAN WILLIAMS (Cincinnati): Brian Williams, Cincinnati. Please add my name.

SISTER LEM: Gail Lem, Southern Ontario. Please add the name of Paul Bryan.

BROTHER SCHICK: Tim Schick, Albany. Please add the name of Ralph Ockenholt.

SECRETARY-TREASURER EDGINGTON: Ralph Ockenholt is added. Are there any further additions? All right. The R&I Committee is now duly constituted.

EDUCATION-POLITICAL ACTION COMMITTEE

Carol Przybyszewski, Erie, temporary chair.

There will be no deletions. Are there any additions?

BROTHER ISAIAH LEWIS (Toledo): Ike Lewis, Toledo. Please add my name.

BROTHER PENNACCHIO: Add the name of Ruben Batista, New York.

BROTHER MICHAEL: Steve Michael, Northern California. Please add the name of Gene Turner.

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

BROTHER JOHN FUNICIELLO (Albany): John Funicello, Albany. Please add my name.

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

SISTER CAROLYN NICHOLS (Brockton): Carolyn Nichols, Brockton. Please add my name.

SECRETARY-TREASURER EDGINGTON: Any further additions to Education? That committee is now constituted, and we have already appointed the Credentials Committee, so that completes my responsibility. Thank you very much. (Applause.)

CHAIRPERSON McLAUGHLIN: Now it is with great pleasure that I introduce the man who has led this union for the last two years and we hope will lead it for the next two years, President Charles Dale.

(The audience arose and applauded.)

PRESIDENT DALE: You have just prevented me from doing something I was going

to suggest to you, and that is, since we have all been sitting for a long time, listening to an awful lot of people speak, I was going to suggest everybody stand up and stretch, but you have done that.

I appreciate it and I thank you. I would like to welcome all of you—the delegates, the guests, the staff, all of you—to the City of Albany. Welcome to the Guild's 56th Annual Convention.

Before I get into the main subject of my address this morning, I would like to take a moment to thank those fine folks from the Albany Local who have worked so hard to make this week a success.

Despite the ease with which most of our conventions seem to proceed, an enormous amount of work goes into putting one of these annual events together, and the Albany people have spent a great many hours doing just that.

The special thanks of this body goes to Judy Shepherd Wolk, Kyle Hughes, Bruce Scruton, Carol De Marr, Ralph Ockenholt, and, of course, Tim Schick. Let's say a proper thanks to them.

(The audience arose and applauded.)

PRESIDENT DALE: I also want to offer my personal thanks and the thanks of the institution to Secretary-Treasurer John Edgington for the time and effort he has devoted to seeing that you all have what's needed this week to carry out the business of the Guild.

Special thanks also to our staff, the staffers who were and are involved in putting this convention together, those who are sitting at the table over there, those who are hearing me in the Guild office and currently working right now. My personal thanks to them as well as those of the institution.

The City of Albany has a very special memory for me. I attended my first Guild convention here in 1955, and that's going back a long way.

Chuck Perlik had barely begun his career as an IR. John Edgington was about to graduate from high school, and Jerry MacDonald was, I believe, just about to come to work for my employer, the Canadian Broadcasting Corporation, where he and I met, and where he subsequently met Willie.

Would you believe that the first speech I ever made to a Guild convention lasted only about a minute and a half? (Laughter and applause.)

Would you also believe that it came in the middle of a heavy debate on—guess what—

whether the Guild should use some Defense Fund money for organizing? (Laughter.)

Would you believe we were trying to get the convention to support the idea that TNG should take the princely sum of \$45,000 out of its Defense Fund to hire three International Representatives to pursue organizing? Forty-five thousand bucks for three reps.

Part of the heavy demand for organizing was coming out of Canada, and it was the view of the organizing committee of the convention that one of the reps should be put on staff to work from British Columbia to bargain a contract in New Westminster, and to try to persuade some federally chartered Canadian Congress of Labour locals at the Vancouver and Victoria papers to affiliate with the Guild.

I got hired after that convention to do that job, and we are delighted to have those locals and those fine folks as part of our union for all of these years.

Another small piece of nostalgia: I was followed on the convention floor by the late, great Freddy Jones, then president of what was then known as the Toronto Newspaper Guild. In Freddy's speech he described Toronto as "the hottest organizing spot on the Guild map." Sound familiar?

Parenthetically, re-reading my nearly two minutes in the proceedings of that convention is a little bit embarrassing. Talk about cliches. Would you believe, "To buy or not to buy more members—that is the question." (Laughter.) My God.

DELEGATE: Shame on you.

PRESIDENT DALE: You're right. You're absolutely right. How often in recent years have our debates dealt with the same questions? Of course, dollar numbers are quite different, very different, and doubtless we will be devoting a lot of words this week to the same subject.

Before raising the curtain on my discussion of the problems facing our union, a few brush strokes are in order on their political and economic setting.

I know that many people, including some of our members, remain unconvinced that the general social backdrop has anything to do with what takes place on our bargaining and organizing stage. If only they were right.

The brutal fact is that we scrape our noses on the realities of today's political scene every time we round a corner.

It's a Supreme Court appointed by Reagan and his ideological forebears that have sad-

dled us with the abominations of CWA vs. Beck.

It is an elected Parliament that approved the Canada-U.S. Free Trade Agreement that is already bringing the threat of restricting unemployment benefits so that Canadian industry can better compete.

We lost the presidential election, and we can look forward to more Supreme Court judges cast in the Reagan-Bush mold. Our opposition to the Free Trade Agreement failed to carry the day in Canada's elections, and we will be facing the consequences for many, many years.

The losses could have been greater. New Democrats and Liberals increased their seats in Parliament, putting some constraints on that Tory government. And Democratic gains in Congress offer us the chances we now have to win the passage of family and occupational safety and health legislation and to persuade our legislators to take a new look at the growing monopoly power constricting our industry.

But make no mistake about it, our political losses, particularly in the United States, will hamper our bargaining and organizing efforts for years to come. Our organizing will continue to be slowed by a National Labor Relations Board that, while perhaps less overtly ideological, will still be tuned to management's channel, and we will be bargaining in a social climate conditioned by that arctic air mass blowing out of Washington.

Reagan sent a brutally clear signal to the country's employers at the start of his administration by smashing the Air Traffic Controllers' strike. Bush, typically, did it a little less theatrically. He refused to ground an Eastern Airlines vendetta against its unions by appointing a federal emergency board to mediate their dispute. But the message was still clear—when it is time for the White House to choose between business and labor, it's business as usual.

We and the rest of labor still have hopes of making progress on Capitol Hill, however, both in those areas of general labor and social interest and our own special interests. Congressional pressure is beginning to build in two of those areas: occupational safety and press monopoly.

We had an encouraging example of the latter just this month when a House employment subcommittee called an OSHA oversight hearing to pry open the subject of repetitive strain injury, or RSI.

Experts are predicting that RSI will be the

occupational disease of the '90s, and I don't have to tell you that it is already becoming an alarming problem for our members. You can see striking pictures of eight of the 35 who have fallen victim in a single shop, Fresno, at the RSI display outside the convention hall.

We have published a new RSI fact sheet to combat this plague, and we will be turning increased attention to it in the months ahead. The House hearing gave us a chance to air the problem, along with other unions whose members are in splints and braces, and we seized it. OSHA is under increasing pressure to act in this area, and we intend to keep turning up the heat.

We have been able to make our voice heard as well on the newspaper monopoly game. We were invited to testify before another House Subcommittee on the Justice Department's enforcement of the Newspaper Preservation Act, the only union—in fact, the only industry representative—to be summoned. Our Research & Information Director, David Eisen, described the abuses that have been heaped up under the act—in Detroit, Miami and elsewhere—and suggested it was time for some changes.

We have been told there may be full-dress hearings as early as this summer on both joint operating agreements and the growing threat that concentration of media ownership poses to our information lifelines. We will be there because JOAs are posing an increasing threat to our members' jobs as well as media diversity.

Other unions in the industry and the AFL-CIO Industrial Union Department have joined in our quest for legislative remedies. Getting Congress to act against the wishes of newspaper publishers is no easy task. I don't have to tell you that, but we are committed to doing our damndest.

The media moguls' appetite is no longer just national. It is global. Ben Bagdikian has chronicled in a recent *Nation* article how five mammoth conglomerates now lead the fight to dominate global communication lines, growing almost by the hour.

Three of the five are companies we have had to deal with at the bargaining table—Murdoch, Capital Cities/ABC, and either Time/Warner or Time/Paramount, depending on how the current clash of the titans comes out. And media multinationals whose holdings are only slightly less extensive, such as Thomson, are nipping at their heels.

We have to raise our own sights to meet

this challenge, and we have started to do just that. We participated on behalf of The Newspaper Guild in an International Federation of Journalists conference on Murdoch in February, preparing material on the media multinationals' conduct at the bargaining tables, and in less than three weeks we will be deeply engaged in another international conference on the problem—this one called by the IFJ and two other international union federations.

It is a conference under the title of "Global Labor Solidarity," and we will be discussing ways and means of uniting unions across national borders to deal with the multinationals and the threat they pose to us.

As I noted, we are working in close concert with other industry unions on press monopoly legislation. But that is only one aspect of a new working relationship that is bringing us closer together than ever before.

During the past year, our informal interunion deliberations have been formalized under the immensely helpful sponsorship of the AFL-CIO Industrial Union Department, which is lending us staff and resource assistance in developing a program of mutual aid against the press lords who grow more arrogant by the day.

Our instrument of cooperation is called the Newspaper Industry Co-ordinating Committee, or NICC. It includes ourselves, the GCIU, CWA and the Teamsters. Our top officers meet monthly to compare notes and plan a unified bargaining strategy against the chains.

A principal current target is Knight-Ridder, which, after years of relative reason at the bargaining table, appears to have become infected by the anti-union contagion that the Reagan-Bush years have bred in publishing councils. We intend to bring Knight-Ridder to its senses, and the first step in that direction is a conference of all of the unions' Knight-Ridder locals next weekend in St. Paul.

But Knight-Ridder is not the only object of our attention. We are working together to counter McClatchy in California and Tacoma, Copley in San Diego, and Dean Singleton in Denver and elsewhere. These and other publishers are fast learning that when they take on one of our unions, they take on us all.

But if we expect other unions to join our battles, we have to be ready to join theirs. We are doing that not only through NICC but as part of a Jobs With Justice program, the coalition of unions, religious, civil rights, and women's organizations whose standard is

being raised in labor struggles across America.

Jobs With Justice has been an integral part of the Eastern Airlines strike, and in our industry it has been a major force in the battle at Singleton's Denver Post, where CWA Mailers have had their pay cut 50 percent in a so-called belt-tightening operation of unparalleled callousness.

You can get some idea of the militance and the effectiveness of its operations by viewing the Jobs With Justice video tapes outside the convention hall and this afternoon's forum.

Now moving a little bit closer to home and to this week, there are some issues we have to come to grips with, and I would like to discuss a few of them very briefly.

Merger. Where are we? The sentiment of last year's convention and the sentiment of those who spoke on the subject at our "Futures Forum" in Silver Spring in April seems to be to pursue it with a union in our industry—either the CWA or the GCIU.

The International Executive Board, augmented by the Canadian Director and the Director of Field Operations, constitutes the Guild's merger committee. We have provided delegates with a report as well as a tentative list of ingredients for merger or affiliation.

That report doubtless will get some amplification by me during the Collective Bargaining Committee's deliberations on merger, and without a doubt there will be discussions, perhaps lengthy, of what does or does not constitute an essential part of any merger or affiliation.

I won't get into those kinds of details here, but I do want to repeat here some of the things I said to the Futures Forum on this topic.

Principally, I want to repeat my statement, my answer to my own question on the subject: "Without a merger in the immediate future, is the Guild in imminent danger? Is the Guild in immediate, imminent danger of bankruptcy or unraveling or collapse?"

The answer is no, a clear-cut, unequivocal, unambiguous, undebatable no. Positively not.

I said to the Forum that I did not believe we should press urgently for a merger, that I do not think a merger with another union should be ruled out of our future as an option, but I do believe that any steps by the Guild in that direction should be taken cautiously, conservatively, slowly and quietly.

A bidding war is not in our own best interests at this time. I believe it is important,

I believe it is essential, that whatever merger or affiliation is in our future, that it be blue-printed very thoughtfully and with huge concern focused on the long-range interests and identity of our union.

The finances of this union is a subject my colleague, Secretary-Treasurer John Edgington, will cover in much more detail than I, but since it is a subject of pivotal importance in this union and will occupy a lot of time this week, I would like to make a couple of observations.

The IEB and the Special Organizing Committee established by last year's convention have given you a full plate to digest this week.

I truly hope you can find your way through the two sets of recommendations, and I especially hope you can find your way clear to adopt the approach the IEB is recommending to solve for the time being, at least, our serious General Fund problem.

The 100 percent General Fund per capita—with distribution from there via line items in the budget into the Special Organizing Fund and the Defense Fund—will interrupt the parade of uncomfortably large deficits we have experienced in our administrative operations in each of the last two years, a parade we should not allow to continue.

I also hope there is sufficient financial strength within our locals to shoulder the burden of the special per-capita increase for organizing proposed by the Special Committee. But I wonder whether or not—in tandem with those proposals—this organization can continue taking the interest earnings from our Defense Fund assets for organizing as well.

After all, the line-item budget approach being proposed to you puts in the Special Organizing Fund a total of \$400,000, which is what the Special Organizing Committee expected to get out of the Defense Fund interest earnings this year.

In essence, doing both would about double what the committee was looking for, and in the face of the on-going alternative strategy costs we continue to confront, I am not sure the Defense Fund interest drain is wise.

I urge you to look this over very carefully and to make the right decision. Several cost-cutting proposals are scattered throughout the IEB recommendations in your Officers' Report, and I urge your support for them.

And finally, how the hell are we doing?

In the fewest possible words, pretty damned good!

We have gone through some rough times,

we have some difficult problems still with us, but more and more, as we clear away some of our problems, we are able to focus more intensively on those that remain and bring more resources to bear. There now is a self-sustaining newspaper operating in Wilkes-Barre, the Citizens Voice—after 10 years of hard fighting and sacrifice by our members there—and over \$4 million spent out of the union's Defense Fund.

We have won some important legal battles at significant cost. But they had to be fought, and it's nice to be winning some for a change. We have won an important legal battle in Puerto Rico at El Mundo. In San Antonio, a National Labor Relations Board regional director ruled that district managers are not "managerial" employees. We have yet to hear from the Board itself in the case, but it is our first win on this critical issue.

And although it took us eight years to do it—and we don't have a local there any more—we just got word very recently that we won a victory in Phoenix, the NLRB holding that a libel suit filed by an employer was an unfair labor practice. Only last Friday we got word that we won a temporary but significant and tremendously pleasing victory in the 2(d) dues case in the Pacific Northwest—a Court of Appeals remand to the Board, which means for the time being, at least, there's no legal impediment to the collection of 2(d) dues under Guild shop provisions. (Applause.)

And in Sacramento, we have an administrative law judge ruling that employer insistence on a total merit pay system is a violation of the law. (Applause.)

And then there's our organizing successes—made possible with money and lots of very, very hard and dedicated work—and there are more gains available to us down the road from the work already done or in progress.

Another observation I would like to make, a personal observation, from my vantage point as President of the Guild: I truly believe that we have seen fade from the Guild most of the polarization that has been present for a long time.

We are still a political institution and always will be, and that's the way it should be. But much of the animosity has evaporated. We are disagreeing, yes, but we are not being disagreeable any more, and I thank you for that.

Finally, what is the overall condition of our union?

Well, we have a blocked artery in the McClatchy region. We have severe abdominal

pains in Washington, appear to have a touch of anemia at United Press International, and we have a few aches, pains, strains and tenderness in certain other parts of the body, but otherwise the body of this union is trim, it's vigorous.

There are no signs of paralysis or impending paralysis, and in the generality it's healthy and getting healthier all the time. I thank you for that, and I thank you for listening. (Applause.)

CHAIRPERSON McLAUGHLIN: We will now have a report of the Credentials Committee. Chair of the Credentials Committee, Larry McInnis.

BROTHER McINNIS: I bring you this wildly exciting report, the First Report of the Credentials Committee. Please bear with me if you don't recognize your own name. (Laughter.)

FIRST REPORT OF THE CREDENTIALS COMMITTEE

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

Local	Votes	Delegates
Akron	3	Jane Snow Andrew Zajac
Albany	5	John Funciello (alternate) William Hammond Kyle Hughes Tom LaPoint (alternate) Ralph Ockenholt Timothy F. Schick Bruce Scruton R. Victor Stewart (alternate)
Boston	6	Thomas R. Hiltz Gerald M. Maraghy
Bristol	2	John W. Dube
Brockton	4	Carolyn Nichols Shirley Rajala Robert Townsend
Buffalo	6	Harold Blatchley Elizabeth Elinski Philip Fairbanks Samuel R. Jempson Mark C. Koch Marian V. Needham
Canadian Wire Service	10	Mike Bernard Denis Boucher Moe Brown

		Lee Clifford			James Madden
		David Gersovitz			Sylvio Marinozzi
		Jerry MacDonald			Peter McLaughlin
		Keeble McFarlane			Dave Mulcahy
		Dan Oldfield			William Noonan
		Dan Zeidler			Tom Pennacchio
Chicago	6	Mary Kilzer			Ralph Petrucci
		Gerald J. Minkinen			Irma "Mimi" Rios
Cincinnati	3	Brian Williams			Christine Skeete
Cleveland	6	J. Stephen Hatch			James Sollitto
		James Lawless			Peter Szekely
		Louis Mio			Nicholas Tetrick
		Richard Peery	Northern		John Ward
		Alan Seifullah	California	22	
Denver	9	Bruce Meachum			Travis Brown
Detroit	13	Luther P. Jackson, 3rd			Doug Cuthbertson
		Donald C. Kummer			Larkie Gildersleeve
		James McClear			Norman Melnick
		Louis J. Mleczko			Steven Michael
		Claudia Pearce			George Powell
Erie	4	William Buchanan			Ana Sandoval
		Dan Folga	Pacific Northwest	12	Gene Turner
		Carol Przybyszewski			Wayne E. Cahill
		Jerry Trambley			Emmett Murray
Gary	2	Barbara Thomas	Pawtucket	2	Sharon Parshall
Harrisburg	2	Karen Castelli			David M. Chmielewski
Hawaii	7	Roy C. Kruse	Peoria	3	Dale M. King
		Stanley J. Souza	Philadelphia	18	Bill Knight
Hudson County	2	Ronald Leir			Maureen Burk
Indianapolis	1	Norman S. Shaw			Joseph R. Gavaghan
Knoxville	2	Rebecca Ferrar			Beth Gillin
		Laura Simmons			Joseph J. Hart
Manchester	3	Barbara Jahn			Eugene B. Jones
		Maddy Maslbias			Beverly M. Powell
		(alternate)			Lila Roisman
		David Rousseau	Pittsburgh	4	Carol Rothman
		Thomas Thibeault			James R. Schaufenbil
Memphis	5	Dean Ferguson			Ed Bell
		Dan Hanson	Portland	5	Ken Fisher
		(alternate)			Harry Tkach
		Faye McCracken			Steven Campbell
Milwaukee	3	Linda Randolph			Marie Howard
Montreal	6	Ohannes Bedrossian	Providence	6	Edward Keiser
		John Belcarz			David Langzettel
		Robert Hill			Andrew Duehring
		Larry McInnis	Pueblo	2	Frank Santafede
		Jan Ravensbergen	Puerto Rico	8	Charles D. Walker
New York	54	Elbert Atkinson	St. Louis	9	Judy Hildner
		Clara Bennett			Jose Feliciano
		Alex Blanco			James F. Cummings
		(alternate)			Theodore Dargan
		Jim Boyd			Herb Goodrick
		Richard Brandow			Robert C. Holt, Jr.
		Chuck Caruso			Lionel Horton
		Peter Jones			Richard Hughes
		Tom Keenan			Roger Kaufhold
		Bill Leukhardt			Ed Kirgan
		Barry F. Lipton	Salem	3	Timothy B. Renken
					Henry J. Collins

San Diego	10	Edward A. Jahn
San Jose	11	Russ Cain Bill Davis Bill Ernst Mel Gauntz Dianne Martino (alternate) Bill Phillips Frank J. Sweeney
Scranton	3	Victor J. Alfano
Sheboygan	2	William Novak
Southern Ontario	25	Sam Reyenga Anne Steacy Mark Stewart
Terre Haute	3	Patricia Nuttall
Toledo	6	Howard Burkhardt Dennis Lajiness Robert Speck
Twin Cities	11	Dan Freeborn Dave Longerbone Bernie Lunzer Ann Wilhelmly
Vancouver-New Westminster	12	Alice Busby Georgia Chisholm Jan Cook Beverley Greene Doug Louth John Masynyk Jan O'Brien
Victoria	4	Chris Carolan Doug Davis Katherine Jarrett Roger Stonebanks
Washington- Baltimore	20	Mary Esslinger Randy Hall Connie Knox Ken May John Rau
Wilkes-Barre	3	Jack Wallace
Windsor	3	Rob Ferguson Doug Millar
Wire Service Guild	8	Adolphe Bernotas Kevin Keane Tim Klass Lindsey Park Paul Reilly
York	3	Patricia Diacont Mark Pearson Michael Rossi
Youngstown	4	J. Terry Borovitsky John E. Kennedy Marie A. Shellock

There are 182 delegates and 7 alternates from 52 locals registered. The votes of all the locals at the Convention total 386.

Signed: Larry McInnis, Montreal, chairperson; Mary Esslinger, WBNG; Mark Koch, Buffalo; Katherine Jarrett, Victoria; Norman Melnick, Northern California; David Mulcahy, New York; Shirley Rajala, Brockton; Norm Shaw, Indianapolis.

BROTHER McINNIS: There will be more names to come in the Second Report. **I move adoption of the First Report of the Credentials Committee.**

(Seconded by several.)

CHAIRPERSON McLAUGHLIN: The adoption of the committee report has been moved and seconded. Do I hear any discussion? All those in favor signify by saying aye. All those opposed signify by saying no. Adopted.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: The next item on the agenda is the report of the Rules Committee. The chairman of the Rules Committee, Keeble McFarlane.

BROTHER KEEBLE McFARLANE (Canadian Wire Service): First Report of the Rules Committee.

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 shall be signed by the sponsoring district council(s), 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 Con-

vention 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 from those committees and if adopted they shall be referred automatically to the Constitution Committee for constitutional language.

7. 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.

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

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

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

11. 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.

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

13. 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.

14. 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.

15. Subject to Rule 14, any delegate offering a motion or resolution and the chairperson of any committee offering a report shall have the right to close a debate.

16. 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 5 locals.

17. The roll shall be called upon any question upon motion of not less than 12 delegates representing not fewer than 5 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.

18. Non-delegate IEB members shall have the right to speak in committee meetings and on the convention floor. They shall not have the right to vote; they shall not make or second nominations.

19. 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.

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

21. 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.

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 17) 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 17) 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. If more than two candidates are nominated for the office of International Chairperson, President, Secretary-Treasurer or any Regional Vice-Presidency pursuant to Article VI, Section 3(b) 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 17) for up to two candidates on each ballot. Upon each ballot the candidate receiving the least number of votes shall be eliminated until two candidates remain. These two shall then be declared the nominees of the Convention.

26. 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.

27. These rules may be suspended by a majority vote of the Convention.

Rule 18 is new. It was recommended by the IEB to the Rules Committee. The committee agrees with the IEB that allowing

its non-delegate members to address the convention and its committees would be beneficial to the delegates, as much of the legislation proposed to the convention emanates from the IEB and the knowledge and opinions of its members should be shared with the delegation.

We repeat from prior conventions 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: Keeble McFarlane, chairperson, CWSG; Robert Palmer, Rochester; Jan Ravensbergen, Montreal; Liz Elinski, Buffalo; Peter Jones, New York; Russ Cain, San Jose; Kitty Caparella, Philadelphia; David Mulcahy, New York; Bruce Scruton, Albany; Herb Goodrick, St. Louis; Joe Hart, Philadelphia.

BROTHER McFARLANE: I move for adoption. (Applause.)

CHAIRPERSON McLAUGHLIN: The report of the Rules Committee has been moved and seconded. Is there discussion?

All those in favor signify by saying aye. All those opposed signify by saying no.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: It is now my pleasure to introduce our own tax collector, John Edgington. (Applause.)

SECRETARY-TREASURER EDGINGTON: Thank you. Brother Chairperson, Brother President, Brothers and Sisters of the Host local, delegates, alternates and guests, let me also welcome you to Albany.

It was two short years ago that I landed at County Airport to inspect the site which is now our 56th Annual Convention. Yes, if you got lost, I am the person to blame.

I assure you there were some anxious moments on that first visit because I wasn't sure what Courtyard I was in, where Town Hall was in relation to the Front Office and why

any hotel would have a room called "the Lodge." But I knew, based on these unique accommodations that a little bit of misdirection wouldn't hurt anybody, and that the hotel and our hosts would do a superb job putting all the pieces together.

If you think you have been confused, I can only relate to you the story of the service technician who came to install our Xerox machine last Wednesday. He spent most of the morning in downtown Albany looking for 26 High Street, because no one told him it was at the Desmond Americana.

But Xerox finally made it here, you made it here and we now have a massive undertaking before us.

I would prefer not to be the one to tell you that the two largest deficits in the history of TNG occurred on my watch as Secretary-Treasurer. But unfortunately, that is the case.

Last year, I reported that our General Fund had suffered the largest deficit in the history of the Guild—\$181,545. This past year, it was only slightly better at \$157,547.

Perhaps even more startling is the fact that our income estimate of \$3.6 million this past year was exceeded by more than \$200,000, which of course means a real net loss for the year approaching \$360,000.

But I make no apologies. I make no excuses. There was no fat in either of these budgets. And when you understand that more than 60 percent of our budget goes to pay salaries and expenses of already over-burdened efficient staff, you can see there is really not much flex.

A modest 40 percent pays to put a roof over heads, produces the Guild Reporter, pays per capitas to organizations with which we are affiliated, finances IEB meetings and convention, and pays ever-increasing costs of litigation.

While it is undeniable that a portion of last year's shortfall was attributable to one-time non-recurring items, it is equally undeniable that the time is rapidly approaching when outgo will exceed income on a regular basis.

Let's take a moment to look at some of this past year's major overruns.

- \$107,106 in miscellaneous organizing and servicing. That's almost exclusively legal bills paid to defend our bargaining rights and preserve our collective agreements—the drug testing case in the Twin Cities, the assault on our district manager unit in San Antonio, the defense against a merit-only system in

Sacramento and assistance to an association in Dayton trying for years to affiliate with TNG.

- \$74,500 in rent and maintenance. Most of that occurred as TNG maneuvered itself into a position to buy out its joint venture partner.

- \$35,508 in compensatory time to the former Executive Secretary of our Contracts Committee. Try as we may to give badly needed time off to our incredible staff, it is oft times impossible. They suffer weekend work, holiday work and more times than not, canceled vacations. And that leads to an ever-increasing financial liability to TNG.

- \$28,069 in stationary and supplies. For the first five months of the year, we had a free ride on our Xerox printing press. But unfortunately, the lease on the new equipment caught up with us. And who could predict the production of Beck manuals three times around or the thousands of pieces of mail sent to prospective real estate tenants as we settled in to our responsibilities as a Silver Spring landlord.

- \$34,397 for the IEB. The cost of IEB meetings has continued to escalate over the past few years with extended meetings and increased salaries as well as increased hotel and transportation expenses.

- \$12,855 in directly billed transportation. Perhaps I should say *only* \$12,855. Does anybody have a crystal ball? Most of you coming to this convention have probably discovered that airline deregulation has cost us all dearly. Call an airline three times in succession, and you will find there are three different rates for your final destination. So it is understandable, even with innovative approaches by our staffers, why it is impossible to predict with reasonable certainty how much transportation will cost in any given year.

- \$12,500 for insurance and bonding. Some of that is directly attributable to slow payments by locals covered under TNG's bond. We pay the premium and in turn bill you. And when payments are slow, it has an impact on the budget. But it should also be pointed out that insurance and bonding costs over the past year have simply skyrocketed. And there is no telling when and if rates will even be reasonable again.

And lastly:

- \$10,000 for convention reserve. Based on our experiences in San Diego and Vancouver, it was simply unrealistic to expect that our convention here in Albany would cost TNG any less than \$130,000.

On the other hand, the Defense Fund almost held its own. It ended the fiscal year with \$8,408,432, down \$215,637 from our all-time high in 1987-88. But this modest decline must be viewed in the context that last year's convention tapped the Defense Fund for \$214,577 to launch the special organizing program.

Income to the defense fund for fiscal 1988-89 was \$1,127,434, or a per-capita apportionment of \$738,851 with interest and investment income totaling \$388,583.

Alternative strategies on the other hand depleted the fund by almost \$500,000, the bulk of which is being spent to recapture fair and equitable contracts in Sacramento, Fresno, Modesto and Tacoma. Strike-lockout benefits and miscellaneous expenses reduced the fund by an additional \$250,000, and of course the Special Organizing Fund took \$603,160 in interest and investment income over a 15-month period commencing January 1, 1988.

Simply stated, as President Dale put it at the Futures Forum, "if we are going to maintain the level of service that is our members' right, changes must be made."

At the top of our list is rearrangement of our financial priorities.

First, we are proposing elimination of the 80-20 formula. For those of you who are first-time delegates, 80-20 or 85-15 or 90-10 refers to the approximate percentage of per capita allocated to the General Fund and Defense Fund. 80-20 means that approximately 80% of last year's \$12.10 per capita was deposited into the General Fund. The remainder was used for defense purposes.

What we are saying now is eliminate the formula allocations for the coming year.

We are proposing that line items be established in the budget for organizing and defense and that all per-capita monies be deposited into the General Fund. We are suggesting a line item for organizing in the amount of \$400,000 for fiscal 1989-90. The Defense Fund line item would stand at \$185,000 for the same period.

For those of you who are purists and want to equate this year's General Fund budget to percentage allocations of the past, the breakdown would be approximately 85-10-5, or 85 percent General Fund, 10 percent Special Organizing, and 5 percent Defense Fund.

This proposal also obligates the IEB to reduce the budget for organizing and increase the budget for defense whenever the Defense Fund falls below \$6,500,000.

As part of the package, you will also find

two specific cost-cutting measures. The elimination of one IEB meeting and a reduction in the mandatory number of issues of the Guild Reporter from 22 to 18. We believe the work of the IEB can be compressed into three meetings a year instead of four. This should save \$30,000 or more. And four fewer issues of the Guild Reporter at a savings of \$10,000 per issue should not impact significantly on our communications link with the membership.

Cost savings of \$70,000 coupled with restructuring of General Fund finances should produce a year-end surplus of slightly over \$11,000 if we are on target. Our income estimates assume 28,000 regular full-time member per capita and 700 agency fees per month. Last year's regular member average was 28,913.

Now let's turn to special organizing for a moment. Few decisions over the past decade have served us as well as last year's decision on special organizing.

A total of \$603,160 was captured from the Defense Fund to finance organizing activities throughout the Guild. Twenty-two local organizers were put to work on 17 different projects, and their positive results are beginning to show. We can now speak proudly of organizing victories throughout Canada and the U.S. at the:

San Antonio Light; Vancouver Flyer Force; Norwalk (Conn.) Hour; Cape May (N.J.) Herald; North Bay (Ontario) Nugget; Toronto Oxford University Press; London (Ontario) Free Press; York (Pa.) Sunday Record; Dayton (Ohio) Daily News; Polish Alliance Press of Toronto; Los Angeles Daily News; Kitchner-Waterloo (Ontario) Record; Canadian Union of Postal Workers in Ottawa; and Montreal (Quebec) Gazette.

Our victories give Guild bargaining rights to nearly 1,000 potential members with still more to come.

TNG's Special Committee on Organizing, meeting last fall in conjunction with the IEB, reaffirmed our commitment to an ongoing and aggressive organizing program. It recommended that TNG and its locals continue to focus organizing efforts through joint and cooperative programs, and that TNG develop an ongoing, intensive hands-on training program and hire up to four permanent organizers with one based in Canada as funds become available.

The Committee also re-emphasized the convention-directed priorities of organizing free riders first, new departments second, followed by chain organizing, new units and new

locals, all with emphasis on achieving wall-to-wall Guild representation.

For your consideration, the IEB is proposing a continuation of the organizing program launched last year.

Our recommendation calls for four 25-cent increases in per-capita payments at 6-month intervals commencing October 1, 1989. This new dollar, when fully implemented, would produce approximately \$336,000 a year, based on the estimate of regular per-capita payers used for fiscal 1989-90.

The IEB also calls for continuation of the current Defense Fund diversion of interest and investment income from now through June 1991, unless Defense Fund assets fall below \$6,500,000, at which point the diversion would stop.

We call on you once again to renew the commitment to organizing, but with the caveat that it will require a more careful look than originally thought. Both our proposals for re-structuring and streamlining of TNG finances as well as the per-capita increases and continuation of the tap on interest and investment income can co-exist, but only if there is recognition that it will be at the expense of the Defense Fund.

We are talking about adding \$185,000 a year to the Defense Fund. Based on last year, we are talking about Defense Fund expenditures of nearly \$500,000 for alternative strategies with another \$250,000 earmarked for strikes, lockouts and legal defense against publishers bent on destroying our bargaining units.

So you can see, with \$185,000 coming in and \$750,000 going out, it will not be long at all before liquid assets in the Defense Fund drop below the \$6.5 million mark. Liquid assets were \$7.9 million on March 31st.

And, of course, with any major strike or lockout, based on present benefit levels, the Defense Fund would be drained of more than \$15,000 per week for each 100 members walking the line.

Clearly, our focus needs to be on organizing as we enter the next decade. The point is how to maximize that focus.

Should not the \$400,000 line item for organizing offset the need to continue the interest and investment income tap for two or more years? I think it should and I encourage you to take a closer look.

Of course, I would like both. But, realistically, it's the Defense Fund that will suffer in the long run.

For me, it's the proverbial bird-in-hand theory—give me \$400,000 up front, and I'll gamble that interest and investment income over the next two years will keep the Defense Fund from ever reaching the \$6.5 million cut-off.

And don't forget that interest and investment income fluctuated greatly over the past 15 months from a high of \$214,577 to a low of \$55,690. A Defense Fund of \$8 million can easily absorb those fluctuations while organizing activities from a fund of less than \$500,000 may not.

I am reminded of a college physics class. We had been measuring rectangles, cubes, cones and spheres and had even become somewhat proficient in using pi, that pi all of you recall from geometry days.

And the professor gave the class a project: Find the volume of the rock that was sitting at the end of his desk. It was a piece of stone about the size of two clenched fists with pebbly protrusions all over one end.

We were given a week to find the volume and set about that task with rulers and calipers. At the end of the week, the professor told all of us to try again because our calculations had been in vain. So we set out for a second week, tinkering, measuring, trying to discover what the professor knew that we didn't.

As you might imagine at the end of the second week, again, none of us had found that magic solution. And so the professor called all of us together and gently lifted the rock from the corner of his desk and placed it in the small fish tank on the shelf behind. And suddenly it became a simple matter of multiplying length times height times width of the water displaced to find the solution to the problem.

I am sure the solution we are seeking to our financial dilemma is equally as solvable. We have in this room the finest minds in the Guild and at least a week for the project, and I am sure that by Friday we will have snared that illusive solution to the financial problems that have beset us for the past few years.

Let me turn to a couple of other subjects before I close.

Most of you know that Beck is the newest four-letter swear word in our vocabulary. At last year's convention, Counsel David Barr reported on one of the most onerous decisions by the Supreme Court affecting private sector labor organizations.

The full ramifications of Beck are still not known despite guidelines promulgated by the

General Counsel of the National Labor Relations Board. It is clear that courts are being lenient in Beck-type cases where Locals and Internationals have made good-faith attempts to comply with the doctrine established by the U.S. Supreme Court.

I encourage all of you to continue to adhere to the somewhat burdensome requirements outlined in TNG's Beck manual distributed in February. I will assure you it will only get easier from here on.

TNG has just completed its first Beck audit, which shows that 82.6 percent of all expenditures were for chargeable activities. That means from our standpoint, the most an agency fee objector non-challenger can expect in return is a rebate of \$2.18 a month on a per capita of \$12.52.

Our Beck audit covers the first three calendar months of this year and we will continue to monitor Beck expenditures on a quarterly basis in order to produce a calendar year-end figure to assist those locals whose fiscal year ends on December 31st.

For Canadian locals in the province of Ontario, the Lavigne vigil continues. Lavigne in Canada is similar to Beck in the U.S. Lavigne, a school teacher, estimated that \$2 of \$338 in annual dues he was required to pay went for causes with which he disagreed. A Supreme Court of Ontario Justice agreed with Lavigne, but that decision was subsequently reversed by the Ontario Court of Appeals.

The case is now before the Supreme Court of Canada. And I pray you will have a better result than Beck.

Also in connection with Beck, you will be asked to change the strike/lockout benefit policy to permit payment of benefits to agency fee payers and other non-members affected by a labor dispute at their place of principal employment provided they perform duties assigned by locals, including picketing and office staffing. This will enable us to charge virtually all expenses from the Defense Fund under the Beck doctrine.

And finally, as many of you recall, last year I announced to the convention that I intended to take the IEB Finance Committee on a series of visits to District Councils to talk about various and sundry ways of resolving our financial problems within the confines of a decision by the NLRB gutting our 2(d) dues program. For those new delegates who are not familiar with that term, 2(d) refers to additional dues amounts levied under the provisions of TNG Constitution Article XVII, Section 2(d).

And while Beck overshadowed most of those discussions, what emerged were various options to raise money, if and when our Defense Fund falls below \$4,500,000.

I am pleased to report that the Court of Appeals for the District of Columbia has reversed the decision neutering 2(d) dues and has remanded that issue back to the NLRB. Simply stated, we won't have to deal with the question—2(d) or not 2(d)—at this year's convention.

So as we face the '90s and as the lead in the Finance and Administration Report says, come with me "back to the future"—back to the days when organizing funds were plentiful and our organizing successes brought renewed vigor and vitality into this fine organization, back to the time when organizing reenergized the muscle we need to take from publishers that which we rightly deserve. Let's go back to the future, now. Thank you very much.

CHAIRPERSON McLAUGHLIN: Anybody else making a pun like the last one will be summarily thrown out of this convention. (Laughter.) I will introduce President Dale with a special order of business.

PRESIDENT DALE: Brother Chairperson, there has been distributed a white sheet of paper entitled, "Farewell to Mr. Outside," and I don't want the delegates to be offended by our presumptuousness.

There is a little legend down at the bottom which says, "Adopted unanimously by the delegates to TNG's 56th Annual Convention," but I have to tell you, tomorrow night at the banquet we have finally managed to persuade Bill Blatz, who served this union so well for so many years, to come and join us briefly—we emphasize that "briefly"—so we can say a proper farewell to him.

As part of that, we had this IEB resolution adopted at one of the meetings during the course of the year. We had this IEB resolution engraved, and it is on a plaque, and if you change a word of it, it's going to cost us a lot of money. (Laughter.)

So I would like, Brother Chairperson, to read this motion to the delegates, and if one of the delegates would move its adoption, we could hopefully get it adopted unanimously. Perhaps I don't have to read it. You have already had a chance to see that. (Applause.)

Brother Chairperson, a motion would be in order to adopt the resolution entitled,

"Farewell to Mr. Outside." (Moved by several to adopt the following resolution.)

FAREWELL TO 'MR. OUTSIDE'

J. William Blatz, whose name has been virtually synonymous with The Newspaper Guild's organizing and bargaining achievements for more than 40 years, has hung up his cap.

Blatz's position as TNG's Director of Field Operations long ago won him the appellation of "Mr. Outside," in tandem with retired Administrative Operations Director Ellis T. Baker, dubbed "Mr. Inside." They were a team to reckon with.

Now Bill, too, has retired. Publishers have good cause to be thankful. We, who know what he has meant to the Guild, can only feel our loss.

Bill was the architect of much of the Guild's negotiating credo, TNG's Collective Bargaining Program—and the man behind its conversion into contract provisions across the United States and Canada for almost four decades.

An apostle of interunion cooperation, he was deeply involved in cementing Guild relationships with craft unions in the industry. He served as mentor and adviser to thousands of Guild leaders over the years, both at the bargaining table and at the blackboard of innumerable training institutes and seminars.

Bill has been a Guild member almost as long as there has been a Guild. Last summer he became the first-ever recipient of TNG's new 50-year pin.

Bill set a model of steely determination at the bargaining table, all the more effective for the genial exterior that clothed it. His motto, communicated to generations of Guild bargainers, was "Don't give up a comma!"

"The publisher has everything," he would explain. "All we have is our contract. Don't give up any of it!"

Yes, the publishers have everything. All the Guild has are the guts and determination of its members and the imagination and know-how of leaders like Bill Blatz.

Bill has richly earned his retirement, and we wish him every happiness in it. We are sure he won't forget the Guild. We know the Guild can't forget him.

CHAIRPERSON McLAUGHLIN: It's been moved and seconded. I am not going to call for discussion. All those in favor please signify by saying aye. Thank you. (Laughter.)

MOTION CARRIED

PRESIDENT DALE: There is one other item, a special order of business, this morning. This week the International Executive Board had the very, very rare pleasure of adopting motions calling for the chartering of two locals, two new locals in The Newspaper Guild. We very rarely charter one, but two at a Board meeting is incredible.

We invited, in anticipation of the Board's favorable action, the presidents of both of those locals, one in Dayton, one in North Ontario, to join us at this convention so we could present them with a charter and we could hear from them about what was involved in their organizing effort.

John Lund of the new North Bay local, was able to get enough time off from his job to come down, but he has to leave today, and so we would like John Lund to come here along with our Canadian Director, John Bryant, so that we could talk a little bit about the North Bay local and also present them with a charter.

The other charter to Dayton will be presented later in the week.

(The audience arose and applauded.)

PRESIDENT DALE: When TNG received an organizing inquiry from employees of the North Bay Nugget, we, of course, responded immediately.

John Lund, a reporter at the paper, was one of the two employees we met, and he emerged as a dynamic force in the organizing drive. After a few of the usual hopeful but nail-biting exploratory meetings, the drive began, and almost instantly disaster struck.

Some of our gilt-edged, sure-to-sign prospects not only refused to sign Guild cards but also warned management about the drive. Our employee committee decided to put organizing on the shelf for now.

But as experienced Guild organizers know often happens, once the cat was out of the bag and employees got used to talking union, the fear began to subside.

John Lund had not given up anyway. With TNG's blessing, he immediately began quietly going from house to house during his time off work, telling fellow workers about the Guild. Almost singlehandedly, he signed more than 55 percent of the 55 percent majority needed for automatic certification in most of the shop.

John soon realized that employees appreciated the confidentiality of his quiet, one-on-one approach, and the company obviously thought the Guild had given up and gone

away, but management did not know that John had a mission and would not rest until the North Bay Nugget's employees had a union.

Out of his patient, persistent work came a member of that rare breed, a wall-to-wall Guild unit, including editorial, pressroom, business, circulation, advertising, composing, and mailing departments. (Applause.)

Credit goes to John Lund, president of the North Bay Newspaper Guild. Now, I have to tell you that what I just read was written by another John, our Canadian Director, John Bryant, who very modestly omitted any reference to all the hard work that he did. (Applause.)

To John Lund and the members of The Newspaper Guild in North Bay, Ontario, I am delighted and pleased to present to you Charter Number 241 to the North Bay Newspaper Guild:

"It is established by this charter granted to John Lund, Kevin Smith, Diana Pitts, Randy Hand, Teresa Gillies, Jim Stephen, Laura Easton, Paul Schrafts, Loretta Loren, McQuith Ives, and all members hereinafter who become members of the North Bay Newspaper Guild."

Signed by Peter McLaughlin, Charles Dale, John Edgington, dated the 16th of June, 1989, and I am absolutely delighted, John. Come on up here and take it.

(The audience arose and applauded, ending in cadence.)

BROTHER LUND: Well, I don't know what to say. It was a long time getting here. It's funny. When we first started going out on this drive, when management first awakened to this—this falls into the famous "last words" category—they figured out who the organizers were, and one of our editors said, "Well, we don't have anything to worry, about. The Guild's chosen the only three people in the newsroom who couldn't organize a Tupperware party." (Laughter.)

It's a little bigger than a Tupperware party, but we have to bring them back something. We got something to bring them back.

To thank everybody involved would take forever. I can't underscore enough John's contribution. It was absolutely critical, not just that he and his wife, Sue, were there when I would call at all hours of the day and night, not just that he was the cool head who said: "Don't panic. So they quit. OK, we'll roll with the punch. We'll come back and get them later."

But John also had the wisdom that when I said, "You're dealing with a fairly specific market; these people don't listen to outsiders, you know," he made the pitch to Bill McLeman, and he sold that approach, and that sold us in North Bay.

Coming here, receiving this and hearing your applause, is just proof that what we've got here is a good team. We didn't realize we were buying into quite such a family, and having been to the CDC (Canadian District Council) and having come here, I know now that's true, and that's what I will be bringing back to the membership—along with this.

(The audience arose and applauded.)

BROTHER JOHN BRYANT: I just want to say a few words. North Bay is approximately 200 miles out of Toronto. So it's not like having the organizing drive in your backyard where you can keep on constantly. I had other things that I had to do.

So, of course, the problem then becomes, when you have to be away, what happens to the organizing drive?

Well, John's right. I did talk to McLeman several times on the phone. It wasn't proceeding as fast as I would have liked. However, I think one of the things an organizer has to do is to understand who he's dealing with, and Bill has that confidence and respect that has to be there in an organizing drive.

After a short period of time, I had no qualms about John Lund. John wanted to do it himself; John could do it himself. I could go and do the things I had to do, and know that John was working; the drive was going.

He called me up about every week or I would get hold of him. The numbers went from 10 to 15 to 25 to 35 to 40. I started to get excited at 40, and that took several months.

So all I could say is that the people who worked for us in North Bay, as I said, had a mission. They are steely resolved to have the union permeate.

My association with them and the results turned out to be as good as we could have expected—in fact, better, because we were able to convince the craft workers that their future rests with the Guild, and that gives us a much stronger bargaining unit and position to hopefully negotiate an excellent collective agreement. Thank you. (Applause.)

PRESIDENT DALE: Just a couple of introductions. We would like the delegates and guests to be aware of the presence of a

number of people we are delighted to have with us.

First, Charlie Kligman and Kevin Kelly, Kelly Press people who have been turning out our publications for years and almost everything else at The Newspaper Guild. (Applause.)

We have with us for the second year in a row a representative of the FNC, the journalists' union in Quebec and New Brunswick—Yvon Sinotte. I am not going to try to pronounce the name of the union in French. (Applause.) Yvon, we are delighted you are here and please extend the greetings of The Newspaper Guild to your organization.

Also, I would like everyone to be aware of the identity of some people who provide distinguished service to this union.

First of all, everybody knows or should know by now our distinguished, eminent legal counsel, David Barr. (Applause.)

And over there, next to IR Janet David, is Clifford Routh of Martin Segal Company, our pension and health and welfare benefits consultant.

Over in the corner, wearing socks today, is Chuck Kurtz, TNG's auditor. Stand up, Chuck. (Applause.)

CHAIRPERSON McLAUGHLIN: Any other announcements? Any other business? If not, we will stand recessed until Wednesday morning at 10:30 p.m.

(The meeting recessed at 12:05 p.m.)

WEDNESDAY MORNING SESSION June 21, 1989

The Convention reconvened at 10:40 a.m., Chairperson McLaughlin presiding.

CHAIRPERSON McLAUGHLIN: Take your seats, and we will begin Wednesday's session. I have a few small announcements. Doug.

BROTHER DOUG CUTHBERTSON (Northern California): Brother Chairperson, Doug Cuthbertson with the Northern California Local. I'd like to have everybody's attention for just a few seconds here to tell you something. You have heard about Elvis. Some of you have heard about Elvis. We want everybody to know about Elvis and what's going on so that it might make a little more sense when someone comes up to you and says, "Give me five bucks, I want to give you a chance on Elvis."

What this is all about has to do with the "Victims in Northern California," the four-member negotiating committee at the Sac-

ramento Union, which a year and a half ago was fired by a publisher who didn't like ordinary bargaining tactics. We are trying to give a little creativity to the normal convention fund raising.

This committee is still out of work. We have won our appeal all the way up to the 9th Circuit Court. It is languishing there, waiting for a hearing which is going to take probably another year to a year and a half before we will get a decision. Meanwhile, this committee works for the Guild.

We are covering their wages; they are not entitled to strike benefits or anything like that. We have been coming to you for fund-raising and various kinds of appeals for a year and a half. We are here at the convention with Elvis. The Chairperson now has in front of him a commemorative ...

CHAIRPERSON McLAUGHLIN: This is Elvis. (McLaughlin holds up statue-like liquor decanter made as a likeness to Elvis Presley with a tiny music box in the base—cheers and applause.)

DELEGATE: Which one is Elvis? (Laughter.)

BROTHER CUTHBERTSON: I want to tell you that one delegate, a woman, came up to me in the sauna—(Cries and yells)—and said that if she doesn't win that, she will give us another dollar if she can just touch it. (Laughter.) The decanter. The decanter I'm talking about.

CHAIRPERSON McLAUGHLIN: The statue. The statue. (Laughter.)

BROTHER CUTHBERTSON: One of the Victims is here at the convention with us. Her name is Ana Sandoval. She is going to tell you a little more about the ticket sales and the eventual drawing. Ana.

SISTER ANA SANDOVAL (Northern California): Hi. Tickets are \$5 per ticket, five tickets for \$20. They are available from all Northern California Newspaper Guild delegates.

It is a great idea. I think you ought to take a look at it. It plays "Blue Hawaii." Unfortunately, it isn't filled with anything, but it is worth more than \$100. You can't pass it up, and I appreciate all the donations. Thanks. (Applause.)

The drawing will be tomorrow. So this is your last chance. Buy those tickets today.

CHAIRPERSON McLAUGHLIN: I have an important announcement here. It says, "Today is Bill Brown's birthday." (Applause and cheers.)

(Singing of "Happy Birthday," followed by applause.)

CHAIRPERSON McLAUGHLIN: You have before you the report of the Rules Committee. Just a moment. John Edgington.

SECRETARY-TREASURER EDGINGTON: After the structuring of committees on Monday, there were two delegates who asked to change their committees. I am asking for consent to add Ken Fisher, Pittsburgh, and Ted Dargan, St. Louis, to the Research & Information, Safety & Health, Guild Reporter Committee. Is there any objection to that? If not, it will be done.

DELEGATE: So move.

SECRETARY-TREASURER EDGINGTON: It is done.

CHAIRPERSON McLAUGHLIN: We have the Second Report of the Rules Committee. Will Chairperson Keeble McFarlane come up to the podium.

BROTHER McFARLANE (Canadian Wire Service): Second Report of the Rules Committee.

SECOND REPORT OF THE RULES COMMITTEE

The Committee considered and rejected a proposed rule mandating that the Credentials Committee Reports and names of movers and seconders of all committee reports not be read into the record. The Committee's action was unanimous and reflected its view that reading the Credentials Committee Reports, and names of movers and seconders, was valuable to the delegation. The Committee noted that as to any given report, the Convention floor by majority vote may dispense with reading. It was thought more appropriate to rely on the case-by-case judgement of the floor than to adopt an inflexible rule.

Signed: Keeble McFarlane, CWSG, chairperson; Russ Cain, San Jose; Kitty Caparella, Philadelphia; Liz Elinski, Buffalo; Herb Goodrick, St. Louis; Joe Hart, Philadelphia; Peter Jones, New York; David Mulcahy, New York; Robert Palmer, Rochester; Jan Ravensbergen, Montreal.

BROTHER McFARLANE: So move.

CHAIRPERSON McLAUGHLIN: The Second Report of the Rules Committee has been moved and seconded. All those in favor signify by saying aye. All those opposed signify by saying no.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: All

right. You have before you four resolutions. I call on the chairperson of the Resolutions Committee, Alice Busby. Let the record show that the Second Report of the Rules Committee has been adopted.

SISTER ALICE BUSBY (Vancouver-New Westminster): The first resolution before you is headed, "Keep Them Flying."

KEEP THEM FLYING

In the waning days of the Reagan Administration, the Federal Aviation Administration slipped through an ostensibly minor modification of its foreign-repair station rules that threaten the safety of U.S. airlines and tens of thousands of jobs.

The change, undertaken at the request of other nations and small U.S. feeder airlines, permits major repair work to be done overseas by foreign mechanics. For the past 39 years, the only repair and maintenance work on U.S. airlines allowed outside the U.S. was that required to complete a return trip to the states. That regulation meant that repairs and maintenance would be conducted under the stringent safety regulations of the FAA.

The new rules change allows the use of foreign-made and overhauled parts as well as repairs, up to a complete overhaul, to be done overseas.

With the personnel available, the FAA is hard-pressed to maintain adequate oversight of repairs and maintenance in the U.S. The change effectively removes foreign repair work from compliance with those regulations.

A bill to rescind the recent change in foreign repair station rules by the FAA has been introduced in the Congress, H.R. 145.

The Newspaper Guild Convention supports such legislation and urges the Congress to approve it to help keep the airlines safe and protect jobs.

SISTER BUSBY: I move the resolution.

CHAIRPERSON McLAUGHLIN: The resolution, "Keep Them Flying," has been moved and seconded. Discussion? Hearing none, all those in favor signify by saying aye. All those opposed signify by saying no. The ayes have it. The resolution, "Keep Them Flying," is adopted.

MOTION CARRIED

SISTER BUSBY: The second resolution, "A Pointless Prosecution," is on pink paper.

A POINTLESS PROSECUTION

Doug Small is not a criminal.

There are people in Canada who think he is. The Royal Canadian Mounted Police laid a criminal charge against him. The Prime Minister says that what he innocently became involved in was a criminal act. But they are wrong. And that wrong must be righted, now.

Doug Small's crime is that he reported the news. Small, a reporter for the Global Television Network in Ottawa, went on the air April 24 to say he had received a copy of the federal government's "Budget in Brief" from an anonymous source. That document and other budget material were supposed to be secret, under lock and key, until released to the House of Commons by the Minister of Finance the following day.

The breach of budget secrecy was an acute embarrassment for the federal authorities. There were repeated calls for the Minister to resign. But the government's reaction was to order the RCMP to investigate the budget leak. That resulted in the charge against Small and four others.

The charge against Small is not only absurd, it is an assault on the fundamental right of the media, in a free and open society, to report the news. It is a tactic typical of a banana republic, not one of the world's leading democracies.

The Newspaper Guild calls on the Canadian justice authorities to put an end to this unprecedented and pointless prosecution by staying the charge against Doug Small. Clearly, it is in the public interest to do so.

SISTER BUSBY: I move the resolution.

CHAIRPERSON McLAUGHLIN: The resolution, "A Pointless Prosecution," has been moved and seconded. Any discussion? All those in favor signify by saying aye. All those opposed signify by saying no. The resolution, "A Pointless Prosecution," is adopted.

MOTION CARRIED

SISTER BUSBY: The next resolution is found on the goldenrod paper headed "Curb Strikebreaking."

CURB STRIKEBREAKING

There are now only three countries among the highly industrialized nations of the world where employers have the power to permanently replace striking workers: South Africa, Margaret Thatcher's England and the United States.

That alone speaks volumes about the desirability of permitting employers to hold such power.

In Canada, the practice varies from province to province. For example, workers may not be replaced during a strike in Quebec, the second most populous province; strikers have an absolute right to their job for six months in Ontario, the most populous and industrialized province.

In the U.S., until the advent of the Reagan Administration, employers were restrained by the opprobrium that is attached to the use of scabs, strikebreakers who steal the jobs of workers while they are trying to improve their working conditions.

Reagan weakened the political restraints on strikebreaking when he fired 12,000 striking air traffic controllers in 1981 and permanently replaced them with strikebreakers.

Since then, employers have freely indulged in strikebreaking, including the wholesale replacement of striking pilots by Frank Lorenzo at Continental Airlines and the replacement of striking football players. In the newspaper industry, we have seen the replacement of striking mailers, printers and pressmen at the Chicago Tribune. Some 2,300 paperworkers were permanently replaced when they struck the International Paper Co.

Legislation to curtail the use of permanent replacements has been introduced in the U.S. House of Representatives by Congressman Joseph Brennan of Maine, along with 29 co-sponsors. The bill would prohibit the hiring of permanent replacements during the first 10 weeks of a strike.

Although it prefers more comprehensive legislation dealing with strikebreaking and labor law reform, The Newspaper Guild Convention strongly supports H.R. 1383 and urges the Congress to enact the bill.

SISTER BUSBY: Moved by the committee.

CHAIRPERSON McLAUGHLIN: The resolution, "Curb Strikebreaking," has been moved and seconded. Discussion?

BROTHER McFARLANE (Canadian Wire Service): Slight correction. It should be "Margaret Thatcher's Britain," not "Margaret Thatcher's England."

CHAIRPERSON McLAUGHLIN: And we need to spell "Reagan" correctly in that resolution.

DELEGATE: R-a-y-g-u-n.

CHAIRPERSON McLAUGHLIN: The resolution, "Curb Strikebreaking," has been moved. All those in favor signify by saying

aye. All those opposed signify by saying no. The ayes have it. The resolution, "Curb Strikebreaking," is adopted.

MOTION CARRIED

SISTER BUSBY: The next resolution you will find on green paper headed "Family and Medical Leave Act."

FAMILY AND MEDICAL LEAVE ACT

The Newspaper Guild supports the Family and Medical Leave Act, H.R. 770 and S. 345, because it would grant workers the right to take unpaid time off on the birth or adoption of a child, to care for a seriously ill child or parent, or in the event of their own serious illness.

During the leave, health insurance benefits would continue and upon return, job security and seniority would be guaranteed.

The cost of the act to employers is minimal, as the Government Accounting Office has informed Congress, and there is no cost to the federal government. In fact, the cost to families and society of not providing family leave far outweighs the cost of providing it, as a recent study conducted by the Institute for Women's Policy Research shows.

The Newspaper Guild endorsed similar family and medical leave bills in 1985, 1986, 1987 and 1988. And although the current legislation is a compromise, it is responsible, needed and long overdue.

The time for action is now!

Guild members are encouraged to contact Congress now for the bill is expected to be voted on by the House late in June and soon after that, in the Senate.

SISTER BUSBY: It's been moved by the committee.

CHAIRPERSON McLAUGHLIN: The resolution, "Family and Medical Leave Act," has been moved and seconded. Discussion? The mikes are open. All those in favor signify by saying aye. All those opposed signify by saying no. The ayes have it. The resolution, "Family and Medical Leave Act," is adopted.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: Will Tim Schick please come to the platform.

It is with great personal pride that I announce the winner of the 1989 Guild Service Award. The 1989 Guild Service Award for outstanding work at the local union level goes to Timothy F. Schick of the Albany Newspaper Guild.

(The audience arose and applauded.)

CHAIRPERSON McLAUGHLIN: I think a practical example of why this award is being given is certainly this convention this week—the fact that it happened and from the smoothness in which it is operating. I think a lot of credit goes to Tim Schick and the people from Albany. (Applause.)

Now I will read the statement of the judges:

Schick was selected for his unrelenting commitment to the Guild and its principles and for making time in the overloaded schedule of a local president to help solve the problems, sometimes personal, of individual Guild members.

His achievements in the past year include a leading role in obtaining a new contract at his local's beleaguered Glens Falls unit, and in his forceful investigation and pursuit of a sex-harassment case that included threats of physical harm to a Guild member.

His selection came from a field of 12 nominees, the largest group of highly qualified candidates in many years and heartening evidence that when Guild members are challenged by anti-union employers as they are now, the best among them come to the fore.

The judges took special note of one nominee, Victor Pasche, a member of the Northern California Newspaper Guild's Retirees Unit.

For nearly a year, the 85-year-old Pasche has traveled from his San Francisco home to Sacramento, where he has helped the Guild in its continuing struggle to win a fair agreement despite unprecedented and illegal demands by McClatchy Newspapers that would effectively gut the union contract. His efforts to mobilize community support have resulted in pressure on the Sacramento Bee from a variety of religious and community groups to enter into good-faith bargaining.

Pasche's efforts as a founding and highly active member of Northern California's retiree unit was a reprise of an earlier role with the Guild, of which he was also a pioneer member. He also served as the first secretary-treasurer of the international when the two offices were combined in 1937.

Schick, president of the Albany local since 1986, has been active in the Guild since 1978 when he served on the executive board of the Memphis Newspaper Guild, winning that local's Guild member of the year award in 1981. Within a month of his arrival in Albany in May of that year, he was elected to the Albany local's executive board and subsequently served as grievance chair, negotiating committee member, treasurer, and pres-

ident of the Middle Atlantic District Council.

In April of this year, he led a traveling rally of Guild members from more than a dozen locals in New England, New York and Pennsylvania to call attention to problems with industry employers in the Hudson Valley area. He negotiated buyouts for Guild-covered drivers who lost their jobs with the closing of the Knickerbocker News in Albany, and demonstrated his continuing concern by arranging a seminar for displaced workers with the New York State AFL-CIO.

His work in the Glens Falls extended struggle was summarized by Sheila Nason, unit chairperson, in a letter endorsing Schick's nomination.

"Without his concern and hard work, I think it is very doubtful the Glens Falls Unit could have survived, let alone negotiated a second contract and handled such an explosive and troubling issue as our sexual-harassment case," Nason wrote.

Somehow, Schick also found time to do those little things for individual Guild members that are not required but help give the Guild its character, such as successfully interceding with a bank that had balked at granting a member a mortgage loan.

Other nominees for this year's Guild Service Award were Pat Bell of Ottawa, Russ Cain of San Jose, Tom Gibbons of Chicago, Robert C. Holt Jr. of St. Louis, Bill Knight of Peoria, Carole McClosky of Pacific Northwest, Joyce McKerrow of Southern Ontario, Lila Roisman of Philadelphia, Jane M. Snow of Akron and Barbara Thomas of Gary.

Without exception, the nominees exhibited qualities of leadership that made them highly worthy of their local's nomination, and those locals and the Guild at large are greatly in their debt. Noting the continuing anti-union assault of employers in the industry, the judges were impressed by the resourcefulness shown and the innovative steps taken by the nominees to maintain membership morale and to get the union message across to the community.

Among these: Bill Knight's development under local sponsorship of a publication about the "ordinary run of people" in Peoria who are not so ordinary that also helped the local treasury, as well as formation of a local speakers' bureau and a Children's Press Club to develop solidarity with carriers and their parents; Lila Roisman's stylish presentations on the union at Knight-Ridder shareholders meetings; Russ Cain's use of his computer skills to help his own, other Guild locals, and

other industry union locals streamline their office operations; Barbara Thomas' billboard campaign and mailing on the 500th day without a contract; Jane Snow's co-ordination of an "Akron Day" in the Knight-Ridder chain of papers; Joyce McKerrow's work on pay equity; and Tom Gibbons' pre-bargaining planning and marshaling of support inside and outside the newspaper.

Signed by Gene Turner, Luther Jackson and Phil Kadis.

(Applause.)

It is with great pleasure that I present the 1989 Guild Service Award to Timothy F. Schick. (Applause.)

BROTHER SCHICK: Thank you. Receiving this is a great personal honor, and as I said before, a great honor for the Albany local, and there is really only one thing I would like to add to that, that I couldn't do it alone. There are a lot of people behind me who deserve a lot of this credit, too, and I thank you. (Applause.)

CHAIRPERSON McLAUGHLIN: We have the Second Report of the Credentials Committee. Would Larry McInnis, Montreal, come to the podium.

BROTHER McINNIS (Montreal): The second Report of the Credentials Committee.

BROTHER PAUL BRYAN (Southern Ontario): Mr. Chairperson.

CHAIRPERSON McLAUGHLIN: Yes. Brother Paul Bryan of Southern Ontario.

BROTHER BRYAN: In the light of our passing the Second Report of the Rules Committee, let's try it out. **I would move that we do not read this report and just accept it as presented.**

CHAIRPERSON McLAUGHLIN: There has been a move to dispense with the reading of the full report. Is there a second? (Seconded by several.)

CHAIRPERSON McLAUGHLIN: Dave.

VICE PRESIDENT DAVE MULCAHY (New York): I rise to oppose that motion. I think all of the members would like to know, and it is much easier to follow the names when you are hearing them. This was part of the discussion ... (Cries of "Can't hear.")

BROTHER MULCAHY: Mr. Chairperson, as I said before, I rise to oppose this motion. I believe that in our deliberations in the Rules Committee on this subject we felt that the members of this body should have the opportunity to hear the appropriate names. It is much easier to follow when you

hear it, and I believe that we should have it, and I oppose the motion.

CHAIRPERSON McLAUGHLIN: There is a motion to dispense with the reading of the report. It's been seconded. Is there any further discussion? All those in favor of the motion to dispense with the reading of the report signify by saying aye. All opposed signify by saying no. The ayes have it. The report will be read.

(Laughter and cries of "No.")

I'm sorry. Reading the report is dispensed with. Okay. That's one. That's one.

MOTION CARRIED

BROTHER McINNIS: I move adoption of this Second Report of the Credentials Committee as Mr. Mulcahy would have liked to have had it read. (The report follows.)

SECOND REPORT OF THE CREDENTIALS COMMITTEE

The following is a submission of 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:

Local	Votes	Delegates
Canadian Wire Service	10	Patti Tasko
Cleveland	6	John F. Hagan
Lake Superior	2	Darren Carroll
Los Angeles	5	Todd Cunningham Jim Smith
Memphis	5	Dan Hanson*
Milwaukee	3	Michael Jarboe
New York	54	Ruben Batista Alex Blanco* David Hardy
Northern California	22	Bernie Beck Larry D. Hatfield Will T. Jones Richard J. Olive
Northern Ontario	2	Bob Vaillancourt
Ottawa	6	Patricia Bell Sharlan Clark Bob Grace
Pacific Northwest	12	Arthur E. Joyner
Philadelphia	18	Kitty Caparella Gar Joseph Regina Malik Patricia Odoms Robin Palley
Rochester	2	Steven Orr

Salem 3
Southern Ontario 25

Robert V. Palmer
Peter H. Homan
Jeff Andrew
Paul Bryan
George Harry Hallam
Richard Leitner
Gail Lem
Shannon McManus
Lorne Slotnick
Isaiah Lewis
Beverlyann Morris
Dorothy Lewis

Toledo 6

Twin Cities 11

Vancouver-New Westminster 12

Washington-Baltimore 20

Michael Bocking
Sandi Polaski

There are 221 delegates and 5 alternates from 57 locals registered. The votes of all the locals at the Convention total 403.

*Alex Blanco, New York, and Dan Hanson, Memphis, were listed on First Report as alternates. Under Article V, Section 9 of TNG's Constitution, and by certification of their Locals, the committee has changed their registration to that of delegates.

Signed: Larry McInnis, Montreal, chairperson; Mary Esslinger, WBNG; Mark Koch, Buffalo; Katherine Jarrett, Victoria; Norman Melnick, Northern California; David Mulcahy, New York; Shirley Rajala, Brockton; Norm Shaw, Indianapolis.

CHAIRPERSON McLAUGHLIN: The report has been moved and seconded. Any discussion? All those in favor of the report signify by saying aye. All those opposed signify by saying no. The ayes have it. The report is adopted.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: Would the chairperson of the Resolutions Committee come back to the podium. Alice.

SISTER BUSBY: The next resolution before you is on blue paper headed "Electronic Snooping." (Cries of, "We don't have it.")

SISTER BUSBY: It is just being distributed. Does everyone have the one on white paper headed "No Excuses, No Recuses"? (Cries of "No.")

SISTER BUSBY: Does everyone now have the resolution on blue paper headed up "Electronic Snooping"?

ELECTRONIC SNOOPING

A bill to impose minimal restrictions on the pervasive electronic monitoring of newspaper and other employees has been introduced in the U.S. Congress.

H.R. 2168, sponsored by Rep. William L. Clay (D-Mo.), would give an electronic "bill of rights" to employees whose computer and telephone performance is monitored by their employers. Monitoring would have to be conducted according to standards of fairness and openness.

The measure requires that employees be informed in detail about the way they are being monitored and about any performance standards that are being applied. Unless monitoring is continuous, employees would have to be notified electronically when they come under scrutiny. And they would have access to all personal data collected in the process.

Employers would be forbidden to collect data not relevant to work performance, and disclosure of data would be sharply restricted. Information yielded by monitoring could not be used as the exclusive basis for performance evaluation or production quotas, and employers would be barred from collecting data bearing on the exercise of employees' First Amendment rights.

The bill is overdue and badly needed. The 56th Annual Convention of The Newspaper Guild urges other House members to join Rep. Clay in sponsoring it and asks the Congress to give it speedy approval.

SISTER BUSBY: I move the resolution.

CHAIRPERSON McLAUGHLIN: The resolution, "Electronic Snooping," has been moved and seconded. Is there discussion? All those in favor signify by saying aye. All those opposed signify by saying no. The ayes have it. The resolution, "Electronic Snooping," is adopted.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: All right. We will stand easy for about five minutes. (Brief pause.)

CHAIRPERSON McLAUGHLIN: Will everyone take their seats, please, and may we have a little order in the room. I turn the mike over to President Dale.

PRESIDENT DALE: The Governor will be here in about 15 minutes. The escort committee for the Governor will be Tim Schick, Barry Lipton, Tom Pennacchio, Mark Koch, Marian Needham and Tom LaPoint. Would those members of the escort committee please come up on the platform right now.

CHAIRPERSON McLAUGHLIN: On the resolution, "A Pointless Prosecution," there's been an objection raised to the reference in the next to the last paragraph to "a tactic

typical of a banana republic." I would like to have that resolution reconsidered so we can change that.

Do I hear a motion to reconsider that? (Moved by several, seconded by several.)

"A Pointless Prosecution," next to last paragraph. Ruben, would you make a motion, please, to change it to, "It is a tactic typical of a petty dictatorship."

BROTHER BATISTA (New York): Yes. I would like to make that motion. I want it to be changed. Just substitute, as long as they delete the "banana republic" phrase. I think it is offensive to the Latins, and I think this is used in the old journalism, not the present journalism style. (Applause.)

CHAIRPERSON McLAUGHLIN: All those in favor of deleting "a banana republic" and substituting "a petty dictatorship" signify by saying aye. All those opposed signify by saying no. The change will be made.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: Alice Busby. We will get you a bicycle. Don't worry, Alice.

SISTER BUSBY: A resolution you have on white paper headed "No Excuses, No Recuses."

NO EXCUSES, NO RECUSES

The heat generated by the political controversy over abortion appears to have added the thinking of some newspaper editors about the basic rights of their employees as citizens.

How else can one account for the presumptuous edicts issued by newspapers that should know better, following the massive pro-choice demonstration in Washington on April 9?

There was the New York Times gravely thundering that reporters who participated in the march and rally with hundreds of thousands of other citizens violated the paper's conflict-of-interest policies.

The paper then reported in its own columns that one of its reporters, who had admitted participating in the march, but had also offered a mea culpa, would be allowed to continue covering the Supreme Court, even when the abortion issue is before it.

Washington Post reporters found a stern message on their computers telling them that it is "unprofessional" for them "to take part in political or issue demonstrations," adding that this is "the choice we

make when we choose to work in this business and for this newspaper."

The memo, signed by Managing Editor Leonard Downie Jr. and Executive Editor Benjamin Bradlee, further stated that those who "forgot" their professional obligation would be expected to "recuse" themselves from any further coverage of the abortion issue.

A similar memo later surfaced at the Baltimore Sunpapers, also using the word "recuse." Related sentiments were reported in the N.Y. Times story by editors at the Los Angeles Times, the Philadelphia Inquirer and the Chicago Tribune.

To the dispassionate observer, there is more than a little irony in the spectacle of newspapers, among the prime beneficiaries and sometime defenders of freedoms guaranteed by the First Amendment, seeking to deny those rights to their employees in the name of some bogus professionalism or conflict of interest.

With regard to the Washington Post, management is spending a lot of time and money trying to deny their employees overtime to which the law entitles them by claiming the employees are too "professional" to merit it. Now it seems they are not "professional" enough to keep their convictions from clouding their reporting.

To pursue this Alice-in-Wonderland logic a little further, if conflict of interest is truly the issue, maybe the newspapers in question should "recuse" themselves from covering the whole issue as it relates to their employees. And maybe they should "recuse" themselves from covering any subject on which they have editorialized or any company or product or service that has been advertised in the newspaper.

For as long as it has existed, The Newspaper Guild has defended the freedom of journalists to write stories the way they see them and to have their integrity and performance as journalists judged by what they write, not by what they do or think on their own time. For that we make no excuses.

The Newspaper Guild Convention condemns the efforts of some newspapers to curtail the First Amendment rights of their employees. It calls on all Guild locals vigorously to defend those rights to demonstrate, to petition for redress, and to speak freely, just as strongly as they defend the rights of the press.

SISTER BUSBY: I move it.

CHAIRPERSON McLAUGHLIN: The

resolution, "No Excuses, No Recuses," has been moved and seconded. Is there any discussion?

SISTER O'BRIEN (Vancouver-New Westminster): Jan O'Brien, Vancouver-New Westminster. I stand to strongly support this resolution. In March of this spring we had a pro-choice rally with the Women's Day march in Vancouver. I was there, and a number of other reporters from both the Sun and the Province attended the rally and supported this cause.

One of the reporters happened to show up on the television news that night. Early Monday she was called into the city editor's office and told that she no longer would be allowed to cover abortion issues. So this issue is not just of our bosses interfering with what we do with our own personal time. It is not something restricted to this side of the border, and it certainly seems to come up any time pro-choice comes up. So I strongly endorse this resolution.

CHAIRPERSON McLAUGHLIN: Thank you. Any other comments? All those in favor of the resolution signify by saying aye. All those opposed signify by saying no. The ayes have it. The resolution, "No Excuses, No Recuses," is accepted.

MOTION CARRIED

PRESIDENT DALE: The escort committee is now bringing up our very special guest this morning. Will you escort him, please, into the convention, the Governor of the State of New York, Mario M. Cuomo.

(The audience arose and applauded, ending in cadence, as the Governor was escorted to the podium, the audience bursting into renewed prolonged applause and cheers.)

PRESIDENT DALE: Our guest today is a man who five years ago stirred the hearts of millions of people with his keynote speech to the Democratic National Convention in San Francisco.

Governor Mario M. Cuomo's eloquence spoke for many of us, portraying a nation of individuals together as a family is together. He told us of a Ronald Reagan and what his policies have cost in human lives, and he reminded us of the common interests we all share as workers and citizens as well as the responsibilities we have toward each other.

In New York, Governor Cuomo and labor have been together for a long time. Strong union support helped elect him Governor in 1982, beating back both New York City Mayor Ed Koch and a Republican candidate

who spent nearly \$20 million to try to defeat him.

I am told that this year was one of the toughest for the Governor. A budget crisis came early, but before it was over New York passed an increase in the basic grant for families on welfare, and Governor Cuomo consistently pushed for increases in the minimum wage, unemployment insurance benefits and workers' compensation.

I wish I had permission to introduce him today as the next President of the United States...(applause)...but I don't. So let's all give a typical huge Guild welcome to Mario M. Cuomo, Governor of the State of New York. Governor Cuomo.

(The audience arose and applauded and cheered.)

GOVERNOR CUOMO: Thank you very much. Thank you. I don't understand this at all. I really don't. Aren't you with newspapers? (Laughter.)

This must be a setup of some kind. I don't believe it for a minute. (Laughter.) Either this or you're all out-of-towners. And I can see that one thing is clear after saying thank you to Chuck Dale and John Edgington and Pete McLaughlin, my old friend—who seems to have withstood the years a good deal better than I have. (Laughter.)

I don't really believe that. You know that. I think I am going to have to throw away these cards. They gave me a long speech to deliver to you, but if you meant any part of that applause, then gratitude requires that I give you something a lot briefer than this speech. (Laughter.)

I don't really want to deliver a speech to you, to be honest with you. Nor do I, on the other hand, want to tell you what's really in my heart because I understand this is on the record (laughter), and I have made that mistake before. Some of you are not from New York, obviously. I could tell by the ardor of the applause. (Laughter.)

I have been known on occasion to be almost brutally honest with the press, and you don't always achieve the result that you had in mind. In 1986 was maybe the time it reached a really high point.

We had had a rotten campaign for Governor in this state, one of the worst campaigns I have ever been in, and I have been in some truly lousy campaigns. I ran for Mayor of the City of New York in 1977 against Ed Koch. It was one of the most wicked, dirtiest, meanest campaigns—it was also fun in a lot of ways. (Laughter.)

And I set a new record in 1977, as Pete could tell you. I lost three times in the same year, all defeats at the hands of Ed Koch. I lost in the runoff, after having lost in the primary, and then lost in the general election, which is really quite a record. It disconcerted me for awhile, I will be candid with you, until 1982 when I was running for Governor. Ed Koch, then the second most popular politician in America, decided to run for Governor as well.

So it became Koch against Cuomo again, and then I got lucky and I beat him, and he had a lot of money and a lot going for him, but we beat him anyway. So now here in New York, this marvelously perverse place, we have the only state in the union where the Governor wanted to be Mayor and the Mayor wanted to be Governor. (Laughter.)

That's the way it is here, you know, and everybody kind of takes it for granted. But '86 was an awful year, it really was. Everything was mud-slinging in the beginning, and you see a little bit of that happening again in the last presidential election. I think that's why the reaction to Lee Atwater has been so strong, frankly.

They just took it across the line, and people said, "Hey, enough. We went through all that with Willie Horton and all that negativism and all that ugliness. It is bad enough that the streets are erupting and we are disoriented in a thousand different ways, that you have developed ugly and brutal habits that you never even dreamed of when you were a young person, and now you are going to take it to races for the presidency, down in the gutter like a bunch of guys running for councilperson in some city in the northeast?" (Laughter.)

People are kind of disgusted with it; '86 was very, very bad, and near the end of the campaign I just had had it. They were taking shots at my son and everybody, and I think it was the day before the end of the campaign, and I was on a plane, and I let these guys know exactly what I thought of them, the reporters.

I framed it very intellectually, you know (laughter). It had probity to it, it had cogency to it, it had relevance to it, and it had, most of all, persuasiveness; but away down at the bottom of it was just a tinge of bitterness and irritation. And they killed me, the press, they really murdered me.

My guys said: "What is this? Everybody is against you—writing columns; they said you went crazy, you were mean, you can't take it, you are thin-skinned."

I said, "What did they say that's inaccurate?" (Laughter.)

So they said, "Well, what were you trying to achieve?" And I explained, because I am always cogent. I could be wrong, but I'm cogent. I admit I could be wrong, but I'm relevant. There is never a flaw in my syllogisms. They always start with a major premise; they work exactly right. In Latin they're perfect. (Laughter.) In English sometimes they are a little bit weak.

So I explained to my staff—you know, they had their heads buried in their hands and were weeping; it was near the end of the election.

And I said: "Look, let me remind you of the story I tell all the time in moments like this about misplaced ardor. I try to do the right thing. I am always trying. Sometimes you fail, like the knight."

Remember the story of the knight who came back across the moat with the king waiting for him early in the morning? The knight is all battered, his armor looking like it had been through a giant chopping machine, the horse limping, just barely making it across the drawbridge, and here is this guy hanging on to the saddle, bleeding from all over right through the armor. He had been wounded a dozen times.

He gets to the feet of the king, falls off, and he is there in the dust, and the king looks down and says, "Sir Knight, where the heck have you been?"

The knight says: "Oh, your majesty, I was out all night fighting with your enemies on the north side of the mountain. I slashed them to the left, and I slashed them to the right. I beheaded some of them, pierced others. I destroyed practically the whole village there on the north side of the mountain getting at your enemies; but they fought back, your majesty, and here I am."

The king said: "The north side of the mountain? I have no enemies on the north side of the mountain." (Laughter.)

And the knight looked up and said, "You do now, your majesty!" (Laughter.)

Let me tell you a couple of things, just two or three points, and then I am going to let you go about your business.

First of all, thank you very much for coming to Albany. A couple of years ago—a few years ago, I guess, now—when first one of your representatives came and we chatted and we talked. I wanted very much to see you come here for a lot of reasons: It is good for the state; it is a token of respect and even honor

to have a group as significant as yours visit us; you can go anywhere you want to go.

And we feel good about that, feel good that you would choose Albany, our capital city and a place of which we are extremely—not inordinately—but extremely proud. So we feel good to have you here. It is a compliment you pay to us, and I hope and assume that you have a good time here.

You are a couple of things, at least. You are a Guild, which is a kind of interesting notion, not really a union in the sense that I am accustomed to, which relates to jobs and goes to all industries.

You are industry-oriented, but you are a union. You believe in organization. You believe in coming together as a union. You believe that that's important and good for this country, and that's an important notion for me, not just because in 1982 the union movement in this state overwhelmingly, although not completely, supported me. They did. I would not have taken their support, however, unless I wanted it very bad and was proud of it.

I have always felt strongly about the union movement in this country, and particularly now that some people suggest it is not as strong as it used to be, and you know the numbers—only 16, less than 17 percent of the American people are now organized into unions. It is not as popular as it used to be.

You can go to the Midwest or San Jose, where I did a couple of weeks ago, go to the Silicon Valley, talk to all of these people, and the more sophisticated entrepreneurs and business people and even some working people will tell you that, well, the unions are a kind of retardant on our economic development.

You know why they are so cavalier about the union movement now? Because they don't feel they need the union movement now, and that's because the union movement has already, over the last hundred or so years, accomplished so much of what the union mission was to begin with, and it is a kind of irony that they should punish you for that—but it is part of the human experience—by kind of taking you for granted.

I say every opportunity I get—and I am stronger now on the union movement and, frankly, more active now in talking to union groups than I have ever been. Why? Because they are weaker now than they have ever been, and they need support more now than they ever have, and they are more important to this country now than they have ever been.

Let me talk to you about that for just a few minutes. For example, tomorrow I am leaving here to get on a plane for five and a half hours, back to California where I seem to go every 10 days, to give a speech to the UAW. Then I get back on a plane—because I never stay overnight—and I will be back here for Friday's work.

Last week, I went to Florida. I made one small mistake like the knight who fell off the horse. I had promised the ILGWU a year ago that I would do their convention in Florida. I said, "You got it. I will be there."

These are important people. The ILGWU always were important to the history of this country. I said: "I will be there, whatever it takes, wherever it is. June 5. Fine."

I told Matilda, "Goodbye, sweetheart. I am going on a trip."

She stood there smiling. "Stay there in Florida. Have a wonderful time. You should stay there for a year."

I said, "What's the matter?"

She said: "June 5, right?"

I said, "Why?"

She said, "We're married 35 years on June 5." (Laughter.)

Now, Matilda is a Sicilian, see; she's really tough. (Laughter.)

"Oh, don't be like that. Don't be upset. It is no little thing. It is Jay Mazur and the ILGWU."

She said, "That's right. You go get on your plane."

I have a plane, incidentally, which people make fun of. There was a plane at LaGuardia Airport earlier today struck by lightning. It actually happened. I don't know if you heard that, but the story already in Albany is that they hit the wrong plane. My plane is very safe. It keeps going down where it wants to. If you want to go to New York, it goes to New York, but it has a mind of its own, my plane. It really does. It goes over Syracuse—"It's time to go down," and it lands there.

We don't even argue with it because we are afraid it will get angry. So it decides we should fasten our seatbelts and land. So the plane takes four and a half hours to get to Florida, three hours, four, five, and Matilda knows that

She said: "You go get on the plane, go down to Florida, give the talk at 3 or 4 o'clock in the afternoon, and then be home for dinner." (Laughter.)

Which I was—about midnight—and she left

dinner for me, a piece of Italian bread, the end of a piece of Italian bread which my father would call "ugul," if you understand that. (Laughter and applause.)

The end of the Italian bread had a little candle in it and a little note that said, "And I love you, too." And that was it. (Laughter.)

So we went to the ILGWU. I'm going to Jack Sheinkman's Clothing Workers tomorrow morning before I go to California.

Why? Because they are so important politically? No. The union movement isn't. As a matter of fact, some people will tell you you can make more points running against them than running with them. God forbid! I am supporting them because they are so important.

I stood on the picket line for Eastern (unions) and made a cassette for them ... (applause) ... and I spoke to the Secretary of Transportation, (Samuel) Skinner, for them. He spoke to President Bush, who sent me a message. This was a couple of months ago now, in the early stages of this when I was calling upon him, along with many other people, to do the collective bargaining. I made the obvious argument that these people are not like everybody else in the union movement; they really are not.

They gave up rights. They can't strike the way everybody else can strike in this industry, and they have certain privileges that were paid for by the rights they gave up. So this isn't some kind of bonanza, some kind of congressional bonanza to these people, so you ought to do the procedure, put this thing on hold, force people, force Lorenzo, to talk about this and his present position through Skinner to me on Sunday night.

I remember about 8:20 at night I got the call. I was alone, and he said: "The President wishes you to know that he is very interested in this, but he wants you—because you have influence in New York State—to call upon the union not to do their next step procedure, not to do the remote procedure, which they had a perfectly legal right to do. But the President says in the interest of the greater good they should surrender that legal right."

I said: "Oh, really? Please tell the President that when he gets Lorenzo and his management to surrender some substantial legal right, then Eastern can call upon its unions to surrender substantial legal rights. To ask them not to do the remote procedure which they have a perfect right to do, when you will give them nothing in return makes no sense."

I said: "The truth is that Frank Lorenzo is

saying no to any kind of negotiation, no to any kind of arbitration, no to any kind of bargaining."

What he is really saying is—and this is why it is so important we come to the help of unions now—we are in a new environment, and it is very, very competitive. We are in a new global competition, and this is a reflection of that, and in these new, more challenging times we have to be tougher than ever, more productive than ever, more efficient than ever. I agree with all of that, but how are we going to become more productive and more efficient?

We are going to get rid of unions, we are going to turn the clock back when it comes to the working people, we are going to give them less money, less guarantees, less comfort. There is going to be less decency. The way we are going to compete, says Frank Lorenzo, is not by making the rest of the world come up in its standards for its working people, but to bring our standards down.

That's the whole issue now. How are you going to compete with the rest of the world? Well, you can get more efficient, you can get sophisticated devices, putting together working people and management—that's what the UAW is trying to do with its newest contracts; that is what the Communication Workers have tried to do with their newest contract—that is what everybody has to try to do, move in sophisticated ways to co-operate.

That is one way to do it, and that's good. The other way is to keep driving down the wage rates, keep piling the work on the working people, make yourself more efficient by reducing your costs, taking it from one pot.

They are not talking about reducing Lee Iacocca's salary. They are not talking about being more competitive by saying to people who make \$20 million, \$15 million: "Wait a minute. That's no way to spend the wealth. What the hell is this? Why do you need to give so much money to five individuals in a corporation? Let's keep the amount of profits down that you distribute to the people in management."

Why don't they do that? Is it a sin to do that? You can do it to working people. Why? Why is it fair, moral, honest, reasonable to say, "Well, control the wage rates of the people who are working but put no limitation on the amount of money you can distribute by way of profits to the few people who manage."

Who's more important, the workers or the managements? Does Lee Iacocca really run

the joint? Now, Lee, smart and sensitive human being that he is, he at least made the right move by saying, "Maybe we ought to take a little bit less here, maybe enough is enough." That's Lee's, I think, instinct for fairness coming through.

So the Eastern situation is very, very important. It is a national issue. We did help a little bit with the taking of the shuttle for Trump. Trump has the shuttle now, Eastern shuttle in New York. The significance of that, frankly, is that when Trump made his deal, he agreed that he would work with the unions, that he would work out a fair contract, and that's what he is doing.

The competitor in that scenario was a group that was going to be non-union and that I was afraid was going to be unrealistic about the demands they would make on working people, and for that reason, yes, we did intervene, and I did say—and I had a perfect legal right to, as Governor of one of the two states involved.

The Port Authority runs Kennedy and LaGuardia. I said: "I want to see all the material on America West, a non-union outfit. They have a perfect right to be non-union, but I want to make sure they are sound. I want to see how they are financed. I want them to prove to the court and to me that they are suitable."

They weren't, and that meant that the Trump people got the shuttle, and I think that's good for the Machinists and Pilots and the Attendants in the Eastern setup. Very, very important. I think something else is important. I think it's time that you remind the people of the United States of America what the union movement really is, because they have gotten remote from the beginnings of the union movement, and they have forgotten why it is that you even came into existence, and it's very simple.

All you have to do is remind the American people that less than a lifetime ago, less than a whole lifetime ago, people in this country were required to work maybe every day of their lives and could still die in poverty.

You know, it was only a hundred or so years ago that women and children were treated like chattels, like property. They really were. You had the great fires in downtown Manhattan, with loss of life, because nobody cared about working people. They were not treated fairly. Everybody knows that now. You don't have to be a genius historian to understand it. But you ought to add another recognition of history, that that happened.

There was abuse of working people; there was disdain for them. They were treated abominably, notwithstanding you had a very powerful government that was capable of winning world wars, maybe the most powerful government in the world. Notwithstanding that, you had vast strength and might in business. There were plenty of Lee Iacoccas. There were more Lee Iacoccas then than there are now.

And so you had powerful government and you had powerful business, and that didn't change things. And you had church and you had orthodoxy and you had religion—maybe in a way and in a form and with an intensity that you don't have now. There were plenty of churches, plenty of synagogues, plenty of religious people, and that didn't change it. You had foundations and philanthropists, and that didn't change it. You had academicians and philosophers, and that didn't change it.

What changed it? When the working people came together and said, "We're going to have to take care of it because for all of their power and all of their might and all of their philosophy, they don't give a damn. Unless we get together, unless we organize, unless we speak for ourselves, it won't happen."

And let's be honest—it would not have, and so you had a handful of heroes and heroines, really, truly, who took everything on, took scabs on, took thugs on. Some of them were beaten, some of them were threatened, some of them were killed.

I didn't make it up. That is not some romantic novel that makes a good movie. It's the truth. It's what happened.

This country was at its very worst in its first response to the working people. Who were asking for what? Were they asking to be paid for doing nothing? Of course not. They were asking for decency and fairness, a little opportunity to earn their own bread with dignity.

People like my father, who came here from another country. He had a lot to offer this place. He couldn't speak the language, he had never been educated in Italy, never been educated here. He didn't have a skill. He couldn't type a letter on a typewriter; he couldn't have read a letter that you typed.

He could handle a shovel. He was a little guy with a bad hip, 5-foot-7, terrific hands, and he could handle a shovel. He could make a ditch, and so he was a ditch digger. That's all he asked for. "Let me make the hole you put the sewer pipe in. Give me my check; let me go home; let me raise my family."

He didn't have a union. And there were millions like him, and what did they want. They wanted a chance to work, to rise up, to do it on the basis of merit to be treated fairly, not to get rich, to be given a little dignity.

That's what you are, the union movement. Without you, who knows if it ever would have happened? Without you, who knows what's going to happen in the future because you have Frank Lorenzo and that attitude?

You have a lot of people saying: "Hey, the hell with it! Why pay the wage rate here? Let's go over to Korea. Let's take the country and bring it over to Taiwan, bring the business over there. Let's hire those people. Let's put them to work at peon's wages, and in this way we will be competitive."

You are in the midst of a new fight, the global competition. Everybody knows that. Everybody understands the word "interdependence" now. We spent two millennia covering the globe, and now in the third millennium it's going to get miniaturized. You shout in Tokyo, and it gets heard on Wall Street.

Nothing is separate from anything else. Everything is interdependent, interconnected, and this challenge is stronger than ever. You have to compete with the whole rest of the world. We used to be dominant economically.

The United States could stand up and snap its fingers and everybody would fall where we wanted them to fall. That's over. Now we are a debtor nation. Now we owe them. Now we are in a fight for our economic lives, and you can become the pawns again, because the easiest thing to do to get competitive would be to pick one big sector—wages. "Let's take the people who work for a living, and let's just keep putting the pressure on them." That's the challenge for this country now—figure out how to deal with that new global competition without doing it on the backs of the working people.

I am not a histrionic type, I really am not. I am not given to hyperbole. I have a lawyer's caution, and I always will. That is the way I was trained. I was trained in Latin; I was trained in Greek; I was trained in philosophy; I was trained in the law. I am tedious; I read footnotes; I am too slow.

When I first became a candidate, they said, "The guy will never win anything. He speaks in paragraphs instead of sentences." I am terrible in 28 seconds—you know, television spots. They always get my voice trailing off. Every time I am on television ... (laughter) ... whenever I may get on. First of all, it's no advantage for me to be on television, to

tell you the God's honest truth.

I went to New Orleans to speak at Tulane University. They had a dinner, a president's dinner, before I spoke at Tulane—you have to say it right, TU-lane, New OR-leans—if you want to run for office; naturally, you have to get those words down.

So we went to Tulane and had dinner with the president before the speech. My dinner companion was an anthropologist, an elderly woman. She looked like an anthropologist. (Laughter.) I came in, and she said, "Are you Cuomo?"

I said, "Yes, Mario Cuomo."

She said, "I thought so. You are not as ugly in person as you are on television." (Laughter and applause.)

Why are you applauding? (Laughter.)

I have heard that before but never from an anthropologist. (Laughter.) That kind of shook me up.

So television—I am not given this ability to say things in two or three or four words, and things are more subtle than that to me. So I am very seldom guilty of a really extreme conclusion, and I don't think I am guilty of that when I say this is a critical moment in the nation's development. This is a critical decision for it to make.

How do you deal with this matter of competitiveness; how do you treat your working people at this point in time? That's why you are so important. That's why I am going to spend whatever time I can staying close to you and supporting you every way I can, and I will.

As long as I have energy and they give me the opportunity and a voice to use, I will use it in support of the union movement, because it is important to this country. (Applause.)

There is something else, though—you are newspaper people—the First Amendment. I have studied the Constitution for a lot of years, taught it for awhile, practiced the law for a long time. I am basically a practicing attorney. I am better at that than anything, and I did it for a lot of years. I have been to the Supreme Court of the United States, all the highest courts, wrote briefs, articles, all kinds of cases, murder cases, everything, and the older I get the clearer it becomes to me how important the First Amendment is, how important communication is, how important newspapers are, electronic media.

I might disagree with you print people a little bit about electronic media. As far as I am concerned, I don't understand why the

print media should have the breadth of First Amendment rights that it does have—and I am all for that. Nothing, nothing ought to tamper with the First Amendment rights of the newspapers.

In this state, you know, I like to think our administration is noted for that. We have a shield law and a whistle-blower law that is up now; I have won the Free Press Award, and we do everything we can to create access. We did the cameras in the courtroom.

Every once in awhile, we will agree to a limitation on First Amendment, but only if it is absolutely essential. I think it is important that the people retain the power to curb government by monitoring it, by expressing itself to it. You are the voice of the people when you are operating correctly. In a way, you are as authentically the voice of the people as their elected representatives are. Sometimes I think you are even more authentic.

I do not understand, however, why we should have laws that constrain electronic media more than you are constrained. I look forward to the day, frankly, when television will have the same freedom that you have and be able to say what it wants to say and do what it wants to do and print the statements of candidates that it wants to print.

You can't sue the Daily News because they give more coverage to Rudy Giuliani than Ed Koch. You can't walk in and say, "As a matter of fairness, we want 12 inches for this guy and 2 inches for her." Nor should you be able to. I am not at all sure you haven't reached the point in time in this country where you ought to make the same rules for electronic media.

In the beginning it was different. You had just so many channels; you could monopolize. But now, with cable television and the dishes, et cetera, it is very much like newspapers, and how would you distinguish electronic from a one-newspaper town where this is a practical monopoly?

So I am very, very strong on First Amendment and the freedom of expression again as being important to the nation. Therefore, you are a splendid group, indeed, because you represent these two things that are so important to this country—the union movement, the right of people who work for a living, because they have to, to dignity, to decency, to fairness, not to any excessive share of the American abundance, undeserved and unearned.

No, sir. What you are representing is the right for people to work and to be fairly rewarded for it. Maybe the one thing that at-

tracted most of the people who came here to come here in the first place, the chance to work, people like my father.

All they wanted was the chance to work, not the chance to take it off the American tree like it was picking fruit. They were willing to work for it, make the holes, put the seed in, water it. They were willing to work. You represent that. Very, very important.

You represent the First Amendment and the right of the people of this miracle democracy to express themselves. These are two singularly significant rights. Without them this would be an entirely different country and a much less beautiful one than it is.

So thank you very much for coming to Albany. I hope you enjoy your stay, and I hope you come back. If you really like it, there's no reason you couldn't come here all the time. (Laughter.) And I tell you, push me just a little bit and we will get you a hell of a deal at the hotel. (Laughter.) Thank you very much.

(The audience arose and applauded, ending in cadence.)

CHAIRPERSON McLAUGHLIN: A number of years ago—and I am sure more than either Mario or I like to remember—when I was a young reporter in Queens, there was a rising young politician there who had a reputation for speaking in paragraphs and also had a reputation for honesty and being with the people.

He has never changed, and I want to say now, if I knew you were going to be Governor, I would have been nicer to you. (Laughter.)

Mario, we have a little gift—not a little gift. It is a gold Guild pin. We don't give these out to many people.

GOVERNOR CUOMO: Thank you very much.

(The audience, still standing, applauded amid shouts of "Cuomo! Cuomo!")

GOVERNOR CUOMO: Thank you very much. God bless you.

(The audience, still standing, applauded, ending in cadence, as the Governor was escorted from the convention hall.)

CHAIRPERSON McLAUGHLIN: We are recessed until 9:30 tomorrow morning.

(The meeting recessed at 12:30 p.m.)

THURSDAY MORNING SESSION June 22, 1989

The Convention reconvened at 9:35 a.m., Chairperson McLaughlin presiding.

CHAIRPERSON McLAUGHLIN: The convention is called to order. I will turn the mike over to President Dale.

PRESIDENT DALE: Good morning, delegates. (Cries of "Good morning.")

PRESIDENT DALE: Welcome to the long, long day's march into night. Does that tell you anything?

We have this year the pleasure of having in our audience a representative of the United Farm Workers who would like to, and we have invited to, spend a few minutes with you talking to you about the progress that they have made in their grape boycott.

As you may have noticed when you came into the hall this morning, we have a table display outside where the United Farm Workers are displaying some of their items that they are selling, available for sale to you, such as their posters, their bumper stickers, their pins, and so on.

The Newspaper Guild has always been very generous and helpful to the United Farm Workers, and I would like Ed (Sanchez) to come up and talk to you about what is going on in the Farm Workers' boycott.

Ed is the national representative for the United Farm Workers. He works principally in the Northeast region, and with him today at their table display is Paula Lucas and Frank Callahan.

Ed, would you like to come up and give us what I know is a very encouraging report on what's happening with the boycott. (Applause.)

BROTHER ED SANCHEZ: Good morning. I would like to thank you, Brother Dale, officers, and delegates. It is really an honor for me to come up here and be invited to speak to you on behalf of Cesar Chavez and the United Farm Workers.

The boycott is very encouraging at this time of the campaign. I know you have heard from other people from our organizations before, but it is my privilege to come to you and report that the support is really tremendous and has just been growing by leaps and bounds ever since the pressure on the food chains has been started, including by The Newspaper Guild.

It's really just been a tremendous outpouring of support. Most recently, however, the boycott has really taken on a life of its own. Since the season began this year, we have seen a tremendous drop in the grape market, table grape industry.

Normally, the box of grapes you see displayed in the store is a 22- or 23-pound lug

of grapes. At the wholesale price, they start about \$25 to \$30 a box. Recently, those boxes were selling—it costs about \$9 to \$12 a box to produce—in the market now at a wholesale level for \$8 a box. That is really attributed a lot to the supermarket industry, which has now really begun to get involved with the grape boycott campaign. The last time this happened we won a boycott.

In California there is a big supermarket chain with 150 stores, and 18 of those stores are located in primarily Hispanic areas. Just recently, a couple of weeks ago, we sent our mailing to those areas alerting the community to the boycott and the fact that we want to ask the supermarket chain to remove the grapes from the shelves.

The supermarket chain, realizing the potential threat of a boycott, responded by agreeing to remove the grapes completely from those 18 stores for the duration of the season this year. In addition to that, they're not doing any sales or promotion or advertising of table grapes for the year, and that alone—by not selling or promoting or advertising table grapes—cuts the amount of grapes sold in half, and the reason being that grapes are an impulse purchase.

People go to the store to buy fruit, and they see what's on sale. They don't go to buy grapes. Maybe people want to buy one fruit or another, but that is really a tremendous gain for us.

At the same time, in Canada some tremendous things have been happening up there. The City of Toronto last week declared a grape boycott week in the city and flew the United Farm Workers flag. (Applause.)

The United Farm Workers flag was flown over the Toronto city hall all week. In addition to that, the city took out full-page ads in the two main papers there urging consumers not to buy grapes and to boycott grapes and why.

Also, they sent a mailing to every household within the city urging the residents not to buy grapes, and sent the resolution that was passed by the City of Toronto to all the other cities in all the provinces throughout Canada, which was tremendous. That alone is tremendous because Canada is the largest consuming market for table grapes in the Americas.

Now, here on the East Coast we have also made some tremendous gains, and this all has been happening over the past weeks. The growers are really beginning to feel the pinch.

Here in the New York City area we have gotten about three or four major supermarket

chains to agree not to do any advertising or sales promotion of table grapes, and in the first week of July declaring a moratorium on table grapes, and taking them off the shelves completely, which is tremendous, because it adds up to a couple of hundred stores that are going to do this.

All these things have had just a tremendous impact on the grape industry and put us that much closer, and it's very, very encouraging—with the support that we have gotten from all the labor unions, unions like The Newspaper Guild. We really couldn't have done it without you.

There is not much more I can say except that—I mean, like I said, the boycott has become like a snowball effect now, and it's only a matter of time before we are successful with it.

And again I just want to thank you for having us here. Thank you very much. (Applause.)

CHAIRPERSON McLAUGHLIN: We have always responded to the Farm Workers, and I know this year will be no different. They really need it.

We have Alice Busby of the Resolutions Committee. We will buy Alice a pair of sneakers or running shoes.

SISTER BUSBY: The first resolution you will find on pink paper headed "Full Sanctions Against South Africa."

FULL SANCTIONS AGAINST SOUTH AFRICA

South Africa's vendetta against its black population continues unabated. The abhorrent apartheid system remains essentially unchanged, and the emergency regulations that have transformed the government into a police state have been renewed just this month.

The U.S. Congress imposed partial sanctions against South Africa in 1986. But that was not enough. Total repression calls for total sanctions.

A bill calling for comprehensive sanctions was passed by the House last year but failed to reach the Senate floor. This year supporters are starting in the Senate. Sen. Paul Simon (D-Ill.), chairman of the Senate's Subcommittee on African Affairs, has introduced the bill (S. 507), and hearings are planned for July.

The time for temporizing is long over. The 56th Annual Convention of The Newspaper Guild urges the subcommittee and the full Foreign Relations Committee to speed the bill on its way, and the Senate to

vote with a single voice to make it law.

SISTER BUSBY: On behalf of the committee I move it.

CHAIRPERSON McLAUGHLIN: The resolution, "Full Sanctions Against South Africa," has been moved and seconded. Will there be any discussion? Seeing none, all those in favor signify by saying aye. All those opposed signify by saying no. The resolution is adopted.

MOTION CARRIED

SISTER BUSBY: The second resolution is to be found on yellow paper, headed "Chains on Freedom."

CHAINS ON FREEDOM

Dannie M. Martin is a bank robber and convict. He also is a writer. Being the former should not separate him from the protections the U.S. Constitution offers to the latter.

For much of the last three years, Martin has been a frequent contributor to the Sunday Punch section of the San Francisco Chronicle. From behind bars, he has written on aspects of prison life ranging from inmates' pet squirrels to the "gulag mentality" of a new warden at the U.S. Penitentiary in Lompoc, California.

The latter last June landed Martin in solitary confinement, then earned him a "bus therapy" transfer to another prison sans his writing materials. Though they had said nothing about Martin's earlier contributions to the Chronicle, prison officials now said Martin had violated prison regulations against being paid for correspondence with the news media and acting as a reporter or publishing under a byline.

The Newspaper Guild believes the Bureau of Prisons actions raise important Constitutional questions and it supports a federal lawsuit by Martin, the Chronicle and the American Civil Liberties Union that contends those actions violate Martin's First Amendment right to freedom of expression and the newspapers' First Amendment right to freedom of the press by denying the Chronicle's right to publish Martin's byline.

We are in complete agreement with U.S. District Judge Charles Legge who issued a temporary restraining order against the Bureau of Prisons restrictions on Martin, saying, "Prison walls do not separate the prisoner from the protection of the Constitution."

As Guild members, we recognize the importance of the free flow of information

from inside prisons to the national dialogue on crime and punishment.

And we emphasize the vital necessity of vigorously defending the Constitutional provisions that protect that information and dialogue.

We believe the Bureau of Prisons' efforts to silence Martin are capricious and arbitrary—the bureau has, after all, allowed other prisoners to write books and magazine articles without hindrance, as well as allowing Martin himself to write for the Chronicle until he stepped on the wrong toes.

More importantly, we believe the Bureau is attempting to put chains on the First Amendment and bars around the Constitution.

We do not challenge society's right to lock up Dannie Martin for his crimes. We do challenge the attempt to lock up society's rights for his writing.

SISTER BUSBY: On behalf of the committee, I move the resolution.

CHAIRPERSON McLAUGHLIN: The resolution, "Chains on Freedom," has been moved and seconded. Do I hear any discussion? Seeing none, all those in favor of the resolution signify by saying aye. All those opposed signify by saying no. The resolution, "Chains on Freedom," is adopted.

MOTION CARRIED

SISTER BUSBY: The next resolution is found on blue paper, "Removing a Cold-War Relic."

REMOVING A COLD-WAR RELIC

For many years U.S. Immigration law has denied entry visas to "representatives of purported labor organizations in countries where such organizations are in fact instruments of a totalitarian state."

This provision has effectively kept representatives of Soviet and other Eastern-bloc unions out of the country. U.S. unions that have sent delegations to these countries have been unable to arrange for reciprocal visits.

H.R. 1280, introduced by Rep. Barney Frank (D-Mass.), would repeal that provision, along with several other ideological exclusions in the McCarran-Walter Act. The House Immigration Subcommittee has approved the bill, but the AFL-CIO continues to oppose repeal of the trade-union exclusion. The bill is now before the full Judiciary Committee.

The Newspaper Guild strongly urges the

Committee to approve H.R. 1280, including repeal of the trade-union provision, and asks the AFL-CIO to reconsider its opposition. This relic of the cold war is inconsistent with both democratic principles and the right of Americans to meet and talk freely with anyone they choose, regardless of their viewpoint.

We need neither embrace the views of state-controlled unions nor validate their role as worker representatives to let their officials into the United States. In this period of East-West thaw and the loosening of state controls in several Eastern-bloc countries, their continued exclusion is as purposeless as it is objectionable.

SISTER BUSBY: On behalf of the committee I move the resolution.

CHAIRPERSON McLAUGHLIN: The resolution, "Removing a Cold-war Relic," has been moved and seconded. Will there be a discussion? Seeing none, all those in favor signify by saying aye. All those opposed signify by saying no. The ayes have it. The resolution, "Removing a Cold-War Relic," is adopted.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: You have now before you the Third and Final Report of the Credentials Committee. Will the chairperson of the Credentials Committee, Larry McInnis, come up.

BROTHER McINNIS (Montreal): This is the Third and Final Report of the Credentials Committee, and I insist on reading the names. (Laughter.)

THIRD AND FINAL REPORT OF THE CREDENTIALS COMMITTEE

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

Local	Votes	Delegates
Washington-Baltimore	20	Patrick Hunt

There are 222 delegates and 5 alternates from 57 locals registered. The votes of all the locals at the Convention total 403.

Signed: Larry McInnis, Montreal, chairperson; Mary Esslinger, WBNG; Mark Koch, Buffalo; Katherine Jarrett, Victoria; Norman Melnick, Northern California; David Mulcahy, New York; Shirley Rajala, Brockton; Norm Shaw, Indianapolis.

BROTHER McINNIS (Montreal): I move the adoption. (Applause.)

CHAIRPERSON McLAUGHLIN: The Third and Final Report of the Credentials Committee has been moved and seconded. Will there be a discussion? All those in favor signify by saying aye. All those opposed signify by saying no. The Third and Final Report of the Credentials Committee is approved.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: You have before you the First Report of the Research & Information, Safety & Health, Guild Reporter Committee.

CHAIRPERSON McLAUGHLIN: Does everyone have the First Report of the Research & Information, Safety & Health, Guild Reporter Committee—Research & Information? Everyone has it? Okay. We now have the First Report of Research & Information, Dave Langzettel, chairman.

BROTHER DAVID LANGZETTEL (Portland): The First Report concerns Research & Information.

FIRST REPORT OF THE RESEARCH & INFORMATION— SAFETY & HEALTH— GUILD REPORTER COMMITTEE RESEARCH & INFORMATION

Continuing abuses of the 1970 Newspaper Preservation Act, increasing concentration of press ownership, and the growing possibility of foreign control of U.S. newspapers combined to fuel TNG's activity on Capitol Hill during the past year and to spur formation of a new umbrella group to take on publishers.

TNG joined with the Communications Workers of America, the International Brotherhood of Teamsters and the Graphic Communications International Union under the auspices of the AFL-CIO's Industrial Union Department to work toward legislative reform.

A delegation representing all four unions visited Capitol Hill in February to discuss limiting the size of chains and eliminating abuses of the Act, which grants publishers major exemptions to antitrust laws.

TNG took its individual fight against abuses of the Newspaper Preservation Act to Congress in April when TNG's Director of Research & Information testified at a House Judiciary subcommittee oversight hearing on Justice Department enforcement of antitrust laws.

Citing abuses of the Act in Detroit, Miami and Evansville, Ind., TNG's representative said enforcement of the law, and perhaps the law itself, need "a serious legislative inquiry."

Among possible changes, TNG suggested making chain newspapers ineligible for "failing newspaper" status under the law, banning a joint operating agreement if an outside investor is willing to buy the failing newspaper and limiting JOAs to joint production, forbidding them to pool prices, fix profits and merge their commercial departments.

TNG also helped focus attention on international media conglomerates by joining in an International Federation of Journalists conference in February in Australia, where the activities of publisher Rupert Murdoch came under close scrutiny.

A planned upgrading of TNG's computer system over the next 18 months is expected to facilitate establishment of a Guild computer "bulletin board"—as previous conventions had urged when funds became available. The new equipment will enable the exchange of payroll, contract and other information by computer modem, a step that was urged by previous conventions.

With a new 300-megabyte file server, TNG will be better able to track members and send out simplified forms to locals. The upgraded system eventually should enable TNG to send locals membership data on computer discs that can be read and updated on any personal computer.

The upgrade's final phase will include purchase of a scanner, storage of TNG contracts in a computer accessible by modem and expanded desktop publishing capability. When the new equipment goes on line, it will free one of TNG's computers to run an electronic bulletin board.

The Convention recommends that:

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

2. TNG join other industry unions in exploring legislation to curb increasing abuses of the Newspaper Preservation Act.

3. TNG continue to develop and update Guild literature as appropriate.

4. TNG and locals share information stored in computers via modem, locals purchase modems and electronically transmit payroll information, contracts, arbitrations and other data beneficial to locals and

Guild members, and that locals contact TNG for information on how to proceed.

5. In consultation with Guild locals, when funds and equipment become available, TNG establish a computer bulletin board for use by Guild locals.

Signed: David Langzettel, Portland, chairperson; Paul Bryan, Southern Ontario; James F. Cummings, St. Louis; Theodore Dargan, St. Louis; Bill Ernst, San Jose; Ken Fisher, Pittsburgh; Larkie Gildersleeve, Northern California; Samuel R. Jempson, Buffalo; Eugene B. Jones, Philadelphia; Bill Knight, Peoria; Maddy Maslbas, Manchester (alternate); George Powell, Northern California; Marie A. Shellock, Youngstown; Brian Williams, Cincinnati.

BROTHER LANGZETTEL: Mr. Chairperson, I move adoption.

CHAIRPERSON McLAUGHLIN: The First Report of the Research & Information, Safety & Health, and Guild Reporter Committee, entitled, "Research & Information," has been moved and seconded. The mikes are open for discussion. Seeing none, all those in favor signify by saying aye. All those opposed signify by saying no. The report is adopted.

MOTION CARRIED

BROTHER PETER JONES (New York): Peter Jones, New York. Point of order. I think you should add the name of Dave Hardy from New York to this.

CHAIRPERSON McLAUGHLIN: All right. We will add the name of Dave Hardy to the report. Stand easy for a moment. Okay. It is going to be a long day, but let's take a 10-minute break.

(Short recess.)

CHAIRPERSON McLAUGHLIN: Brother Dale.

PRESIDENT DALE: Delegates, as you are aware, we have a very special guest speaker this morning. He is going to talk to us on the subject of Terry Anderson, and I would like the members of the Wire Service delegation, Kevin Keane, Adolphe Bernotas, Paul Reilly, Tim Klass, and Lindsey Park to escort to the podium Ed Caldwell.

(The audience arose and applauded as Ed Caldwell was escorted to the podium.)

PRESIDENT DALE: Brother delegates, like millions of Americans and Canadians, Guild members have been anguished for more than four years by the endless ordeal of Terry Anderson.

His continuing imprisonment under conditions resembling those of the medieval dun-

geons seem to be more than any human being should be forced to bear, and let us not forget also about the National Union of Journalists' John McCarthy, who has been held hostage for more than three years, too, but we have our own special reasons for feeling Terry Anderson's plight more deeply, perhaps, than others.

Terry was one of us. He was the Associated Press' chief Middle East correspondent at the time of his kidnapping in Beirut, and he was a Guild member before being assigned overseas.

It is not difficult visualizing ourselves in his shoes or his chains. And so we have exercised ourselves in an extraordinary manner in the long, frustrating, agonizing attempt to regain his freedom.

We have visited and petitioned not only governments but that assembly of governments, the United Nations, to involve themselves in that effort. We have joined with the International Federation of Journalists and its affiliates in a sustained, coordinated campaign to keep Terry Anderson's agony and that of other hostage journalists alive in the world's highest councils.

Today, as another step in that never-ending quest, we are bringing before this convention someone who has devoted himself with matchless dedication to that same goal.

Ed Caldwell, a reporter for WGRZ-TV in Buffalo, is a member of the executive committee of the Journalists Committee to Free Terry Anderson, one of the groups with which we have been working.

Ed was invited to join the committee after reporting extensively on the efforts of Anderson's sister, Peggy Say, to obtain his release. He traveled with her on a trip to the Middle East in 1986, and last year he joined her in Paris and Geneva when she met with recently released French hostages, including French journalist Jean-Paul Kauffmann.

Ed Caldwell says the Journalists Committee wants to send a message to Terry, a message of hope that his colleagues have not forgotten him, and a message to governments that we will not permit him to be forgotten. It is in pursuit of that message that Ed Caldwell comes before you today, and let's welcome him. (Applause.)

BROTHER CALDWELL: Good morning, and thank you for inviting me to join you this morning. Before I begin to speak, I had promised the Buffalo delegation that I would firmly declare my solidarity with them and with the Woodchuck Caucus. (Applause.)

When Chuck Dale invited me to address this international convention of The Newspaper Guild, I took it as an opportunity to speak candidly and openly about the plight of one of our own and what needs to be done to bring him home. His name, of course, is Terry Anderson.

But now, more than four years after his disappearance in Lebanon, his name in all accounts that I have seen now is now "Terry Anderson, Middle East correspondent of the Associated Press, the longest held hostage in Lebanon." It is a mouthful.

What do we know of him and his captivity? And his captors? Why he was taken? Why he has been held so long, and who is doing what in regard to attempts to effect his release or, worse, to keep him in bondage?

On and on and on, the questions drag on in a seemingly endless breath, and yet in that same breath we must ask another question, this one of ourselves, an inevitable question that stabs right through the heart and soul of our very existence as reporters, namely, what are we doing as reporters, as fellow journalists, confreres, friends, what are we doing to bring him home?

Let's start at the beginning. As the Journalists Committee to Free Terry Anderson pointed out in a petition letter to the Ayatollah Khomeini about two years ago, Terry, like most American-born reporters in Lebanon, had tried to report honestly and fairly on events in that country.

How fairly? As his friend and his colleague, Robert Fiske, with the London Times, related—his words here—"When the Israelis launched their heaviest bombardment against Beirut in the long, dark days of the 1982 invasion, Terry was crouched in a basement cellar with the Moslem population so he could write at first hand about their suffering."

Continuing, Fisk writes: "One day early in August of that year he had, with ingenuity, made his way to a hospital at the front line of west Beirut, only to find himself in an operating theater as a child died of phosphorous poisoning after Israeli shells hit his home. At that point Terry returned to his battered typewriter at the cramped offices of the Associated Press in Beirut and sat down in front of that typewriter, and for the first and only time his colleagues could recall he wept.

" 'I love children,' he said. 'I could do nothing. I felt so helpless.'"

"At that point," says Fisk, "Terry produced one of the best pieces of war reporting from the Lebanon conflict."

What we get in this brief description is a measure of the man himself and a glimpse at what results when that veil that shields and separates the journalist's feelings and emotions from the story that he covered is suddenly ripped away, letting the ultimate horror of war wash over him like the sea busting through the broken dam.

We get not only facts but we get truth, and as the Rev. William Sloan Coffin would say, in an age when wisdom is about as rare as rubies in the backyard, he shared wisdom with us—wisdom about troubled people and a very troubled land.

A hero? More of an example, I suppose, of what we should all strive to be—seekers of truth. Now he is the victim, languishing four years as a hostage and where—as journalists we should be demanding answers to this one. Terry is being held for no particular action taken on his part.

We should be seeking, if not through the hostage takers, then certainly through Iran, whom they are loyal to, and then certainly through our own government, information on his whereabouts—who is holding him, where is he being held, what is his condition.

What Washington tells us is this: "We don't know who is holding him or where. He may be in the bombed-out southern suburbs of Beirut. He may be in the Bekaa Valley. He may, God knows, be in Iran itself."

The one report Washington gives us because in Washington's mind—over and over we hear the same thing—"The administration will not negotiate for the hostages' release."

But we should be there. We should be in there every step of the way asking, asking, asking, all the while keeping in mind the influence—indeed, the influence—that we wield as journalists.

When the Americans were taken hostage, following the storming of our embassy in Tehran in 1979, there was the American press, fighting for answers, and who can forget the TWA hijacking, Flight 847.

It was only after the American press began prodding that the government acknowledged that, yes, there were seven more hostages, Terry Anderson and six others, kidnapped in Beirut.

We were there then, and we should be in there now. Unfortunately, though, it too often seems that we are only there now when we see a video tape come out or a photograph come out to remind us—"Oh, yeah. They're still over there."

What is their existence like? Before I get to that, let me tell you a little bit what Terry was like before that. A colleague described him as cheerful, funny, flamboyant, impatient, often overweight, a guy who knew how to have one hell of a good time, more so than probably anyone in this room, and by the way, he made one whale of a good cup of Irish coffee.

Now the accounts we get come from former hostages such as Reverend Martin Jenko who served time with him.

When the day dawns he sees no sunlight. Evening falls and loneliness is his blanket. Between the dawn and dusk there is only waiting. We are told stories of chains and beatings and mind games from the guards.

Food? Bread, cheese, any kind of morsels the guards may see fit to give him. Occasionally, there is bottled Pepsi which, of course, is a far cry from Irish coffee.

Father Jenko tells the story of being bound in duct tape from head to toe and thrown into a wheel well of a truck and driven around seemingly for hours, barely able to breathe, and breathe what? Exhaust fumes and dust.

Our so-called tape on the French hostages released last May tells how Terry's guards had to haul him away after he had stood against his wall beating his head against the wall until he was bloody, and the reason? Because he wanted to make the videotape and why? Because he had heard reports that his colleagues, reporters from back home, had been sending letters that were being printed in Beirut newspapers that were aired on Christian-run radio. He wanted to send them a message acknowledging that he knew about it and it comforted him.

There are poignant stories as well: Terry fashioning rosary beads from bits of string from a floor mat, chess sets from cheese wrappers. He reads his Bible, occasionally listens to the radio.

His captors occasionally allow him to watch television but the fare often runs to Arabic soap operas. He is aware to some extent, as I indicated, of some things outside, but there are some things he is not aware of, most specifically the deaths of his father and his brother, Glenn Richard.

According to French hostages released last May, his newspapers were cut off in January 1986 when his father fell ill, an action, as the Committee to Protect Journalists noted last fall, has contributed to yet another form of mistreatment—isolation.

What a field day he'd have here, presumably if he were privy as we are to all the news of today, all the news back home. There is a new administration, of course, but in the wake of the Iran-Contra affair, there is the same old philosophy—no negotiations, no deals for hostages. Interesting, isn't that?

The administration says it won't negotiate for his release, but isn't that just what occurred in order to bring the Americans home from Tehran and the American hostages home from that hijacked TWA jetliner? And then the administration says it won't get involved in the internal affairs of another country? What about our involvement in Central America?

As reporters, isn't it incumbent upon us to ask about these seeming inconsistencies? Mr. Bush says that his administration is looking for some action, some sign from Iran that will lead to the first steps toward resolving the hostage crisis.

Perhaps now, with the passing of the Ayatollah Khomeini, perhaps this is the time for Washington to take that first step. It may not be the politically expedient thing to do. The public outcry might be deafening, but now more than ever, with the Ayatollah Khomeini gone, the war with Iraq over, maybe this is that golden window of opportunity that has eluded the administration in the past.

It is doubtful that anyone who succeeds the Ayatollah Khomeini could maintain the level of hate and mistrust he had for the West in general and the United States in particular. The people, not the government, of Iran might be receptive. We don't know. But this we do know. Iran is not going to go away. The problems in the Middle East are not going to be resolved if we ignore them, and our hostages will not come home.

A friend of mine put it to me this way: If we are going to have a kinder, gentler nation, perhaps we ought to have a kinder, gentler foreign policy to go with it.

But as journalists what can we do about this? Well, here at home there is a lot we can do. We must keep this issue before our elected officials. We must question them constantly about what is being done in regard to the hostages. These hostages cannot slip from the public conscience; they cannot be forgotten by time. We can write letters to our government, to the United Nations, to the government of Iran, expressing our concerns in a straightforward, thoughtful manner, not accusatory, no finger pointing, please. We can appeal to other governments.

It is amazing to me how many governments have a stake in what is happening with the hostages. Certainly, Iran's neighbors—Iraq, Syria, Lebanon itself, Jordan, Israel—France, Britain, even Japan. Go through the list of foreigners held in Lebanon and write to their governments. Importantly, keep this issue before your readers back home. They are not being informed to the fullest extent of what they can do.

The Journalists Committee to Free Terry Anderson has sought since its inception to keep the matter before government officials. We have contacted the White House, met with Congress, the United Nations.

We have knocked on the doors of so many embassies it is hard to keep track and count. We have worked with human rights groups, civil rights groups, peace action groups, and now we have sought to turn to the American public.

We printed up thousands and thousands of yellow cards like this, and let me explain a little bit about what they are. On the back side there are photographs of—oh, you have them. A nation that chooses not to pursue freedom for an innocent captive does indeed resign its own freedom. Those who choose themselves not to listen will themselves cry out and never be heard.

I don't know if when you received your cards you also received the note, and if you want to take out a pencil, I am going to give you the name of somebody. Ann Zickl, Z-i-c-k-l. Her phone number is (716) 343-6198.

These cards can be ordered in packets of 250. The price is \$9.25 plus postage. We have had more than 100,000 requests come in so far for these cards, and I hope that as a result of this day and as a result of the cards you have before you we will have several hundred thousand more.

The power of a hundred thousand or even a million voices can break down the mightiest walls serving as barriers to the hostages' freedom. I can understand your hesitancy as reporters and journalists, kindred spirits, about getting involved. After all, we were always reminded back in journalism school, reporters are supposed to cover news and not start it.

Certainly, I agree wholeheartedly. But journalists seek out and report on injustices every day and in every walk of life.

So how is this case any different? It's not really; only this time it touches us most deeply. We are talking about someone who has made a tremendous contribution and commitment to our industry and paid for it with

his freedom, and if something isn't done soon, he may very well pay for it with his life.

We should be angry. We should be outraged, and we should take action beginning now. Four years and two months as a hostage, an innocent hostage, denied the basic human rights, denied the opportunity to be among those he loves and those who love him, denied all that we take for granted—the blowing of the breeze through the trees, the smell of the fresh flowers, the warm touch of a child's hand—denied all of this, and he is one of us.

If you think this was something of an aberration, go ahead and contact the Committee to Protect Journalists, a committee whose very existence is based upon the fact that reporters could very well make easy targets.

Aside from not wanting to get involved for professional reasons, I have also come across reporters—well, I call their reasons the great myths, and they are generally categorized in three areas.

First myth: "I don't want to get involved because Terry Anderson had no business being there in the first place."

Response: "Oh? And if we didn't have reporters there, what sort of information do you suppose we would have on the Middle East? By that stand, perhaps we should abandon reporters from all wars, all conflicts, everything. As a matter of fact, just have them sit at their desks back home and sort through news releases from the people who really know what's going on—the government." It would cut down on expenses, wouldn't it? .

Myth No. 2: "I don't want to get involved because he should have known the dangers, and therefore it was probably his own fault that he got trapped."

Response: "True, the dangers were clear. See Response No. 1. It comes with the territory. "But consider this: Our State Department did not start warning Americans to stay out of Lebanon until January 1987."

Myth No. 3: "I don't want to get involved because if all these loud mouths would just shut up and sit tight, this problem would probably go away. In other words, you are only playing into the hands of the captors when you keep making such a ruckus."

Response: "I'm terribly sorry you feel that way, but for more than a year Terry's sister, Peggy Say, did just that, stayed home, sat tight, listened to the government and got absolutely nowhere. Her brother did not come out, and keep in mind this was long before any group such as ours ever came along."

Further, Terry's captors knew from the start—and they told other hostages who come out and related the story—Terry was going to be the last one to come out. Or one of the last ones to come out.

Hold hostage a reporter from the Associated Press, the apparent reasoning went, and you hold hostage one of the world's most powerful news-gathering organizations. Additionally, if silence was any indication that a hostage would gain his freedom, why haven't we seen a release of other hostages whose families have not been out rounding up support in such a public manner?

The answer to these questions and so many others eludes us, but this we know: Whatever hostage comes out, whenever he is free at last, one of the first questions that invariably comes up is this: Who is there? Who is there for me? Who is working on my behalf? Who is there for me?

When Terry Anderson comes out—and he will—he should not have to ask whether his colleagues were there for him. It is something he should be able to assume—if for no other reason than this: "There but for the grace of God go I."

If it wasn't Terry Anderson who was kidnapped or John McCarthy, then who would it have been? And if not in Beirut in 1985, then where? And when? Ask not for whom that bell tolls. It, indeed, tolls for all of us.

But with your commitment, with your untiring, unceasing, unwavering, unrelenting commitment and involvement, we together, we together, can make a difference. We can realize our greatest hope of seeing Terry and all the hostages return safely and quickly.

We must at the very least try. It is not only our right but our responsibility. We can and we should be able to stand together en masse upon Terry's return. When he asks, "Who was there for me?" we can answer in one long, loud, towering voice, "We were. We were. We were."

Thank you.

(The audience arose and applauded, ending in cadence.)

CHAIRPERSON McLAUGHLIN: Four years in solitary confinement for attempting to do your job. That is something to think about, and I don't think we should rest until Terry Anderson is the guest speaker at one of our conventions. (Applause.)

Ed, thank you for coming. Let me present you with the Guild Distinguished Service Award. We don't give out many of them. We really appreciate it. (Applause.)

For a special order of business, I recognize Lindsey Park.

SISTER LINDSEY PARK (Wire Service Guild): "Free Terry Anderson." (Sister Park read the following resolution.)

FREE TERRY ANDERSON

It has been more than four years since Terry Anderson, Middle East correspondent for The Associated Press, was grabbed by kidnappers during a walk in Beirut and forced into a car.

Since March 16, 1985, Anderson has become the longest-held U.S. hostage in Lebanon, seen only in videotapes and photographs that can only offer a hint of his ordeal.

The Newspaper Guild has participated from the start in the worldwide effort to pressure the kidnappers to release Anderson and others being held captive in Lebanon.

The 56th Annual Convention of TNG calls upon Guild leaders to redouble the effort to free Anderson and the other captives and to express the outrage of Guild members that those who seek to report the news and events in the Middle East have been stifled.

SISTER PARK: I move this for adoption.

CHAIRPERSON McLAUGHLIN: The resolution, "Free Terry Anderson," has been moved and seconded. Do I hear any discussion? All those in favor signify by saying aye. All those opposed signify by saying no. Let the record show it is unanimous.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: We will take a five-minute break. (Recess.)

CHAIRPERSON McLAUGHLIN: The convention delegates will please take their seats. There has been distributed the First Report of the Collective Bargaining Committee. Does everyone have it? All right. I call on Chairman Lou Mleczo.

BROTHER LOUIS J. MLECZO (Detroit): This is the First Report of the Collective Bargaining Committee.

FIRST REPORT OF THE COLLECTIVE BARGAINING COMMITTEE

Guild contract settlements achieved in the last fiscal year produced more economic and non-economic improvements on average than those reached in the previous fiscal year.

Continuing joint and coordinated bar-

gaining efforts on the local as well as the international level produced some tangible results, or at least the promise of such results, and the Guild sought to expand its repertoire of bargaining strategies to include more of our members and the communities in which they live.

Even though economic gains were higher during the past year, the number of settlements was considerably smaller than in recent years.

The small number of settlements reached the past year is a direct result of a continuing wave of unprecedented employer recalcitrance at a number of Guild bargaining tables. The economic improvements achieved in Canada in fiscal 1989 exceeded those in U.S. settlements.

Increasing demands by publishers to limit or eliminate general increases in favor of "merit-based" wage compensation bring into focus a particularly insidious assault on collective bargaining.

It is extremely difficult to negotiate fair and objective criteria for measuring individual performance. The term "merit" is too frequently applied to instances where wage increases are purely discretionary on the part of the employer. Such increases frequently have the effect of weakening and destroying collective bargaining. It also can lead to discrimination on the basis of race, sex, age, union activity and other prejudices.

Because of the continuing skyrocketing of health care costs in the U.S., employers are demanding that employees underwrite substantial portions of health insurance coverage. The problem is less severe in Canada where public policy helps mitigate health-care costs.

In addition, ongoing changes in U.S. tax laws regarding health and welfare benefits make it important that locals consult with TNG regarding negotiation of benefits.

Since the legal process in the United States and Canada is both time- and money-consuming, locals should continue to settle most of their disputes through contractual grievance and arbitration procedures, when available.

An expedited arbitration process helps to lessen a local's grievance load and the drain on its treasury. It is a cost-effective way to enforce members' rights without having to rely on appointees and judges chosen more for their ideology than their fairness.

In response to a 1988 Convention recom-

mendation, the IEB appointed itself, the Director of Field Operations and the Canadian Director to a committee to explore merger with an appropriate union. The committee convened a Guild-wide forum April 21-23 to discuss merger and other aspects of the union's future.

The merger committee developed a list of elements the Guild would consider essential for merger or affiliation, which was distributed to the convention. During discussions of the merger issue, the committee defeated a motion to abandon all merger efforts.

A resolution regarding strike benefits referred from the Resolutions Committee was referred back to Resolutions with a recommendation that it be sent to the Finance Committee.

The Convention:

1. Adds the following to Art. II, Section 2, of the Convention Recommendations on Collective Bargaining (new language in *italics*):

Provision should be made for expedited arbitration that includes options for abbreviated grievance procedure, consolidation of grievances, limitations on post-hearing briefs and abbreviated hearings. The Guild should decide when expedited arbitration is invoked and which grievances should be expedited.

2. Adds the following section to the Convention Recommendations on Collective Bargaining as shown, re-numbering subsequent sections:

19. **PLANT CLOSING:** *Locals should seek a minimum of 60 days' advance notice of plant closure or massive layoff and any additional protections that may be required by federal, state or provincial law.*

3. Urges that innovative bargaining strategies be implemented only with full and advance consultation with TNG and that when TNG funds are to be used, such strategies must be approved by TNG in advance.

4. Urges locals to bargain guaranteed increases in minimum salaries that are no less than negotiated general increases, that keep minimum salaries ahead of rising living costs and in pace with productivity gains and that advance minimum-salary standards throughout the industry.

5. Re-emphasizes the policy, dating to the Guild's founding, that substantial minimum salaries and pay increases for all bargaining unit members are the foundation for a fair and equitable pay structure be-

nefitting both the employees and employers, that discretionary increases are to acknowledge and reward individual contributions, are not substitutes for negotiated increases and are to be paid in addition to substantial minimum salaries, and that merit-pay, lump-sum, commission/bonus or incentive-pay schemes unilaterally controlled by the employer or depending on the employer's evaluation or performance are discrimination traps and are contrary to sound, historical Guild bargaining policy.

6. Opposes contracts with multi-tier minimum salaries that violate the principle of equal pay for equal work, pit workers against one another, undermine confidence in the Guild, discriminate on the basis of arbitrary criteria not related to job performance or skills and create subclasses of employees.

7. Urges locals to seek to prohibit mandatory testing for Acquired Immune Deficiency Syndrome (AIDS), AIDS-Related Complex (ARC), alcohol and drugs as an intrusion into privacy and irrelevant to assessing employee job performance or an applicant's qualifications.

8. Reasserts the importance of establishing joint bargaining councils for interunion communications, cooperation and joint or coordinated bargaining.

9. Urges U.S. locals to consult with TNG on issues involving the implementation and application of the IRS's Section 89 provisions and new standards on retiree benefits proposed by the Federal Accounting Standards Board.

10. Encourages locals to take advantage of participating in The Newspaper Guild International Pension Plan for portability of retirement benefits and high benefits resulting from low administrative costs.

11. Directs the IEB to undertake a comprehensive study of ways that employers are using so-called "merit" concepts to discourage and undermine collective bargaining and make recommendations to the next Convention for guarding against such assaults including, if appropriate, changes in the Guild's Collective Bargaining Program.

Signed: Louis J. Mleczo, Detroit, chairperson; John Belcarz, Montreal; Chris Carolan, Victoria; Karen Castelli, Harrisburg; Sharlan Clark, Ottawa; Lee Clifford, Canadian Wire Service; Elizabeth Elinski, Buffalo; Philip Fairbanks, Buffalo; Dean Ferguson, Memphis; Herb Goodrick, St. Louis; Randy Hall, Washington-Baltimore; Harry Hallam, Southern Ontario; Gar Joseph, Philadelphia;

Arthur E. Joyner, Pacific Northwest; Tom LaPoint, Albany (alternate); Dennis Lajiness, Toledo; Ronald Leir, Hudson County; Richard Leitner, Southern Ontario; James Madden, New York; Sylvio Marinozzi, New York; John Masynyk, Vancouver-New Westminster; Norman Melnick, Northern California; Louis Mio, Cleveland; William Noonan, New York; Patricia Odoms, Philadelphia; Dan Oldfield, Canadian Wire Service; Richard J. Olive, Northern California; Robin Palley, Philadelphia; Bill Phillips, San Jose; Michael Rossi, York; Patti Tasko, Canadian Wire Service; Thomas Thibeault, Manchester; Robert Townsend, Brockton; Jack Wallace, Wilkes-Barre.

BROTHER MLECZKO: Mr. Chairman, I so move for adoption.

CHAIRPERSON McLAUGHLIN: The First Report of the Collective Bargaining Committee has been moved and seconded. The mikes are open for discussion.

BROTHER RICHARD J. OLIVE (Northern California): Olive, Northern California. I first would like to call attention to a minor typographical correction, but it helps it make sense. Number 5 on page 2, second from the last line, it should read "of performance," "the employers' evaluation of performance."

CHAIRPERSON McLAUGHLIN: No problem.

BROTHER OLIVE: I would like to take a moment to call particular attention—as a signer of the committee, I would like to share with the convention a discussion that we had concerning the issue of merit pay, so-called merit, and to give you an advantage of the situation in Northern California, and as many of us are experiencing across the Guild landscape, where we have lived under so-called merit for as long as many of us can remember, been very upset about it, are troubled by it, mystified by it, and we have over the years institutionalized it ourselves.

Well, now I think the employers are recognizing that this concept of, quote, performance-based pay, close quote, is the way to finish the job of eliminating collective bargaining from the newspaper industry, and that's because it feeds into the concept that "You, the union, are not opposed, are you, to rewarding outstanding performance?"

That has over the years placed us on the negotiating committee on the defensive, because the idea of outstanding performance and rugged individualism goes right to the heart of our culture.

The problem, of course, is that that's not

what the company is really talking about.

What the company is looking for is a way—and this is the way—to turn the clock back to that time when the bossman had all of the say on who got the money, had all of the say on how much money that was to be, and we are really troubled by this embroglio of merit and how to respond to the issue of outstanding performance. We don't quite know how to deal with it.

What we are missing is the fact that as a union we have the right, the absolute right, to bargain over all terms and conditions of employment, including the total wage compensation package, and as any of us who have tried to address the issue of performance for good photographs or performance for good copy editing or performance for good reporting knows, you cannot develop subjective criteria in those areas. It cannot be done.

So our habit has been to toss up our hands and say, "Let's go ahead and bargain for some general wage increases and leave the rest of it for management to decide," and because of that we have given up the ship.

In many cases, the ship is very substantial bucks. It has been to the tremendous disservice of our members that 50 percent of the wage package in many instances goes on so-called merit, and we are scratching around for anything else. We all know that very frequently the merit is aimed toward the editorial classifications, and the so-called non-editorial classifications are getting little or none of it.

Discrimination trap it is. Years ago it may have been a discrimination trap to prevent union activists ...

CHAIRPERSON McLAUGHLIN: One minute.

BROTHER OLIVE: ... from getting merit, or this time, with this publisher, blacks from getting merit or gays from getting merit or whatever the individual prejudice may be. As Roseanne Rosannadanna said, it's always something. (Laughter.)

So I urge us to all look with anticipation for the results of the comprehensive study of the International Executive Board on educating ourselves on this issue of merit and how to basically wipe it out of our lexicon. (Applause.)

SISTER ROBIN PALLEY (Philadelphia): My signature is on this report ...

CHAIRPERSON McLAUGHLIN: Name and local, please.

SISTER PALLEY: Sorry. Robin Palley,

Philadelphia. My signature is on this report, but upon re-reading it I notice that we have an inadvertent error in the AIDS language in convention recommendation No. 7. It currently covers full-blown AIDS or a symptomatic pre-AIDS condition, ARC, but it does not include a symptomatic infection by the virus which causes AIDS, and therefore I would amend to add the words "or HIV infection" following "(ARC)" in recommendation 7. (Seconded by several.)

CHAIRPERSON McLAUGHLIN: Would you repeat that.

SISTER PALLEY: Sure. I would move that we add the words "or HIV infection" following "(ARC)" in line 2 of recommendation 7.

CHAIRPERSON McLAUGHLIN: There's been a motion and second to add "HIV." Do I hear a discussion? All those in favor of the motion signify by saying aye. All those opposed signify by saying no. All right. It's added.

MOTION CARRIED

BROTHER FREEBORN (Twin Cities): Dan Freeborn, Twin cities. Please add my name to those signing this report.

CHAIRPERSON McLAUGHLIN: All right. Jack.

BROTHER WALLACE (Wilkes-Barre): Jack Wallace, Wilkes-Barre. My name is on the report, and I did sign it. But I want everyone to understand that in Section 9 on page 3, Cliff Routh was called into the room to give us an explanation and did his best. My head is too thick to understand it all, and I want everyone in the room to know that I said at the committee meeting that all my requests were to TNG for explanation. I do not understand No. 9.

BROTHER NOVAK (Sheboygan): Bill Novak, Sheboygan. Please add my name to this report.

CHAIRPERSON McLAUGHLIN: The mikes are clear. Is there any discussion? All those in favor of the First Report of the Collective Bargaining Committee signify by saying aye. All those opposed signify by saying no. The First Report of the Collective Bargaining Committee is accepted.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: For purposes of identification on the microphones, that one is No. 1, the middle one is 2, and the one on my left is No. 3. All right?

Do you all have the Second and Final Report of the Collective Bargaining Committee?

All right. I call on Lou Mleczo.

BROTHER MLECZKO: Second and Final Report of the Collective Bargaining Committee.

SECOND AND FINAL REPORT OF THE COLLECTIVE BARGAINING COMMITTEE

TNG shall continue to investigate Employee Ownership as an alternative to the corporate terrorism that often arises from the sale of newspaper companies, as well as a tool to fight the growing monopolies of chain ownership.

Signed: Louis J. Mleczo, Detroit, chairperson; John Belcarz, Montreal; Chris Carolan, Victoria; Karen Castelli, Harrisburg; Sharlan Clark, Ottawa; Lee Clifford, Canadian Wire Service; Elizabeth Elinski, Buffalo; Philip Fairbanks, Buffalo; Dean Ferguson, Memphis; Herb Goodrick, St. Louis; Randy Hall, Washington-Baltimore; Harry Hallam, Southern Ontario; Gar Joseph, Philadelphia; Arthur E. Joyner, Pacific Northwest; Tom LaPoint, Albany (alternate); Dennis Lajiness, Toledo; Ronald Leir, Hudson County; Richard Leitner, Southern Ontario; James Madden, New York; Sylvio Marinozzi, New York; John Masynyk, Vancouver-New Westminster; Norman Melnick, Northern California; Louis Mio, Cleveland; William Noonan, New York; Patricia Odoms, Philadelphia; Dan Oldfield, Canadian Wire Service; Richard J. Olive, Northern California; Robin Palley, Philadelphia; Bill Phillips, San Jose; Michael Rossi, York; Patti Tasko, Canadian Wire Service; Thomas Thibeault, Manchester; Robert Townsend, Brockton; Jack Wallace, Wilkes-Barre.

BROTHER MLECZKO: Mr. Chairperson, move for adoption.

CHAIRPERSON McLAUGHLIN: The Second Report of the Collective Bargaining Committee has been moved and seconded. The mikes are open for discussion. Seeing none — mike No. 1.

BROTHER NOVAK (Sheboygan): Mr. Chairman, please add the name of Bill Novak to this report.

SISTER THOMAS (Gary): My name is Barbara Thomas, Gary Newspaper Guild. I am the person who put forth this resolution, and the reason I did is personal, but I think it will benefit all of us.

In January the Post Tribune announced it was for sale. Something that we found out that this International should know is that

international unions which take the initiative on these plans benefit greatly.

The Steelworkers have a number of really tremendous employee ownership factories in service. Locals that are led blindly by management-led employee ownership plans often suffer just as greatly, and I hope that you all will support this recommendation.

BROTHER FREEBORN (Twin Cities): Dan Freeborn, Twin Cities. Please add my name to this report.

CHAIRPERSON McLAUGHLIN: The mikes are open. Any further discussion? All those in favor of the Second Report of the Collective Bargaining Committee signify by saying aye. All those opposed signify by saying aye. The Second Report of the Collective Bargaining Committee is adopted.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: Thank you very much, Lou. Thank your committee. All right. It is now lunchtime. We will break until 2 o'clock.

BROTHER KRUSE (Hawaii): Mr. Chairperson.

CHAIRPERSON McLAUGHLIN: Yes. Just a moment.

BROTHER KRUSE: Would you please have the hotel try to fix the air conditioning on this side of the room. We are all in heat. (Applause and cheers.)

CHAIRPERSON McLAUGHLIN: We will do what we can. All right. Any other announcements? All right.

(The convention recessed at 11:50 a.m.)

THURSDAY AFTERNOON SESSION June 22, 1989

The Convention reconvened at 2:10 p.m., Chairperson McLaughlin presiding.

CHAIRPERSON McLAUGHLIN: Delegates, please take your seats so we can proceed with the afternoon session. Barry.

BROTHER LIPTON (New York): I have a brief special order of business if the chair allows. In just a few days a special friend of The Newspaper Guild of New York and The Newspaper Guild, Christine Skeete—who just woke up—retires, after many, many years of distinguished service with the Guild.

Christine, who has been a Guild member for 13 years and is a member of the Standard & Poor's unit, served as unit officer, the chairperson of the grievance committee, and is still

a member of the negotiating committee, as well as a member of our representative assembly.

Christine has also served three terms on the local executive committee, and everybody has been rewarded with her presence at the last several conventions.

Christine, the entire New York delegation wants to join with me in wishing you the best of retirement and godspeed.

(The audience arose and applauded as Sister Skeete was presented with flowers.)

SISTER CHRISTINE SKEETE (New York): Really, what a surprise. Thanks, everybody. (Applause.)

CHAIRPERSON McLAUGHLIN: We now have the First Report of the Constitution Committee. Chairperson Barry Lipton, come up.

BROTHER LIPTON: Before I start reading it, there is one clerical correction. If you follow the copy that you should have, following Roman numeral V, second paragraph, which ends, "five IEB members," immediately following that before the next paragraph that begins, "to allow TNG," you should insert Roman numeral IV. It was inadvertently left off. The First Report of the Constitution Committee.

FIRST REPORT OF THE CONSTITUTION COMMITTEE

I

In order to save the Guild approximately \$36,000 a year by reducing Guild Reporter publication from at least 22 to at least 18 times per year, the Convention amends Article XX, Section 1, first sentence, of TNG's Constitution as follows:

(New wording in *italics*; deletions [bracketed]):

"Section 1. The official publication of TNG shall be the Guild Reporter, which shall be published at least [22] 18 times a year, and at least once a month."

The Convention notes that this cost-reduction measure will not significantly affect communications with the membership, and further notes, with approval, the stated intent of the IEB that it will restore the number of issues to 22 when financial conditions warrant.

II

In order to make more productive and effective the time spent in IEB meetings and to save at least \$23,000 in meeting costs

per year, the Convention amends Article VI, Section 5(a), first sentence, as follows:

"Section 5(a). The IEB shall meet [immediately before and immediately after each convention and three times between Conventions] *three times a year, the time and place to be set by the IEB. IEB meetings at Convention shall be deemed one meeting.*"

III

To enable the Finance Committee to more efficiently carry out its increasingly heavy workload and responsibilities, the Convention increases the committee's composition to five members by amending Article VI, Section 7, second sentence, by changing:

"... [three] IEB members ..." to "... *five* IEB members ..."

To allow TNG to make appropriate allocations of Guild Reporter expenditures under the Supreme Court's decision in *Beck v. CWA*, the Convention directs that the Guild Reporter be distributed to non-members who are obligated to pay fees to the local pursuant to Guild-shop provisions of applicable collective-bargaining agreements.

To that end, the Convention adopts the following amendment to TNG's Constitution:

Amend Article XX, Section 1, last sentence, by adding:

"[.] , and to all others receiving copies of the *Guild Reporter*."

Amend Article XX, Section 3, to read:

"Section 3. The Guild Reporter shall be distributed to all members, including associate and retired members, *and to all agency fee payers*, without additional charge."

V

The Convention calls upon the IEB to review the member discipline provisions contained in Article XII of TNG's Constitution with the aim of eliminating or streamlining unneeded or inoperative provisions. Proposed modifications, if any, shall be presented to the 1990 Convention for its consideration.

VI

The committee considered and rejected a proposal that TNG's Conventions be held biennially effective with the 1989 Convention.

Signed: Barry F. Lipton, New York, chairperson; Victor J. Alfano, Scranton; Elbert Atkinson, New York; Clara Bennett, New York;

Adolphe Bernotas, Wire Service Guild; Russ Cain, San Jose; Chuck Caruso, New York (Except I & II); David M. Chmielewski, Pawtucket; Andrew Duehring, Providence; Mary Esslinger, Washington-Baltimore; David Gersovitz, Canadian Wire Service; Beth Gillin, Philadelphia; J. Stephen Hatch, Cleveland; Larry D. Hatfield, Northern California; Thomas R. Hiltz, Boston; Peter H. Homan, Salem; Luther P. Jackson, 3rd, Detroit; Peter Jones, New York; Roger Kaufhold, St. Louis; Tom Keenan, New York (Except I & II); Mary Kilzer, Chicago; Roy C. Kruse, Hawaii; Dave Longerbone, Twin Cities; Keeble McFarlane, Canadian Wire Service; Bruce Meachum, Denver; Robert Palmer, Rochester; Lindsay Park, Wire Service Guild; Claudia Pearce, Detroit; Ralph Petrucelli, New York (Except I & II); Jan Ravensbergen, Montreal; Alan Seifullah, Cleveland; Christine Skeete, New York (Except I & II); Lorne Slotnick, Southern Ontario; Jane Snow, Akron; James Sollitto, New York (Except I & II); Anne Steacy, Southern Ontario; Roger Stonebanks, Victoria; Nicholas Tetrick, New York; Barbara Thomas, Gary; Jerry Trambley, Erie; Bob Vaillancourt, Northern Ontario (Except II); John Ward, New York (Except I & II).

BROTHER LIPTON: I believe we inadvertently left off Bill Davis' name as one of the signers, and somebody should move to add that at the appropriate time.

CHAIRPERSON McLAUGHLIN: The First Report of the Constitution Committee has been moved and seconded. The mikes are open for discussion.

BROTHER BELL (Pittsburgh): Ed Bell, Pittsburgh. Would you please add my name.

BROTHER SCRUTON (Albany): Bruce Scruton, Albany. Please add my name.

SISTER DIACONT (York): Patricia Diacont, York. Please add my name.

BROTHER DAVIS (San Jose): Bill Davis, San Jose. Please add my name.

BROTHER J. TERRY BOROVITCKY (Youngstown): Terry Borovitzky, Youngstown. Please add my name.

BROTHER BOCKING (Vancouver-New Westminster): Mike Bocking, Vancouver-New Westminster. Please add my name.

BROTHER HART (Philadelphia): Joe Hart, Philadelphia. Please add my name.

BROTHER BLATCHLEY (Buffalo): Harold Blatchley, Buffalo. Please add my name,

CHAIRPERSON McLAUGHLIN: Any discussion on the First Report of the Con-

stitution Committee? Seeing no one at the mikes, all those in favor of the adoption of the First Report of the Constitution Committee signify by saying aye. All those opposed signify by saying no. The first report of the Constitution Committee is adopted.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: You should have before you the Third Report of the Research & Information, Safety & Health, Guild Reporter Committee titled, "Guild Reporter." Does everyone have it? (Cries of "No.")

CHAIRPERSON McLAUGHLIN: No? If you don't have it, raise your hand and we will get you one. Will Dave Langzettel please come up here. Is there anyone else who doesn't have one? All right. We are all set.

BROTHER DAVID LANGZETTEL (Portland): Third Report of the Research & Information, Safety & Health, Guild Reporter Committee on the Guild Reporter.

THIRD REPORT OF THE RESEARCH & INFORMATION— SAFETY & HEALTH— GUILD REPORTER COMMITTEE GUILD REPORTER

Despite a slight cutback in the frequency of publication, the Guild Reporter will continue to provide those it serves—the union's membership and leadership—with information that otherwise would not be available to them.

Negotiations, labor law, health and safety and other issues of critical importance in the industry again will be the focus, with an added emphasis on analysis of events affecting the immediate lives and futures of Guild members as individuals and citizens and, particularly, as news industry employees.

It is the hope of the committee that, as conditions warrant, the size of the paper will be increased and the frequency of its publication restored, as pledged by the IEB in recommending the cutback from 22 to 18 issues per year as a temporary measure, and the staff consider further improvements in the paper's design and content.

The Convention recommends that:

1. All locals in the United States, Canada and Puerto Rico undertake to assure that the Guild Reporter is kept current on the names and addresses of all members to help fulfill the mandate of TNG's Constitution

that the paper be "distributed to all members ... and agency fee payers."

2. TNG and all locals act as appropriate to seek to assure that non-profit publications are not restricted in frequency or reach by the imposition of unreasonably high increases in the costs of distribution through the postal systems.

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

4. U.S. locals that have their own publications, no matter how modest, and that have not already done so affiliate them with the International Labor Communications Association (ILCA) and appropriate regional union-press groups.

5. Similarly, Canadian locals that have not done so affiliate their publications with the Canadian Association of Labour Media/ Association Canadienne de la Press Syndicale and consider affiliation with the ILCA, as well.

6. U.S. and Canadian locals that do not have their own publications take immediate steps to start them.

7. TNG, at convention call, remind Locals that have their own publications to bring sufficient copies of current issues to the convention for distribution to delegates. Locals also are urged to exchange copies with other locals and to send copies to the Guild Reporter, TNG and the IEB, as well.

Signed: David Langzettel, Portland, chairperson; Paul Bryan, Southern Ontario; James F. Cummings, St. Louis; Theodore Dargan, St. Louis; Bill Ernst, San Jose; Ken Fisher, Pittsburgh; Larkie Gildersleeve, Northern California; Samuel R. Jempson, Buffalo; Eugene B. Jones, Philadelphia; Bill Knight, Peoria; George Powell, Northern California; Marie A. Shellock, Youngstown; Brian Williams, Cincinnati.

BROTHER LANGZETTEL: Mr. Chairperson, I move adoption.

CHAIRPERSON McLAUGHLIN: The Third Report of the Research & Information, Safety & Health, Guild Reporter Committee on the Guild Reporter has been moved and seconded. The mikes are open for discussion.

BROTHER CHUCK CARUSO (New York): Will you add the name of David Hardy, New York.

CHAIRPERSON McLAUGHLIN: Is there any other discussion? Seeing none, all those in favor of the report signify by saying

aye. All those opposed signify by saying no. The Third Report of the Research & Information, Safety & Health, Guild Reporter Committee titled "Guild Reporter" is adopted.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: We have the chairperson up here, so I refer you to the Second Report of the Research & Information, Safety & Health, Guild Reporter Committee titled "Safety & Health." Does everyone have one? (Cries of "No.")

CHAIRPERSON McLAUGHLIN: Okay. Let's hold that in abeyance, and we will do Organizing. Will the chairman, Jerry Minkinen, come to the podium.

BROTHER GERALD J. MINKKINEN (Chicago): Now that everyone has a copy of the report, I would like to point out a minor typographical error.

In the third paragraph, second line, in the section, "a report calling for major labor reforms," it should read "labor law reforms" to read properly.

FIRST REPORT OF THE ORGANIZING COMMITTEE

Moving up.

The rallying cry at last year's convention was to organize or die. Guild locals obviously chose the more attractive alternative. With more than \$603,000 in special organizing funds and hard work by Guild members and staff, the Guild has garnered 1,100 new members and 425 new dues payers, for a total of more than 1,500 additional members.

Since the special organizing fund was such a success, the committee feels it should be made a permanent part of TNG's budget. The committee has also decided that simply earmarking a certain amount for organizing is not sufficient. A specific plan and direction is needed to get us the biggest bang for our buck.

To make our organizing efforts more effective, the committee also received and approved a report calling for major labor law reforms in the United States, and a resolution calling for the completion and distribution of the organizing manual.

The Convention adopts the following recommendations:

1. That organizing be a line item in the budget.

2. That TNG and its locals continue to focus their efforts through joint and cooperative programs, best utilizing the re-

sources of the locals and TNG.

3. That TNG, seeking to utilize resources of the AFL-CIO and CLC, develop an ongoing, intensive, hands-on training program, including seminars at the Meany Center, offering comprehensive training in organizing techniques; field training for local organizers by TNG staff; and programs to be presented to locals, district councils and chain councils.

4. That TNG, in an effort to increase access to organizing resources, shall complete the preparation of its organizing guide, outlining procedures for initiating an organizing drive and detailing the assistance available from The Newspaper Guild. The guide shall be distributed to all locals.

5. That TNG hire up to four permanent organizers (one based in Canada) as additional funds become available, having them report to the Director of Field Operations, and that International Representatives continue to be involved in organizing.

6. That there be a re-emphasis of convention-directed priorities of free riders, new departments, chains, new units and new locals, with emphasis on achieving wall-to-wall Guild representation; that systematic plans for targeting chains be adopted for the United States and Canada, and that strategic metropolitan areas be targeted.

7. That locals clear with TNG 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.

8. That TNG, working with the AFL-CIO, continue to develop congressional support and educational materials and encourage the participation of all unions and their members in order to pass veto-proof legislation that guarantees the right to organize. Such legislation should include but not be limited to: allow employers and unions to negotiate union shop agreements in all states and eliminate the so-called "right-to-work" loophole; provide equal-access rights to give unions a fair chance to campaign, allowing equal time and place to respond to "captive audience" speeches by management; enforce stiff monetary penalties for employers who violate labor laws; provide reinstatement for workers fired for union activity as soon as the NLRB finds evidence a discharge was illegal; provide for certification for a union when a majority of work-

ers sign cards stating their desire to be represented for collective bargaining; allow final and binding arbitration of a first contract on the request of either party when an agreement has not been reached 60 days after the beginning of negotiations; and outlaw the use of permanent replacements to replace strikers.

9. That the IEB establish a minimum level of pay for organizers who are not TNG employees and who are paid, in whole or in part, from TNG organizing funds.

Signed: Gerald J. Minkinen, Chicago, chairperson; Jeff Andrew, Southern Ontario; Patricia Bell, Ottawa; Mike Bernard, Canadian Wire Service; Alex Blanco, New York; Travis Brown, Northern California (Except No. 5); Maureen Burk, Philadelphia; Howard Burkhardt, Toledo (Except No. 9); Henry J. Collins, Salem; Todd Cunningham, Los Angeles; John W. Dube, Bristol; Rob Ferguson, Windsor; Dan Folga, Erie (Except No. 9); Mel Gauntz, San Jose (Except No. 9); Joseph R. Gavaghan, Philadelphia; Dan Hanson, Memphis; Robert C. Holt, Jr., St. Louis; Michael Jarboe, Milwaukee (Except No. 4); Katherine Jarrett, Victoria; James Lawless, Cleveland; Ken May, Washington-Baltimore; Emmett Murray, Pacific Northwest; Marian V. Needham, Buffalo; Jan O'Brien, Vancouver-New Westminster; John Rau, Washington-Baltimore; Paul Reilly, Wire Service Guild; Timothy B. Renken, St. Louis (Except Nos. 5 & 9); David Rousseau, Manchester; Frank Santafede, Providence; Mark Stewart, Southern Ontario; Peter Szekely, New York; Harry Tkach, Pittsburgh; Ann Wilhelmy, Twin Cities; Dan Zeidler, Canadian Wire Service.

BROTHER MINKKINEN: Mr. Chairman, I move adoption of the report.

CHAIRPERSON McLAUGHLIN: The First Report of the Organizing Committee has been moved and seconded. The mikes are open for discussion.

BROTHER McINNIS (Montreal): Larry McInnis, Montreal. Please add my name.

BROTHER HUGHES (Albany): Kyle Hughes, Albany. Please add my name.

BROTHER BERNIE BECK (Northern California): Bernie Beck, Northern California. Please add my name except for No. 5.

CHAIRPERSON McLAUGHLIN: Anybody else want to add their names to the report? The mikes are open for discussion.

SISTER PATRICIA BELL (Ottawa): Pat Bell, Ottawa. I am in favor of the report. However, I would like to suggest a substituti-

tion motion now for No. 9. It would read: "That the International Executive Board conduct a review of The Newspaper Guild's lost-time pay policy." Period.

CHAIRPERSON McLAUGHLIN: That's it?

SISTER BELL: Yes. May I speak to that?

CHAIRPERSON McLAUGHLIN: Certainly. Seconds? Wait. Is there a second to the motion?

DELEGATE: Second.

CHAIRPERSON McLAUGHLIN: Could you read it again more slowly.

SISTER BELL: "That the International Executive Board conduct a review of The Newspaper Guild's lost-time pay policy." In light of the growing efforts upon pay equity and the tremendous strides made in many locals over the past 10 years, we need to examine compensation for those Guild members who have temporary assignment for tasks identified as priorities. At this time we are specifically concerned about organizing and those people released from duties on temporary assignment who will be paid from organizing funds of the International. In making this substitution, we are asking the International Executive Board finance committee to consider a special compensation for these organizers.

CHAIRPERSON McLAUGHLIN: Is there any further discussion on the motion? All those in favor of the motion as read signify by saying aye. All those opposed signify by saying no. The motion is defeated.

MOTION LOST

SISTER FERRAR (Knoxville): Rebecca Ferrar, Knoxville. Could you please add my name to the report.

BROTHER REYENGA (Southern Ontario): Sam Reyenga, SONG. Point of information through the chair to Brother Edgington. Could you tell the convention what four new organizers would cost, approximately?

SECRETARY-TREASURER EDGINGTON: Pretty close to \$400,000, Sam.

BROTHER REYENGA: Thank you. Also through the chair to Brother Edgington, could you also tell the convention, in relation to No. 5, on whether this 400,000 would come from a line item in the budget or through some other means.

SECRETARY-TREASURER EDGINGTON: It was not the intention it would come from a line item in the budget.

BROTHER REYENGA: Thank you.

CHAIRPERSON McLAUGHLIN: The center mike.

BROTHER PAUL REILLY (Wire Service Guild): Paul Reilly, Wire Service Guild. Would you add "Except No. 9" to my name.

CHAIRPERSON McLAUGHLIN: Add "Except No. 9."

SISTER KNOX (Washington-Baltimore): Connie Knox, Washington-Baltimore. Through the chair to John Edgington or Jerry Minkkinen. The language of No. 9 suggests that these would be people who would be hired as organizers.

I know part of the organizing plan when it went into effect was a twofold thing, one that some locals would hire organizers which would be paid professionals, and the other would be that there would be people pulled from the locals and used as organizing and paid lost time. Which are we talking about here?

BROTHER MINKKINEN: Sister Knox, the purpose of the language—and it is carefully done—is to refer only to those who are called "lost-time organizers." It is not intended to speak to permanent, full-time staff. Is that responsive to your question?

SISTER KNOX: Thank you.

CHAIRPERSON McLAUGHLIN: Jim.

BROTHER JAMES MADDEN (New York): Jim Madden, New York. Through the chair I'd like to ask a clarification. Item No. 8, the second from the last phrase beginning, "allow final and binding arbitration of a first contract on the request of either party." What is the intent of that, and how does that work? And why did they put it in?

BROTHER MINKKINEN: The language as it appears within No. 8 is taken from a resolution that was referred to the committee which called for changes in labor law legislation. In the course of the committee's discussion, it was intended that this would be a means available rather than something that was mandatory as a means of resolving particularly a first contract.

CHAIRPERSON McLAUGHLIN: Is there anything further?

BROTHER PALMER (Rochester): Bob Palmer, Rochester. I have a question. On No. 5, assuming that this is passed, does that mean that any funds that are heretofore subscribed to organizing later as part of the Finance Committee report would first go to the hiring of permanent organizers?

BROTHER MINKKINEN: The committee did not feel it was within its purview to set the priorities for the expenditure of funds. The committee had adopted what it hoped would be a set of priorities and a set of goals for this union.

In terms of setting the priorities for the expenditure of funds that should be properly through the IEB or through the Finance Committee or through the Convention in another fashion, but no. The answer to your question is no. By the adoption of No. 5 it does not mean that automatically the first priority is going to be to hire permanent staff.

BROTHER PALMER: So if there are non-designated funds, the only designation is that they are for organizing. I would ask our Secretary-Treasurer through the chair to respond to whether or not passage of this would mandate that those funds first go towards the hiring of permanent organizers.

SECRETARY-TREASURER EDGINGTON: The budget line item was constructed to provide funds essentially on the same basis that we are providing them now, to locals for lost time or to hire local organizers. If we were to include four new organizers in the budget, it would appear under the line item of International Representatives.

BROTHER PALMER: Thank you.

BROTHER JIM SMITH (Los Angeles): Jim Smith, Los Angeles. I would like to respond on the binding arbitration on first contracts. The problem is that for all industries—I don't have the exact figure, but it is something like 50 percent of those who win an election and want to achieve a first contract—and what is happening is that employers are making a travesty out of U.S. labor law, where you can vote for a union and not get it.

Many tens of thousands of garment workers, factory workers, white collar workers and newspaper workers are losing the benefits of collective bargaining. This is designed to compel employers who refuse to bargain or will not agree to a contract to agree the first time around, and after that we are on our own, but it is not unknown or unique.

I believe in Ontario they have a similar provision in the law.

CHAIRPERSON McLAUGHLIN: Any other questions, discussion? The mikes are clear. The First Report of the Organizing Committee has been moved and seconded. All those in favor signify by saying aye. All those opposed signify by saying no. The ayes have it. The First Report of the Organizing Committee is adopted.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: I now recognize President Dale.

PRESIDENT DALE: On Monday we told the delegates that the IEB at its pre-convention meeting had the rare and distinct honor of issuing two charters. We presented one of those on Monday because the president of that new local in North Bay, Ontario was only available that day.

We have available to us today the president of the other local that is now being officially chartered by The Newspaper Guild, and I would ask International Representative Harry McCormick to bring Rob Modic up here, from Dayton, Ohio.

(The audience arose and applauded, ending in cadence.)

PRESIDENT DALE: Brother and sister delegates, more than 2½ years ago an editorial association in Dayton, Ohio voted to affiliate with The Newspaper Guild. The vote was perfectly legal and conducted properly under the association's bylaws, but the employer refused to recognize the vote and attempted to block the affiliation at every turn.

TNG had assisted the association with its vote and with the filing of unfair labor practice charges when the employer refused recognition. After going through 14 days of hearings and waiting for over a year for an administrative law judge's decision, it was decided that enough was enough.

Local leaders in Dayton recognized the responsibility they had to serve their members through the collective bargaining process, and they decided justice couldn't wait any longer. They withdrew the NLRB charges and chose a more difficult road to certification—a National Labor Relations Board-sponsored election.

You already know the results. We enjoyed a strong Guild victory in the three-way race. Much of the success of that victory must be attributed to a new, young leader with an old family name in Guild circles. That new, young leader is Rob Modic, who has joined us here on the platform.

Rob comes from good Guild stock. He grew up in Cleveland, Ohio, home of Local No. 1 of The Newspaper Guild, and his father, Bob Modic, a reporter at the Cleveland Press and a long-time Guild activist before the Press went out of business.

We are excited about the fresh leadership Rob brings to the Guild. It is with great pleasure that I present to him Charter No. 157 to

the News Employees Association of Dayton Local 157 of The Newspaper Guild established by this charter granted to Rob Modic, Nathan Madison, Gail Latham, Doug McGinnis, Wendy Jenkins Huntley, Gary Floyd, Catherine Homer, Laury Denger and Mary Zykora, and all members hereinafter who become members of the News Employees Association of Dayton, signed by Peter McLaughlin, Charles Dale, John C. Edgington, and dated the 16th of June 1989, and welcome, Rob. Welcome. (Applause.)

BROTHER MODIC: It is a great pleasure to be here today and this week, and I wanted to thank you very much for inviting me to come and accept the charter.

We have had a long road to get here, and I think it's been a 40-year road. Our union, founded in 1948, opposed the possibility of having the Guild in Dayton. If you asked people who had worked at the Daily News, such as Brother Melnick in Northern California, you will know that at that time in 1955 he tried to bring the Guild in, and our members wouldn't listen.

In 1968 we tried to bring the Guild in, and our members did not listen, but the company did know that it was on the way.

In 1977 we tried, and finally in 1986 we affiliated with the Guild, and it is a pleasure to be here and to be part of your group, finally, as I was when I was a child and my father was a member of the Guild. I always admired his tenacity in the union and his experience that he drew from the union, which was helping your brothers and sisters.

Some of the people who helped me and could not be here today, I would like to simply mention their names: Nate Madison was the chairman of our organizing committee. He could not make this meeting because his mother was ill in Cleveland. Also, Gail Latham, our vice president, and our former president, Bill Garlow, who was president when we affiliated.

There is one other person I would like to mention. His name is Jerry Rain, and he is a former Guildsman from Local 1 who worked at our paper for many years. It was his eloquence from his wheelchair that helped to persuade many of our members in our first vote to affiliate with the Guild. Jerry is ill and is on extended sick leave, but I know that it was his hope that we would receive our charter and we would get a contract.

I also want to thank President Dale for his long commitment, longstanding support, and also the International Rep who steered us

from the beginning and whose presentation swept our members literally off their feet back in 1986. That was Harry McCormick. (Applause.)

Next year I hope to trade my yellow ribbon in for one of your blue ones, so I can take my place among the delegates and cast our delegates' votes. Thank you very much. Thank you for the warm reception. (Applause.)

PRESIDENT DALE: As occurred last Monday when John Bryant, Canadian Director, prepared a brief statement for me to make about the charter being issued in North Bay, the statement today about Dayton was prepared by Harry McCormick, and you will notice that International Representative Harry McCormick didn't make a single reference to himself. He deserves a good deal of the credit for this, and I would like Harry to come up here and talk about it. Harry. (Applause.)

BROTHER HARRY McCORMICK: I'd like to thank Rob Modic publicly for his special efforts in Dayton, the many, many weekends he gave up and the 14- and 16-hour days.

He is a regular full-time reporter covering a courthouse beat, and it is a beat that requires his attention, but he was in the Guild office every evening, nights, Saturdays, and we all owe a debt of gratitude to him.

An international rep can serve as one of the architects of the organizing project, he can help shape the blueprint and he can help with the organization of planning, but finally it is the membership and leaders who must do the work—and on whom the success or the failure of the plan is dependent. That was my role in Dayton, and I am pleased to report to this convention that our newly chartered Guild local is as fine a group of committed Guild members as we have.

When the hard decisions had to be made, they made them. As President Dale told you, they didn't pick the easy or safest way. They made the decision to best serve the interests of their members. That decision meant that they were taking on a lot of additional work.

Rob Modic put together an organizing committee, and they met every Saturday for two months putting together the campaign. They then embarked on a program of having each bargaining unit member reaffirm their commitment to the Guild by signing new membership cards. They didn't get all of them, but they got a healthy majority. Then when 80 additional potential members were added to the bargaining unit that improved their strength immeasurably, they went out and

organized them, too.

Most importantly, in their reorganization efforts they moved up their membership into one strongly unified voice, a voice that has already been heard resoundingly, and certainly a voice the employer is compelled to listen to in future.

I am proud of Dayton, and I know you are, too. Thank you. (Applause.) More, more, more charters.

(The audience arose and applauded, ending in cadence.)

CHAIRPERSON McLAUGHLIN: You all have the First Report of the Finance Committee. You also have the First Minority Report and the Second Minority Report and the Third Minority Report and the Convention cost study. All right. I will turn the mike over to Chairperson Jim Schaufenbil, Philadelphia.

BROTHER JAMES R. SCHAUFENBIL: (Philadelphia): Thank you, Brother Chairperson. First Report of the Finance Committee.

FIRST REPORT OF THE FINANCE COMMITTEE

The time to rearrange our financial priorities has arrived.

As we review the profound changes taking place in our industry, it is vital that we change our financial approach while maintaining our top priorities—organizing, and defense of our contracts. Increased chain ownerships of newspapers reinforces the need to organize, while growing employer-hostility requires vigorous defense of our existing contracts.

General Fund income reached a record high in the last fiscal year of \$3,815,061, yet experienced a deficit of \$157,547, the second largest in our 55-year history.

The Defense Fund, on the other hand remained healthy. It began the year with assets totaling \$8,624,069. Significant outlays for alternative strategies, coupled with the transfer of interest and investment income to the Special Organizing Fund, caused total Defense Fund assets to fall somewhat to \$8,408,423 as of March 31, 1989.

The Special Organizing Fund commenced fiscal 1988-89 with a net worth of \$9,056 and ended it with a net worth of \$414,032. A total of \$603,160 was transferred from the Defense Fund. Interest income added an additional \$2,798.

The Finance Committee joins the International Executive Board in recommending that organizing expenses become a line

item in the General Fund. So, too, would future funding of the Defense Fund.

All per-capita payments would accrue to the General Fund, with the IEB, subject to a "trigger" formula, reallocating organizing and Defense Fund expenses whenever the Defense Fund falls below \$6,500,000.

Accordingly, the Convention is urged to expand Guild organizing efforts by increasing per-capita payments in four 25-cent increments at six-month intervals, with special emphasis on the organizing needs of small locals, and to extend the diversion of Defense Fund interest to the Organizing Fund through September 1989.

Acting on a referral from the Resolutions Committee, the Finance Committee adopted an IEB recommendation that strike/lockout benefits be made available to all individuals covered by a collective bargaining agreement who are affected by a labor dispute and who perform assigned strike/lockout duties.

A proposal that would amend Constitution language describing TNG's dues formula was referred to the Finance Committee by the Resolutions Committee and was tabled.

A proposal that would direct the IEB to embark upon a feasibility study for the establishment of a Guild Retirement House was also tabled.

Also tabled was a motion referred from The Constitution Committee concerning a Defense Fund allocation minimum of 5%.

A motion to direct The Guild to evaluate commercial solicitations before distribution to the membership, referred from the Resolutions Committee, was defeated.

The Convention:

1. Approves a fiscal-year General Fund income estimate of \$4,537,360, which assumes discontinuance of the Constitution's 80-20 General/Defense Fund allocation, monthly per-capita payments of \$12.10 for two months and \$12.52 for 10 months, a monthly per-capita average of 28,000 and a monthly agency-fee payment average of 700. The IEB is responsible for reducing funds allocated for organizing and increasing funds allocated to the Defense Fund when liquid assets in the Defense Fund fall below \$6,500,000.

2. Approves a fiscal year 1989-90 General Fund budget of \$4,526,155.

3. Continues the current diversion of Defense Fund interest and investment income from July 1989 through September 1989 un-

less Defense Fund assets fall below \$6,500,000, and increases per-capita payments by 25 cents on October 1, 1989; April 1, 1990; October 1, 1990; and April 1, 1991, with the additional income to be used exclusively for organizing.

4. Amends TNG Strike Preparation and Strike/Lockout Policy, Rule 1, Page 7, to read as follows:

"1. Benefits shall be paid only to:

(a) members in good standing who are affected by a labor dispute at their place of principal employment;

(b) applicants for membership who are eligible for membership and who if members in good standing would be eligible for strike benefits, but whose application for membership is held in abeyance pending the process of organization, certification and negotiation of a first contract for the bargaining unit of which the applicants are members; and

(c) non-members who are affected by a labor dispute at their place of principal employment, who are required to pay a fee to the local pursuant to a Guild-shop provision in the applicable collective bargaining agreement.

(d) The three categories of persons eligible for benefits under (a), (b) and (c) collectively shall be referred to as 'participants'."

Amends TNG's Strike Preparation and Strike/Lockout Policy by changing "member" or "members" wherever it appears to "participant" or "participants," except where otherwise dictated by context (example, the two paragraphs immediately following Rule 8 on Page 8).

Signed: James R. Schaufenbil, Philadelphia, chairperson; Ohannes Bedrossian, Montreal; Denis Boucher, Canadian Wire Service; Richard Brandow, New York; Moe Brown, Canadian Wire Service; Wayne E. Cahill, Pacific Northwest; Kitty Caparella, Philadelphia; Darren Carroll, Lake Superior; Doug Cuthbertson, Northern California (Except No. 3); Doug Davis, Victoria; Jose Feliciano, Puerto Rico (Except No. 3); Beverly Greene, Vancouver-New Westminster; Judy Hildner, Pueblo; Robert Hill, Montreal; Kevin Keane, Wire Service Guild (Except No. 3); Edward Keiser, Portland; John E. Kennedy, Youngstown; Dale M. King, Pawtucket (Except No. 3); Ed Kirgan, St. Louis; Tim Klass, Wire Service Guild (Except No. 3); Connie Knox, Washington-Baltimore (Except No. 3); Mark C. Koch, Buffalo (Except No. 3); Doug Louth, Vancouver-New Westminster (Except No. 3); Jerry MacDonald, Canadian Wire Service; Gerald M. Maraghy, Bos-

ton; Faye McCracken, Memphis; Dave Mulcahy, New York; Richard Peery, Cleveland; Tom Pennacchio, New York; Beverly M. Powell, Philadelphia; Linda Randolph, Milwaukee; Ana Sandoval, Northern California (Except No. 3); Timothy F. Schick, Albany (Except No. 3); Norman S. Shaw, Indianapolis (Except No. 3); Laura Simmons, Knoxville; Stanley J. Souza, Hawaii; Robert Speck, Toledo; Frank J. Sweeney, San Jose; Charles D. Walker, Providence; Andrew Zajac, Akron (Except No. 3).

BROTHER SCHAUFENBIL: Brother Chairperson, I move adoption.

CHAIRPERSON McLAUGHLIN: It's been moved and seconded.

BROTHER McINNIS (Montreal): Larry McInnis. After Ohannes Bedrossian, Montreal, please add "Except No. 3."

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

CHAIRPERSON McLAUGHLIN: Anybody else want to add a name?

BROTHER MILLAR (Windsor): Doug Millar. Please add my name.

BROTHER GRACE (Ottawa): Bob Grace, Ottawa. Please add my name.

BROTHER DAVIS (Victoria): Doug Davis, Victoria. Please add "Except No. 3."

VICE PRESIDENT LOUTH: Doug Louth, Vancouver-New Westminster. Under the signed delegates, there should be a correction. Where it says "Except No. 3," that should read "Except No. 3, the \$1 per-cap increase," and I think that that should read for all of them, and they should be corrected unless there is some objection from the rest of the delegates.

CHAIRPERSON McLAUGHLIN: Is there any objection? We will correct it.

BROTHER TIM KLASS (Wire Service Guild): Tim Klass, Wire Service Guild. First Minority Report to the First Report of the Finance Committee. You all have it. It is a one-page pink sheet.

FIRST MINORITY REPORT TO THE FIRST REPORT OF THE FINANCE COMMITTEE

The proposal to increase per-capita payments by \$1 over the next two years for the purpose of hiring up to four international organizers is the wrong approach to a very real problem.

It represents a back-door attempt to achieve at this convention what the membership has rejected by referendum.

There is no assurance that the increase in per-caps would be used to hire international organizers. All we know for sure is that we would be increasing the General Fund.

Then there is the question of efficiency. Each international organizer would cost about \$100,000 a year, of which about \$40,000 would go for expenses.

Already we have 14 locally run, essentially grass-roots organizing campaigns financed with interest from the Defense Fund. We believe it is appropriate to give special consideration to small and financially strapped locals for future organizing money from the same combination of defense fund interest and line-item appropriations contained in the majority report.

Adopting an intensely divisive per-caps increase that risks severe damage to many locals is simply a game not worth the candle.

We move that Recommendation No. 3 be amended by deleting the following: "and increases per-capita payments by 25 cents on October 1, 1989; April 1, 1990; October 1, 1990; and April 1, 1991, with the additional income to be used exclusively for organizing."

Signed: Doug Cuthbertson, Northern California; Jose Feliciano, Puerto Rico; Kevin Keane, Wire Service Guild; Tim Klass, Wire Service Guild; Connie Knox, Washington-Baltimore; Mark C. Koch, Buffalo; Donald C. Kummer, Detroit; Doug Louth, Vancouver-New Westminster; Bernie Lunzer, Twin Cities; James McClear, Detroit; Ana Sandoval, Northern California; Timothy F. Schick, Albany; Norman S. Shaw, Indianapolis.

BROTHER SCHAUFENBIL: Brother Chairperson, I move the adoption of the First Minority Report to the First Report of the Finance Committee. (Seconded by several.)

CHAIRPERSON McLAUGHLIN: The proposal is on Recommendation No. 3, delete "and increases per-capita payments by 25 cents on October 1, 1989; April 1, 1990; October 1, 1990; and April 1, 1991, with the additional income to be used exclusively for Organizing." That is the proposal. It has been moved and seconded. The mikes are open for discussion.

BROTHER KLASS: Brother Chairperson, brothers and sisters, no one more than an officer or a member of the Wire Service Guild knows the importance or the need for organiz-

ing within our International and within our locals.

No one can support organizing money or organizing efforts more strongly. The Wire Service Guild is among those 14 grass-roots programs. We have a \$60,000 grant through which we are trying to rebuild our structure and regain our strength at the Associated Press while maintaining our strength at United Press International.

From the current program, approximately \$70,000 remains unallocated. To that, if we add the \$400,000 line-item appropriation and the approximately \$250,000 to \$300,000 to be realized through interest from the Defense Fund for the first six months of the fiscal year, we have more than \$700,000 available for organizing within the next year.

We believe that in a \$4 1/2 million budget, that is quite adequate to test further the campaign approach, the organizing approach, that we are conducting now. The Organizing Committee report indicates substantial success with that approach. We urge this convention not to tamper with that success. (Applause.)

CHAIRPERSON McLAUGHLIN: Mike number 3.

BROTHER DAVIS (Victoria): Davis, Victoria. Please add my name to that report.

CHAIRPERSON McLAUGHLIN: The mikes are open. Is there any further discussion? Seeing none ... Brother Dale.

PRESIDENT DALE: I wonder if the makers of the Minority Report recognize that they perhaps have got just too many words in their last paragraph. I am not talking about the thrust of their proposal. What I am saying is that after it says "April 1, 1981," then it says "with the additional income to be used exclusively for organizing."

I think that refers not only to the per capita but also the Defense Fund interest that is contained within recommendation No. 3. So shouldn't that "additional income be used exclusively for organizing" be deleted from that recommendation?

Will the makers of the motion please ... I think you achieve the results you desire by cutting it off at 1991.

BROTHER KLASS: We would accept a friendly amendment to eliminate that last clause.

PRESIDENT DALE: I can't make the amendment. Somebody else has to do it.

BROTHER KLASS: Brother Chairperson, I move to amend the First Minority Report by deleting the words "with the additional

income to be used exclusively for organizing."

VICE PRESIDENT LOUTH: Second.

CHAIRPERSON McLAUGHLIN: The amendment is to delete "with the additional income to be used exclusively for organizing." Is that stated correctly?

BROTHER KLASS: That's correct.

CHAIRPERSON McLAUGHLIN: The last paragraph now reads: "We move that Recommendation No. 3 be amended by deleting the following: 'and increases the per-capita payments by 25 cents on October 1, 1989; April 1, 1990; October 1, 1990; and April 1, 1991'."

The proposal is to delete "with the additional income to be used exclusively for organizing." Is there a second to that proposal? (Seconded by several.)

CHAIRPERSON McLAUGHLIN: It is seconded. Is there any discussion? All those in favor of the proposal signify by saying aye. All those opposed signify by saying no. The ayes have it. It is deleted.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: We continue with the Minority Report as amended.

The proposal now is to delete "and increases per-capita payments by 25 cents on October 1, 1969; April 1, 1990; October 1, 1990; and April 1, 1991."

All those in favor signify by saying aye. All those opposed signify by saying no. The ayes have it. The proposal is deleted.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: We are now on the Second Minority Report.

BROTHER PALMER (Rochester): I'd like to propose an amendment to No. 3. Bob Palmer, Rochester.

CHAIRPERSON McLAUGHLIN: We are on the Minority Report now. I have asked for the Second Minority Report.

BROTHER SMITH (Los Angeles): Brother Chair, Jim Smith, Los Angeles. Second Minority Report to the First Report of the Finance Committee. On behalf of the undersigned, I move the following report to the Finance Committee.

SECOND MINORITY REPORT TO THE FIRST REPORT OF THE FINANCE COMMITTEE

We move the following amendments to the first report of the finance committee:

1. Delete the 10th paragraph on the first page of the report.

2. On Page 2, add Paragraph 5 to read:

"Approves a change in Article XVII, Section 2(c) of TNG's Constitution which would state the alternative to the minimum dues schedule not as "six percent of one week's regular weekly compensation" but as "1.385 percent of regular compensation."

Signed: Darren Carroll, Lake Superior; Beverley Greene, Vancouver-New Westminster; Edward A. Jahn, San Diego; Mark C. Koch, Buffalo; Gail Lem, Southern Ontario; Doug Louth, Vancouver-New Westminster; Steve Orr, Rochester; Sam Reyenga, Southern Ontario; Timothy F. Schick, Albany; Norman S. Shaw, Indianapolis; Jim Smith, Los Angeles; Charles D. Walker, Providence; Andrew Zajac, Akron.

BROTHER SMITH: Move adoption of the Minority Report. (Seconded by several.)

CHAIRPERSON McLAUGHLIN: As I understand the motion, you would delete the 10th paragraph on the first page of the report, which is the proposal that would direct the IEB to embark upon a feasibility study for the establishment of a Guild Retirement House."

Is that it? Read the paragraph that you want deleted.

BROTHER SMITH: The paragraph to be deleted reads: "A proposal that would amend constitutional language describing TNG's dues formula was referred to the Finance Committee by the Resolutions Committee and was tabled."

CHAIRPERSON McLAUGHLIN: All right. The paragraph to be deleted says: "A proposal that would amend constitutional language describing TNG's dues formula was referred by the Finance Committee by the Resolutions Committee, and it was tabled." You would delete that.

BROTHER SMITH: That's correct.

CHAIRPERSON McLAUGHLIN: And you would add at the end a fifth recommendation ...

BROTHER SMITH: That's correct.

CHAIRPERSON McLAUGHLIN: ... that would read: "Approves a change in Article XVII, Section 2(c) of TNG's Constitution which would state the alternative to the minimum dues schedule not as 'six percent of one week's regular weekly compensation,' but as '1.385 percent of regular compensation.'"

BROTHER SMITH: Yes.

CHAIRPERSON McLAUGHLIN: All right. That is the Second Minority Report's recommendation. It has been seconded.

BROTHER SCRUTON (Albany): I would propose an amendment to this report. Bruce Scruton from Albany. It would replace Item No. 2. The new section would read: "On Page 2, add Paragraph 5 to read: 'Approves an addition to Article XVII, Section 2(c) of TNG's Constitution, after the paragraph which ends 'total dues income'.'"

The addition would state: "(Explanatory note: According to the above schedule, monthly dues are the equivalent of approximately 1.385 percent of compensation.)"

CHAIRPERSON McLAUGHLIN: Is there a second to that amendment? (Seconded by several.)

BROTHER HATCH (Cleveland): Point of order, Mr. Chairman. Should this not be discussed by Constitution first?

CHAIRPERSON McLAUGHLIN: He is offering an amendment. I think he can offer an amendment. The amendment has been seconded. Can I get a copy of that, please? Let me have that.

BROTHER KRUSE (Hawaii): Brother Chairperson.

CHAIRPERSON McLAUGHLIN: Go on.

BROTHER KRUSE: Mr. Chairperson, I move ...

CHAIRPERSON McLAUGHLIN: All right, Roy. Let me just read back the motion. The substitute motion says, "On Page 2 of the Constitution, add Paragraph 5 to read ... "on the Second Minority Report, "On Page 2, add Paragraph 5 to read ... "

BROTHER DAVID BARR: He has asked me to explain this. This is a substitute amendment to the Second Minority Report, and what it would do would be to substitute the following for what is now Item 2 of the Second Minority Report. So it would read: "On Page 2, add Paragraph 5 to read: 'Approves an addition to Article XVII, Section 2(c) of TNG's Constitution,' after the paragraph which ends 'total dues income'." I think I got it right. (Applause.)

The addition would state: "(Explanatory note: According to the above schedule, monthly dues are the equivalent of approximately 1.365 percent of regular compensation.)" (Cries of "weekly.")

BROTHER BARR: No. Their amendment says "regular compensation." Do you mean "weekly"? Okay. As it stands, "1.385 percent of regular compensation."

As I understand it, then, the effect of the

substitute ...

BROTHER KRUSE: Mr. Chairperson, I can clear this up. (Laughter and applause.)

BROTHER BARR: ... the effect of the substitute would be ...

BROTHER KRUSE: If Mr. Barr was not so thorough.

BROTHER BARR: ... to add a clarifying note rather than changing the language itself from 6 percent to 1.385 across the board. The vote would be on the substitute first and then on the Second Minority Report.

BROTHER KRUSE: Mr. Chairperson, I think this is easily cleared up. I move that this be referred to the IEB for study and that a full report be made to next year's convention. (Applause.)

CHAIRPERSON McLAUGHLIN: There's been a move ... is that the Second Minority Report?

BROTHER KRUSE: And the amendment.

CHAIRPERSON McLAUGHLIN: There's been a move that the Second Minority Report and amendment be referred to the IEB for study. Is there a second? (Seconded by several.)

CHAIRPERSON McLAUGHLIN: Seconded by many. The mikes are open for discussion on the proposal to move it to the IEB. All right. Anybody? Anybody want to speak to that? Okay. The motion is to move the Second Minority Report and the amendment to the IEB for study. All those in favor signify by saying aye. All those opposed signify by saying no. That passes. It will be referred to the IEB. (Applause.)

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: We are now on the Third Minority Report to the First Report of the Finance Committee. The mikes are open on the Third Minority Report. Gail Lem.

SISTER LEM: Gail Lem, Southern Ontario. Third Minority Report to the First Report of the Finance Committee.

THIRD MINORITY REPORT TO THE FIRST REPORT OF THE FINANCE COMMITTEE

We move the following as a substitute for convention actions 1, 2 and 3:

1. Approve a fiscal year Defense Fund allocation of \$185,000 and a General Fund allocation of \$4,352,360. Change the present 80%-20% General Fund/Defense Fund allo-

cation to a 95%-5% General Fund/Defense Fund division of per capita for the current fiscal year.

2. Approve a Fiscal Year 1989-90 General Fund budget of \$4,352,360.

3. Implement recommendations of TNG's Special Organizing Committee to continue the current diversion of Defense Fund interest and investment income from July 1989 through September 30, 1989, unless Defense Fund assets fall below \$6,500,000. Proposals from small locals or combinations of small locals shall be given full consideration in the allocation of organizing funds.

Signed: Edward A. Jahn, San Diego; Gail Lem, Southern Ontario; Steve Orr, Rochester (Except No. 3, first sentence); Sam Reyenga, Southern Ontario; Jim Smith, Los Angeles; Andrew Zajac, Akron (Except No. 3, first sentence).

SISTER LEM: I move adoption of the Third Minority Report to the First Report of the Finance Committee. If I have a second, I would like to speak to it.

CHAIRPERSON McLAUGHLIN: Is there a second? (Seconded by several.)

CHAIRPERSON McLAUGHLIN: Seconded.

SISTER LEM: Brothers and sisters, this is the sacred cow report.

(Cries of "Moo-oo-oo.")

SISTER LEM: I thought so. Some of the cows don't sound as good as others do.

DELEGATE: That's no bull.

SISTER LEM: Brothers and sisters, we are not opposed to the majority report—or the First Report, I should say—that would make the Defense Fund that the committee set for this year of \$185,000. We are not arguing about a separate figure. We are not quarreling about an increase in the General Fund to make up shortfalls that we have seen in the past. We have no quarrel with money for organizing. We have always supported and argued for and fought for money for organizing.

What No. 1 says is that \$185,000 should be allocated to the Defense Fund, must be allocated to the Defense Fund. It is a mandatory contribution.

As a line item in the budget it will not be a mandatory contribution. We are saying that up until now the Annual Conventions of The Newspaper Guild and successive TNG administrations have always thought that the 20 percent contribution was a sacred cow.

We are now moving to a 5 percent contribution. We are not going to quarrel with that reduction of 15 percent, but we are saying that the remaining 5 percent should still be sacred.

Right now, with the 20 percent allocation, it means an annual mandatory contribution of \$750,000. We have spent almost half a million dollars without a strike on alternative bargaining strategy.

The interest on the Defense Fund is being diverted for a period of time to organizing. We feel that it is extremely important that our membership is assured that there is always a mandatory contribution to the Defense Fund. It is job insurance for our members; it is part of what they pay their dues for. We think it should be there. Thank you. (Applause.)

CHAIRPERSON McLAUGHLIN: Sam.

BROTHER REYENGA (Southern Ontario): Sam Reyenga, Southern Ontario. Point of clarification dealing with the new report. This morning everybody was distributed a document titled, "Save the Sacred Cow." As treasurer of Southern Ontario and a member of the Toronto Star unit, I would like to address a couple of inaccuracies in this document.

On the back page, that's where the "Moo" is, for those who can't find it. It says, "For example, a one-week strike at the Toronto Star would cost the fund at least 22,500 a week." There is a gross inaccuracy there; it would be \$225,000 per week.

Also, it says, "Within two months, the \$185,000 would be eaten up." Well, that's wrong; within six days, it would be eaten up.

Also, it would take only 15 weeks, 15 weeks, to get to the 2(d) dues situation, and it would also only take 36 weeks before the entire Defense Fund is depleted.

BROTHER GRACE (Ottawa): Bob Grace, Ottawa. Would you add my name to the list of the Third Minority Report.

CHAIRPERSON McLAUGHLIN: Yes.

BROTHER GAVAGHAN (Philadelphia): Joe Gavaghan, Philadelphia. Reporters are always talking about freedom of the press. Yet reporters put this on our tables with no names. Who put it here? Just people. We talk about freedom of the press. Where are your names? Who distributed this and signed it? You want me to vote on it, but you don't tell me who you are. (Applause.)

CHAIRPERSON McLAUGHLIN: Is there any more discussion on the Third Minor-

ity Report to the First Report of the Finance Committee? The motion would substitute the Third ...

BROTHER SMITH (Los Angeles): I rise in favor of the Third Minority Report. This is, I think, even more important than the dues-rate clarification for the future of the Guild, and we should seriously examine the issue.

Removing constitutionally mandated contributions to the Defense Fund will send a signal to the publishers I don't think we want to send, and that is that we are not going to continue the long, long tradition of constantly contributing to the Defense Fund.

You just heard from the brother from Southern Ontario that it would be 15 weeks away from a 2(d) dues situation if their major unit went out. So we never have enough money in the Defense Fund. What we have now is not enough. We need more.

We are in bargaining in Los Angeles, and I know a number of other locals are right now. I have no doubt at all that our publishers know to the penny how much money is in the Defense Fund and will be studying what happened at this convention and how we deal with the Defense Fund.

Secondly, it is not the way to deal with the deficit. We need to look at the General Fund budget and make hard cuts. The easy way out is to take the money out of the contributions to the Defense Fund, and I say, let's not milk the cow.

Third, we have always had a tradition in The Newspaper Guild of making contributions to the Defense Fund. Let's not stop that now.

And fourth, the Constitution of The Newspaper Guild on Page 28 mandates that each local shall contribute 5 percent of the local's gross income for monthly dues to the local Defense Fund. I believe the International Union should at least do the same, and that is, contribute at least 5 percent of gross income to the Defense Fund. Thank you. (Applause.)

BROTHER PEERY (Cleveland): Dick Peery, Cleveland. I would disagree with those who spoke in favor of this motion in a sense. I think that we are sending a message to the publishers. We have had before us, we received at our homes a proposed budget approved by the IEB that would put \$185,000 in the Defense Fund. We are asked to approve that budget. We are saying to the IEB, "This is what we want you to do. We want you to do exactly what you said you wanted to do

and asked us to approve."

The only difference that this proposal would make is that we are going to say to the IEB, "Even though you suggested this and we are going to elect you, whoever you turn out to be, we don't trust you, and we are not going to believe that you are going to do what you said you'd do or what we told you to do. Instead, we have to get it chisled in stone."

Well, I really don't think we are going to have much of a union and that we are going to have very good leadership if we can't at least trust them to do what we say.

We can criticize and re-evaluate the judgments made by the IEB. I have no objection to anyone who wants to get up here and call them stupid. (Laughter.) But please don't call them dishonest. We have a union. Now let's have at it. (Applause.)

CHAIRPERSON McLAUGHLIN: Any further discussion? The vote now will be on the Third Minority Report. All those in favor of the Third Minority Report signify by saying aye. All those opposed signify by saying no. The Third Minority Report is defeated.

MOTION LOST

SISTER LEM: Gail Lem, Southern Ontario. I would like to request a roll call. (Cries of "No" and boos.)

CHAIRPERSON McLAUGHLIN: A roll call has been requested. Under the rules it takes five locals and 12 members.

BROTHER GRACE: Bob Grace, Ottawa. I second that.

BROTHER JAHN: Ed Jahn, San Diego. Second that.

SISTER THOMAS: Barbara Thomas, Gary. Second that.

BROTHER MILLAR: Doug Millar, Windsor. Second that.

BROTHER TODD CUNNINGHAM (Los Angeles): Todd Cunningham, Los Angeles. Second it.

BROTHER HARRY HALLAN (Southern Ontario): Harry Hallam, Southern Ontario. Second that.

BROTHER RICHARD LEITNER (Southern Ontario): Richard Leitner, SONG. Second that.

BROTHER SMITH: Jim Smith, Los Angeles. Second that.

BROTHER REYENGA: Sam Reyenga, SONG. Second that.

SISTER BELL: Pat Bell, Ottawa. Second that.

CHAIRPERSON McLAUGHLIN: All

right. You have your five and 12 on your roll call vote on the Third Minority Report. Do we have counters? I will turn the mike over to Brother Edgington to appoint counters.

SECRETARY-TREASURER EDGINGTON: I am going to appoint some tellers to assist me in the process of calling the roll. Would Bruce Meachum of Denver, Katherine Jarrett of Victoria, and Mark Koch of Buffalo please come up to the front. Bring calculators if you have them.

I am now going to proceed with the calling of the roll.

(Secretary-Treasurer Edgington called the roll as follows):

Local	Yes	No
Akron	3	—
Albany	—	5
Boston	—	6
Bristol	—	2
Brockton	—	4
Buffalo	—	6
Canadian Wire Service	—	10
Chicago	3	3
Cincinnati	3	—
Cleveland	—	6
Denver	9	—
Detroit	—	13
Erie	—	4
Gary	2	—
Harrisburg	—	2
Hawaii	—	7
Hudson County	—	2
Indianapolis	—	1
Knoxville	—	2
Lake Superior	2	—
Los Angeles	5	—
Manchester	—	3
Memphis	—	5
Milwaukee	—	3
Montreal	—	6
New York	—	54
Northern California	—	22
Northern Ontario	2	—
Ottawa	6	—
Pacific Northwest	—	12
Pawtucket	—	2
Peoria	3	—
Philadelphia	—	18
Pittsburgh	—	4

Portland	—	5
Providence	—	6
Pueblo	—	2
Puerto Rico	—	8
Rochester	—	2
St. Louis	—	9
Salem	—	3
San Diego	10	—
San Jose	—	11
Scranton	—	3
Sheboygan	—	2
Southern Ontario	25	—
Terre Haute	—	3
Toledo	—	6
Twin Cities	8.8	2.2
Vancouver-New Westminster	7.5	4.5
Victoria	—	4
Washington-Baltimore	—	20
Wilkes-Barre	—	3
Windsor	3	—
Wire Service	—	8
York	—	3
Youngstown	—	4

SECRETARY-TREASURER EDGINGTON: Brother Chairperson, that completes the call of the roll.

CHAIRPERSON McLAUGHLIN: Stand easy while we await the computation of the roll call. (Brief pause.)

PRESIDENT DALE: I have to tell you that the hotel says the air-conditioning system in this room is working to capacity. (Boos.) Our office manager has asked them to dig up some fans so the air can get circulated, and they are looking for fans that will do that, but I am afraid that even with the fans we will stay the way we are. These are very humid conditions.

BROTHER KRUSE: Chuck, maybe we can have that half move to this side and this half move to that side. (Laughter.)

CHAIRPERSON McLAUGHLIN: All right. We have the results of the tabulation.

SECRETARY-TREASURER EDGINGTON: The results of the roll call are as follows: Yes, 92.3; No, 310.7.

CHAIRPERSON McLAUGHLIN: We are now back on the main report as amended by the First Minority Report.

BROTHER CHMIELEWSKI (Pawtucket): Mr. Chairman, I am concerned about the Convention Cost ...

CHAIRPERSON McLAUGHLIN: That's next. Would you hold your remarks until then. There is one member I believe wanted to add his name to this report. Will you come to the mike.

BROTHER PALMER (Rochester): Different report, Mr. Chairman.

CHAIRPERSON McLAUGHLIN: All right. We are now back on the First Report of the Finance Committee as amended by the First Minority Report. It's been moved and seconded. The mikes are open for discussion.

BROTHER PALMER: Bob Palmer of Rochester. I'd like to offer an amendment to No. 3 of the First Report of the Finance Committee.

CHAIRPERSON McLAUGHLIN: Wait a minute. I'm sorry. We are now on the main report.

BROTHER PALMER: Right. First Report of the Finance committee.

CHAIRPERSON McLAUGHLIN: Right.

BROTHER PALMER: I would like to offer an amendment to No. 3, as amended.

CHAIRPERSON McLAUGHLIN: Go ahead.

BROTHER PALMER: It is a simple amendment. Where the word "September" appears in No. 3, the second line, I would like to amend that to "December 1989."

CHAIRPERSON McLAUGHLIN: All right. Give me that again.

BROTHER PALMER: I would like to delete the first four letters of the word "September" and substitute "D-e-c." (Laughter.)

BROTHER SCHICK (Albany): Tim Schick, Albany, seconds.

CHAIRPERSON McLAUGHLIN: Okay. There is a second to change "September" to "December" in the third recommendation of the main report.

BROTHER PALMER: May I speak to this?

CHAIRPERSON McLAUGHLIN: Yes.

BROTHER PALMER: This came from a lot of discussion in a lot of committees and a lot of discussion between some of the smaller locals here and also several furry, wood-munching mammals in the back corner.

What this is in substance is a compromise. The program that was initiated last year on the diversion of the Defense Fund interest

into an organizing fund was, in my opinion, a very successful program. It is, it is true, a Bandaid. It would be nice to have new funds instead of shifting funds, but I don't believe we can totally gut what has become a very successful program.

Rochester is a small local. We have only 2 votes here. Thanks to the organizing funds we received, not a great deal but it was a great deal by our standards—we have been committed to about \$3,000—we will have 3 votes next year at the convention.

This is an important move in organizing for us. I am sure, and having talked to other locals, that there are other locals who can benefit, who have benefited from this program, and I believe that this is not asking much.

The so-called "sacred cow" flyer as amended says that \$225,000 a week would be the cost of a strike in the Toronto local. I don't think it is too much for smaller locals to ask for what would be the equivalent of about three days of striking for Toronto insofar as it possibly would bring in membership that would far and above raise that kind of money.

So I support the diversion of this fairly small amount of money insofar as I believe that it can help a great deal this union and remember, when the membership goes up, everything goes up, and we have the potential of raising the Defense Fund, so I think this organizing money is appropriate. Thank you. (Applause.)

CHAIRPERSON McLAUGHLIN: Is there any further proposal on the motion? The motion would change "September" to "December" in the third recommendation of the main report. All those in favor signify by saying aye. All those opposed signify by saying no. The ayes have it. (Applause.)

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: We are now back to the main motion, the First Report of the Finance Committee as amended by the last proposal and the First Minority Report.

BROTHER MEACHUM (Denver): Chuck, I just have a question on this before we vote on it, probably through you to Secretary-Treasurer Edgington.

I am just a little unclear on how this exactly is going to work with the Defense Fund and with the line item of defense in the budget. Would the line item on defense in the budget just be to put money in the Defense Fund, or would the line item pay for defense action? Where is the money going, and if there is no money spent on defense during the year, does

all the money in the line item get put into the Defense Fund?

SECRETARY-TREASURER EDGINGTON: Bruce, it is the intention to continue the Special Organizing Fund and the Defense Fund as they are now and simply fuel them from the General Fund with those two line items.

BROTHER MEACHUM: All right. Thank you.

CHAIRPERSON McLAUGHLIN: All right. The mikes are clear. Yes.

BROTHER CHMIELEWSKI: Dave Chmielewski, Pawtucket. I rise to propose an amendment to the Finance Committee report. **We would move that you make an addition to the item No. 4—item No. 5 asking for a study of the convention costs by the International Executive Board.**

I just want to say, in view of the cost-cutting needs facing The Newspaper Guild and the importance of continuing annual Guild conventions, **be it RESOLVED that the International Executive Board study ways in which convention costs can be reduced and present its findings at the 1990 Annual Convention in New York City.**

CHAIRPERSON McLAUGHLIN: Is there a second to that? (Seconded by several.)

CHAIRPERSON McLAUGHLIN: Do you want to speak to that?

BROTHER CHMIELEWSKI: Yes. In asking our members to pay more than their dues, I think it is essential to show that we are looking for ways to make the Guild more efficient.

I have heard discussions that it is not a matter of money but time, staff time, but I'm sure funds are an important element in this convention and the cost to The Newspaper Guild, and I think we owe it to our members who pay the freight on this to at least present some kind of a report that shows they are actually considering ways of reducing the costs no matter how small those costs might be.

I recall that the International Executive Board made some earlier recommendations to reduce costs. I think that's all well and fine, including the reduction of the Guild Reporter and the elimination of a meeting. I don't think this convention is a sacred cow, and I think there could be some fat here, and I would like to see some cost-cutting measures proposed.

CHAIRPERSON McLAUGHLIN: Bruce.

BROTHER MEACHUM: Bruce

Meachum, Denver. While I have no real problem with the spirit behind this amendment, I will speak against it just because it seems to me it is too willing to take the ultimate step in convention cost-cutting, that it isn't going to do much for us in the first place, and in the second, we just heard a lot of speeches that say, "Trust us, we know how to spend your money," so I suggest we do that on this also. (Applause.)

BROTHER KING (Pawtucket): Dale King, Pawtucket. I rise in support of the proposal. I don't want to stand in the spirit of distrust among the delegates in what we are proposing here, and as it says in the first line of the Finance Committee report, the time to rearrange our financial priorities has arrived, and I certainly think this proposal is certainly in keeping with that and, based on the Finance Committee report, not only necessary but required. Thank you.

CHAIRPERSON McLAUGHLIN: Any more discussion on the proposal, "Convention Cost Study"? All those in favor of adding that to the report signify by saying aye. All those opposed signify by saying no. The no's have it.

MOTION LOST

CHAIRPERSON McLAUGHLIN: We are now back to the First Report of the Finance Committee as amended by the First Minority Report. Is there any discussion? All those in favor of the First Report of the Finance Committee signify by saying aye. All those opposed signify by saying no. The ayes have it. The First Report of the Finance Committee is adopted.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: Jim.

BROTHER SCHAUFENBIL: Brother Chairperson, I would like to publicly acknowledge the fine work of 50 plus members, one of the largest committees I have dealt with, dealing with some very complex issues in the Finance Committee. Particularly, I would also like to thank Vice Chairperson Judy Hildner and Secretary Kevin Keane. (Applause.)

CHAIRPERSON McLAUGHLIN: All right. I will turn the mike over to President Dale.

PRESIDENT DALE: Before we take a brief break, there is one thing I would like to talk to the delegation about, and it will not take me very long. I'd like to give the delegation a report on the current status of TNG's headquarters building.

I'm sure you have noted a reference in the Finance & Administration Section of the Of-

ficers' Report that "TNG essentially completed a buy-out of its joint-venture partner" and that "upon settlement of legal requirements relating to our prime lender—Maryland National Bank—the Guild will hold sole title to 8611 Second Avenue."

Well, that process has been completed, and I will elaborate for your information.

The 1985 convention gave authority to the IEB, on behalf and in the name of TNG, to purchase or construct a headquarters building "to accommodate TNG's present and foreseeable future needs," and to structure the transaction "in such manner as will effectuate the intent" of the Convention.

As you know, the IEB took action pursuant to that authorization to construct a building at 8611 Second Avenue, Silver Spring, Maryland, under a joint-venture agreement with a developer/builder named Ocean Atlantic Limited Partnership, and with a favorable interest rate secured through a Montgomery County Economic Development Revenue Bond.

In late 1988 we received a favorable offer from our joint-venture partner, allowing us to buy out their interest. On January 25, 1989, the IEB adopted a resolution authorizing TNG's officers to accomplish acquisition of all of the joint-venture interests and to take legal and equitable title to the property for and on behalf of TNG, to borrow up to \$350,000 from a lending institution to implement this action and to negotiate and execute lease agreements for all or any part of the property. We took the necessary action to implement that authorization.

The following fairly summarizes the recently completed transactions resulting in The Newspaper Guild being sole owner of the property:

1. The interest of Ocean Atlantic in the joint venture has been assigned to TNG.
2. The joint venture has conveyed the property to TNG.
3. The joint venture has been dissolved.
4. TNG has assumed the joint venture's obligations under the Montgomery County Economic Development Revenue Bond and its accompanying financial agreement and promissory note.
5. The transactions result in TNG being the sole owner of the property, and for technical legal reasons the property being held in trust for and on behalf of TNG by its President and Secretary-Treasurer or their successors in said offices.

I might add we have several proposals pending from possible tenants, and our lease-up situation looks promising at this point in time.

TNG is the proud, sole owner of an efficient, functional, and attractive headquarters property and building, and I encourage all of you to come see for yourselves. (Applause.)

CHAIRPERSON McLAUGHLIN: I compliment you all on your patience. I know the room is hot. It's hot up here. So we will take a 10-minute break. Get some air. (Recess.)

PRESIDENT DALE: Brothers and sisters, I thought we should take a couple of minutes to tell you where we stand at this time.

We are going to have a special report on the "Sacramento Four" and ask you to reach into your pockets, and after that we have four reports of the Human Rights Committee and the Second Report of the R&I, Safety & Health, Guild Reporter Committee on Safety & Health. We would like to get those done and break for dinner and not have to come back tonight. Otherwise we will have to ask you to come back. (Applause.)

BROTHER JARBOE (Milwaukee): Mike Jarboe, Milwaukee. I would like a point of personal privilege.

PRESIDENT DALE: Why don't you wait until we reconvene.

CHAIRPERSON McLAUGHLIN: If you would take your seats, we can begin.

BROTHER JARBOE: Michael Jarboe from Milwaukee. I would like a point of personal privilege to correct a mistake in the First Report of the Organizing Committee. Under the name of Michael Jarboe the objection, the exception, should be No. 5, not No. 4.

CHAIRPERSON McLAUGHLIN: So noted. It will be taken care of.

BROTHER JARBOE: Thank you, Mr. Chairperson.

CHAIRPERSON McLAUGHLIN: All right. The mikes are cleared. I will turn the mike over to President Dale.

PRESIDENT DALE: Brother and sister delegates, just a quick note. The faster we get through our business, the faster we get to dinner, and the faster we get to dinner, the faster we get to the hospitality room and the faster we get home.

I would like to remind you that for some time we have been fighting a very, very serious battle in the Sacramento Valley area. One battle is with McClatchy, and the other is

with the Sacramento Union. All of you know and have heard of and contributed to, I know, the "Sacramento Four."

We would like you to hear today a couple of people from the Northern California local about that situation, and perhaps they can encourage you to come up with some additional money not only out of your own pocket but also the local treasury's. To begin I would like to call on Vice President Larry Hatfield of the Northern California local. Larry.

VICE PRESIDENT LARRY D. HATFIELD (Northern California): I am Larry Hatfield, stupid but not dishonest IEB member. (Laughter.) And, I should point out, so was Dick Peery.

Last year at the convention you welcomed very warmly one of our Sacramento Union Victims, Georgia Canfield. This year I would like you to give the same kind of welcome to Ana Sandoval. (Applause.)

SISTER SANDOVAL (Northern California): Thanks. I feel like I ought to be applauding you for all your support.

As many of you know, twenty months ago I was fired along with three other people on the bargaining committee at the Sacramento Union, and what we were fired for was for doing our jobs, and that was trying to obtain a better contract for the Guild members.

At that time not only did they take our livelihood, but I really felt as if they tried to take away our friends and support system in firing us, and as I look out here I really believe they were unable to do that because I see a lot of friends here. Your faces may not be all familiar to me, but I know your support.

I wouldn't be standing here today if it weren't for you. Your financial and emotional support have meant a lot to us. Since the Victims' Fund was established in '67 when we were fired, more than \$100,000 have been raised. We have continued to take money out of the fund to offset all of our salaries, so the fund is constantly being drained, and right now it is sort of on a week-to-week basis.

Just to give you an update on what's going on, Sue Harper, who was a 22-year employee at the Sacramento Union in the business office, retired last year, and she is enjoying her free time in the Southwest.

Georgia Canfield, who spoke to this body last year, has taken a job in a legal office and is currently studying to be a paralegal. That leaves two people, Bob Saucerman and myself.

Bob has been working with the McClatchy

campaign, specifically organizing in Modesto, and is also using his abilities as a public speaker, being an advertising rep, to work with the Sacramento Coalition of Organized Labor.

I also have been working on organizing the Stockton Record, or at least helping, while Bob and I go into the office every day to organize the Sacramento Union, which is a difficult process because the paper is on such shaky ground and there is a lot of turnover. It makes organizing a constant battle, as well as the fact that they had laid off a lot of people on staff.

So our presence through your contributions of being able to stay on the job essentially as Guild staff has meant a lot. Particularly, it sends a real strong signal to the company that the Guild isn't dead at the Sacramento Union.

They want desperately for the Guild to go away, and also it's meant a great deal for our members to see us being kept alive essentially. We are still considered—I am the unit chair and Bob is the co-chair of the Sacramento Union unit—so that sends a real strong message to our membership that they belong to an organization that is willing to back people, even if the battle is going to be extended indefinitely.

Words can't express what the contributions have meant to me, can't express what the contributions have meant to the other committee members. And next year I hope to be back here as a delegate, but I would like to be a working employee of the Sacramento Union. (Applause.)

And now a little lighter. I just ask you to take a look at Elvis again and maybe purchase some tickets. (Applause.)

VICE PRESIDENT HATFIELD: I usually follow Jack Wallace at this podium, and as I have said before, it's a hard act to follow, but Brother Jack is also a hard act not to follow. After all, after an hour and a half of listening to Jack, everyone is ready to go out and fight the devil.

Now I guess it is up to me, and I have decided the best way to start is to try to summarize 10 years of Jack's sermons to these affairs. It hasn't been easy. I really needed, some spiritual guidance, but since I have given up spirits ... (laughter). This is true.

However, I think I have it down so we can avoid running this convention into Saturday, but at the same time it remains more or less true to its creator, Jack Wallace. So here I believe is the word, according to Reverend Jack: God is good; the Guild is great; lawyers

are neither; and publishers can go to hell. (Laughter and applause.)

Seriously, a year ago I stood up here and announced to you that we had achieved a major victory in the case of the Sacramento Union Victims. A year later I can tell you that that victory is now a year old, and we still have not won. It's a year old almost exactly to this hour. The Victims are still out of work, and the case is currently before the Ninth Circuit Court of San Francisco.

We don't have a lot of hope that we won't have to come back here next year and give you the latest news or lack of it and make still another appeal to you for help.

It is said that the wheels of justice grind slowly. In this case it seems that the wheels have stopped, and justice has gone on vacation. But the grinding goes on.

The situation at the Sacramento Union continues to grind away at the emotional and financial health of our Victims, but they are not giving up.

The situation at the Sacramento Union continues to grind away at the financial health and political stability of one of the Guild's largest, oldest, and proudest locals, but we are not giving up. And the situation at the Sacramento Union continues to grind at the good will and tolerance of the other locals of TNG, and they are not giving up. For that we thank you.

The unholy alliance of robber baron publishers and an unresponsive judicial system and a government increasingly hostile to working people will continue to try to grind us down, but all that will do is make us brighter, sharper and harder.

I promised Doug Cuthbertson awhile ago I would not call Union owner Richard Mellon Scaife the Ayatollah of publishing. So I won't. (Laughter.)

And I promised Doug I wouldn't compare Richard Mellon Scaife's morals to those of Deng Xiaoping. So I won't. Nor will I use perfectly accurate but pejorative words like "blood sucker," "running dog," "corporate terrorists," "Los Angeles Dodger" (laughter), or any of those other buzz words that tend to polarize things, like Presidents Bush and Dale are meant to be kinder and gentler things.

Unkind thoughts aside, I do want to remind you of what we are dealing with at the Sacramento Union. At the dawn of the 21st century, we have a publisher from the Stone Age. While his workers prepare for a space-age future, Richard Mellon Scaife sends out his hatchetmen in intellectual loincloths to try to

club them into the past.

Civility and fairness in owner-worker relationships have given way to illegality and arrogance. Scaife has displayed a disdain for labor and fair play that would even take away Ronald Reagan's breath—if he had any. (Laughter.)

His view of collective bargaining is just the opposite of Bill Blatz's. In Scaife's world, we bargain and he collects, and when he got tired of bargaining, he fired our bargainers.

I won't presume to compare the Sacramento Union Victims to Terry Anderson, although there are similarities—in both cases the ruthless disregard for law, order or justice—and I would submit that in their own way the union Victims are hostages.

They are allowed to sleep in their own homes at night, but they are not allowed to go to their own jobs during the day. They are hostage to a national atmosphere in the United States and increasingly in Canada that permits a renegade employer to flaunt the law of the land with impunity. They are captive to a system that punishes victims and rewards the oppressor. And they are chained by a system that has forced them to put their careers and lives on hold with no job and no pay now nearly for two years while a bunch of \$100,000 a year judges for life take maybe another two years to decide that a million-dollar-a-year publisher doesn't give a damn about the law.

You people here and your members at home have made it clear in the past—and we know you will in the future—that you are prepared to help us fight those chains and free those hostages, no matter how long it takes. For that solidarity and help, the Victims thank you, the Northern California local thanks you, and I thank you.

Now comes the time to pass the collection plate. Ana is embarrassed at this point to ask for more help, but Jack Wallace never was, and I'm not. (Laughter.)

I ask you to give as generously as you always have, and when you have, we'll go out and keep fighting the devil. Thank you. (Applause.)

PRESIDENT DALE: If there are any locals here that are prepared to tell us about local contributions or pledges, we are certainly prepared to entertain them right now. Brother Barry Lipton.

BROTHER LIPTON: The New York Guild contributes \$1,500.

PRESIDENT DALE: Nice start.

(Applause.)

VICE PRESIDENT SOUZA: I have a check here from the Hawaii local for \$250.

DELEGATE: The Pacific Northwest Guild contributes \$150.

BROTHER BERNOTAS: Bernotas, Wire Service Guild, the chairperson, as it were, of the Broke Locals Caucus, pledges \$200.

PRESIDENT DALE: Remember, name and local first.

BROTHER TKACH (Pittsburgh): Harry Tkach, Pittsburgh, home of Richard Mellon Scaife, pledges \$300.

BROTHER REYENGA (Southern Ontario): Sam Reyenga, Southern Ontario. Southern Ontario will recommend \$1,000 U.S. to its executive. I have \$20 here, and I challenge all Canadians to match it.

BROTHER DENNIS LAJINESS (Toledo): Toledo will recommend \$100.

PRESIDENT DALE: Lajiness of Toledo.

VICE PRESIDENT LOUTH: Doug Louth, Vancouver-New Westminster. At our last executive meeting, the executive approved to give \$2,000 U.S. (Applause.)

VICE PRESIDENT JACKSON: Luther Jackson, Detroit. We will recommend to our representative assembly a donation of \$200.

PRESIDENT DALE: Folks, we're talking about big bucks here, and our stenotypist is having difficulty hearing because of the noise.

BROTHER MacDONALD: MacDonald, Canadian Wire Service Guild. We wanted to give it to the organizing fund, but we will give it to the next best fund—\$1,000 from the Canadian Wire Service Guild.

BROTHER ROBERT HILL (Montreal): Bob Hill, Montreal. Montreal donates \$200, and we will continue to support.

BROTHER SCHICK (Albany): Tim Schick, Albany. We just convened a meeting of the Albany executive board, and we pledge \$100.

BROTHER CUNNINGHAM (Los Angeles): Todd Cunningham, Los Angeles. We pledge \$100.

BROTHER LANGZETTEL (Portland): Dave Langzettel, Portland. We will ask our executive board to donate \$200.

BROTHER LEIR (Hudson County): Ron Leir, Hudson County. Local 42 has pledged and contributed \$100.

BROTHER FRANK J. SWEENEY (San Jose): Frank Sweeney, San Jose. Local 98 is going to continue its \$500 a month contribu-

tion—that's \$6,000 a year—to the Victims. (Applause.)

BROTHER JAHN (San Diego): Ed Jahn, San Diego. By vote of our executive board, \$100.

VICE PRESIDENT ROUSSEAU: Dave Rousseau, Manchester. Manchester has a check here for \$200.

BROTHER KOCH (Buffalo): Mark Koch, Buffalo. On behalf of our delegates and our members I have a check for \$250.

SISTER RAJALA (Brockton): Shirley Rajala, Brockton. We will give \$200 now and continue our \$50 a month contribution as long as necessary. (Applause.)

BROTHER SANTAFEDE (Providence): Frank Santafede, Providence. We will ask our board to give \$500. (Applause.)

SISTER GILLIN (Philadelphia): Both Gillin, Philadelphia. Our local pledges \$100 a month until they are restored to their jobs. (Applause.)

SISTER FERRAR: Rebecca Ferrar, Knoxville. Knoxville will give \$100.

PRESIDENT DALE: That's pretty good. That local is a very small local, and that hurts.

BROTHER HATCH (Cleveland): Hatch, Cleveland. We will recommend \$200.

SISTER WILHELMY (Twin Cities): Ann Wilhelmy, Twin Cities. We pledge \$100.

SISTER KILZER (Chicago): Mary Kilzer, Chicago, will recommend \$100 to our executive board.

SISTER FERGUSON (Memphis): Dean Ferguson, Memphis. We pledge \$200.

BROTHER WALLACE (Wilkes-Barre): Despite the fact that the treasurer of Wilkes-Barre is now management, I will still try to steal \$100 out of the treasury. Thank you. (Applause.)

BROTHER FERGUSON (Windsor): Rob Ferguson, Windsor. We pledge \$100 plus whatever we can shake out of our wallets.

BROTHER COLLINS (Salem): Henry Collins, Salem. We recommend \$100 to the executive committee in Salem.

BROTHER MEACHUM (Denver): Bruce Meachum, Denver. We cut our budget to the bone, but we will still find \$200 for the Northern California Victims. (Applause.)

SISTER BELL (Ottawa): Pat Bell of Ottawa. We pledge \$300 and will continue our \$50 a month pledge.

PRESIDENT DALE: Very good, Pat. Here he comes, here he comes—Mr. America.

DELEGATE: We pledge \$250 ... for the convention as well as our hundred bucks a month.

SISTER DIACONT (York): We will recommend that we pledge \$100.

DELEGATE: Northern Ontario will be recommending to its executive to make a substantial donation as well.

PRESIDENT DALE: Anybody else who has a check they are about to sign or contribute or both? In that event, we should have a total at some stage in the very, very near future.

What's happening on Elvis? Here we go.

SISTER SANDOVAL: First of all, let me thank everyone for your contributions. It's so wonderful. Elvis will probably be donated at the next break. We are going to be getting all the tickets together, and we will have an announcement for you at that time, so anybody who wants to buy a last-minute ticket is welcome to. Thank you once again.

PRESIDENT DALE: Once again, Guild locals, Guild delegates, Guild members have demonstrated their generosity to people, brothers and sisters, in need.

I thank you on behalf of the International Executive Board and on behalf of my own local, which also happens to be the Northern California local. Thank you very much. (Applause.) Brother Pete.

CHAIRPERSON McLAUGHLIN: It's wonderful to see that Larry Hatfield has learned how to give a speech. When you invoke Jack Wallace and God, you can't go wrong. (Laughter.)

So we get back to the work of the convention. We will take up the First, Second, Third and Fourth Reports of the Human Rights Committee. Does everyone have the First Report of the Human Rights Committee? Will Chairman Steven Michael, Northern California, come to the podium.

BROTHER MICHAEL (Northern California): First Report of the Human Rights Committee.

FIRST REPORT OF THE HUMAN RIGHTS COMMITTEE

Discrimination based on race, national origin and sex persists in the news industry, along with newer forms of subtle and overt discrimination. As the working population ages, discrimination against workers 40 years of age and over is on the rise as reported to the Convention and creates a special challenge to every local.

In the belief that the best way to identify and resolve all forms of discrimination is at the local level, the Convention points out the growing need for Local Human Rights Committees for the important work they achieve.

An excellent example is the 1988-89 membership survey conducted by the Twin Cities Local Human Rights Committee, which found a greater concern with discrimination than expected. It found the departments and job classifications where problems are prevalent and provided valuable anecdotal and statistical information that the Local will use in discussions with the employer. While 54 percent of all 79 Guild Locals have a Human Rights Committee, that is not enough. Every local needs one to get the work done!

The Guild recognizes the need to maintain and advance the gains it has made in eliminating discriminatory practices against its members despite continuing barriers. It notes the devastating string of recent U.S. Supreme Court decisions, which taken together, discourage, limit and undercut enforcement of anti-discrimination laws. The Guild must, and will, work with coalitions to reverse the effects of these decisions.

This Convention, in noting the reality of AIDS in the workplace and the discrimination and harassment that accompanies its presence, suggests that locals work with the existing support networks in communities, large and small, to deal with such problems.

To help Guild members who live in domestic relationships not recognized by the law, and who are foreclosed from benefits taken for granted by the majority, the Guild should endeavor to see that they receive the same benefits extended to married members. In accordance with TNG's program of fighting discrimination, the IEB should consider a policy that would extend spousal benefits to all members living in such relationships.

The Committee adopted as amended two resolutions referred to it from the Convention Resolutions Committee, "Pay Equity: It's Time, It's Fair, It's A Priority" and "For Better Child-Care Services." It also adopted a separate resolution on harassment in the workplace, "When We Say No To Harassment, WE MEAN NO!"

The Convention recommends that:

1. Locals establish Human Rights Committees where none currently exist accord-

ing to Article VIII, Section 20 of the Guild Constitution.

2. Locals conduct membership surveys to determine the extent of discrimination in the workplace using the Discrimination Survey available from TNG and forwarding the results to TNG.

3. Locals scrutinize employer actions in hiring, assignments, promotion, training, merit pay, discipline and early-retirement programs for potential discrimination against employees 40 years of age and older.

4. Locals continue to help prevent and, where it occurs, promptly correct sexual harassment.

5. Locals enforce fair-employment-practice contract provisions that ban discrimination in hiring and other employment conditions.

6. Locals 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.

7. Locals consult with TNG before filing a discrimination charge with any agency, court or tribunal and forward copies of any documentation, charges or complaints related to the charge to TNG.

8. Locals increase efforts to achieve child and adult-dependent care and parental and family-emergency leave, as provided by TNG's Collective Bargaining Program and Recommendations.

9. 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.

10. Locals and TNG continue and intensify efforts to increase the number of minorities and women in leadership and administrative roles and that all TNG administrative-job openings be posted in the Guild Reporter.

11. Locals supply the convention 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 Director information on the representation of

women and minorities among their officers, executive boards and representative assemblies.

12. Locals and members seek opportunities to associate with U.S. and Canadian union and community groups that share the Guild's human-rights objectives, such as the Coalition of Labor Union Women, Organized Working Women (Canada), the Coalition of Black Trade Unionists, National Committee on Pay Equity, Labor Council for Latin American Advancement, Frontlash, the A. Philip Randolph Institute, Leadership Conference on Civil Rights, National Council for Senior Citizens, Martin Luther King Center for Social Change, National Urban League and National Urban Coalition.

13. Locals that have experience with discrimination against members with AIDS, undertake educational programs to counteract the discriminatory actions and misinformation about this disease.

Signed: Steven Michael, Northern California, chairperson; Mark Pearson, York, vice chair; Jim Boyd, New York; Steven Campbell, Portland; Georgia Chisholm, Vancouver-New Westminster; Jan Cook, Vancouver-New Westminster; John F. Hagan, Cleveland; William Hammond, Albany; Lionel Horton, St. Louis; Marie Howard, Portland; Will T. Jones, Northern California; Dorothy Lewis, Twin Cities; Shannon McManus, Southern Ontario; Beverlyann Morris, Toledo; Sharon Parshall, Pacific Northwest; Irma "Mimi" Rios, New York; Carol Rothman, Philadelphia.

BROTHER MICHAEL: On behalf of the committee, I so move.

CHAIRPERSON McLAUGHLIN: The First Report of the Human Rights Committee has been moved and seconded. The microphones are open for discussion. Luther.

VICE PRESIDENT JACKSON: Luther Jackson, Detroit. I move an amendment.

In a meeting last night, June 21, the Minorities Caucus voted to request that the 1989 convention's Human Rights Committee add to its report the following recommendations:

"Recommendation 14. Locals are urged to actively recruit minorities and women to seek elective office at the executive board, representative assembly, and International levels.

"Recommendation 15. Locals are encouraged to publicize all local and International salaried positions that become available by

posting them on bulletin boards and/or in unit publications."

Signed: The Minorities Caucus—Irma Rios, New York; Clara Bennett, New York; Beverlyann Morris, Toledo; Eugene Jones, Philadelphia; Richard M. Peery, Cleveland; Luther Jackson; Detroit; Ike Levis, Toledo; Ruben Batista, New York; Arthur E. Joyner, Pacific Northwest; Ted Dargan, St. Louis; Keeble McFarlane, Canadian Wire Service Guild; Pat Odoms, Philadelphia; Will Jones, Northern California; David Hardy, New York; Bert Atkinson, New York; Christine Skeete, New York; Alan Seifullah, Cleveland; Lionel Horton, St. Louis.

(Seconded by several.)

CHAIRPERSON McLAUGHLIN: Seconded. Do you want to speak to it?

VICE PRESIDENT JACKSON: I will speak to it just briefly. I think this is another step and something we need to continue doing at the Guild, which is to make sure that we have minorities and women of adequate representation in the leadership pool so that when the union is looking for additional staff, IR staff, say, or committee chairpersons of the Guild, whatever the leadership or professional levels are, that we have adequate representation of all Guild members. (Applause.)

CHAIRPERSON McLAUGHLIN: Thank you. The proposal has been moved and seconded that we add Nos. 14 and 15 to the First Report of the Human Rights Committee. That's been moved and seconded. Any further discussion? All those in favor of the proposal signify by saying aye. All those opposed signify by saying no.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: We will now go back to the First Report of the Human Rights Committee as amended with Nos. 14 and 15.

SISTER HOWARD (Portland): We are addressing the original First Report.

CHAIRPERSON McLAUGHLIN: Yes, we are.

SISTER HOWARD: My name is on the report, Howard from Portland. A year ago I stood at a similar mike and urged all locals to activate their human rights committees.

This document takes it one step further. It calls to your attention that the Constitution says we must have a human rights committee. I implore you to become active in this, to conduct your survey.

There are stories that are still out there. The Twin Cities local delegation can tell you

about them. It's just astounding. It has to stop. You must do something about this. I think that we must bring all publishers kicking and screaming into the 20th century, and by next year this time at this mike I hope you will hear a different report. Thank you. (Applause.)

CHAIRPERSON McLAUGHLIN: Thank you. Is there any further discussion on the First Report of the Human Rights Committee as amended? All those in favor, signify by saying aye. All those opposed, signify by saying no. The First Report of the Human Rights Committee as amended is accepted.

MOTION CARRIED

BROTHER MICHAEL: The Second Report of the Human Rights Committee.

SECOND REPORT OF THE HUMAN RIGHTS COMMITTEE

PAY EQUITY—IT'S TIME, IT'S FAIR, IT'S A PRIORITY

Pay equity, or equal pay for work of equal value, must become a priority on the Guild's bargaining agenda.

In Canada, women earn on average only 64 percent of what men are paid, which is up from 53 percent in 1911. If left to the employer, it would take 207 years before the wage disparity between men and women disappeared in Canada.

In the U.S., the female-to-male earnings ratio in 1987 was 65 percent and worse for black and Hispanic women. Black women earned 60 percent, and Hispanic women earned 55 percent of the earnings of white men.

Too many wage inequities continue in the news industry such as those at the Hamilton Spectator in Ontario where Guild members are currently on strike because the employer refuses to pay part-time mailroom inserters, predominately women, the same hourly pay as full-time, predominately male, helper/loaders.

Wage inequities, based on the sex or race of those who hold the jobs, are unacceptable. They disadvantage individuals economically, violate the fair employment provisions of our contracts and divide the union.

Secretaries should not be paid less than janitors. Telephone salespersons and librarians, both historically female-dominated, should not take home thousands of dollars less per year than outside advertising salespersons or reporters. Supervisors in a predominately female department should not

receive lower salaries than a non-supervisory worker in a predominately male department, but they are because employers value less any job held by females. Historical biases in the wage-setting process continue.

While many Locals have achieved significant gains in narrowing wage inequities in the last decade, too many myths and barriers keep us from our goal.

It's time for Guild Locals to review the wisdom and myths surrounding pay equity. It's time to support minimum wage and pay equity legislation and to organize the unorganized in our industry around pay equity issues.

The crux of the problem is sex- and race-based wage discrimination. The solution is better pay. As a Canadian District Council resolution said this year, "Pay Equity—It's time and it's fair. ... Let's organize to get the money."

To fulfill this mission, the Convention recommends:

1. That U.S. and Canadian Guild Locals be strongly encouraged to participate in the 10th Anniversary Conference of the National Committee on Pay Equity in Washington, D.C., at Loews L'Enfant Plaza Hotel, Saturday and Sunday, October 21-22, 1989, where Guild representatives can meet and share experience and ideas with leading pay-equity advocates from the U.S. and Canada.

2. That, if logistic problems can be resolved, TNG sponsor a one-day pay equity conference for Guild Local representatives on Friday, Oct. 20, 1989, in Washington, D.C., to focus specifically on how Guild locals achieved pay equity to date and how to achieve pay equity in the future.

Signed: Steven Michael, Northern California, chairperson; Mark Pearson, York, vice chair; Jim Boyd, New York; Steven Campbell, Portland; Georgia Chisholm, Vancouver-New Westminster; Jan Cook, Vancouver-New Westminster; John F. Hagan, Cleveland; William Hammond, Albany; Lionel Horton, St. Louis; Marie Howard, Portland; Will T. Jones, Northern California; Dorothy Lewis, Twin Cities; Shannon McManus, Southern Ontario; Beverlyann Morris, Toledo; Sharon Parshall, Pacific Northwest; Irma "Mimi" Rios, New York; Carol Rothman, Philadelphia.

BROTHER MICHAEL: So move on behalf of the committee.

CHAIRPERSON McLAUGHLIN: The Second Report of the Human Rights Commit-

tee, "Pay Equity—It's Time, It's Fair, It's a Priority," has been moved and seconded. The mikes are open for discussion. Seeing none, all those in favor of the Second Report of the Human Rights Committee signify by saying aye. All those opposed signify by saying no. The Second Report of the Human Rights Committee is adopted.

MOTION CARRIED

BROTHER MICHAEL: The Third Report from the Human Rights Committee.

THIRD REPORT FROM THE HUMAN RIGHTS COMMITTEE WHEN WE SAY NO TO HARASSMENT, WE MEAN NO!

The 56th Annual Convention reiterates the need for Guild Locals to detect and correct harassment in the workplace. All harassment is cruel and destructive to the victims and harmful to the people who work in a poisoned environment. The best way to correct these behaviors is to use the grievance procedure or a special procedure to deal with this sensitive problem.

Let's be clear. Employers are responsible for a safe and healthy workplace and for correcting any unwelcome or unwanted harassing conduct by its supervisors, employees and business-related non-employees. But, leaving the problem to management is not enough.

Guild leaders, and members, must be alert to harassing behaviors early and notify the union immediately upon each occurrence so that it can investigate and resolve the allegations quickly, and in most cases, as quietly as possible.

Harassment is any unwanted behavior or conduct that is based, for example, on sex, race or age and has the purpose or effect of interfering with a person's work performance or creating an intimidating, hostile or offensive working environment. Harassment can be based also on national origin, sexual preference, disability, marital status, religion or political belief.

But there is an additional and insidious dimension to sexual harassment. It includes unwelcome sexual advances or requests and other verbal or physical conduct of a sexual nature when submission is made a term or condition of employment or is the basis for employer decisions. It is more reprehensible for this because of the inherent authority of a supervisor or manager to control the job environment or to give or take economic benefits.

"Quid pro quo" requests for sexual favors, for example, in return for employment benefits are more than inappropriate; they violate most Guild contracts and various laws in the U.S. and Canada.

The nature of all harassment in the workplace requires locals to act with sensitivity and respect for personal privacy and the reputations of those involved for often it raises deep emotions including hurt, anger, fear, humiliation and shock.

Let's be clear about harassing conduct by a co-worker or non-employee. Such conduct by these persons that creates a hostile or intimidating environment is also inappropriate, unprofessional and subject to the grievance procedure in most Guild contracts.

To prevent and eliminate harassment, the Guild Convention recommends:

1. That Locals in the next year inform members through their newsletters, bulletins and local programming, about the various forms of harassment and what to do about it, and

2. That Locals appoint at least one person to work with TNG to become the specialist to advise and assist Local leadership and members about this insidious and intolerable form of discrimination.

Let it be clear by our word and deed:
When we say no, WE MEAN NO HARASSMENT!

Signed: Steven Michael, Northern California, chairperson; Mark Pearson, York, vice chair; Jim Boyd, New York; Steven Campbell, Portland; Georgia Chisholm, Vancouver-New Westminster; Jan Cook, Vancouver-New Westminster; John F. Hagan, Cleveland; William Hammond, Albany; Lionel Horton, St. Louis; Marie Howard, Portland; Will T. Jones, Northern California; Dorothy Lewis, Twin Cities; Shannon McManus, Southern Ontario; Beverlyann Morris, Toledo; Sharon Parshall, Pacific Northwest; Irma "Mimi" Rios, New York; Carol Rothman, Philadelphia.

BROTHER MICHAEL: So moved by the committee. (Seconded by several.)

CHAIRPERSON McLAUGHLIN: The Third Report of the Human Rights Committee tiled, "When We Say No to Harassment, WE MEAN NO!" has been moved and seconded. The mikes are clear. All those in favor, signify by saying aye. All those opposed, signify by saying no. The Third Report of the Human Rights Committee is adopted.

MOTION CARRIED

BROTHER MICHAEL: The Fourth and, I am sure you will be happy to know, Last Report of the Human Rights Committee.

FOURTH REPORT OF THE HUMAN RIGHTS COMMITTEE FOR BETTER CHILD-CARE SERVICES

Not since Richard Nixon vetoed the last federal child-care bill have American parents been so close to improving the quantity and quality of child-care. America's children and parents cannot wait any longer.

None of the bills pending in Congress is more comprehensive than the Act for Better Child Care Services, S.5 and H.R. 30. The bill is being debated right now in the Senate, and the 56th Convention of The Newspaper Guild urges its swift passage there and in the House thereafter.

The Act, or the ABC bill, is the only bill that addresses the issues of quality, supply, and affordability in a way that will expand the child-care choices available to parents, allowing them to select the most appropriate care for their children from a wide range of safe options.

Contrary to opponents' claims and some articles, the bill will include, not exclude, church-run child centers. An important compromise was reached on funding for child-care based in churches and synagogues. According to a source in the Senate subcommittee on children, almost one-third of U.S. child-care centers are in churches and synagogues, and most of these are not religious in content.

ABC permits parents to choose child-care provided by religious institutions except those designed for religious indoctrination. ABC abides by the "establishment clause" of the Constitution, which requires the separation of church and state.

And contrary to opponents, there is no substitute for ABC. President Bush's alternative plan to provide a tax credit of up to \$1,000 for low-income families is inadequate to meet today's crisis. While the plan would provide a needed increase in income to eligible low-income families—those making less than \$13,000 a year in 1990—the plan does not adequately expand the child-care choices of these families, nor does it address the need to increase the supply or improve the quality of child-care, as ABC would do.

Because the average cost of care is at

least \$3,000 per child per year, those families eligible to receive the full \$1,000 credit would be ineligible for quality care, and families with children over the age of 4 would receive no help no matter how low their income.

While the tax-credit plan can complement ABC, it cannot substitute for ABC, which will truly expand child-care choices.

The Convention:

1. Recommends that all U.S. Guild locals immediately wire a message in support of the bill to their senators and congressional representatives.

2. Encourages locals to join the Alliance for Better Child Care operating in each state until U.S. children have safe, affordable, accessible and quality child-care.

Signed: Steven Michael, Northern California, chairperson; Mark Pearson, York, vice chair; Jim Boyd, New York; Steven Campbell, Portland; Georgia Chisholm, Vancouver-New Westminster; Jan Cook, Vancouver-New Westminster; John F. Hagan, Cleveland; William Hammond, Albany; Lionel Horton, St. Louis; Marie Howard, Portland; Will T. Jones, Northern California; Dorothy Lewis, Twin Cities; Shannon McManus, Southern Ontario; Beverlyann Morris, Toledo; Sharon Parshall, Pacific Northwest; Irma "Mimi" Rios, New York; Carol Rothman, Philadelphia.

BROTHER MICHAEL: So moved by the committee. (Seconded by several.)

CHAIRPERSON McLAUGHLIN: The Fourth Report of the Human Rights Committee, "For Better Child-Care Services," has been moved and seconded.

(Vice President Rothman approaches microphone, accompanied by toddling daughter Lindsey.)

VICE PRESIDENT ROTHMAN: What else?

CHAIRPERSON McLAUGHLIN: What else. You are going to speak about child care. (Applause.)

VICE PRESIDENT ROTHMAN: Carol and Lindsay Rothman from Philadelphia. Just a few short comments. We were hopeful we wouldn't even have to pass this resolution because we thought this might be passed by the Senate by the time we got here today, but today we have gone into the fifth day and, as we read in the paper today, we are looking for a veto by President Bush if this doesn't pass the Senate.

So I just wanted to encourage delegates to check outside on the political action table for the Senate Directory or check upstairs in the office, and the most important words in this resolution are the words, "Wire the message today," or I'll have to bring my kid again next year. (Laughter and applause.)

CHAIRPERSON McLAUGHLIN: All right. The Fourth Report of the Human Rights Committee, "For Better Child-Care Services," has been moved and seconded. The mikes are clear. All those in favor, signify by saying aye. All those opposed, signify by saying no. The Fourth Report of the Human Rights Committee is adopted.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: The next order of business is the Second Report of the Research & Information, Safety & Health, Guild Reporter Committee, titled "Safety & Health," and the chairman is on his way.

BROTHER LANGZETTEL: The Second Report concerns Safety & Health.

SECOND REPORT OF THE RESEARCH & INFORMATION— SAFETY & HEALTH— GUILD REPORTER COMMITTEE SAFETY & HEALTH

Concern about the health effects of video display terminals acquired new dimensions during the past year as incidents of repetitive-strain injury (RSI) spread throughout the newspaper industry.

In the last year, outbreaks of RSI have been reported in more than a dozen Guild shops. They included multiple cases at the Fresno Bee, Modesto Bee, Lexington Herald-Leader, Pittsburgh Post-Gazette, San Diego Union and Tribune, Akron Beacon Journal, Monessen Valley Independent, Philadelphia Inquirer, Washington Post, Associated Press, San Jose Mercury News, Victoria Times-Colonist, Manchester Union Leader, Reuters and the Buffalo News, in addition to the non-Guild Los Angeles Times, Newsday and the Concord (N.H.) Monitor.

Some of these outbreaks have affected as much as 20 percent of the workforce. These injuries may result in temporary and even permanent inability to do keyboard work. Few of the affected newspapers have put into effect the range of ergonomic improvements, including fully adjustable chairs and desks, wrist rests and adequate rest

breaks, necessary to alleviate the problem. In the case of neck and shoulder strain, telephone headsets are not always available, either.

RSI outbreaks reported thus far, alarming as they may be, are only the tip of the iceberg. Individual RSI reports have been received from numerous Guild shops, involving not only VDT operators but workers who perform other repetitive tasks, such as folding and throwing newspapers.

RSI is not the only VDT problem continuing to draw attention. Concern over the possibility of reproductive hazards intensified during the year with the publications of a Kaiser Permanente report showing that women working on VDTs more than 20 hours a week had an 80-percent higher incidence of miscarriages than women doing similar work without VDTs. Meanwhile, another Swedish study confirmed that VDT pulsed magnetic radiation significantly increases fetal deaths among laboratory mice.

To meet RSI and other VDT hazards, Guild locals should emphasize in their contract proposals the importance of provisions for radiation testing, employer-paid eye examinations, employer-paid VDT eyeglasses and ergonomically sound chairs and tables. Rest breaks and proper employee training are also essential.

While VDT problems continue to predominate, Guild members are increasingly concerned about job stress.

More locals are responding to TNG's Stress Advisory and using its Model Stress Questionnaire, which helps get to the roots of workplace stress and take remedial action rather than accepting management seminars that merely emphasize "coping" with stress. However, locals should also support stress-management programs, paid for by management.

Besides taking action to reduce workplace stress, locals are making increasing use of TNG's Fact Sheet on Indoor Air Pollution. Several have obtained air-quality studies.

Increasingly, Guild locals are caught between the desires of many members to limit smoking, of others to retain the privilege and the penchant of managements to impose outright bans. Tobacco smoke is a health hazard, and locals should take steps to resolve the conflict over smoking. But they should resist plant-wide smoking bans. Negotiated bans should include areas set

aside for smoking, preferably vented so smoke is not recirculated.

OSHA's Hazard Communication Standard and Canada's Workplace Hazardous Materials Information System provide means of identifying many chemical hazards, including air pollutants, and Guild locals should make full use of them. They provide for identifying and labeling workplace chemical hazards and training employees in avoiding them.

Locals, especially those representing mailroom, garage and loading-dock employees should also be aware of the hazards of physical agents such as noise, vibration, heat and cold. TNG should make information available to help them.

TNG has joined with the CWA, the Graphic Communications International Union and the Workplace Health Fund to develop an occupational safety-and-health training program for union activists. The Guild should be prepared to make effective use of it.

The Convention recommends that:

1. TNG take all possible steps to help locals combat the growing problem of repetitive-strain injury, and locals insist that management take the necessary ergonomic measures to alleviate and prevent it, particularly the purchase of adequate adjustable chairs and desks.

2. Locals use the new American National Standards Institute (ANSI) voluntary standard on VDTs to assist them in obtaining adequate VDT conditions, and TNG join other affected unions in seeking an OSHA standard.

3. Locals support the introduction and passage of VDT regulatory legislation in state and provincial legislatures in cooperation with other unions and allied groups, using TNG's Model Bill.

4. TNG continue to press for the development of adequate shielding against very low frequency (VLF) radiation from VDTs, particularly against magnetic-field emissions, and locals seek to have management install any protective shielding necessary and available.

5. Locals seek a joint voice with management in selecting consultants and instruments for VDT radiation testing, insist on receiving full reports from consultants on the results of such testing, seek TNG advice on consultants and instruments and provide a copy of all reports on results to TNG.

6. Locals use materials available from the Research & Information Department, particularly its manual, "Humanizing the VDT Workplace," and the TNG/CWA users' manual, "Video Display Terminals: A Health Guide for Users," to acquaint their safety and health committees, officers, stewards and members with VDT problems and methods of resolving them.

7. Locals take steps to meet the problems of occupational stress, including the use of TNG's Stress Advisory and Model Questionnaire, and seek the employment of professional consultants when workplace stress is found to be widespread.

8. While emphasis should be placed on eliminating causes of stress rather than "coping," locals seek employer-paid stress-management programs to help alleviate the effects of stress.

9. Locals combat office air contamination and ventilation problems with the assistance of TNG's Fact Sheet on Office Air Pollution, seeking general control measures as well as solutions to individual problems.

10. Locals move to eliminate environmental health problems associated with smoking and seek management action to combat them by seating separation, smoke-removal devices, improved ventilation and, where acceptable to the majority of affected members, a ban on smoking, including an employer-paid smoking-cessation program, special smoking areas and avoidance of disciplinary measures, while resisting any management efforts to impose a ban unilaterally.

11. Locals be alert to asbestos hazards, using TNG's Asbestos Fact Sheets, seek guidance from TNG when confronted with such hazards and insist that management discuss planned renovations and known asbestos areas with the Guild, members be adequately protected during removal or containment work, asbestos levels in the air be properly monitored and a qualified contractor be hired to perform the work.

12. Locals make sure employers are in compliance with OSHA's Hazard Communication Standard and Canada's new Workplace Hazardous Materials Information System, that material safety-data sheets and labels are in place and that employees receive training specific to the hazards of their workplace, including hazardous physical agents such as noise and radiation, which are not covered by the federal regulations.

13. TNG prepare a memorandum to locals on physical agents that present a hazard in Guild workplaces and assemble supplementary material to be made available to locals on request.

14. All locals that do not have safety and health committees act immediately to establish them, using TNG's memorandum on the subject as a guide, all local safety and health committees cooperate with counterpart committees and other plant unions wherever possible, and true union-management committees rather than token employee representation on company committees be sought wherever joint action is deemed appropriate.

Signed: David Langzettel, Portland, chairperson; Paul Bryan, Southern Ontario; James F. Cummings, St. Louis; Theodore Dargan, St. Louis; Bill Ernst, San Jose; Ken Fisher, Pittsburgh; Larkie Gildersleeve, Northern California; Samuel R. Jempson, Buffalo; Eugene B. Jones, Philadelphia; Bill Knight, Peoria; George Powell, Northern California; Marie A. Shellock, Youngstown; Brian Williams, Cincinnati.

BROTHER LANGZETTEL: Mr. Chairperson, I move adoption.

CHAIRPERSON McLAUGHLIN: The Second Report of the Research & Information, Safety & Health, Guild Reporter Committee titled, "Safety & Health," has been moved and seconded. Eugene.

BROTHER JONES: Eugene B. Jones, Philadelphia. There is a correction on Page 1, Paragraph 2, at the end of the line. It should read, "Philadelphia Daily News and Philadelphia Inquirer."

CHAIRPERSON McLAUGHLIN: We will make that correction.

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

CHAIRPERSON McLAUGHLIN: Identify yourself, please.

BROTHER PENNACCHIO: Tom Pennacchio, New York. Please add Dave Hardy's name to the report.

CHAIRPERSON McLAUGHLIN: Dave Hardy's name to the report. All right. Any other comments or discussion? Second Report of the Research & Information Committee. All those in favor, signify by saying aye. All those opposed, signify by saying no. The Second Report of Research & Information, Safety & Health, Guild Reporter Committee titled, "Safety & Health," is adopted.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: Recognize Secretary-Treasurer Edgington for some announcements.

SECRETARY-TREASURER EDGINGTON: Northern California local would like to give you a hand now. They want to thank you for \$4,007 in contributions, cash and checks today plus the pledges that were made here earlier this afternoon. 4,007 dollars.

(The Northern California delegation arose and applauded.)

SECRETARY-TREASURER EDGINGTON: The Farm Workers also want to thank you. They sold out of everything they brought today and netted over \$800. (Applause.) I'm sorry. I am told there are two T-shirts left.

CHAIRPERSON McLAUGHLIN: We have two Farm Workers T-shirts left, and we would like to auction them off.

BROTHER SANCHEZ: I have always wanted to be an auctioneer, but all I could get out was, "Ibity bibbity, bibbity, bibbity."

Anyway, I have one extra large T-shirt and one medium T-shirt. I am not going to start the bidding at less than what I was selling them for, \$6. Maybe I should start them at your T-shirt prices, \$10. (Laughter and applause.) I have two left, and that's it. All the T-shirts. So somebody give me ...

BROTHER SCHAUFENBIL (Philadelphia): I would like to bid \$10 but only for the extra large. The medium won't do me any good.

BROTHER SANCHEZ: I have a bid for 10 here and here. Anybody else?

DELEGATE: David Mulcahy, from New York. Fifteen. (Laughter and applause.)

BROTHER SANCHEZ: I can't have a tie bid. Both aren't going to fit in the T-shirt.

BROTHER SCHAUFENBIL: We are bidding only for one each.

SISTER BELL (Ottawa): I want the extra large.

BROTHER SCHAUFENBIL: I will take the medium if I can lose weight.

BROTHER SANCHEZ: She said 12.

BROTHER SCHAUFENBIL: I will take the medium.

BROTHER SANCHEZ: All right.

DELEGATE: Brother Mulcahy bid 15 on the extra large.

BROTHER SANCHEZ: Fifteen on the extra large?

BROTHER BERNOTAS (Wire Service

Guild): Go for it.

BROTHER SANCHEZ: Eighteen. She said 18. Okay.

BROTHER: I have \$20 here.

CHAIRPERSON McLAUGHLIN: We will not be outbid.

BROTHER SANCHEZ: I have \$20 over here.

SISTER BELL: Twenty-one. (Laughter.)

BROTHER SANCHEZ: Canadian money? Twenty-one so far. Do I hear a higher bid? Twenty-five?

BROTHER PENNACCHIO: Twenty-two.

BROTHER SANCHEZ: I have 22 over here.

SISTER BELL: Is that Mulcahy? (Cries of "Yes.")

SISTER BELL: He can have it. (Laughter and applause.)

BROTHER SANCHEZ: I guess I don't need to say once or twice or three times, huh?

BROTHER PENNACCHIO: Mulcahy will send you a check.

BROTHER SANCHEZ: Wait a minute. I still have the medium left. (Laughter.)

BROTHER SANCHEZ: Do I hear 10 for the medium?

BROTHER SCHAUFENBIL: I still have the 10.

BROTHER CESNIK: Barry Lipton, 20. (Laughter.)

BROTHER SANCHEZ: Do I hear 12 or 15 or anything? All right. We will let the medium go for 10.

BROTHER MULCAHY: Who won the auction?

BROTHER SANCHEZ: You owe \$22 to the Farm Workers, by the way. (Applause and cheers.) Going once for 10. Twice. Sold.

CHAIRPERSON McLAUGHLIN: Let the record show the Chairperson had nothing to do with that. (Laughter.) I didn't bid it up.

BROTHER MULCAHY: Mr. Chairperson, I will be here with the COPE story tomorrow.

CHAIRPERSON McLAUGHLIN: Just don't leave the room, David.

BROTHER SANCHEZ: Thank you very much. (Applause.)

CHAIRPERSON McLAUGHLIN: Any other business to come before us? We are recessed until tomorrow ... (Cries of "Hold it!" and "Elvis! Elvis! Elvis!")

BROTHER CUTHBERTSON (Northern California): Let's see if this thing does really play "Blue Hawaii." Absolute quiet. Ana is going to draw the ticket even as "Blue Hawaii" is playing. And the winner is ... ?

SISTER SANDOVAL: Gene Bryant. (Laughter and applause, ending in cadence.)

BROTHER BRYANT: This is about the most wonderful thing I've ever won. (Laughter.) It's the only thing I've ever won. Thank you very much. (Laughter.)

CHAIRPERSON McLAUGHLIN: Thank you. We will recess until 9:30 tomorrow morning.

BROTHER DAN OLDFIELD (Canadian Wire service): Ladies and gentlemen, Elvis has left the building. Elvis has left the building!

(The convention recessed at 5:45 p.m.)

FRIDAY MORNING SESSION

June 23, 1989

The Convention reconvened at 9:45 a.m., Chairperson McLaughlin presiding.

CHAIRPERSON McLAUGHLIN: The delegates will please take their seats. The session will come to order.

You have before you a resolution, "Gregory Gordon Dismissal." Alice Busby, just a couple more times, Alice.

SISTER BUSBY: The "Gregory Gordon Dismissal" on yellow paper. There is a typographical error in the second line of this resolution.

BROTHER BERNOTAS (Wire Service Guild): No, no. We want jurisdiction.

SISTER BUSBY: Where it says "United States," that should read "United Press International."

GREGORY GORDON DISMISSAL

After eight Pulitzer Prize nominations in a long and distinguished career at United Press International, Gregory Gordon has been fired.

Gordon's sin was refusing to submit to his employer the manuscript of a book he and a former UPI executive are writing about the wire service.

Gordon had been assigned to cover the 1985-86 phase of UPI's struggle to survive, a struggle in which the Wire Service Guild and The Newspaper Guild played a key role.

In 1986, then-UPI Chairman Luis Nogales gave unconditional permission for Gordon to proceed with the book.

At a time when contract negotiations at UPI are at a critical stage, Gordon's dismissal in blatant violation of existing job-security provisions sends a chilling message to an already shrunken and battered work force.

The 56th Annual Convention of TNG condemns the firing of Gordon as a blatant attack on the ability of a highly regarded, veteran of UPI to report on the news organization he has served so well, and as a dire threat to the integrity of his colleagues at UPI.

SISTER BUSBY: And I move on behalf of the committee.

CHAIRPERSON McLAUGHLIN: The resolution, "Gregory Gordon Dismissal," has been moved and seconded. Is there any discussion? All those in favor, signify by saying aye. All opposed, signify by saying no. The resolution, "Gregory Gordon Dismissal," is adopted.

MOTION CARRIED

SISTER BUSBY: You have before you a resolution headed "Zwelakhe Sisulu" on blue paper.

ZWELAKHE SISULU

Zwelakhe Sisulu remains silenced by the South African government. He is still not allowed to resume his duties as editor of the New Nation.

Although Zwelakhe Sisulu is an internationally renowned journalist and a former Nieman Fellow at Harvard University, he cannot report the truth to the people of his own country and the world under threat of more severe imprisonment or death.

He is under virtual house arrest in Soweto, but he is not allowed to write a word about the conditions he sees around him. Nor does the racist South African government permit the news media there to quote him or any other freedom fighter who is under similar banning orders.

The Newspaper Guild urges the administration of President George Bush to strongly demand that the South African government recognize the human right of expression for Zwelakhe Sisulu and all other South Africans living under oppression.

SISTER BUSBY: On behalf of the committee, I so move.

CHAIRPERSON McLAUGHLIN: The resolution titled, "Zwelakhe Sisulu," is before you. It's been moved and seconded. Is there any discussion?

BROTHER PEERY (Cleveland): Yes. Dick Peery, Cleveland. First, Mr. President, I want to thank whoever found my badge at the Canadian party last night and returned it to our table. I feel very good about that.

On Tuesday, I talked to Tebogo Mafole, who is the African National Congress director of their mission to the United Nations, and I asked him what the effect of this resolution could possibly be. He said our passage will have a tremendous effect on the freedom fighters in South Africa as they get word of it because they will know they are not alone, and he said our passage of this kind of resolution will help restrain the South African government. So I urge everybody to pass it. Thank you.

CHAIRPERSON McLAUGHLIN: Any further discussion? All those in favor of the resolution, signify by saying aye. All those opposed, signify by saying no. The resolution entitled, "Zwelakhe Sisulu," is adopted.

MOTION CARRIED

SISTER BUSBY: The next resolution is headed "Suppression of Democracy in China," to be found on yellow paper.

SUPPRESSION OF DEMOCRACY IN CHINA

We have witnessed in horror the recent crushing of a democratic movement in China. Free speech and assembly are basic human rights that will be destroyed by summary arrests, house-to-house searches, military tanks or death sentences.

The Newspaper Guild supports this human effort to bring democracy to China and mourns those who gave their lives in this struggle. We oppose all efforts aimed at destroying this popular movement and are outraged by the actions taken by the Chinese government to suppress free speech and muzzle the media's reporting of this historic and tragic event.

As citizens of the United States and Canada, we call upon our respective governments to press the Chinese government to open the windows of freedom. To nurture a public debate among the Chinese people can only help them find their own way to a freer society.

As Guild members, we call upon our sisters and brothers in the labor movement to send letters, to demonstrate and send a clear message to the Chinese government that the whole world is watching.

As people sharing the world with the Chinese, we shed the tears of a thousand waterfalls for their loss.

SISTER BUSBY: On behalf of the committee I so move.

CHAIRPERSON McLAUGHLIN: The resolution, "Suppression of Democracy in China," has been moved and seconded. Will there be any discussion? The mikes are clear. All those in favor, signify by saying aye. All those opposed, signify by saying no. The resolution, "Suppression of Democracy in China," is adopted.

MOTION CARRIED

SISTER BUSBY: The next resolution is headed, "Small Locals," on yellow paper.

SMALL LOCALS

The 56th Annual Convention of The Newspaper Guild recognizes the special problems encountered by small locals attempting to attend international conventions and reaffirms that TNG will do everything in its power, within the limitations set by federal law and/or TNG's Constitution, to encourage and facilitate small locals' participation in TNG international conventions.

The Convention also recommends that locals voluntarily participate in an assistance program for small locals to supplement any assistance already provided by TNG.

This assistance could take the form of equipment, advice, grants, or staff expertise or activity.

Locals should contact TNG for information on how to proceed.

SISTER BUSBY: On behalf of the committee, I so move.

CHAIRPERSON McLAUGHLIN: The resolution titled, "Small Locals," has been moved and seconded. Will there be discussion? Judy.

SISTER HILDNER (Pueblo): As most of you have been aware, the Small Locals Caucus, or Small Locals Action Network, has been selling T-shirts this week. It started out of a hope that we could also help some of the other locals that were our size or smaller participate in this convention in the future.

From our calculations, there are 18 or so locals on the small side that have not been able to attend. We are presuming part of their problem is expenses, so it is our hope that with some of the money we raised from the T-shirt sales, we will be able to assist them in the future. We certainly thank you for your support, and urge that you adopt this resolution. Thank you.

CHAIRPERSON McLAUGHLIN: Barry.

BROTHER LIPTON (New York): Well,

the New York local has taken great pride in the help it's been able to offer in the past and looks forward to continue doing so in the future. It is not just a matter of small locals and large locals. It's a matter of those of us that are fortunate enough to have resources helping those locals that have limited resources whatever the size in any way we can, and I feel this very strongly and urge its adoption unanimously.

BROTHER LUNZER (Twin Cities): Bernie Lunzer, Twin Cities. I would like to speak in support of this and would also recommend that those locals that are in good financial shape, like ours, consider taking a part of next year's convention budget and sending it to the assistance fund. I am going to go back and recommend \$500 to the fund from our board. (Applause.)

I think this is an extremely important assistance fund. We have, I think, reaffirmed the importance of annual conventions this year, and I think in the spirit of that we want to get as many here as we can.

BROTHER PALMER (Rochester): Bob Palmer, Rochester. The resolution as it was presented to the Resolutions Committee was signed by 27 delegates to this convention, so it is something that has been considered.

BROTHER PENNACCHIO (New York): Tom Pennacchio, New York. I would like to ask the maker of the motion or the signers of the resolution—I have two questions. One, what does "equipment" mean, and two, are any of the small locals not here because they don't have money to come to the convention? I don't know; I am asking the question—or they are in arrears in their per caps? Because maybe the per caps come first and the expenses come later, because you can't get here unless your per caps are paid. I want to ask that question.

CHAIRPERSON McLAUGHLIN: Is anyone prepared to answer that?

SISTER HILDNER: Judy Hildner, Pueblo. That's something certainly that we will have to find out, and obviously someone can't attend who is in arrears in their dues, and we have hoped to develop a process where people can apply for money, but up front obviously with assistance from TNG.

CHAIRPERSON McLAUGHLIN: "Equipment," Judy. Do you know what ... ?

SISTER HILDNER: Well, for example—you know, this was couched in general terms, and it is our thought that perhaps some locals could borrow copy machines, come up and use facilities at different places. We have cer-

tainly benefited from some of the—for example, our contract proposals are on Denver's computer right now. Thank you, Bruce. That's why we kept it fairly vague.

BROTHER BOB VAILLANCOURT (Northern Ontario): Bob Vaillancourt, Northern Ontario. Our local is small. We actually qualify for two delegates to this convention. We only have one here because of our treasury. Thank you.

BROTHER WALKER (Providence): Charlie Walker from Providence. Mr. Chairman, just a point of information to the makers of the resolution. Perhaps they could help me. What would constitute a small local? Are we talking numbers or what?

BROTHER ZAJAC (Akron): Andy Zajac, Akron. Through the chair, we have identified a small local as one that has approximately 400 or fewer members, five or fewer convention delegates. That generally seems to be the size below which locals are unable to afford paid staff.

CHAIRPERSON McLAUGHLIN: Any other questions or comments? The resolution, "Small Locals." All those in favor, signify by saying aye. All those opposed, signify by saying no. The resolution entitled, "Small Locals," is adopted.

MOTION CARRIED

BROTHER ZAJAC: Mr. Chair.

CHAIRPERSON McLAUGHLIN: Yes.

BROTHER ZAJAC: Andy Zajac, Akron. You should find a blue sheet titled, "Small Locals Assistance Fund," at your tables. For those of us who are here, it's nice to have a voice, however small, in the convention democratic process. But that's wishful thinking for more than a third of the small locals in The Newspaper Guild who are not here, some because they couldn't afford it. That's a glaring absence in a union with the Guild's democratic pedigree.

It's important that this effort not be perceived as a large local vs. small local matter. A number of large locals are at risk—Washington-Baltimore, Denver and Northern California are three that immediately come to mind. A number of the Guild's small locals have weathered similar publisher assaults.

A united fund is our best defense against that kind of predatory behavior. When we all participate, we all benefit. We are committed now to expanding the participation of small locals at what promises to be a very important but also expensive convention in New York City in 1990, and beyond that at Montreal,

Chicago and Hawaii.

We are asking better-heeled locals, large and small alike, to contribute to this effort. Please dig into your pockets today for a contribution that will help the small locals attend next year's convention, and take our blue sheet home to your executive boards and ask them to authorize a more substantial donation. You can make your contribution to our treasurer, Pat Nuttall, who is seated in that corner of the room. Thank you. (Applause.)

BROTHER PALMER: Just a footnote. Rochester is a small local. It pledges \$100.

BROTHER MEACHUM (Denver): Mr. Chairperson, I have a motion to reconsider. Is that in order?

CHAIRPERSON McLAUGHLIN: I'm sorry.

BROTHER MEACHUM: I have a motion to reconsider a resolution. Is that in order?

CHAIRPERSON McLAUGHLIN: You want to reconsider the "Small Locals" resolution?

BROTHER MEACHUM: No. Another resolution. One we have already passed. If it is not the best time now, tell me when it is.

CHAIRPERSON McLAUGHLIN: Move it. Go ahead.

BROTHER MEACHUM: I have a motion to reconsider the Second Report of the Human Rights Committee, "Pay Equity—It's Time, It's Fair, It's a Priority." If I have a second, I will explain.

CHAIRPERSON McLAUGHLIN: How did you vote on it?

BROTHER MEACHUM: I voted in favor of it. It is a friendly amendment.

CHAIRPERSON McLAUGHLIN: Is there a second?

DELEGATE: Second.

BROTHER MEACHUM: The purpose of the motion to reconsider is just to add a sentence, add a No. 3, to this that will say, "That a full report of the proceedings of these meetings be prepared by TNG for distribution to locals." It is just a matter of information; that is the purpose of the motion.

CHAIRPERSON McLAUGHLIN: We have a notion that's been moved and seconded. This is the Second Report of the Human Rights Committee titled, "Pay equity—It's Time, It's Fair, It's a Priority."

First there is a motion to reconsider that has been moved and seconded. All those in favor of reconsideration, signify by saying aye. All those opposed signify by saying no.

The noes have it. The motion to reconsider is defeated.

MOTION LOST

CHAIRPERSON McLAUGHLIN: Education. You have before you the First Report of the Education-Political Action Committee titled "Education."

BROTHER REYENGA (Southern Ontario): Mr. Chairman, Sam Reyenga, Southern Ontario. Just on the previous Small Locals thing. Southern Ontario will recommend \$1,000 to follow at this conference.

CHAIRPERSON McLAUGHLIN: Thank you, Sam. (Applause.) Will Carol Przybyski please come to the mike.

SISTER CAROL PRZYBYSZEWSKI (Erie): First Report of the Education-Political Action Committee.

FIRST REPORT OF THE EDUCATION-POLITICAL ACTION COMMITTEE

EDUCATION

Participation in the Guild's eighth annual Residential Seminar for New Local Officers bounced back from last year's low turnout of 38 to a near record 52, one short of the all-time high reached two years ago.

The renewed interest confirms that the four-day, high-intensity program of instruction has not yet reached the saturation point.

A total of 373 local leaders have attended the seminar thus far, including leaders of most small locals, for which the seminar is principally designed.

The U.S. Supreme Court decision in *Communications Workers vs. Beck* resulted in new and complex accounting requirements for union expenditures. In consequence, most of the educational effort at district council meetings the past year consisted of seminars to help locals meet those requirements. In addition, a manual was distributed to all locals.

A program on membership participation was continued. Educational materials also were provided to locals and International Representatives to assist them in conducting programs and to aid internal organizing and education efforts. In addition to utilizing TNG programs and materials, locals are reminded that many local labor-sponsored educational programs are available to help locals seeking to develop strong education programs.

The Newspaper Guild continues its participation in the Association for Education

in Journalism and Mass Communication (AEJMC), of which TNG is a sustaining member. The Convention would like to see greater contact between Guild locals and the campus.

TNG's modest library of videotapes for educational purposes was increased with the addition of a videotape provided by the Toledo Local of a stewards' seminar conducted by TNG.

The Education Department also conducts the Guild's three awards programs: the Heywood Broun Award, the Guild Service Award and the Irving Leuchter Memorial Scholarship to the Harvard Trade Union Program.

To meet the increased costs of Guild participation in the Harvard Trade Union Program, the International Executive Board raised the value of the Leuchter Scholarship by \$500, to \$7,000. This scholarship is partially funded by the Leuchter Memorial Fund, which is dependent upon contributions from Guild locals.

The IEB made a \$250 contribution to the Labour College of Canada to support its educational programs for union members. The Convention notes with applause that the Canadian District Council and a growing number of locals also sponsored scholarship awards this year.

The Convention recommends that:

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, and that all locals send their officers and activists to district council meetings.

3. Locals, particularly those whose officers have received the Leuchter Scholarship in the past, make regular contributions to the Leuchter Memorial Scholarship Fund to keep the Fund's assets from being depleted.

4. Locals establish education committees or set up programs to carry out educational functions, including steward training, new-member orientation and ongoing membership education, and inform TNG of the composition.

5. TNG, locals and district councils, whenever possible, videotape seminars and

educational programs that may be useful throughout the Guild, for inclusion in a TNG video library.

6. As funds permit, TNG work toward developing a video introduction to the Guild for use by locals and organizers, explaining how the Guild functions and the benefits of belonging to the union.

7. TNG and locals make officers and activists available to speak to schools, universities and organizations about the industry, the labor movement and the Guild.

Signed: Carol Przybyszewski, Erie, chairperson; Ruben Batista, New York; Barbara Jahn, Manchester; Ike Lewis, Toledo; Carolyn Nichols, Brockton; Lila Roisman, Philadelphia; Gene Turner, Northern California.

SISTER PRZYBYSZEWSKI: Brother Chairperson, I move for adoption.

CHAIRPERSON McLAUGHLIN: The First Report of the Education-Political Action Committee titled "Education" has been moved and seconded. The mikes are open for discussion. Seeing none, all those in favor of the report signify by saying aye. All those opposed signify by saying no. The ayes have it. The First Report of the Education-Political Action Committee titled "Education" is adopted.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: Barry.

BROTHER LIPTON (New York): I am sorry to go out of order, but New York would like to announce that it will recommend to its executive committee \$1,000 contribution to the Small Locals Caucus. (Applause.)

CHAIRPERSON McLAUGHLIN: You have before you the Second and Final Report of the Constitution Committee. Will Chairperson Lipton come to the podium.

BROTHER LIPTON: The Second and Final Report of the Constitution Committee.

SECOND AND FINAL REPORT OF THE CONSTITUTION COMMITTEE

I

To implement the Convention's adoption of Recommendation 1 of the First Report of the Finance Committee, the Convention amends TNG's Constitution by deleting Section 7(c) of Article XVII.

II

The Convention directs the IEB to study the current vice presidential regional boundaries with an eye towards reapportion-

ment to more closely align United States regions to district council boundaries. A report of the study and the IEB's recommendations shall be submitted to the next convention.

Signed: Barry F. Lipton, New York, chairperson; Victor J. Alfano, Scranton; Elbert Atkinson, New York; Ed Bell, Pittsburgh; Clara Bennett, New York; Adolphe Bernotas, Wire Service Guild; Harold Blatchley, Buffalo; J. Terry Borovitzky, Youngstown; Russ Cain, San Jose; Chuck Caruso, New York; David M. Chmielewski, Pawtucket; Bill Davis, San Jose; Patricia Diacont, York; Andrew Duehring, Providence; Mary Esslinger, Washington-Baltimore; David Gersovitz, Canadian Wire Service; Beth Gillin, Philadelphia; Joseph J. Hart, Philadelphia; J. Stephen Hatch, Cleveland; Larry D. Hatfield, Northern California; Thomas R. Hiltz, Boston; Peter H. Homan, Salem; Luther P. Jackson, 3rd, Detroit; Peter Jones, New York; Roger Kaufhold, St. Louis; Tom Keenan, New York; Mary Kilzer, Chicago; Roy C. Kruse, Hawaii; Dave Longerbone, Twin Cities; Keeble McFarlane, Canadian Wire Service; Bruce Meachum, Denver; Robert Palmer, Rochester; Claudia Pearce, Detroit; Ralph Petrucelli, New York; Bruce Scruton, Albany; Alan Seifullah, Cleveland; Christine Skeete, New York; Lorne Slotnick, Southern Ontario; Jane Snow, Akron; James Sollitto, New York; Anne Steacy, Southern Ontario; Roger Stonebanks, Victoria; Nicholas Tetrick, New York; Barbara Thomas, Gary; Jerry Trambley, Erie; Bob Vaillancourt, Northern Ontario; John Ward, New York.

CHAIRPERSON McLAUGHLIN: The Second and Final Report of the Constitution Committee has been moved and seconded. The mikes are open. There being no discussion, all those in favor signify by saying aye. All those opposed signify by saying no. The Second and Final Report of the Constitution Committee is adopted.

MOTION CARRIED

BROTHER LIPTON: I would like to thank all the members of the committee for helping to make a job we thought difficult easy, and I would like to thank Russ Cain and Beth Gillin who served on the committee and of course Harry McCormick, who helped all of us. (Applause.)

CHAIRPERSON McLAUGHLIN: You have before you the Second and Final Report of the Education-Political Action Committee headed "Political Action." The chairperson, Carol Przybyszewski.

SISTER PRZYBYSZESKI: Second and Final Report of the Education-Political Action Committee.

SECOND AND FINAL REPORT OF THE EDUCATION— POLITICAL ACTION COMMITTEE POLITICAL ACTION

National elections last year in the United States and Canada did nothing, or next to nothing, to improve prospects for working men and women. The battle may have been lost, but the war is still to be won.

The victories of George Bush and Brian Mulroney have left us with the prospect of more U.S. Supreme Court appointments in the Reagan-Bush mold and with the dislocating effects of the Canada-U.S. Free Trade Agreement.

In Canada, the Tory government has already begun to renege on promises made during the campaign to halt its dumping of social legislation.

In the U.S., Bush followed Reagan's anti-union lead early in his administration by failing to take steps recommended by his own advisors to restrain Eastern Airlines' union-busting campaign by ordering mediation. He followed this by vetoing a long overdue increase in the minimum wage that didn't even keep pace with the cost of living because it was 30 cents more over three years than he wanted. What he did want, he told us, was to cut in half the taxes top-bracket earners pay on capital gains.

Meanwhile, the U.S. Supreme Court's newly entrenched conservative majority, another Reagan legacy, has made it clear that civil rights laws will be read so narrowly that discrimination suits by minorities and women will be choked off by the new legal obstacles and challenges contained in recent court rulings. This cannot be allowed to stand.

Relief from these regressive rulings is available through Congress where new legislation can make clear beyond dispute—even to some U.S. Supreme Court justices—the original intent of Congress. Some members of Congress have indicated they will introduce legislation to rectify the high court's retrogressive interpretations of civil rights statutes and return to them their full power to protect the rights of those who have been wronged for so long.

The Guild, at all levels, must support those measures that restore the civil rights

remedies so arbitrarily dismissed by the court.

Another indication of the increasingly hostile political climate on both sides of the U.S.-Canada border are the overt attempts by self-proclaimed neo-Nazis, Aryan Nation adherents and other bigots to organize alienated young people into white-supremacist groups with a political program that includes intimidation and assaults on racial minorities, immigrants, lesbians and gays, Catholics, Jews, radicals, feminists and unionists.

Victims of these attacks have included members of the news media assigned to cover events staged by those groups. Guild members at all levels must support efforts to combat such political violence.

In a lesser form of violence against the First Amendment, some newspapers have tried to interfere with the right of their employees to engage in political action on their own time, an action which was roundly condemned by the IEB. The IEB also supported legislation to curb the use of strikebreakers and to rescind an unsafe relaxation of overseas airline maintenance.

Many items on labor's agenda and supported by the Guild did not become law in the past year and remain before Congress in the U.S. These include the minimum-wage increase, child-care and family-leave legislation, Hatch Act reform, high-risk notification, telephone and VDT monitoring, trade legislation and universal voter registration.

In Canada, the Canadian Labour Congress has served notice it will hold the Mulroney government to its election promises. The CLC is also considering expanded use of boycotts and "hot cargo" contract provisions in defense of workers' rights and paychecks.

Despite setbacks, the struggle continues. Alongside the Bush and Mulroney victories were slight gains for the Democrats in the U.S. Congress and a substantial whittling down of the Tory majority in the Canadian House of Commons.

To keep the struggle going, and to win the war, union members must be willing to contribute money and other support to legislators who will help them reach their goals.

For the Guild members in the U.S. that means a far broader participation in the annual drive for contributions to the AFL-CIO's Committee on Political Education

(COPE) than before.

The money is used by COPE for candidate contributions, voter education and registration drives. Locals should consider holding the drive in conjunction with a COPE week, a raffle, an auction, a membership meeting, or some other activity that will widen the number of contributors. It's not hard to do. We only have to ask.

In Canada, locals may make contributions directly to candidates and parties.

The important thing is for each member to give a little. We know the publishers are giving a lot.

A resolution on the neo-Nazi phenomenon was referred to the committee and its concepts were incorporated in this report.

The Convention recommends that:

1. All locals appoint political-action committees and that these committees conduct continuing programs of political and legislative activity, meet regularly and report to their locals, availing themselves of assistance from TNG, other locals that have established such committees and the AFL-CIO or CLC in getting organized and in achieving their goals.

2. U.S. locals seek innovative ways to spur COPE contributions, including setting up goals for the annual \$2 COPE Drive among their members and also 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, being careful to identify them as such, and 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.

6. TNG monitor federal legislation to restore the full power of civil rights statutes weakened by recent U.S. Supreme Court decisions and advise U.S. locals on what legislation to support.

7. Locals join in efforts with other local groups in efforts to combat violence by political extremist groups that target minority groups and individuals for intimidation and physical assault; educate mem-

bers on their contract rights to refuse hazardous assignment in covering such groups, and use their education, political action or human rights committees to monitor the fairness and balance of local media coverage of such violence and the groups who oppose it.

Signed: Carol Przybyszewski, Erie, chairperson; Ruben Batista, New York; Barbara Jahn, Manchester; Ike Lewis, Toledo; Carolyn Nichols, Brockton; Lila Roisman, Philadelphia; Gene Turner, Northern California.

SISTER PRZYBYSZEWSKI: Brother Chairperson, I move for adoption. (Seconded.)

CHAIRPERSON McLAUGHLIN: The Second and Final Report of the Education Committee-Political Action Committee titled "Political Action" has been moved and seconded. The mikes are open for discussion. Seeing none, all those in favor of the report signify by saying aye. All those opposed signify by saying no. The Second and Final Report of the Education-Political Action Committee titled, "Political Action," is adopted.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: Now is the time when we take the COPE collection. Hopefully, Mulcahy will leave the room again, but if not, we will just have to take up the collection. Will the members of the committee please come up, and we can start the COPE collection.

BROTHER HATFIELD (Northern California): Larry Hatfield, Northern California. I'd like to say that I will match anything that Dave Mulcahy contributes and raise him one. (Laughter.)

CHAIRPERSON McLAUGHLIN: You are challenged, David. You are challenged.

BROTHER MULCAHY: Mr. Chairperson, the strange couple ...

CHAIRPERSON McLAUGHLIN: Name and local. Name and local. Who are you?

BROTHER MULCAHY: Dave Mulcahy, New York. The strange couple—somebody called us an odd couple at one convention. There are some days when I admire Larry Hatfield, and I will certainly help pick Larry's pocket.

CHAIRPERSON McLAUGHLIN: Well, what's the pledge?

DELEGATE: How much, Dave?

BROTHER MULCAHY: Well, we will discuss that when I find out what the COPE

collection is, and then Larry can sit there with a white face.

CHAIRPERSON McLAUGHLIN: Are you saying you will match the COPE collection?

BROTHER MULCAHY: I did not say that, Mr. Chairperson. Come on. I might suggest to the delegation that those of you who were here last year know that the Chairperson was ...

CHAIRPERSON McLAUGHLIN: You are out of order. Please leave the microphone. (Laughter. Brief pause.)

DELEGATE: Raise your hands if you haven't been covered by COPE. Please raise your hands if you haven't been covered by COPE.

BROTHER MURRAY (Pacific Northwest): Emmett Murray, Pacific Northwest. Speaking on behalf of a broke local, we would like to contribute \$50 to the Small Locals.

CHAIRPERSON McLAUGHLIN: Thank you. (Applause.) All right. Dig in. Anybody been missed? May we have the Resolutions Committee chairperson again. Alice.

SISTER BUSBY: You have before you a resolution on green paper headed "In Memoriam: Fred Jones."

IN MEMORIAM: FRED JONES

Death wrote "30" last December to the life of Fred Jones, a pillar of the Guild in Eastern Canada for three decades.

As president and later executive secretary of the Toronto Guild—now Southern Ontario—Fred played a key role in the growth of that local. As an International Representative for more than 16 years, he extended his organizing and bargaining accomplishments throughout Eastern Canada, and across the border, as well, in the U.S. Northeast.

He was instrumental in organizing Guild units at the Toronto Globe and Mail and the old Toronto Telegram. He played a major role in winning a critical strike against the Oshawa (Ont.) Times in 1966. He was considered the father of "the weekend organizing blitz" in Canada.

Easy-going, unassuming, the image of affability, Fred had as many friends as admirers in the Guild. They will miss him. So will we. And most of all, so will the Guild.

SISTER BUSBY: On behalf of the committee I so move. (Seconded)

CHAIRPERSON McLAUGHLIN: The resolution, "In Memoriam: Fred Jones," has been moved and seconded. Do I hear any dis-

cussion? All those in favor signify ...

SISTER LEM: Mr. Chairperson.

CHAIRPERSON McLAUGHLIN: Sorry.

SISTER LEM: Gail Lem, Southern Ontario. I know I don't have to urge your support for this motion, but Fred Jones was originally a member of our local, and I would like to tell the brothers and sisters here what we have done.

We have passed a SONG Service Award in Fred's name of a \$1,500 scholarship for labor education for our members starting in April of next year. We are also very pleased to have been able to have Fred's name added to the Ontario Federation of Labour honor roll, which will also be giving a scholarship in his name to the Guild and trade unions in Ontario this year.

CHAIRPERSON McLAUGHLIN: Thank you, Gail. Any other discussion? The resolution has been moved and seconded. All those in favor signify by saying aye. All those opposed signify by saying no. The resolution titled, "In Memoriam: Fred Jones," is adopted.

MOTION CARRIED

SISTER BUSBY: The next resolution is found on goldenrod paper headed "I. F. Stone."

I.F. STONE

I.F. Stone was a giant of journalism.

He would have been the first to demur at the characterization. He always regarded himself as just an investigative reporter, whose territory happened to be that vast terrain of government that official Washington tried to keep from public view.

But when the history of 20th century newspapering is written, I.F. Stone will be among the names that made the craft of journalism an honored calling. He combined unmatched tenacity in digging to the heart of a story with unflinching dedication to exploring all its implications, without regard to the popularity it might or might not bring him.

His death at any time would have been untimely. At a time when he had just turned his investigatory flair to enriching our knowledge of the political mysteries of ancient history, it is particularly so.

The Newspaper Guild was honored to have had I.F. Stone as a member. America was fortunate to have had him as its watchdog.

SISTER BUSBY: On behalf of the committee, I so move.

CHAIRPERSON McLAUGHLIN: The resolution titled "I. F. Stone," has been moved and seconded. The mikes are open for discussion. All those in favor of the resolution signify by saying aye. All those opposed signify by saying no. The resolution titled, "I. F. Stone," is adopted.

MOTION CARRIED

SISTER BUSBY: The next resolution, headed "Mike Nichols," is to be found on yellow paper.

MIKE ECHOLS

For a decade, the late Mike Echols served the Consumers Union Unit as Unit Council member and officer, grievance committee member and editor of the shop paper.

Mike's skills with the written language were legendary. At the eleventh hour in one contract negotiation, after hours of discussion that others had found futile, a strike seemed inevitable. Mike began to write. Single-handedly, he crafted wording that bridged the gap and produced agreement.

To know Mike was to have a friend. When you had a problem, Mike was there to listen and to counsel.

In recognition and appreciation of Mike's commitment to his fellow union members and to the concept of labor unions, shop members have contributed nearly \$1,000 to a fund at Cornell University that fosters the training of lawyers on the labor side of labor law. Mike's wife, artist Kay Walkingstick is a faculty member at Cornell.

The Guild has lost one of its finest.

SISTER BUSBY: On behalf of the committee I so move. (Seconded)

CHAIRPERSON McLAUGHLIN: The resolution titled "Mike Echols" has been moved and seconded. Discussion? Seeing none, all those in favor signify by saying aye. All those opposed signify by saying no. The resolution titled "Mike Echols" is adopted.

MOTION CARRIED

SISTER BUSBY: The next resolution is to be found on blue paper, headed "John Schofield."

JOHN SCHOFIELD

For its first 30 years in The Newspaper Guild, the Brockton local's idea of negotiating a contract meant forming a committee, walking into the publisher's office and being told what he could afford to give for a pay raise.

There wasn't a need for a Grievance Committee. Local 27 was silent between contracts.

John Schofield changed all that.

When John became president of the local in the mid 1960s, he became the first Brockton Guildsman to stand up to representatives of the Enterprise Publishing Company and make them take notice.

It was at John's urging that Bob Bruner was first brought in to negotiate a contract in 1968, probably the first contract legitimately negotiated in Brockton. It was at John's urging that Brockton enrolled in the New England Servicing and Organizing Program in 1969 to insure that all Brockton contracts would be legitimately negotiated in future years.

It was at John's urging that his fellow Guild members hit the bricks briefly in 1968 and for a much longer time in 1970.

John Schofield passed away this year at the age of 54.

The 1989 Convention salutes John for making Brockton a real union.

SISTER BUSBY: On behalf of the committee I so move. (Seconded)

BROTHER KLASS (Wire service Guild): Brother Chairperson.

CHAIRPERSON McLAUGHLIN: The resolution headed, "John Schofield," has been moved and seconded. All those in favor signify by saying aye. All those opposed signify by saying no. The resolution headed, "John Schofield," is adopted.

MOTION CARRIED

BROTHER KLASS: Brother Chairperson, I move to suspend the rules for introduction of a memorial to Sidney Reitman.

CHAIRPERSON McLAUGHLIN: There is a motion to suspend the rules. All those in favor signify by saying aye. All those opposed signify by saying no. The rules are suspended.

MOTION CARRIED

BROTHER KLASS: Brothers and sisters. (Brother Klass read the following.)

SIDNEY REITMAN

The passing of Sidney Reitman was a grievous loss to the Wire Service Guild, the rest of the labor movement and all lovers of civil rights and civil liberties.

In the two decades after Reitman succeeded his law partner, the late TNG counsel Irving Leuchter, as attorney for Local 222, no one gave more time and effort to the union representing Associated Press and United Press International employees throughout the United States.

He lifted suspensions, won reinstate-

ments and achieved countless other successes in arbitrations and favorable settlements. To many along the way, he became a second father.

Perhaps his greatest success was an Equal Employment Opportunities Commission settlement that brought sweeping changes in the hiring and promotion of women and minorities at The Associated Press in 1973.

Reitman's unswerving dedication, determination and devotion to justice for working men and women will be sorely missed.

May the spirit with which he lived and worked remain forever a guiding beacon to The Newspaper Guild.

Submitted by the Wire Service Guild delegation: Kevin Keane, Tim Klass, Adolphe Bernotas, Lindsey Park and Paul Reilly.

BROTHER KLASS: Brother Chairperson, I move the adoption of this memorial. (Seconded)

CHAIRPERSON McLAUGHLIN: The memorial resolution titled, "Sidney Reitman," has been moved and seconded. Any discussion? All those in favor signify by saying aye. All those opposed signify by saying no. The memorial "Sidney Reitman" resolution is adopted.

MOTION CARRIED

SISTER LEM: Brother Chairperson, point of information. I have these buckets here and we do have a strike in Southern Ontario.

We have 95 people, mailers, that work at the Spectator. Most of them are women. They make \$7.20 an hour and get no benefits. The men who work in and around the mailroom make \$12, \$14, \$16 an hour and up.

The company offered what looked like on paper a significant wage increase, but it just brought them to a little over \$9 an hour by 1991, by mid-1991, and they kind of figured if you aren't making 10 bucks an hour by 1991, you are not doing very well.

So they took a strike vote on the final offer and voted 70 to 1 to go on strike.

It is not a very good situation. Two locals of the GCIU and our own members in the editorial department are kind of crossing the picket line in wild abandon, and the company is paying the scabs \$25 an hour. And that's a real slap in the face for these women.

Anyway, I am going to pass these buckets or members of my delegation are going to, and if you see fit to donate some money, we will try to do something special for them on behalf of the convention. Thank you.

BROTHER LIPTON (New York): Point of order, Mr. Chairperson. With sensitivity and respect, my memory is that it is traditional during the memorial proceeding for other delegates to read into the record the names of those who have unfortunately passed away. I would suggest with, hopefully, understanding that we complete that process before the collection takes place. Thank you.

SISTER LEM: We will do that. I apologize.

CHAIRPERSON McLAUGHLIN: All right.

SISTER BUSBY: The next resolution before you is on green paper headed, "In Memoriam."

IN MEMORIAM

Through the 56 years of The Newspaper Guild, a series of talented and dedicated individuals have contributed to the progress and strength of our union. But time takes its toll. The 56th Convention of The Newspaper Guild is saddened to report the following brothers and sisters have died during the year:

John Schofield, past president, Brockton; Howard Foster, past president, Brockton; Thomas Maguire, past president, Brockton; Robert Burns, past vice-president, Brockton; Gerard Faxon, former steward, Brockton; Ed Galvin, Brockton; Thomas Cardin, Brockton.

CHAIRPERSON McLAUGHLIN: It is now time to add others, unfortunately, to the "In Memoriam" resolution. Please announce your name and local, and after you have finished, print out the name of the person in the memorial and give it to our recorder or stenographer.

SISTER SHANNON McMANUS (Southern Ontario): Shannon McManus, Southern Ontario. Could you please add the name of Ken Adachi.

BROTHER BERNOTAS: Bernotas, Wire Service. Please add the name of **George Muldowney**, former IEB member, and the names of **Joe Sorgis** and **Raul Molina**.

BROTHER HATCH: Hatch, Cleveland. Please add **Mercedes Krause**, **Peter Bellamy** and **Herbert McTaggart**.

BROTHER SCHICK: Tim Schick, Albany. Please add the name of **Richard Riley**.

BROTHER DUEHRING: Andy Duehring, Providence. Please add the names of **Malcolm Beattie**, **Selig Greenberg**, **Winston Phelps**, **Barbara Davis**, **Edward J. Sullivan**, **Clifford Counihant** and **Donald MacLean**, former vice president and one of the founders of our local 30 years ago.

BROTHER LIPTON: Barry Lipton, New York. Please add the name of **Phillip Tobin**, the former chief counsel to the New York Guild, who was a giant among those who sought to protect the rights of workers in this industry.

Also, add the names of **Marie Ballard**, Amsterdam News; **Frank Emblem**, **Kevin Murphy**, **John McGee**, New York Times; **Hector Torres** and **Victor Mangual** of El Diario de la Prensa; **Richard Pavelek**, Scholastic; **Earl Lester**, **Edward Barnes**, **William Birka**, **John F. Daly**, **Henry G. Hengeveld**, **Lawrence J. Herb**, **Helena Ingalls**, **Gertrude Lawrence**, **Alice McCann**, **Alice I. McKeon**, **Beatrice W. Sliger**, **Ann Smith**, **Kenneth Stormyr**, **John P. Taylor**, **Pauline Wiacek**, **Ellezena Koehler**, **Vincent Leshine**, **Mary Burgin**, **Leo Hoffman**, **Anthony Lisa**, **Mary Wintermute**, **Max Ehrman** and **Edward Simpson** of the S&P unit. Thank you.

BROTHER BELL: Ed Bell, Pittsburgh. Please add the names of **Charles Lynch**, **Harry Coughanour** and **Agnes Colton**.

BROTHER DAN OLDFIELD (Canadian Wire Service): Dan Oldfield, Canadian Wire Service Guild. Please add the names of **Don Hearn** and **Jean Pierre Perault**, both of CBC.

CHAIRPERSON McLAUGHLIN: You have to bring up the names to the stenographer, please.

BROTHER JOSEPH: Gar Joseph, Philadelphia, Local 10. Please add the names of **Paul Braceland**, **Edward Kelley**, **Anthony Riccardi**, **Amos Meeks**, **Saul Schraga**, **Emma Lynch**, **Anna Burke**, **William Strawley**, **Thomas A. Fox Jr.**, **Nancy Ruisch**, **Leslie Florio**, **Bob Finucane** and **Joseph Connelly**.

SISTER THOMAS: Barbara Thomas, Gary. Please add the name of **Charles Kilard**.

BROTHER ALFANO: Vic Alfano, Scranton. Please add the names of **Frank Sempa** and **Walter Toolen**.

BROTHER FELICIANO: Jose Feliciano, Puerto Rico. Please add the name of **Eddy Crespo**, the Star.

VICE PRESIDENT SHELLOCK: Marie Shellock, Youngstown. Please add the name of **Esther Hamilton**.

BROTHER KRUSE: Roy Kruse, Hawaii. Please add the name of **Jim Nesbitt**.

BROTHER MICHAEL: Steven Michael, Northern California. Please add the names of

Bill Eaton, **Herb Michaelson**, **Bill Hurschmann** and **Oscar Cepeda**.

BROTHER WALLACE: Jack Wallace, Wilkes-Barre. Please add **John Boylan**.

SISTER BELL: Pat Bell, Ottawa. Please add the name of **Don Reid**.

BROTHER SWEENEY: Frank Sweeney, San Jose. Please add the names **Boyd Haight**, **Louis Hidas**, **Phil Watson**, **Rocky Santino** and **Frank Freeman**.

BROTHER COLLINS: Henry Collins, Salem. Please add the name of **Carl Johnson**.

BROTHER TRAMBLEY: Jerry Trambley, Erie. Please add the name of **George Drake**.

BROTHER BOCKING: Mike Bocking, Vancouver. Please add the name of **Norm Lamb**.

SISTER BUSBY: On behalf of the committee I so move. (Seconded.)

CHAIRPERSON McLAUGHLIN: Are there any more additions? Any more additions? The mikes are cleared. The resolution entitled, "In Memoriam," has been moved and seconded. All those in favor signify by saying aye. All those opposed signify by saying no. The resolution, "In Memoriam," is adopted.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: Could we all stand for a moment of silence in honor of those departed members.

(The audience arose and observed a moment of silent tribute.)

CHAIRPERSON McLAUGHLIN: Thank you.

SISTER BUSBY: The next resolution you have before you is on white paper headed "A for Albany."

A FOR ALBANY

Our Constitution requires conventions. But conventions just don't happen. They succeed because of hard work by dedicated brothers and sisters in the host city.

The success this past week of the 56th Annual Convention of TNG is a direct result of the planning and sacrifice of Albany Local 34.

Local President Timothy F. Schick and the Albany Convention Committee headed by Bruce Scruton deserve our heartfelt thanks for putting together a memorable convention and showing us there is life north of New York City.

SISTER BUSBY: On behalf of the com-

mittee I so move. (Seconded.)

CHAIRPERSON McLAUGHLIN: The resolution, "A for Albany," has been moved and seconded. The microphones are open. I certainly would like to add my personal thanks to the people in Albany. Things certainly ran smoothly.

(The audience arose and applauded, with whistles and cheers.)

CHAIRPERSON McLAUGHLIN: We know it didn't just happen. All those in favor of the motion titled, "A for Albany," signify by saying aye. All those opposed signify by saying no. Thank you, Albany.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: While we are sitting here comfortably, the Southern Ontario delegates are going around trying to raise some money for the people striking at the Hamilton Spectator. I would urge you to dig deep, and if there are any locals that just happen to have a spare check handy to make a pledge, I am sure that would be very much appreciated, too.

I know you are not all out of money yet. Some of you still have some cash left to go home with, so if you have any left, please dig deep.

CHAIRPERSON McLAUGHLIN: Stan.

VICE PRESIDENT SOUZA: Stan Souza, Hawaii. We have a spare check for \$200 for the strike. (Applause.)

CHAIRPERSON McLAUGHLIN: Good.

BROTHER MacDONALD: Jerry MacDonald, Canadian Wire Service Guild. Canadian Wire Service Guild will give our brothers and sisters in Hamilton \$1,000. (Applause.)

BROTHER JACKSON: Luther Jackson, Detroit. We are pleased to recommend to our representative assembly a donation of \$200.

BROTHER PENNACCHIO: Tom Pennacchio, New York. We just polled our executive board, and we will give \$500 to the Hamilton strike. (Applause.)

BROTHER MICHAEL: Steven Michael, Northern California. Broke as we are, we will send \$100 for this.

BROTHER HATCH: Hatch, Cleveland. We will send \$100.

BROTHER HART: Joe Hart, Philadelphia. We will recommend \$200.

BROTHER THIBEAULT: Tom Thibault, Manchester. Manchester has a check for \$100.

BROTHER HILL: Bob Hill, Montreal. Montreal donates \$200.

BROTHER LUNZER: Bernie Lunzer, Twin Cities. We will recommend \$100.

SISTER KILZER: Mary Kilzer, Chicago, will recommend \$100.

BROTHER BLATCHLEY: Harold Blatchley, Buffalo, New York. We will recommend to our executive committee \$200.

BROTHER TKACH: Harry Tkach, Pittsburgh. We will recommend to our executive committee \$200.

VICE PRESIDENT LOUTH: Doug Louth, Vancouver, New Westminster. We will recommend to our executive \$500.

BROTHER LANGZETTEL: Dave Langzettel, Portland. We will shortly give you a check for \$100.

BROTHER SANTAFEDE: Santafede, Providence, will recommend \$200.

BROTHER SWEENEY: Frank Sweeney, San Jose. We will send a check for \$150.

SISTER RANDOLPH: Linda Randolph, Milwaukee. We will recommend \$100.

BROTHER TOWNSEND: Bob Townsend, Brockton. We have a check for \$100 here.

BROTHER BERNOTAS: Bernotas, Wire Service Guild. We will recommend \$100 to our executive committee.

SISTER BELL: Pat Bell, Ottawa. We will recommend a donation of \$300 and \$50 a month as long as the strike goes on. (Applause.)

CHAIRPERSON McLAUGHLIN: The microphones are clear.

SISTER DIACONT: Patricia Diacont, York. We will recommend \$100.

BROTHER REYENGA: Sam Reyenga, Southern Ontario. I would just like to say thank you very much on behalf of our local, and we appreciate the help, the women on the picket line appreciate the help, and we will be on the picket line tonight to tell them about your generosity. Thank you very much. (Applause.)

CHAIRPERSON McLAUGHLIN: All right. The mikes are clear. Alice.

SISTER BUSBY: You have before you the Final Report of the Resolutions Committee on white paper.

FINAL REPORT OF THE RESOLUTIONS COMMITTEE

The Resolutions Committee considered 35 resolutions presented to it. Of these, 16

were referred to various committees.

Two resolutions relating to small locals were combined and that resolution was adopted by the Committee, as were 18 others.

The Committee initiated two resolutions.

Signed: Alice Busby, Vancouver-New Westminster, chairperson; Richard Hughes, St. Louis; Bill Leukhardt, New York; Regina Malik, Philadelphia; Shirley Rajala, Brockton.

SISTER BUSBY: On behalf of the committee I so move. (Seconded by several.)

CHAIRPERSON McLAUGHLIN: The Final Report of the Resolutions Committee has been moved and seconded. Will there be any discussion? Seeing none, all those in favor of the Final Report of the Resolutions Committee signify by saying aye. All those opposed signify by saying no. The Final Report of the Resolutions Committee is adopted.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: There is an announcement. The COPE collection netted \$700. David.

BROTHER MULCAHY: Mr. Chairperson, I would like to have Chuck Kurtz audit that figure because if it is exactly \$700, in past years it's my pleasure to contribute whatever is necessary to make it up to the next even hundred dollars.

BROTHER MacDONALD (Canadian Wire Service): I give one dollar.

CHAIRPERSON McLAUGHLIN: Point of order.

BROTHER MacDONALD: I donate one dollar.

CHAIRPERSON McLAUGHLIN: Just a minute; just a minute. John Edgington has donated a penny. (Laughter.) All right.

BROTHER MULCAHY: \$703.01?

CHAIRPERSON McLAUGHLIN: Yes.

BROTHER MULCAHY: All right. As in the past, I will be happy to contribute \$96.99. (Applause.)

In addition, Mr. chairperson, I will also contribute an extra \$19, one dollar for each of the Republican members of Congress who voted to override the minimum wage veto. (Applause and cheers.)

Included in those names are Tom Ridge from Erie, Pennsylvania (applause), chairman of the Republican Labor Committee; Jim Courter of New Jersey, Republican candidate for governor of New Jersey; and my very

good friend, Claudine Schneider from Rhode Island.

CHAIRPERSON McLAUGHLIN: David, what is the total you are giving now? Because Brother Hatfield is anxiously adding this up.

BROTHER HATFIELD: I think the total is \$116.99.

BROTHER MULCAHY: You are absolutely correct, Larry.

BROTHER HATFIELD: So mine is \$117.99.

CHAIRPERSON McLAUGHLIN: Okay. (Applause.) I would like to especially thank Alice. I didn't get her the running shoes she needed to get up here all the time. She has done a great job, and so has the committee. Thank you, Alice. All right, we will take a five-minute break.

(Recess.)

CHAIRPERSON McLAUGHLIN: Will the delegates please return to their seats. I recognize President Dale for a piece of business.

PRESIDENT DALE: One announcement first. One more time delegates to The Newspaper Guild conventions have shown their sympathy for and generosity towards strikers. The collection for the strikers at the Hamilton Spectator totals \$5,806.93. (Applause.)

As most of the delegates are aware, a very, very valuable piece of china or porcelain was won yesterday by a member of TNG staff, International Representative Gene Bryant. The value of that item has been increasing by the minute. Overnight it was kept in the hotel vault. (Laughter.)

Gene Bryant, concerned about the Victims in the Sacramento Union, as we all are, has decided that he wants to auction off Elvis, and in order to insure security while this auction is occurring, we have an attack dog and hotel security bringing Elvis to the podium where Gene Bryant and other members of the staff will auction it off.

Would you bring in Elvis, please. (Cries of "Elvis! Elvis! Elvis!")

(The audience arose and applauded, ending in cadence, as the Elvis decanter was brought to the podium accompanied by security guards and an "attack" Chihuahua.)

BROTHER BRYANT: I want to announce that I am making this extreme personal sacrifice for the greater good of the Guild and, more particularly, the Sacramento Union Vic-

times. It is going to seriously deplete my collection. (Laughter.)

I want to tell you a little story about the statuette. It has resided in the Sacramento Guild office for the last two years or thereabouts, and each time I entered the office I would see it and look longingly at it. (Laughter.) So you can imagine what a surprise it was to me yesterday to find out that I would see it again. (Laughter.)

Actually, I am so distraught over this that I am going to have to have a colleague and friend auction it off for me. King Richard of Montana, who is an expert in auctions and knows the value of this particular work, will auction it off.

I hope that people regard this as what it is ... (laughter) ... a fine piece of art that deserves the highest form of bidding. I really can't go on. I am going to ask King Richard to take over at this point. (Laughter.)

BROTHER G. RICHARD PATTISON: We are ready to start the bidding now. We have two assistants out in the hall to help with it. Shills? No, these are experts in the field of art—to help take your bids—Eric (Geist) and Jim Griffin.

Since Gene Bryant is making the sacrifice, we will ask him at what price he wants to start the bidding.

BROTHER BRYANT: Fifty dollars.

BROTHER PATTISON: Fifty dollars he says. All right. The opening bid we are asking is \$50. We are asking 50. Do we have 50 here? 150? 150 is over here. 150 for this beautiful work of art. Don't be cruel now. (Laughter and applause and barking.) Anybody bidding 150, please?

BROTHER McINNIS: How much for the dog?

BROTHER PATTISON: The dog is not for sale. (Barking and laughter.)

It is pretty obvious that the dog is really special to take care of this. Did we hear a bid for \$150?

BROTHER LIPTON: Mulcahy.

BROTHER MULCAHY: No.

BROTHER PATTISON: How about 140? We have 100 now. Does somebody want to give 140? Now about 130? 130? (Laughter.) We have 100 now. A hundred now. 120 anyone? 120? How about 110? It's the chance of a lifetime. (Laughter.) A beautiful statuette of Elvis.

BROTHER SCHICK: \$110. (Applause and barking.)

CHAIRPERSON McLAUGHLIN: Right here, 120.

BROTHER REYENGA: \$125. (Applause and cheers.)

BROTHER PATTISON: 135? 135 anyone? 135? Come on now, a beautiful statuette. It plays "Blue Hawaii" for you.

DELEGATE: Prove it.

BROTHER PATTISON: You heard it yesterday, I'm sure.

DELEGATE: How much for the other dog? (Laughter and barking.)

BROTHER PATTISON: We have to move on. Do we hear 150, anybody? Now we are up to—what was it? 135? (Laughter.) 140? 140 over here, anybody?

BROTHER BRYANT: Anybody for 136? (Laughter.)

BROTHER PATTISON: All right. We have a bid of 135. \$135.

BROTHER ERIC GEIST: The bid is 125.

BROTHER PATTISON: 120, was it?

BROTHER GEIST: Still a bargain.

BROTHER PATTISON: Where is the 135? All right. The bid is 125.

BROTHER DAVIS (San Jose): \$200.

BROTHER REYENGA: 201?

BROTHER PATTISON: We have 201 over here. Do I hear 301? (Laughter.) 301 anywhere? We have 201 over here. 202?

BROTHER DAVIS: \$300. (Cheers and barking.)

BROTHER PATTISON: Okay. We finally got it moving now. Do we hear 5? (Laughter.)

We have 3 over here. Do we hear 5? How about 301? 301? We are at 300 down here, 300. We are running out of time. 300. Going once. Do we hear 301? Going twice. 301 or any other thing? Three and a quarter? Three hundred and 25 cents? \$300. Going, going, gone. Sold. (Applause, ending in cadence, and barking.)

BROTHER DAVIS: This is something I've always wanted. We will put it in the local office, and it will be in a position of great prominence, and when anybody walks in the door of the Guild office in San Jose, they will see this.

CHAIRPERSON McLAUGHLIN: Talk about steals. There's a man who knows art. (Laughter.) I will now turn the podium over to President Dale.

BROTHER REYENGA: Chuck, point of personal privilege. I would like to donate

another \$100 on the condition that I can come and feel it some time. (Laughter and applause.)

PRESIDENT DALE: I am sure you are very much welcome in the San Jose Guild office to feel something. (Laughter.)

We are now going to proceed with the nomination for candidates for International office. Relative thereto, I would like to read into the record the relevant sections of the TNG Constitution and of this Convention's rules.

I am reading from Article VI, Section 3 as follows:

"Nominations for International Chairperson, President, Secretary-Treasurer and all Vice Presidents shall be made one by one by Convention vote. In each case, the two candidates receiving the largest number of votes shall be the nominees."

Section 13 of the Convention rules:

"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 each individual delegate shall be recognized by the chair for the purpose of recording their names with local union identification as supporting the nomination."

Section 24 of the rules:

"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 Number 17), 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.

"If more than two candidates are nominated for the office of International Chairperson, President, Secretary-Treasurer, or any Regional Vice Presidency, pursuant to Article VI, Section 3(d) 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 Number 17), for up to two candidates on each ballot. Upon each ballot the candidate receiving the least number of votes shall be eliminated until two candidates remain. These two shall then be declared nominees of the Convention."

Having read into the record the rules and

the Constitution, I now declare the floor open for nominations for the office of International Chairperson, and I recognize New York local president, Barry Lipton.

INTERNATIONAL CHAIRPERSON

BROTHER LIPTON: Thank you. Peter McLaughlin has a 32-year record in the Guild that reads like a hall of fame plaque. Pete started as copy boy at the New York Daily News, New York's second-largest newspaper, and became one of the lead police reporters in New York City.

After beginning in our New York Guild local as a representative assembly delegate and a shop steward, Peter has gone on to serve six terms as unit chairperson of the Daily News, leading its members through thick and thin, strike and victory. Peter currently serves as the unit's first vice chairperson and grievance chair.

He's attended 14 Guild conventions, and after serving several terms on the local's executive committee with distinction, he has gone on to be elected as the New York Guild's local chairperson four times in a row.

To a large degree, Peter was the glue that helped unite all of the members of the New York local after years of terribly destructive political infighting. He brought us all back together again.

After two terms on the International Executive Board, Peter was elected as the Guild's International Chairperson where he served with great distinction. He's more than just a good will ambassador. He is a hands-on, full-time leader, helping out in organizing and bargaining whenever called on.

Pete McLaughlin symbolizes all that is good with unions and union leaders. He stands up for democratic principles and the rights of all Guild members. He led the fight for human rights in our union before it became fashionable or expedient.

Peter often refers to his father, who was also a union leader, when he talks to us, and I am sure his father would be very, very proud of him today. I know his entire family is, and so are all of us.

I proudly place Peter McLaughlin's name into nomination. Thank you. (Applause.)

PRESIDENT DALE: Peter McLaughlin has been nominated for the office of International Chairperson. Are there seconds? Brother Kruse of Hawaii.

BROTHER KRUSE: Roy Kruse, Hawaii. It is indeed my pleasure to second the nomination of "Pekelo" Peter McLaughlin as our

International Chairperson, the *alii o ka hale lokahi ohana*, the leader of this house of our united family.

The finest tribute anyone here can give Pete cannot compare with the dignity and sincerity and ability that he has shown us this week while chairing this Convention. He has earned our respect. He deserves our loyalty and support. Let's unanimously re-elect Pete. Mahalo. (Applause.)

PRESIDENT DALE: Are there further second? I recognize Vice President Shellock.

VICE PRESIDENT SHELLOCK: I rise to second the nomination of Peter McLaughlin, my friend, my brother Guild member, and my fellow officer on the International Executive Board.

During my three terms on the Board I have come to know Pete and what he stands for. It was three Board terms ago that we both were elected as Vice Presidents for the first time, he as the Vice President from Region 5 and I as a Vice President at-Large.

During his two terms as a Vice President, Pete represented his region with an enthusiasm that emanated from his solid belief in the trade union movement and the social and economic justice that trade unionism represents.

During his past two-year term as International Chairperson, Pete has demonstrated the importance of having a strong International Chairperson who is directly elected by the membership and who is himself one of us.

Pete presents his heartfelt belief in union principles in his articulate and compelling style. He is optimistic yet realistic and forthright. His can-do manner and upbeat attitude have translated principles into action. Pete is a leader who has brought people into the political process. He makes sure that everyone in the Guild has an opportunity to speak his or her mind.

It is for these reasons that I enthusiastically second the nomination of Peter McLaughlin for International Chairperson. (Applause.)

PRESIDENT DALE: Recognize Brother Jack Wallace of Wilkes-Barre.

BROTHER WALLACE: Wallace, Wilkes-Barre. We now know where Tip O'Neill got his material for his book. He may be the "man of the House," but Pete is the "man of our house." Very proud to second your nomination.

PRESIDENT DALE: Are there further seconds?

BROTHER MADDEN: Jim Madden, New

York local. I second the nomination of Pete McLaughlin.

BROTHER SCHAUFENBIL: Jim Schaufenbil of Philadelphia enthusiastically seconds.

BROTHER PENNACCHIO: Tom Pennacchio, New York, proudly seconds Pete's nomination.

VICE PRESIDENT GENE TURNER (Northern California): Gene Turner, Northern California. Happy to second the nomination.

BROTHER MARAGHY: Gerry Maraghy, Boston. Boston seconds.

BROTHER MULCAHY: Mulcahy, New York. Pleased to second the nomination of Peter McLaughlin for Chairperson.

BROTHER MARK C. KOCH (Buffalo): Mark Koch, Buffalo. I, too, am pleased to second the nomination.

BROTHER HILTZ: Tom Hiltz, Boston, seconds.

BROTHER SCHICK: Tim Schick, Albany, seconds.

BROTHER SANTAFEDE: Frank Santafede, Providence, seconds.

VICE PRESIDENT ROUSSEAU: Dave Rousseau, Manchester, glad to second my friend, Pete.

VICE PRESIDENT ROBERT C. HOLT, JR. (St. Louis): Bob Holt, St. Louis. My friend Peter I second.

BROTHER JIM BOYD (New York): Jim Boyd, New York. Proud to second your nomination, Peter.

SISTER CAPARELLA: Kitty Caparella, Philadelphia, seconds Pete's nomination.

BROTHER HERB GOODRICK (St. Louis): Herb Goodrick, St. Louis. I am proud to second the nomination of Pete.

BROTHER WALKER: Charlie Walker, Providence. It's a good and extreme pleasure for me to second Pete.

VICE PRESIDENT JACKSON: Luther Jackson, Detroit. On behalf of the whole delegation we are pleased to second.

BROTHER SYLVIO MARINOZZI (New York): Sylvio Marinozzi, New York. I second it.

VICE PRESIDENT McCracken: Faye McCracken, Memphis. A personal second and on behalf of the Memphis delegation.

BROTHER DAVIS: Bill Davis, San Jose. The local seconds the nomination.

SISTER CLARA BENNETT (New York): Clara Bennett, New York, seconds.

VICE PRESIDENT LEE CLIFFORD (Canadian Wire Service): Lee Clifford, Canadian Wire Service. I am very pleased to second Pete's nomination.

BROTHER PEERY: Dick Peery, Cleveland. I am proud that my delegation has asked me to give our second.

SISTER IRMA "MIMI" RIOS (New York): Mimi Rios, New York, seconds.

BROTHER DUEHRING: Andy Duehring, Providence. I am happy to second the nomination of my fellow New Yorker, Pete McLaughlin.

BROTHER ALFANO: Vic Alfano, Scranton. I am happy to second the nomination.

BROTHER RUBEN BATISTA (New York): Second the nomination.

VICE PRESIDENT SOUZA: Souza, Hawaii. Good luck, Pete.

BROTHER CARUSO: Chuck Caruso, New York. Pleased and proud to second Pete.

BROTHER JAMES SOLLITTO (New York): Sollitto, New York. Second the nomination.

BROTHER BELL: Ed Bell, Pittsburgh. Local 61 proudly seconds Pete's nomination.

BROTHER ELBERT ATKINSON (New York): Bert Atkinson, New York, proudly seconds Pete's nomination.

BROTHER SCRUTON: Bruce Scruton from Albany. We in Albany are very proud to second the nomination, and we will see you next year in New York.

BROTHER KING: Dale King, Pawtucket. We second Pete's nomination.

BROTHER JONES: Peter Jones, New York. Glad to second Peter McLaughlin's nomination.

BROTHER NOONAN: Bill Noonan, New York, seconds the nomination.

BROTHER COLLINS: Henry Collins, Salem. An enthusiastic second for Peter.

BROTHER TIMOTHY B. RENKEN (St. Louis): Tim Renken, St. Louis. Please add my second.

BROTHER BILL LEUKHARDT (New York): Bill Leukhardt, New York. Pleased to second his nomination.

VICE PRESIDENT ROTHMAN: Rothman, Philadelphia.

MS. LINDSEY ROTHMAN: Second the ... (Laughter.)

CHAIRPERSON McLAUGHLIN: Thank you, Lindsey.

BROTHER RICH HUGHES (St. Louis): Rich Hughes, St. Louis. I am pleased to second the nomination.

BROTHER ED KIRGAN (St. Louis): Ed Kirgan, St. Louis. Happy to second Pete's nomination.

SISTER NICHOLS: Carolyn Nichols, Brockton. Second for myself and the local.

BROTHER KEVIN KEANE (Wire Service Guild): Kevin Keane, Wire Service Guild. Wire Service Guild is pleased to second the nomination of Peter McLaughlin.

BROTHER MICHAEL: Steven Michael. I am pleased to second the nomination on behalf of Northern California.

BROTHER MINKKINEN: Gerry Minkkinen, Chicago. Happy to second your nomination on behalf of the Chicago local, Pete.

BROTHER JAMES F. CUMMINGS (St. Louis): Jim Cummings, St. Louis. I am delighted to second the nomination of Peter McLaughlin.

BROTHER ROGER KAUFHOLD (St. Louis): Roger Kaufhold, St. Louis, with an enthusiastic second to the nomination.

BROTHER THIBEAULT: Tom Thibault, Manchester. On behalf of Manchester delegation I am proud to second.

BROTHER LIONEL HORTON (St. Louis): Lionel Horton, St. Louis. Second the nomination of Peter.

BROTHER BLATCHLEY: Harold Blatchley, Buffalo, New York. I second the nomination.

BROTHER JONES: Eugene B. Jones, Philadelphia. On behalf of the many delegates in my city, we second the nomination of Peter McLaughlin.

BROTHER JACK KENNEDY (Youngstown): Jack Kennedy, Youngstown. Second the nomination of Pete.

BROTHER NICHOLAS TETRICK (New York): Nicholas Tetrick, New York. I second the nomination of Peter McLaughlin.

BROTHER LANGZETTEL: Dave Langzettel, Portland. The whole delegation is pleased to second Peter's nomination.

BROTHER McINNIS: Larry McInnis, Montreal. On behalf of the Montreal delegation, we are proud to second Pete's nomination.

SISTER FERRAR: Rebecca Ferrar, Knoxville. I also second the nomination.

BROTHER DUBE: John Dube, Bristol. We are happy to second the nomination.

BROTHER THEODORE DARGAN (St. Louis): Ted Dargan, St. Louis. Second the nomination.

VICE PRESIDENT HATFIELD: Larry Hatfield, Northern California, seconds old Pete.

BROTHER BUCHANAN: Bill Buchanan, Erie. My delegation seconds the nomination of Pete.

BROTHER JOHN WARD (New York): John Ward, New York. Second the nomination of Pete McLaughlin.

BROTHER MacDONALD: Jerry MacDonald, Canadian Wire Service Guild. On behalf of myself and the Canadian Wire Service Guild, I am glad to second the nomination.

SISTER NUTTALL: Pat Nuttall, Terre Haute. Happy to second the nomination of Pete.

BROTHER PETER SZEKELY (New York): I am Peter Szekely, New York, and I second the nomination as well.

BROTHER MICHAEL ROSSI (York): Michael Rossi from York. On behalf of the York delegation I am happy to second the nomination.

BROTHER LAJINESS: Dennis Lajiness, Toledo. On behalf of my delegation I am happy to second.

BROTHER BOCKING: Michael Bocking, Vancouver. On behalf of our delegation, I am pleased to second the nomination of Pete McLaughlin.

SISTER ELINSKI: Liz Elinski, Buffalo. I second the nomination.

BROTHER MEACHUM: Bruce Meachum, Denver. The entire delegation seconds the nomination.

VICE PRESIDENT RICHARD BRANDOW (New York): Richie Brandow, New York. I'd like to second the nomination of the most valuable piece of equipment that we have in the Guild. (Applause.)

SISTER HILDNER: Judy Hildner, Pueblo, seconds.

PRESIDENT DALE: The microphones are clear. Are there further nominations for the office of International Chairperson? Are there further nominations for that office? Are there further nominations for that office? There are no further nominations for that office. **I declare Peter McLaughlin International Chairperson of The Newspaper Guild for the succeeding term.**

(The audience arose and applauded with cheers and whistles.)

CHAIRPERSON McLAUGHLIN: All I can say is thank you very much. I thought I was at an Irish wake. I'm glad I wasn't the guest of honor. (Laughter.) Thank you all. Thank you really very much. I can't tell you how proud I am, and that's all I can say, is thank you. (Applause.)

The nominations are now open for President of The Newspaper Guild. Doug Cuthbertson.

PRESIDENT

BROTHER CUTHBERTSON: I hereby nominate for re-election as President of The Newspaper Guild a member of the Northern California local, Charles Dale.

Brothers and sisters, I am not going to give you the usual long portfolio of life and experience spanning Chuck's 34 years with the Guild. Very simply, he's done everything. I just want to say a few words about the kind of person and President he is today.

Ever since I first met Chuck in 1963, when he helped me through a bargaining crisis—I was barely dry behind the ears—he has meant two things primarily to me, a teacher and a friend. In my mind these qualities are the key to his success as a leader among unions in our industry today.

For example, look at the Newspaper Industry Coordination Committee called NICC, a group of top officers of the CWA, GCIU, Teamsters and Guild.

This organization, which is tackling the toughest of the problems facing our members at the level of newspaper chain ownership, draws much of its effectiveness from Chuck's personable and direct style, his warm approachability among the very top circles of leadership in these unions. As a teacher Chuck has something to offer these counterparts in these other unions.

I can't think of a union officer alive today who has spent more time and effort building cooperation among the split and scattered unions in our industry, creating for us more clout at our bargaining tables.

Chuck knows and teaches us that cooperation among unions at any level doesn't just happen. It has to be worked at every day, but most of all, it depends on friendship and trust.

Chuck is the epitome of the union leader who can create them both. He is not a remote bureaucrat. When people need to be reached out to, when they need help with a terrible problem or just a dirty job, Chuck is there rolling up his sleeves. He is a working president, and he is a friend to all of us.

Join me, brothers and sisters, in re-electing Charles Dale President of TNG. (Applause.)

BROTHER MacDONALD: He is no longer a member of our local, but he is a former president of our local, and we miss him. I stand to second the nomination of Charles Dale as President of this organization.

As he stated in his opening address to this body on Monday, he has seen fade from the Guild most of the polarization that has been present a long time in this Guild. I believe that statement to be true, and I believe he has been the person who has led this Guild in the leadership that has taken us out of that polarization. This example is something that we will remember for a long time.

Charles Dale has done something that many people have been unable to do. An example of that occurred here the other day. When was the last time that you saw Charles Dale, Larry Hatfield, Roger Stonebanks and Jerry MacDonald sitting down together and agreeing on something? (Laughter.)

That is only one of the many things that this man has brought to this organization and one of many things that he will continue to do for it.

This man has kept the Guild strong. I am proud to second the nomination of Charles Dale as President of The Newspaper Guild and urge you to do the same. (Applause.)

CHAIRPERSON McLAUGHLIN: Roy Kruse.

BROTHER KRUSE: Roy Kruse, Hawaii. It is with extreme pleasure that I am able to rise to second the nomination of Charles "Kalolo" Dale as our President. This *ohana*, this family of the Guild, is exactly the same as other material things in life, much like the stringing of a lei in my beloved Hawaii.

When stringing a lei, the most important part is to select a strong string, strong enough to hold the family of flowers together that will eventually be a lei, a strong string that will not break or permit the individual flowers to fall from the group, and one that is strong enough to last.

Charles "Kalolo" Dale has that kind of strength, he has that ability, he has the will and the strong leadership we need for the weaving of our lei of Guild locals so that when it embraces the neck of the future, it will be a lasting lei of strength and beauty.

I ask you to join me in selecting this man as the strong string of our group to help us keep together as a strong Guild, and I ask that you support our Brother Charles

"Kalolo" Dale as our President. *Mahalo nui loa.* (Applause.)

CHAIRPERSON McLAUGHLIN: The mikes are open for seconds.

BROTHER MARAGHY: Gerry Maraghy, Boston. I second the nomination.

BROTHER LIPTON: Barry Lipton, New York. I second the nomination.

BROTHER MICHAEL: It is an honor for Northern California to second the nomination of its favorite at-large member.

BROTHER BERNOTAS: Adolphe Bernotas, Wire Service Guild, gladly seconds Chuck.

BROTHER SCHAUFENBIL: Schaufenbil, Philadelphia. I proudly add my personal second.

BROTHER DARGAN: Ted Dargan, St. Louis. Second the nomination.

BROTHER REYENGA: Reyenga, Southern Ontario. Happy to second.

BROTHER PENNACCHIO: Pennacchio of New York, proudly seconds the Godfather. (Laughter.)

BROTHER HATCH: Hatch, Cleveland. The entire delegation with great enthusiasm seconds the nomination.

BROTHER KEANE: Kevin Keane, Wire Service Guild, seconds the nomination, and Chuck, you have done a great job.

BROTHER GERSOVITZ: David Gersovitz, Canadian Wire Service. The entire delegation enthusiastically endorses Chuck Dale.

VICE PRESIDENT HOLT: Bob Holt, St. Louis, proudly seconds Chuck Dale.

BROTHER HILTZ: Tom Hiltz, Boston, seconds the nomination.

BROTHER GOODRICK: Goodrick, St. Louis, proudly seconds the nomination of Chuck Dale.

BROTHER BOYD: Jim Boyd, New York, Consumers Union unit. I proudly second the nomination of Chuck Dale and thank him for his tremendous support during our long struggle over the past two years. Thank you, Chuck.

BROTHER HAMMOND: William Hammond, Albany. It is an honor for me at my first convention to second the nomination of President Dale on behalf of the Glens Falls unit.

BROTHER THIBEAULT: Tom Thibeault, Manchester. I am honored to second the nomination of Chuck Dale.

BROTHER HUGHES: Kyle Hughes, Al-

bany. Second the nomination.

BROTHER SANTAFEDE: Santafede, Providence. For the whole delegation, I second the nomination.

BROTHER REILLY: Paul Reilly, Wire Service Guild. I second.

SISTER JAHN: Barbara Jahn, Manchester, seconds.

SISTER PARK: Lindsey Park, Wire Service Guild. I second the nomination.

BROTHER CAHILL: Wayne Cahill. On behalf of myself and the Pacific Northwest local, we second the nomination.

BROTHER HUGHES: Richard Hughes from St. Louis. I would like to second the nomination.

VICE PRESIDENT ROUSSEAU: Rousseau, Manchester. Along with the entire delegation my personal second.

BROTHER CUMMINGS: Jim Cummings, St. Louis. I am proud to announce—thank you, Chuck. I want to second your nomination.

BROTHER KLASS: Tim Klass, Wire Service Guild. Second the nomination of Chuck Dale as a good and tough leader.

BROTHER CARUSO: Chuck Caruso, New York, happily seconds the nomination for Chuck Dale.

SISTER RAJALA: Shirley Rajala, Brockton. My shirt says it—"Guild and proud" to second the nomination for myself and the Brockton delegation.

BROTHER HORTON: Lionel Horton, St. Louis. Proud to second the nomination of Chuck Dale.

BROTHER KOCH: Mark Koch, Buffalo. I stand proud and pleased and honored to second the nomination of Charles Dale.

SISTER PRZYBYSZEWSKI: Carol Przybyszewski, Erie. Erie is proud to second the nomination for Chuck Dale.

BROTHER TETRICK: Nicholas Tetrick, New York, seconds the nomination.

VICE PRESIDENT TURNER: Gene Turner, Northern California. Happy to add my personal second along with the entire delegation of Northern California.

BROTHER DUEHRING: Andy Duehring, Providence. I enthusiastically second the nomination of Chuck Dale.

SISTER NUTTALL: Pat Nuttall, Terre Haute. It is my great pleasure to second the nomination of Chuck Dale.

BROTHER BOROVIČKY: Terry Boro-

vičky, Youngstown. Second the nomination.

SISTER KNOX: Connie Knox, Washington-Baltimore. I am pleased to second the nomination of Chuck Dale.

BROTHER TOM KEENAN (New York): Keenan, New York, seconds.

BROTHER TKACH: Harry Tkach, Pittsburgh, proudly seconds the nomination of Chuck Dale.

VICE PRESIDENT SHELLOCK: Marie Shellock, Youngstown, seconds the nomination.

SISTER WILHELMY: Ann Wilhelmy, Twin Cities. Second the nomination.

BROTHER MADDEN: Jim Madden, New York. I second the nomination of President Dale.

BROTHER JONES: Peter Jones, New York. Proud to second Chuck's nomination.

SISTER SNOW: Jane Snow, Akron, seconds the nomination.

SISTER ELINSKI: Liz Elinski, Buffalo. I second the nomination.

BROTHER MINKKINEN: Gerry Minkkinen, Chicago. I am happy to second the nomination of my friend and brother, Charles Dale. Keep going, Chuck.

BROTHER HOMAN: Peter Homan, Salem. Second the nomination.

BROTHER LAJINESS: Dennis Lajiness, Toledo. The entire delegation from Toledo takes pleasure in seconding the nomination.

BROTHER SHAW: Norm Shaw, Indianapolis. We proudly second the nomination.

BROTHER NORMAN MELNICK (Northern California): Norman Melnick, Northern California. Proud to second the nomination.

VICE PRESIDENT SOUZA: Stan Souza, Hawaii. I am proud to second the nomination of my brother "Moki," Charles Dale.

BROTHER WALKER: Charlie Walker, Providence, proudly seconds Chuck's nomination.

SISTER SIMMONS: Laura Simmons, Knoxville. I second the nomination.

BROTHER ATKINSON: Bert Atkinson, New York, proudly seconds the nomination.

BROTHER ALFANO: Vic Alfano, Scranton. Happy to second the nomination of Chuck.

BROTHER RENKEN: Tim Renken, St. Louis. Another second.

VICE PRESIDENT McCracken: Faye McCracken, Memphis. The Memphis delegation proudly seconds the nomination.

BROTHER WARD: John Ward, New York. Second the nomination.

BROTHER LANGZETTEL: Dave Langzettell, Portland. I personally and our delegation seconds for Chuck.

SISTER HILDNER: Judy Hildner of Pueblo. Happy to second.

VICE PRESIDENT CLIFFORD: Lee Clifford, Canadian Wire service. Pleased to second the nomination of Chuck Dale, the senior bluenoser at this convention.

BROTHER KEISER: Ed Keiser, Portland. Proud to add my personal second.

BROTHER MLECZKO: Mieczko, Detroit. The entire Detroit delegation thanks Brother Dale for his support of us during our JOA crisis. We are proud to second his nomination.

BROTHER SCRUTON: Bruce Scruton from Albany. Second the nomination.

BROTHER KIRGAN: Ed Kirgan, St. Louis, pleased to second Chuck's nomination.

BROTHER SCHICK: Tim Schick, Albany, seconds.

BROTHER DAVIS: Bill Davis, San Jose. San Jose seconds the nomination.

SISTER CASTELLI: Karen Castelli, Harrisburg. Pleased to have the opportunity to second the nomination. Thank you, Chuck.

BROTHER STONEBANKS: Stonebanks, Victoria, supports Chuck's nomination.

BROTHER MEACHUM: Bruce Meachum, Denver. On behalf of Denver and a personal second for Chuck.

BROTHER MEL GAUNTZ (San Jose): Mel Gauntz, San Jose. Proud to add my name to the list of those seconding the nomination of Chuck Dale.

BROTHER WALLACE: Wallace, Wilkes-Barre. Proud to second, and thank you.

BROTHER FELICIANO: Jose Feliciano, Puerto Rico. Gracias, Chuck. We support your nomination.

BROTHER BATISTA: *Segunda la nominacion para Presidente de Chuck Dale.*

BROTHER SWEENEY: Frank Sweeney, San Jose. A personal second for Chuck Dale.

BROTHER MARINOZZI: Marinozzi, New York. I second the nomination of Chuck Dale.

BROTHER PEARSON: Mark Pearson of York. On behalf of myself and the York dele-

gation I am pleased to second the nomination of Chuck Dale.

BROTHER KNIGHT: Bill Knight, Peoria. I second the nomination of Chuck Dale.

BROTHER NOVAK: Bill Novak, Sheboygan. I second the nomination.

BROTHER SOLLITTO: Sollitto, Local 3. Second the nomination.

SISTER THOMAS: Barbara Thomas, Gary. On behalf of our local and myself I second the nomination.

BROTHER BOCKING: Mike Bocking, Vancouver. On behalf of our delegation I am pleased to second the nomination.

VICE PRESIDENT ROTHMAN: Carol Rothman, Philadelphia. A personal second for Chuck.

BROTHER PALMER: Bob Palmer, Rochester. Second.

SISTER BELL: Pat Bell, Ottawa. Personally and on behalf of Bob Grace and Sharlan Clark we second the nomination of Brother Chuck Dale.

BROTHER KING: Dale King, Pawtucket. Very proud to second the nomination of Chuck Dale.

SISTER MARIAN V. NEEDHAM (Buffalo): Marian Needham, Buffalo. I am pleased to be able to second the nomination of Charles Dale.

BROTHER PEERY: Dick Peery, Cleveland. Proud to add my personal second to that of my delegation.

BROTHER FERGUSON: Rob Ferguson, Windsor Guild. On behalf of the delegation here and President Julie Rowe, who is absent, we are supporting Chuck's nomination.

BROTHER DUBE: John Dube of Bristol. I am proud to second the nomination of President Dale.

SISTER FERRAR: Rebecca Ferrar of Knoxville. I am glad to second the nomination of Chuck Dale.

BROTHER CHMIELEWSKI: Dave Chmielewski, Pawtucket. Happy to second the nomination of Chuck Dale.

SISTER RANDOLPH: Linda Randolph, Milwaukee, seconding the nomination.

SISTER POWELL: Beverly Powell, Philadelphia. Philadelphia heartily seconds Chuck Dale.

BROTHER MURRAY: Emmett Murray, Pacific Northwest. To the seconding of my local I would like to add my own personal second to the nomination of Chuck Dale.

BROTHER CAIN: Russ Cain, San Jose. A second to Chuck Dale who is second to none.

VICE PRESIDENT HATFIELD: Larry Hatfield, Northern California. I recognize a trend and second. (Laughter.)

CHAIRPERSON McLAUGHLIN: What an astute politician.

BROTHER RAVENSBERGEN: Jan Ravensbergen, Montreal. *Montreal donne fortement et c'est avec solidarite et fierte qu'ou donne notre appui total a Chuck Dale.* (Applause.)

BROTHER CUNNINGHAM: Todd Cunningham, Los Angeles. We second Chuck Dale.

VICE PRESIDENT BRANDOW: Richie Brandow, New York. Pleased to second the nomination of Chuck Dale, a great leader and great Guild person.

VICE PRESIDENT JACKSON: Luther Jackson, Detroit. Pleased to add my personal second.

CHAIRPERSON McLAUGHLIN: The mikes are clear. Are there any other nominations for President of the New York Guild? Any other nominations? **I declare the nominations closed and Chuck Dale elected President of The Newspaper Guild.**

(The audience arose and applauded, ending in cadence.)

PRESIDENT DALE: Thank you. Once again, I am overwhelmed by both the confidence and the affection that has been shown.

I want to thank Doug Cuthbertson, Jerry MacDonald and my Brother Abraham from Hawaii for one more time trying to and succeeding in finding new things to say about me and all the others who seconded me. I want to express my very, very deep appreciation.

I told you when I was first elected President of this union that you had from me my commitment to maintain this union's reputation for honesty and integrity and that I would do everything in my power to insure that that reputation remained, and also that I would do everything in my power to insure that this union moved forward.

I have done my best at that, and I will continue to do my best. I said that I would give you every ounce of my energy, every ounce of my dedication, every ounce of my commitment, and I will continue to do that.

The only difference in this new term is that I am going to take a couple of weekends off. Thank you very much. (Applause.)

SECRETARY-TREASURER

CHAIRPERSON McLAUGHLIN: We will now have nominations for the position of Secretary-Treasurer of The Newspaper Guild. Larry Hatfield.

VICE PRESIDENT HATFIELD: Larry Hatfield, Northern California. It's the practice of the Western Region in The Newspaper Guild to offer its best and brightest to serve as International officers. Currently, for instance, we just gave you again Chuck Dale as your President, Gene Turner and Stan Souza and someone else for the stupid but not dishonest International Executive Board, and for the past two years we have given you John Edgington as your Secretary-Treasurer.

I am honored to suggest you accept our offer to take him for another two years.

John overcame an unfortunate childhood of growing up in Columbus, Ohio. (Laughter.) He told me awhile ago, confessed actually, that he was born in the shadow of Ohio Stadium just after the big game between Ohio State and Michigan. Don't think about that too much. Just accept the fact that Michigan won.

John attended an institution of higher athletics called Ohio State. I think it's indicative of the sophistication and tolerance of a graduate of the real universities of Michigan and Iowa that I even acknowledge a university that has a nut for a nickname. That's Buckeye for those who don't know.

But as I said, John overcame that, probably due to his involvement in the Guild, of which he has been a member for more than 30 years and in which he has held almost every office from unit secretary down to his current position. (Laughter.)

John was an at-large Vice President on the IEB, which may or may not be an endangered species. He was an IR and a good one because he was willing to accept that Montreal really is on the way from San Juan to San Francisco, and for more than 16 years he was the extremely effective administrator of Local 95 in San Diego, the southern anchor of the autonomous State of California.

Now as Secretary-Treasurer, John has been and is a key player in the efforts to establish some long-range stability and rationality to the Guild's financial processes. The Convention took a big step towards that this week, but to anyone paying attention it's obvious that we have further to go and that as he has been in the past, John has been out in front.

He is a good Secretary-Treasurer, a good unionist, a good human being and a good friend, and I am proud to place John Edgington's name in nomination. (Applause.)

CHAIRPERSON McLAUGHLIN: The chair recognizes Tom Pennacchio, New York.

BROTHER PENNACCHIO: Tom Pennacchio, New York. I say it again. As I did two years ago, I rise to second the nomination of John C. Edgington. John's career started in the Guild more than 30 years ago when he raised his hand to complain about an unjust scheduling system for his co-workers in inside circulation. That's very common. That's how I got active.

Like most small units, the unit chair, desperately looking for help, told Brother Edgington, "That's a very interesting problem, and I am appointing you to the bargaining committee to help to resolve it," and that started him off.

This launched his career in which John has held almost every office a rank-and-file member could hold from unit secretary to administrative officer of one of the largest locals on the West Coast, with stints as an International Representative and an International Vice President along the way.

He is experienced, he is impartial, he is innovative. He is honest, dedicated, and pragmatic and hard working; and he deserves your support.

As Secretary-Treasurer of the largest local in TNG, Local Number 3, I am proud to second the nomination of John C. Edgington for Secretary-Treasurer, and we look forward to working with you in the next two years. (Applause.)

CHAIRPERSON McLAUGHLIN: The chair recognizes Jerry MacDonald.

BROTHER MacDONALD: Jerry MacDonald, Canadian Wire Service. John Edgington is unique, and I rise to second his nomination as Secretary-Treasurer. I say he is unique not because he works hard and long hours, not because of his administrative abilities, and not because of his polite and gentlemanly decorum.

I think he is unique because he has a way of using smoke and mirrors which make this organization look as financially sound as the Swiss franc. After what has taken place this week in the Finance Committee, we shall be needing this Secretary-Treasurer who is capable of using that smoke and those mirrors.

John Edgington is the person that we need to continually handle our financial situation.

John Edgington is the person whose name I am proud to second in nomination as Secretary-Treasurer of The Newspaper Guild. (Applause.)

CHAIRPERSON McLAUGHLIN: The microphones are open. Brother Hiltz.

BROTHER HILTZ: Tom Hiltz, Boston. It is difficult for a New Englander to support a man who does not eat fish and likes his steak burned. (Laughter.)

I am willing to overlook those faults, and I second the nomination of John Edgington.

When I began my career as a convention delegate, John was already a well-established force, and I looked forward to any opportunity I could to serve on a committee that he chaired. I knew that when he was chair, everything would be in order.

I have found that the same thing and the same feeling develops with John as Secretary-Treasurer. He has earned your support. Thank you. (Applause.)

CHAIRPERSON McLAUGHLIN: The microphones are open.

BROTHER MARAGHY: Gerry Maraghy, Boston. I second the nomination.

BROTHER LIPTON: Barry Lipton, New York. Second the nomination.

BROTHER MEACHUM: Bruce Meachum, Denver, seconds the nomination.

BROTHER JOHN F. HAGAN (Cleveland): Jack Hagan, Cleveland. On behalf of the delegation we second the nomination.

VICE PRESIDENT SHELLOCK: Marie Sherlock, Youngstown, seconds the nomination.

BROTHER MILLAR: Doug Millar, Windsor. We second the nomination.

VICE PRESIDENT HOLT: Bob Holt, St. Louis, proudly seconds the nomination.

BROTHER OLDFIELD: Dan Oldfield, Canadian Wire Service Guild. Despite the urgings from Michele, second the nomination.

BROTHER SCHICK: Tim Schick, Albany, seconds.

BROTHER KEN FISHER (Pittsburgh): Ken Fisher. Pittsburgh delegation seconds.

BROTHER GOODRICK: Herb Goodrick, St. Louis. I second the nomination.

SISTER HILDNER: Judy Hildner, Pueblo, seconds.

BROTHER ATKINSON: Bert Atkinson, New York, second.

SISTER PRZYBYSZEWSKI: Carol Przybyszewski, Erie. Second the nomination.

BROTHER KEISER: Ed Keiser of Portland, seconds.

VICE PRESIDENT TURNER: Gene Turner, Northern California. Happy to second the nomination.

BROTHER JONES: Eugene B. Jones. On behalf of the Philadelphia delegation I second the nomination.

BROTHER KEANE: Kevin Keane, Wire Service Guild. I second the nomination.

BROTHER DAVIS: Bill Davis, San Jose Local 98, seconds.

BROTHER MICHAEL: Steven Michael, Northern California. For myself and my delegation, happy to second.

BROTHER SWEENEY: Frank Sweeney, San Jose. A personal second for John.

SISTER NICHOLS: Carolyn Nichols from the Brockton delegation.

BROTHER HORTON: Lionel Horton, St. Louis. Second the nomination.

BROTHER SANTAFEDE: Frank Santafede, Providence. Second the nomination.

BROTHER FELICIANO: Jose Feliciano, Puerto Rico. Second the nomination of John Edgington.

BROTHER CHMIELEWSKI: Chmielewski, Pawtucket. Proud to second the nomination of John Edgington.

BROTHER ZAJAC: Andy Zajac, Akron. Second the nomination.

BROTHER BERNOTAS: Adolphe Bernotas, Wire Service Guild. A personal and delegation second for John.

BROTHER DUEHRING: Andy Duehring, Providence. Pleased to second the nomination of John Edgington.

SISTER JAHN: Barbara Jahn, Manchester. Second the nomination.

BROTHER HUGHES: Kyle Hughes, Albany. I second the nomination.

VICE PRESIDENT CLIFFORD: Lee Clifford, Canadian Wire Service. Pleased to second John's nomination.

BROTHER THIBEALT: Tom Thibeault, Manchester. A personal second.

BROTHER WALLACE: Wallace, Wilkes-Barre. Second and thank you, John.

SISTER NEEDHAM: Marian Needham, Buffalo. Happy to second your nomination, John.

BROTHER MURRAY: Emmett Murray, Pacific Northwest. Personally and on behalf of my local I second John's nomination.

BROTHER DUBE: John Dube, Bristol. I second the nomination.

BROTHER WALKER: Charlie Walker, Providence, seconds.

BROTHER WILLIAMS: Brian Williams, Cincinnati. Second the nomination.

VICE PRESIDENT SOUZA: On behalf of my large delegation, Roy Kruse and I are proud to second the nomination of my boss, my *luna*, John Edgington.

BROTHER LANGZETTEL: Dave Langzettel, Portland. Pleased to second the nomination of John Edgington.

BROTHER PALMER: Bob Palmer, Rochester, seconds. Good luck.

SISTER THOMAS: Barbara Thomas, Gary, seconds.

BROTHER JONES: Peter Jones, New York. Proud to second John's nomination.

BROTHER MULCAHY: Dave Mulcahy, New York. I am pleased to second the nomination of my assistant on the Finance Committee, John Edgington.

SISTER KNOX: Connie Knox, Washington-Baltimore. Second the nomination.

SISTER SKEETE: Christine Skeete. I second the nomination.

SISTER NUTTALL: Pat Nuttall, Terre Haute. It is an honor to second the nomination.

SISTER PARK: Lindsey Park, Columbus, Ohio, native, Wire Service Guild. I second the nomination.

SISTER ELINSKI: Liz Elinski, Buffalo. I am proud to second.

BROTHER TETRICK: Nicholas Tetrick, New York. I second the nomination.

BROTHER SCHAUFENBIL: Schaufenbil of Man ... Philadelphia. (Groans.) Second the nomination. That was intentional.

BROTHER LAJINESS: Dennis Lajiness, Toledo. Toledo takes great pleasure in seconding the nomination.

BROTHER KIRGAN: Ed Kirgan, St. Louis. Pleased to second John's nomination.

BROTHER KENNEDY: Jack Kennedy, Youngstown. Pleased to second the nomination.

BROTHER HOMAN: Peter Homan, Salem. Second the nomination.

BROTHER SCRUTON: Bruce Scruton, Albany. Proudly second the nomination.

VICE PRESIDENT McCracken: Faye McCracken, Memphis. Memphis is happy to

second the nomination.

BROTHER CARUSO: Chuck Caruso, New York. Second the nomination of John Edgington.

BROTHER ALFANO: Vic Alfano, Scranton. Happy to second.

BROTHER MADDEN: Jim Madden, New York. I second the nomination of John Edgington.

BROTHER SHAW: Norm Shaw, Indianapolis. Proud to second the nomination.

BROTHER HUGHES: Rich Hughes, St. Louis. I would like to second the nomination.

SISTER KILZER: Mary Kilzer. On behalf of the Chicago local we would like to second the nomination and say thanks for all your help.

BROTHER RENKEN: Tim Renken, St. Louis. Second the nomination.

BROTHER KOCH: Mark Koch, Buffalo. Proud to second John C. Edgington for not only his friendliness and his help but his financial prowess.

VICE PRESIDENT ROTHMAN: Carol Rothman, Philadelphia, seconds the nomination.

SISTER DIACONT: Patricia Diacont. On behalf of the York delegation I would like to second the nomination.

BROTHER JAMES McCLEAR (Detroit): Jim McClear, Detroit. On behalf of the Detroit delegation second the nomination.

BROTHER STONEBANKS: Stonebanks, Victoria. Second the nomination.

BROTHER BOCKING: Mike Bocking, Vancouver. On behalf of the Vancouver delegation I am pleased to second the nomination.

BROTHER KING: Dale King, Pawtucket. We are happy to second John's nomination.

BROTHER NOVAK: Bill Novak, Sheboygan. Second the nomination.

SISTER DOROTHY LEWIS (Twin Cities): Dorothy Lewis, Twin cities. We second the nomination.

BROTHER DARGAN: Dargan, St. Louis. Second the nomination.

BROTHER CAIN: Russ Cain, San Jose. Monterey seconds John.

SISTER RANDOLPH: Linda Randolph, Milwaukee, seconds the nomination.

BROTHER PEERY: Dick Peery, Cleveland. Second a fellow Buckeye.

BROTHER McFARLANE: Keeble McFarlane, Canadian Wire Service. John, the

Broke Locals Caucus is inviting you to dinner tonight—sushi. Canadian Wire Service proud to second the nomination.

VICE PRESIDENT JACKSON: Luther Jackson, Detroit. Please add my personal second.

SISTER BELL: Pat Bell, Ottawa. On behalf of Bob Grace and Sharlan Clark and myself, we second the nomination.

BROTHER RAVENSBERGEN: Jan Ravensbergen, Montreal. With pleasure, with pride, and with perplexity—why would anyone want such a tough job—Montreal seconds. Here's a man who gives TNG a great "Edge." Gracias. Merci.

BROTHER BLATCHLEY: Harold Blatchley, Buffalo. With great pleasure I second the nomination.

VICE PRESIDENT BRANDOW: Richie Brandow, New York. John is one of the tightest guys I know about giving money out, and he is very good for the Guild, and he is the third part of a good team. Thank you.

BROTHER VAILLANCOURT: Bob Vailancourt, Northern Ontario. I second the nomination.

CHAIRPERSON McLAUGHLIN: The mikes are clear. Are there any other nominations for Secretary-Treasurer? Are there any other nominations for the Secretary-Treasurer? Are there any other nominations for Secretary-Treasurer? **I declare nominations for Secretary-Treasurer closed and John Edgington elected as Secretary-Treasurer of The Newspaper Guild.**

(The audience arose and applauded, ending in cadence.)

SECRETARY-TREASURER EDGINGTON: Thank you all. Special thanks to Larry Hatfield for the nomination, to Jerry MacDonald and Tom Hiltz and ...

BROTHER PENNACCHIO: Tom Pennacchio.

SECRETARY-TREASURER EDGINGTON: ... Tom Pennacchio for my seconds. There was also Tom Hiltz. But I would like to say, it isn't all smoke and mirrors. It's a lot of hard work, and I think if we have had smoke and mirrors in the past, we certainly won't in the future because all of you will be looking for the smoke and the mirrors, and I am hoping what you will see will be the real figures. That is what we are going to produce.

I will dedicate no less to you in the coming two years than I have given you in the last two years, and I hope that will be enough.

With the team you have just elected I think we will be able to move this organization forward. There are great horizons ahead of us. There is unity, the kind of unity we have not seen, with a number of international unions, and I am glad that you have elected me to become a part of it and one of the players. Thank you very much. (Applause.)

CHAIRPERSON McLAUGHLIN: We will now open nominations for Regional Vice Presidents of the International Executive Board.

VICE PRESIDENT, REGION 1

The first region is Region 1, which constitutes: Connecticut (excepting the counties of Fairfield, Hartford, Litchfield and New Haven); Delaware; Maine; Massachusetts; New Hampshire; the New Jersey counties of Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester, Hudson, Ocean and Salem; New York (excepting the counties of Bronx, Kings, Nassau, New York, Orange, Queens, Richmond, Rockland, Suffolk and Westchester); Pennsylvania; Rhode Island; and Vermont. Region 1.

I will recognize Jim Schaufenbil.

BROTHER SCHAUFENBIL: Brother Chairperson, fellow Region 1 delegates, **I am honored this afternoon—yes, it is afternoon now—to place in nomination the name of David M. Rousseau of Manchester for re-election as Region 1's representative on the Guild's International Executive Board.**

When I first met David, both of us had a lot more hair than we do now. I have known him since the late 1970s when we both first became active in the Manchester Newspaper Guild, he as an Executive Board member.

At our first Guild convention together in Memphis in 1981 we sought support and lobbied for the establishment of a then-new concept, the annual new officers' seminar at the George Meany Center.

Over the intervening years I have watched with approval that my very good friend served numerous facets of our union from Manchester to Washington, always with an unwavering determination to serve the membership and always with an independent Yankee spirit.

Time and again I have watched David accept and accomplish any project thrown his way, no matter how difficult, how complicated, no matter how controversial.

His list is a long one: vice president and president of the Manchester Guild, president of the New England District Council, numerous local bargaining committees, chairperson

of NESOP's long-range financial planning committee, a task that helped insure continued financial solvency of that unique servicing program, and finally now on the IEB where he currently serves on the organizing subcommittee.

Let me steal a line from his nominating speech made two years ago by Sara Hammond of Portland: "I have seen David demonstrate the leadership qualities needed in labor matters—dedication and concern, commitment and compromise, and a good sense of humor."

There is also a personal side, and I would like to describe to you the personal side of my close friend, the family man, the civic leader. David is, for example, manager of the Sun Scott Bowling Team, and he has served as chairperson of the Municipal Budget Committee in his home town of Goffstown, New Hampshire.

Family man: Last Friday and Saturday, before most of the delegates even arrived here in Albany, David was already here with the other IEB members deliberating and performing their duties, and then early Sunday morning—hell, it was about 5 a.m.—David got up, and he quietly drove 200 miles back to Goffstown to be there for his 9-year-old son's birthday party. Then he drove back that evening, 200 more miles, to resume his Guild duties.

Brother Rousseau hails from the advertising department. In fact, I would suggest that he probably would have been appointed to a management position years ago had he not made such a strong and lasting commitment to the Guild members. He hails from advertising, but employs equal diligence on matters concerning all departments.

There is a relatively private piece of humor back in New England that I would like to share with everyone now. During David's first term on the IEB, we nicknamed him "One-Term Rousseau." We did so in response to his willingness to engage in frank discussions and, frankly, to sometimes take some independent stances on critical issues.

When he was re-elected to the IEB in 1987, we took to calling him "Two-Term Rousseau." Well, brothers and sisters of Region 1, I now must ask for your support for my personal and dear friend, "Three-Term Rousseau." (Applause.)

CHAIRPERSON McLAUGHLIN: Tom Hiltz.

BROTHER HILTZ: Tom Hiltz, Boston. I second the nomination of David Rousseau. There obviously is very little left to say after

Jim's very thorough nominating speech, except to say that I share with David almost a decade of service in the Guild. In many, many different ways we have served together and played together.

He is a very close friend of mine and a very, very committed IEB member. He brings to the IEB independence and a lot of other fine qualities. In short, he's the best man for the job. (Applause.)

BROTHER WALLACE: Jack Wallace of Wilkes-Barre. Everything's been said. So all I will say is, if it doesn't need fixing, don't change it. We need him. We will keep him. He is a good friend, a good IEB member, and despite the fact Sara isn't here to give him his hug and his kiss, I won't do it for him. (Laughter and applause.)

SISTER PRZYBYSZEWSKI: Carol Przybyszewski, Erie. Happy to second the nomination of Dave Rousseau for a third term as Region I Vice President.

He continually shows the leadership abilities and concerns that make him an effective IEB member. Whenever anyone has a problem, he is always responsive. I strongly urge my brothers and sisters throughout Region I to support and re-elect David Rousseau to the International Executive Board. (Applause.)

BROTHER BERNOTAS: Adolphe Bernotas, Wire Service Guild. As an adopted New Englander and a fellow Guild person from New Hampshire, I proudly second the nomination of the Wire Service Guild's best friend in New England, Brother Rousseau.

BROTHER HART: Joe Hart, Philadelphia. We are unanimous again. Brother Rousseau.

BROTHER SCHICK: Tim Schick, Albany. Albany seconds.

BROTHER SANTAFEDE: Santafede of Providence. Very happy to second.

VICE PRESIDENT ROTHMAN: Carol Rothman, Philadelphia. Happy to second.

BROTHER THIBEAULT: Tom Thibault, Manchester. Honored to second Dave.

BROTHER WALKER: Charlie Walker, Providence. It is a great pleasure for me to second Dave's nomination.

BROTHER PEARSON: Mark Pearson of York. York seconds the nomination of David Rousseau.

BROTHER MARAGHY: Gerry Maraghy, Boston. Glad to second.

BROTHER KOCH: Mark Koch, Buffalo.

From the west coast of New England, our entire delegation is happy to second David Rousseau. (Laughter.)

SISTER CAPARELLA: Kitty Caparella of the Philadelphia local. Proud to second Dave Rousseau.

BROTHER DUBE: John Dube of Bristol, wholeheartedly seconds Dave's nomination.

BROTHER COLLINS: Henry Collins, Salem. More than happy to second Dave's nomination.

SISTER JAHN: Barbara Jahn, Manchester. Happy to second Dave's nomination.

BROTHER DUEHRING: Andy Duehring. As a New Yorker being held captive in New England, I second the nomination of Dave Rousseau.

BROTHER KING: Dale King, Pawtucket. We second the nomination of Dave Rousseau.

BROTHER KEISER: Ed Keiser of Portland. Proud to second.

VICE PRESIDENT BRANDOW: Richard Brandow, New York. More than pleased to second the nomination of my twin, Dave Rousseau.

SISTER NICHOLS: Carolyn Nichols, Brockton. My personal second.

SISTER RAJALA: Shirley Rajala, Brockton. In the absence of Sara, I will take care of the hug and kiss. (Applause.)

BROTHER CHMIELEWSKI: Dave Chmielewski, Pawtucket. Happy to second Dave Rousseau.

BROTHER TKACH: Harry Tkach, Pittsburgh. Local 61 gladly seconds David Rousseau's nomination.

BROTHER TRAMBLEY: Jerry Trambley, Erie, seconding for our unanimous delegation.

BROTHER TOWNSEND: Bob Townsend, Brockton, seconds Dave Rousseau.

BROTHER ALFANO: Vic Alfano, Scranton, gladly seconds.

CHAIRPERSON McLAUGHLIN: The nominations are open. Any further nominations for Region 1 Vice President? Any other nominations for Region 1 Vice President? Any further nominations for Region I Vice President? Hearing none, **I declare Dave Rousseau elected.**

(The audience arose and applauded.)

VICE PRESIDENT ROUSSEAU: Thank you all very much for your support. I will strive to do my best in the next two years

and maybe there will be a fourth term. (Laughter.)

CHAIRPERSON McLAUGHLIN: That means two more years of looking out for my third son.

VICE PRESIDENT, REGION 2

We now move to nominations in Region 2, which consists of Alabama, Arkansas, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, Commonwealth of Puerto Rico, South Carolina, Tennessee, Texas, Virginia and West Virginia.

The microphones are open.

BROTHER PATRICK HUNT (Washington-Baltimore): Patrick Hunt, Washington-Baltimore.

CHAIRPERSON McLAUGHLIN: Yes.

BROTHER HUNT: **I wish to place in nomination Connie Knox for the position of International Vice President for Region 2.**

Connie's involvement in our union dates back to 1968 when she was a member of the Guild bargaining team at the Waterbury Republican. For the last 10 years, she has worked as a copy editor at the Baltimore Sun.

At the Sun she has served as shop steward, editorial vice chair, executive council member, vice president of the local, unit chair of the Sun, local Guild Person of the Year, vice president of the Southern District Conference, and president of the Washington-Baltimore Newspaper Guild.

A list of the offices held does not begin to describe the contributions that Connie has made to the Guild. Our local, as many of you know, has had a history of bitter internal disputes. Fortunately, those wounds are well on the way to healing. Connie Knox has played a major role in that healing process. Her commitment to basic trade union principles over partisan politics has helped us all to come together.

The leadership that she demonstrated during the Baltimore Sun strike in 1978, her sense of building and abilities that have been so obvious as we restaffed our local, and her willingness to do the hard work, no matter what the assignment all recommend Connie to this position.

Connie is the kind of leader that develops new activists in our local. She is the type of leader who leads by example and hard work, and she is the kind of leader that we need on the International Executive Board. I am honored to place her name in nomination.

SISTER MARY ESSLINGER (Washington-Baltimore): Mary Esslinger, Washington-Baltimore. I would like to second Connie Knox's nomination.

BROTHER KEN MAY (Washington-Baltimore): Ken May, Washington-Baltimore. I am happy to second the nomination of Connie Knox.

CHAIRPERSON McLAUGHLIN: Are there any other seconds? Are there any further nominations? Recognize Dean Ferguson.

SISTER FERGUSON (Memphis): Dean Ferguson, Memphis. **I stand to nominate Faye McCracken for re-election as Vice President of the IEB, Region 2.**

She has an outstanding record in both the IEB and our local. She has gained the respect of her fellow IEB members, and her knowledge of what goes on in locals across the country has been valuable.

She served the IEB, the Southern District Council and our local in a never-ending struggle for a model contract for all of us.

She has come up from the ranks. She has learned by doing and on a volunteer basis, which shows how important it is to have her on the IEB. She has held this position as IEB Vice President for Region 2 for several years. She knows what she is about. Let's keep her there.

It is with great pleasure, both as a friend and a sister Guildsman, that I place her name in nomination for IEB Vice President. Thank you. (Applause.)

CHAIRPERSON McLAUGHLIN: Is there a second to that nomination?

BROTHER FELICIANO: Jose Feliciano, Puerto Rico. Brother Chairman, congratulations to Brother Dale and Brother Edgington for their re-election.

For a good real friend of Puerto Rico, a person that works hard and deserves a position, we have a phrase in Spanish—that is, *Portas palabras basta*. That means, "Not too many words are needed."

That's why Puerto Rico Local 225, UP-AGRA, is pleased and proud to second the nomination for Vice President of Region 2 of Sister Faye McCracken. Puerto Rico gives all its votes for Faye and urges for you, too. Thank you. (Applause.)

SISTER FERRAR: Rebecca Ferrar of Knoxville. I am also pleased to second the nomination of Faye McCracken.

Faye has served as a leader in the Guild for 16 years, so she is well-experienced. She

knows the problems facing small locals like my own. She also knows the problems facing the Southern right-to-work states, a special problem to our Guild. Faye knows the problems facing the Guild Scripps-Howard newspapers.

Faye has always been loyal to our Guild, and our Guild will always be loyal to her, and I am pleased to second the nomination. (Applause.)

SISTER SIMMONS: Laura Simmons, Knoxville. I am happy to second the nomination of Faye McCracken.

BROTHER HANSON: Hanson, Memphis. I also want to second Faye's nomination for Vice President.

SISTER PARK: Lindsey Park, Wire Service Guild. I personally second the nomination.

CHAIRPERSON McLAUGHLIN: Are there any other nominations? Seeing none, I declare nominations closed. There will be a referendum election for Regional Vice President in Region 2.

The candidates will be Connie Knox of Washington-Baltimore and Faye McCracken of Memphis.

VICE PRESIDENT, REGION 3

We now go on to Region 3, which consists of Colorado, Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota and Wisconsin.

Nominations are open for International Vice President from Region 3. Don Kummer.

BROTHER KUMMER: Mr. Chairman, six years ago the Detroit local had received the resignation of its unit chairperson at the Detroit Free Press. We had a new member on the bargaining committee who, after being assured that it required little energy and hardly any time, agreed to fill out the remainder of that term.

The rest is slowly becoming history. Luther filled out that term in grand style. At the end of that year he agreed to add the responsibilities of local treasurer and has served three terms since.

His greatest challenge probably came last year when the Knight-Ridder organization put on their full thrust to take over the local because of the local's opposition to the Joint Operating Agreement. Luther withstood the onslaught of what we termed in Detroit the "Contras," people who ran, who daily tried to badger the local officers into changing the local's position.

He has since served as a delegate to the Gannett Caucus, he is president of the Knight-Ridder Caucus, he has been at the convention four times.

Two years ago this union was fortunate to have Luther elected as an International Board member from Region 3. But most of all, through all of this, it has come up that Luther has certain qualities, certain special qualities.

He cares about people. He has a compassion for the working person. Whether you are white or black or male or female or young or old, Luther is going to care about you.

He has given a new meaning to the word "brother." If I could select my brother, I would be proud to say, "Luther belongs as a brother." Roy Kruse told me the name for brother in Hawaiian is "kuhana." **It's a pleasure on behalf of the Detroit local to nominate "Kuhana" Luther Jackson the 3rd for the spot as a Vice President of the Third Region.** (Applause.)

CHAIRPERSON McLAUGHLIN: Barbara Thomas, Gary.

SISTER THOMAS: Thank you. Luther's parents are here today, and I promised I wouldn't say anything to embarrass him. So no words about the Luther Jackson Fan Club in Gary.

I met Luther three years ago at my first Knight-Ridder Council in Gary. About six months later, I met him again in San Diego, and he told me that Don had nominated him for Vice President. I told him I was absolutely thrilled, and I didn't tell him I didn't know what a Vice President did. (Laughter.)

It wasn't long after that that I found out. Gary has been through prolonged negotiations. Every horror story you want to hear, we can tell, and Luther has always been there, just a phone call away.

One of the things I really appreciated about him is that he always thought about his responses, was very compassionate and very people-oriented. In an organization that naturally forms political alliances, Luther has always stood back and taken the side of his members and his own conscience. It is with deep respect and affection that I second the nomination for Luther Jackson. (Applause.)

CHAIRPERSON McLAUGHLIN: Norman Shaw of Indianapolis.

BROTHER SHAW: In April when I received the package that said "Futures Forum," I said, "Oh, good, we are going to spend the weekend talking about Luther."

Luther is pivotal to the fact that Indianapolis now has a future. He came to us on his own time. He came to us on vacation and has helped us, and we now have a future because of him.

His concern, compassion, all of these things—I hope I can continue to come back year after year and do this again. A glimpse of the future: Year 2012, somewhere around there. Don, gray hair, is on the porch of the Guild Retirement Home, rocking slowly. (Laughter.) Luther, president of the AFL-CIO, runs up and says, “Don, the scale wage was approved.” (Laughter.)

I wholeheartedly support Luther for what he stands for, what he does, and what he means to us, and I proudly second his nomination. Thank you. (Applause.)

CHAIRPERSON McLAUGHLIN: The microphones are open.

SISTER SNOW: Jane Snow, Akron. I personally and for my local enthusiastically second the nomination of Luther Jackson.

BROTHER MEACHUM: Bruce Meachum, Denver. The delegation and myself personally are proud to second the nomination of Luther and the openness that he’s brought.

BROTHER DARGAN: Ted Dargan, St. Louis. It gives me great privilege to second the nomination.

BROTHER SEIFULLAH: Alan Seifullah, Cleveland. On behalf of myself and the entire delegation, I am proud to second the nomination of Luther Jackson.

BROTHER WILLIAMS: Brian Williams, Cincinnati. I am proud to second the nomination of Luther Jackson.

BROTHER KAUFHOLD: Roger Kaufhold, St. Louis. I offer my second to the nomination.

VICE PRESIDENT HOLT: Bob Holt, St. Louis. I am really proud to second Luther’s nomination.

BROTHER MLECZKO: Lou Mleczo, Detroit. On behalf of our convention delegation and myself, we proudly salute and second Luther’s nomination.

BROTHER GOODRICK: Herb Goodrick, St. Louis. I am proud to second the nomination of Luther.

BROTHER SMITH: Jim Smith, Los Angeles. On behalf of myself and the entire Los Angeles metropolitan area, I second the nomination.

BROTHER HORTON: Lionel Horton, St. Louis. I proudly second the nomination.

BROTHER MINKKINEN: Gerry Minkkinen, Chicago. We proudly second the nomination of Luther Jackson. He is the best of the best.

BROTHER HUGHES: Rich Hughes, St. Louis. I, too, would like to second the nomination.

BROTHER KIRGAN: Ed Kirgan, St. Louis. Pleased to second Luther’s nomination.

BROTHER CUMMINGS: Tim Cummings, St. Louis. I would like to add my second to the nomination of Luther Jackson.

BROTHER PEERY: Dick Peery, Cleveland. If Luther’s feet hurt, it is because he has more than filled my shoes. I am proud to second. (Applause.)

VICE PRESIDENT SHELLOCK: Marie Shellock, Youngstown. Pleased to second Luther Jackson.

BROTHER PALMER: Bob Palmer, Rochester. Happy to second Luther Jackson.

BROTHER ZAJAC: Andy Zajac, Akron. Pleased to second Luther Jackson’s nomination.

BROTHER ROBERT SPECK (Toledo): Bob Speck, Toledo. Toledo supports Luther Jackson.

BROTHER RENKEN: Tim Renken, St. Louis, seconds Luther Jackson’s nomination.

BROTHER KNIGHT: Bill Knight, Peoria. I am happy to second the nomination of Luther.

SISTER CLAUDIA PEARCE (Detroit): Claudia Pearce, Detroit. I am honored to second Luther’s nomination.

SISTER RANDOLPH: Linda Randolph, Milwaukee. Second the nomination.

SISTER PARK: Lindsey Park. On behalf of the Wire Service Guild delegation, I second the nomination.

SISTER CAPARELLA: Kitty Caparella, Philadelphia. If Philadelphia were in Region 3, we would be very proud to second Luther Jackson’s nomination.

SISTER WILHELMY: Ann Wilhelmy, Twin Cities. Second the nomination.

BROTHER NOVAK: Bill Novak, Sheboygan, seconds the nomination.

CHAIRPERSON McLAUGHLIN: The mikes are clear. Are there any other nominations for Vice President of Region 3? Are there any other nominations for Vice President of Region 3? Are there any other nominations for Vice President of Region 3? Hear-

ing none, **I declare Luther Jackson elected.**

(The audience arose and applauded amid cries of "Luther, Luther, Luther.")

VICE PRESIDENT JACKSON: I would just like to thank all my brothers and sisters very much, and I look forward to working hard for all of you over the next two years. Thank you. (Applause.)

CHAIRPERSON McLAUGHLIN: It is a great pleasure to welcome back Luther, who is really one of the bright young men of The Newspaper Guild. He not only reads those reports; he understands them. (Laughter.)

VICE PRESIDENT, REGION 4

Region 4 includes Alaska, Arizona, California, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington and Wyoming.

Nominations are open for Regional Vice President from Region 4. Doug Cuthbertson.

BROTHER CUTHBERTSON: Well, we move from bright and young to older and dull, perhaps. I am speaking for myself. I asked Larry what points he might want covered when I stood up to nominate him. He said, "Well, why don't you just stand up and nominate me and then sit down. They don't really want to hear all the bullshit."

I nominate Larry Hatfield. (Laughter and applause.)

CHAIRPERSON McLAUGHLIN: One of the great speeches, one of the great nominating speeches of our time.

BROTHER KRUSE: Roy Kruse, Hawaii. Larry Hatfield, Lalaneke Papale-kihapai, in Hawaiian. Larry reminds me of Kukaihelemoku in Hawaii's history. Kukaihelemoku was the great war god of all Hawaiians. He was always a part of both sides of a conflict, so whatever side won the battle, he was always the winner. He was always the winner for the losers, too, because they would retreat back and pray to Kukaihelemoku even harder so they would be successful in the next battle.

No matter what way Larry decides he wishes to go, you can be sure that he will work like hell to get the job done, and we all respect that. There is no doubt in our minds that Larry is deserving of yet another term on the IEB, and we in Hawaii heartily endorse his candidacy and ask that you join us in supporting him. Mahalo. (Applause.)

BROTHER MURRAY: Emmett Murray, Pacific Northwest. Personally and on behalf of my local, I gladly second the nomination of Larry Hatfield.

This Convention is quite fortunate. I was only told maybe a half-hour or hour ago that my position here was to be a seconding speech, not just to second. So I have not been prepared, but that is all to the good, I suppose. Hyperbole would be wasted on this crowd anyway. (Laughter.)

But being Irish, I have a certain fondness for the dissident, and Larry Hatfield is a dissident in the best sense of the word. Whenever I look at a report, I note his "Exception No. 2, Larry Hatfield," "Exception No. 7, Larry Hatfield."

He is not afraid to challenge perceived wisdom or common assumption, and from that I think emerges a new wisdom. Besides, anybody who can quote Jack Wallace verbatim is okay in my book. (Laughter.) Thank you.

CHAIRPERSON McLAUGHLIN: Mel Gauntz, San Jose.

BROTHER GAUNTZ: You all know Larry Hatfield to be a staunch Guildsman and an effective and sometimes eloquent debater in these halls. But the breadth and depth of the man is sometimes truly astounding.

This week you have all seen this prize piece of art which now San Jose is proud to possess for at least one more year, but not many of you know probably how we came to be in possession of this priceless work of art. Steven Michael was telling me how this came about.

This was the first prize in a contest sponsored by a saloon in San Francisco. It was a trivia sex quiz, and Larry and Steven Michael won the first prize in that contest. (Laughter.)

Steven told me that had it not been for the truly amazing knowledge of lubricants that Larry possesses, they would never have won the prize. (Laughter.)

I am proud to second the nomination of the Western Region's Renaissance Man, Larry Hatfield. (Applause.)

CHAIRPERSON McLAUGHLIN: The mikes are open.

BROTHER MICHAEL: Steven Michael. As another expert I am happy on behalf of myself and the Northern California delegation to second the nomination of my good friend, Larry Hatfield.

VICE PRESIDENT TURNER: Gene Turner, Northern California. I have no choice but to second the nomination (laughter) of Brother Larry Hatfield.

BROTHER SOUZA: Stan Souza, Hawaii. It is my pleasure to second the nomination of Larry Hatfield.

BROTHER KLASS: As a Wire Service Guild member within Larry's region, I know how good a friend Larry has been to Wire Service Guild members all over the country. I second the nomination of Larry Hatfield.

BROTHER SWEENEY: Frank Sweeney, San Jose. Happy again to second the nomination of Larry Hatfield.

BROTHER JAHN: Ed Jahn, San Diego. Proud to second the nomination of a man who brings tenacity and wit to the Western District Council. Tell it like it is, Larry.

BROTHER DAVIS: Bill Davis, San Jose. As you can see from my T-shirt, I support Larry Hatfield.

SISTER SANDOVAL: Ana Sandoval, Northern California. I am happy to personally second the nomination of Larry D. Hatfield, my car companion.

BROTHER CAIN: Russ Cain, San Jose, again very happy to second Larry's nomination.

BROTHER MELNICK: Norm Melnick, Northern California. Happy to second the nomination of my long-time colleague.

BROTHER BILL ERNST (San Jose): Bill Ernst, San Jose. Happy to second Larry Hatfield.

CHAIRPERSON McLAUGHLIN: The mikes are clear. Are there any further nominations for Region 4? Are there any further nominations for Vice President from Region 4? Are there any other nominations for Vice President from Region 4? Seeing none, **I declare Larry Hatfield elected Vice President from Region 4.**

(The audience arose and applauded.)

VICE PRESIDENT, REGION 5

CHAIRPERSON McLAUGHLIN: We now go to a region that I am very familiar with, Region 5—the Connecticut counties of Fairfield, Hartford, Litchfield and New Haven; New Jersey (excepting the counties of Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester, Hudson, Ocean and Salem); and the New York counties of Bronx, Kings, Nassau, New York, Orange, Queens, Richmond, Rockland, Suffolk and Westchester.

Region 5. Nominations are open for Vice President of Region 5. Recognize Tom Pennacchio.

BROTHER PENNACCHIO: **This is a distinct pleasure for me right now to nominate Richie Brandow for Vice President of Region 5, and I will tell you why.**

I have known Richie for about 25 years, and Richie has been active in the Guild and held various positions in the Daily News hierarchy, as an officer, and whenever we had strikes, Richie was there. Whenever you needed somebody, Richie Brandow was there.

He is a good trade unionist and he is a mediator in fights on the picket line—sometimes he is an arbitrator. He is very good to have around. Now he is on our executive committee, and he has been very vocal about reporting to us about the goings-on of the IEB, and particularly he's been impressing me with his knowledge of finances.

When Richie went there, you know, he was a novice on the IEB. Now he comes along and he feeds information on what's going on on financial reports.

I think he is going to serve you well for the next two years. He's served our executive board, and in 1990 you will see him in the convention in various forms. His heart is as big as his stature, and I present to you Richie Brandow as your new Region 5 Vice President. (Applause.)

SISTER SKEETE: I am proud to second the nomination of Richie Brandow as IEB Vice President.

Richie is a big guy with a heart twice his size. You can always depend on Richie's help with any and all problems. He is a protector of Guild rights.

I wholeheartedly support the nomination of Richie Brandow. Thank you. (Applause.)

BROTHER KEANE: Kevin Keane, Wire Service Guild. Pleased to nominate—I'm sorry—second the nomination of Richie Brandow, a person, an IEB member, who makes himself seen in the Wire Service Guild office on a regular basis, and he has really gone out of his way to keep us filled in. Thanks for continuing in that effort. (Applause.)

BROTHER LIPTON: I first met Richie when we were working together on a tag-team wrestling match—no. Richie Brandow is one of my best friends, and I think he is one of the best friends of the people he serves in the Guild.

He has grown tremendously in his job on the IEB, his position on the IEB, and as Tom said, he is extraordinarily knowledgeable, particularly in the area of finance.

He serves his local well, he serves his International well, and it is my pleasure to be able to get up here and second his nomination. Thank you. (Applause.)

VICE PRESIDENT MULCAHY: Dave Mulcahy, New York. It is a distinct pleasure to second the nomination of my friend on the Board, Richie Brandow.

CHAIRPERSON McLAUGHLIN: The mikes are open.

BROTHER SZEKELY: Peter Szekely from New York, and I second the nomination of the big guy.

BROTHER MADDEN: Jim Madden, New York. I second the nomination of Richie Brandow.

BROTHER WARD: John Ward, New York. I second the nomination.

BROTHER MARINOZZI: Sylvio Marinuzzi, New York. I second the nomination of Rich Brandow.

BROTHER JONES: Peter Jones, New York, seconds the nomination of "Tiny" Brandow.

BROTHER ALEX BLANCO (New York): Alex Blanco, New York. I second the nomination.

BROTHER TETRICK: Nicholas Tetrick, New York. I second the nomination of my friend, Rich Brandow.

SISTER RIOS: Mimi Rios, New York. I second the nomination.

BROTHER BOYD: Jim Boyd, New York. I second Richie Brandow's nomination.

BROTHER BATISTA: Ruben Batista, New York. Second for Richie.

BROTHER NOONAN: Bill Noonan, New York. Second the nomination of Richie Brandow.

BROTHER LEUKHARDT: Bill Leukhardt, New York. I second his nomination.

BROTHER RALPH PETRUCELLI (New York): Ralph Petrucelli, New York. Second the nomination of Richie Brandow.

BROTHER ATKINSON: Bert Atkinson, New York, seconds the nomination.

BROTHER KEENAN: Tom Keenan, New York, seconds for Richie.

BROTHER CARUSO: Chuck Caruso, New York. Second for Richie Brandow.

BROTHER SOLLITTO: Jim Sollitto, New York. I second the nomination of Richie Brandow, the little guy.

BROTHER BERNOTAS: Bernotas, Wire Service Guild. A second to our friend and landlord, Richard. (Laughter.)

CHAIRPERSON McLAUGHLIN: The microphones are clear. Are there any other nominations for Vice President from Region

5? Are there any other nominations for Vice President from Region 5? Are there any other nominations for Vice President from Region 5? Hearing none, **I declare Richard Brandow re-elected as Vice President of Region 5.**

(The audience arose and applauded, ending in cadence.)

VICE PRESIDENT BRANDOW: I'd like to take this time to thank you, not as just a union and not as just members of something, but as a family, because you have been family to me, and I appreciate it very much. Thank you. (Applause.)

CHAIRPERSON McLAUGHLIN: I am certainly glad to welcome back "Giant" Richie Brandow, the only person who makes me look small.

VICE PRESIDENT, CANADA EAST

Nominations are now open for the Canadian Region, which is all of Canada. I recognize Jerry MacDonald. I'm sorry—All of Canada: One Vice President shall be elected from that portion of Canada east of Manitoba, and one from that portion west of Ontario."

I recognize Jerry MacDonald. Forgive me, Jerry.

BROTHER MacDONALD: **I rise to nominate Lee Clifford for the position of Vice President for Eastern Canada.** Lee has now served us for three terms and has demonstrated his ability to represent his constituents with honesty, integrity, and compassion.

He has worked hard for the Guild and its members. He has been a member of the Canadian Wire Service Guild since 1968 and has held almost every elected position in our local, including president. He has spent two years as an IR when he was hired to work in the special organizing program in 1976.

He is a quiet but hard worker. No challenge is too big for him. He is dedicated, loyal, and a fine gentleman. Lee has earned our support, and I am proud to nominate him to continue to represent all of us in Eastern Canada. Thank you. (Applause.)

BROTHER McFARLANE: Keeble McFarlane, Canadian Wire service. I am serving on my second bargaining committee with Lee Clifford, and when things get hot and heavy and everyone is losing their heads around him, he is the one guy who doesn't. He is the one guy who always catches the subtleties in the language and keeps us all on track.

He has served us in the local very well, served the entire Guild very well. Pleased to second the nomination.

BROTHER McINNIS: Larry McInnis, Montreal. Mario Cuomo said this week he was a governor who wanted to be mayor, and Ed Koch was a mayor who wanted to be governor.

I sort of look personally at Lee this way. Lee was born in Quebec but now lives and works in the Maritimes—that is, in Halifax, Nova Scotia. I was born in Charlottetown, Prince Edward Island, and by a cruel twist of fate I am stuck being a Quebecker.

Halifax, which is far east of Montreal and which has Guild members, contrary to what some people have been saying, is well represented by Lee Clifford. And so is Montreal and all other locals in eastern Canada.

I actually read the minutes of the IEB meetings, and so I can tell you that the entire Newspaper Guild is well served by Lee Clifford.

It gives me great pleasure to second the nomination of Lee Clifford as Eastern Canadian Vice President. (Applause.)

CHAIRPERSON McLAUGHLIN: Seconds. The microphones are open.

BROTHER OLDFIELD: Dan Oldfield, Canadian Wire Service Guild. Proud to second the nomination of my friend, Lee Clifford.

BROTHER OHANNES BEDROSSIAN (Montreal): Ohannes Bedrossian from Montreal. Second the nomination of Lee Clifford.

BROTHER GERSOVITZ: David Gersovitz, Canadian Wire Service. Proud to second the nomination of Lee Clifford.

BROTHER JOHN BELCARZ (Montreal): John Belcarz, Montreal. Proud to second Lee's nomination.

BROTHER DENIS BOUCHER (Canadian Wire Service): Denis Boucher, Canadian Wire Service Guild. *Je seconde la nomination de Lee Clifford.*

BROTHER HILL: Bob Hill, Montreal. Very proud to second the nomination of Lee Clifford.

BROTHER ZEIDLER: Dan Zeidler, Canadian Wire. Proud to second the nomination of my brother.

BROTHER RAVENSBERGEN: Jan Ravensbergen, Montreal. *Tres heureux d'appuyer Lee Clifford.*

BROTHER MOE BROWN (Canadian Wire Service): Moe Brown, Canadian Wire Service. Proud to second the nomination for Nova Scotia.

SISTER PATTI TASKO (Canadian Wire

Service): Patti Tasco, Canadian Wire Service. I second the nomination of Lee Clifford.

BROTHER MIKE BERNARD (Canadian Wire Service): Mike Bernard, Canadian Wire Service. Happy to second Lee's nomination.

CHAIRPERSON McLAUGHLIN: The microphones are open. Are there any further nominations for Vice President from Eastern Canada?

BROTHER JEFF ANDREW (Southern Ontario): Brother Chairperson, Jeff Andrew, Southern Ontario Newspaper Guild.

Sam Reyenga has brought years of commitment to the Guild. He is a substantial individual—and I am not just talking about his girth. He is an accomplished Guild leader and effective communicator.

Sam has a degree in social work and for 14 years has been a member of the Southern Ontario Newspaper Guild in the circulation department of the Toronto Star. He has served on both of our local executives for 10 years. He is the vice chair of the Star and treasurer of the local. Sam's financial skill has been valuable in our local, and last year we had a surplus of \$67,000.

Sam has served on several Star bargaining committees as well as on local committees such as education, strike support, and the health and safety committee.

In 1983 the Guild struck the Star for the first time in its 35-year history there. Sam was at the helm of the strike committee, and it is no coincidence that the union won that one. His skill and diligence paid off for our members.

Sam has great experience and wide-ranging knowledge of TNG issues. He has attended seven TNG conventions and consults regularly with senior leaders of this union to keep his finger on its pulse.

In addition to this background, Sam has qualities which are vital to any Guild leader. He knows the value of effective communication and is sincere and skilled in its practice. He goes out of his way to meet people, as many of you here know. He solicits their views and presents his. This gives him wide contact within TNG as a whole and Canada in particular.

A personal observation. As treasurer there is seldom a day that Sam is not in the local office. He consistently calls me to let me know what's going on. He never had to be asked to do this. It is something he does on his own. He saw it as part of his responsibilities as a Guild leader.

In addition to Sam's firm belief in the need for wide consultation by Guild leaders, he also knows the value of conciliation. He knows the importance of compromise. He knows it takes many views and interests to run this union. He knows that our leaders must work hard to hold it all together.

Sam Reyenga would be a super addition to the International Executive Board, and I am honored to place his name in nomination. (Applause.)

CHAIRPERSON McLAUGHLIN: The mikes are open.

SISTER BELL: Pat Bell, Ottawa. I would like to second the nomination of Sam Reyenga.

Sam Reyenga loves to work for Eastern Canada's local. As we have been reminded throughout this week, the International Executive Board members are left with plenty of work to accomplish between conventions. The next two years will be no exception. There will be a convention in between. I am not saying there won't be a convention in between, but the election is for two years.

A vice president who is anxious to keep locals informed and involved can be a positive force for us all. Sam Reyenga wants to work hard and to keep open these lines of communication. We know he won't forget us in Ottawa.

Some of you may have thought you would never support a SONG member for the IEB. This may be the time. Sam Reyenga wants to work hard. Let's tap that enthusiasm and energy and put him to work as Eastern Canada's voice on the IEB. (Applause.)

CHAIRPERSON McLAUGHLIN: Any other seconds?

BROTHER GRACE: Bob Grace, Ottawa. I am proud to second the nomination of Sam Reyenga as Regional Vice President.

I have had the opportunity to hear Sam Reyenga speak, and he is certainly not afraid to speak his mind. I think Ottawa would better be represented on the IEB level, and as a Canadian I believe Eastern Canada's unique concerns will appropriately be aired by Sam as Regional Vice President.

CHAIRPERSON McLAUGHLIN: The mikes are clear. Are there any other nominations for Vice President for the Eastern Region of Canada?

SISTER LEM: You usually take the seconds. Gail Lem, Southern Ontario. I am pleased and proud to second the nomination of my brother, Sam Reyenga, a fine and committed trade unionist.

SISTER McMANUS: Shannon McManus, Southern Ontario. I am pleased and proud as well to second the nomination of Sam Reyenga, an incredibly hard-working individual.

BROTHER MILLAR: Doug Millar, Windsor. Proud to second Sam's nomination.

BROTHER RICHARD LEITNER (Southern Ontario): Richard Leitner, Southern Ontario. It gives me great pleasure to second the nomination of Sam Reyenga.

SISTER ANNE STEACY (Southern Ontario): Anne Steacy, Southern Ontario. Proudly support Sam's nomination.

CHAIRPERSON McLAUGHLIN: Any other seconds? Are there any other nominations for Vice President for Eastern Canada? Hearing none, I declare nominations closed. **There being two nominations for the office of Eastern Canada Vice President, a referendum election will be conducted in accordance with the rules of the Constitution of TNG. The two candidates are Lee Clifford and Sam Reyenga.**

VICE PRESIDENT, CANADA WEST

Now we move on to Western Canada. Roger.

BROTHER STONEBANKS: Roger Stonebanks, Victoria. **On behalf of the Victoria Guild I am pleased to place in nomination Doug Louth, long time active member of the Vancouver-New Westminster Guild, currently treasurer.**

He has been on the IEB for four years. He made a promise before he went to the IEB. He promised to be an independent voice and an independent vote. He has kept that promise, and we urge his re-election. (Applause.)

CHAIRPERSON McLAUGHLIN: Alice.

SISTER BUSBY: Alice Busby, Vancouver-New Westminster. It gives me great pleasure to second the nomination of Doug Louth for Western Regional Vice President.

I have known and worked with Doug for the past 11 years on the local Guild executive and found him to be a dedicated, hard-working and caring individual. Doug is past president and current treasurer of the Vancouver local who has given countless hours to the Guild. He's helped to get our finances in order, both at the local and hopefully at the International level.

Since 1980 Doug has been working diligently on the convention Finance Committee to set long-range goals and possible solutions to the International financial problem. Doug also chaired the committee that put together

such a successful convention in Vancouver in 1988.

I am delighted to second Doug's nomination for a third term as Vice President from Western Canada. (Applause.)

CHAIRPERSON McLAUGHLIN: The mikes are open.

SISTER JARRETT: Kate Jarrett, Victoria. Second Doug Louth.

CHAIRPERSON McLAUGHLIN: The mikes are open.

BROTHER DAVIS: Doug Davis, Victoria. It gives me pleasure to second the nomination for dedication and experience.

BROTHER CAROLAN: Chris Carolan, Victoria. Second the nomination of Doug Louth.

CHAIRPERSON McLAUGHLIN: The mikes are open. Any further seconds? Are there further seconds? All right. Are there any other nominees?

SISTER BEVERLEY GREENE (Vancouver-New Westminster): Beverley Greene, first vice president, Vancouver-New Westminster. **It is my pleasure to nominate Mike Bocking as Western Canadian Vice President.**

He has been a member of the Vancouver local for 11 years and served as unit delegate, unit chair, and currently as local president.

I have chosen the word "served" for very good reasons. He has encouraged previously uninvolved members to take courses, join committees, and run for elected positions. He has changed a moribund shop steward system with his dynamic force that regularly has management shaking its head both in frustration and in grudging respect.

His patience with individual members and his genuine concern for each and every department in each and every unit has revitalized the entire local.

His concerns are not limited just to internal local matters, however. Mike Bocking has worked to strengthen our relationship with the Joint Council, which represents six other unions the Guild shares employers with in the Vancouver area. He has encouraged active participation in the Vancouver Labour Council and the B.C. Federation of Labour to the point where a Guild member is now a member of the executive council of that federation for the first time in the Vancouver Guild's history.

Another of his major priorities is organizing. Vancouver's organizing committee is extremely active, and at this very moment we

are awaiting the outcome of a certification vote in what we hope will become our next unit.

I have called all of this service, but it can also be called leadership. As president of the Vancouver local Mike Bocking has demonstrated the qualities of service and leadership that will make him an excellent Western Canadian Vice President. Thank you. (Applause.)

BROTHER JOHN MASYNYK (Vancouver-New Westminster): John Masynyk, Vancouver-New Westminster. I would like to second the nomination of Michael Bocking.

SISTER JAN COOK (Vancouver-New Westminster): Jan Cook, Vancouver. I would like to second Mike Bocking's nomination.

CHAIRPERSON McLAUGHLIN: Are there any other seconds? Any other seconds? Hearing none, are there any other nominations? No other nominations. **There being two nominees for the office of Western Canadian Vice President, referendum election will be conducted in accordance with the rules of the Constitution of TNG. The two candidates are Doug Louth and Michael Bocking.**

VICE PRESIDENTS AT LARGE

We now, having taken care of the Regional Vice Presidents, come to nominations for Vice Presidents At Large. The floor is open for nominations for Vice Presidents At Large.

SISTER SKEETE: Christine Skeete, Local 3. Brothers and sisters, within a few short days, I will be retiring from Standard & Poor's Corporation in New York. Before I go, however, I want to pay tribute to my unit chairman, Dave Mulcahy.

Dave was responsible for my becoming active in the S&P unit of the New York local. It took him all of four years to hook me, and I regret my stubbornness. It has been my greatest pleasure to serve as Unit grievance chairman, as a member of the unit negotiating team, and as a member of the executive committee of the New York local.

It has been an awesome experience for me to be a member of the New York delegation to the annual convention. In my short convention career, I have been amazed at the energy and drive exhibited by Dave.

At work, Dave is always available to me and our members from 7 o'clock in the morning, when he arrives in New York, until well after 5 o'clock. He is a caring guy. Whether the problem is a private one associated with work problems or a unit-wide grievance, Dave is always there.

Our 700-member unit has been well served by the sometimes loud, sometimes soft-spoken, slightly plump, slightly balding, slightly deaf protector of Guild rights.

Sometimes I act as his office mother, chastising him for his exuberance. Sometimes he acts as my big brother, and as brothers and sisters sometimes we fight, but always the caring is there.

Dave's dedication to Local 3 and to all the members of the union is constant, and so, fellow delegates, **I am proud to place in nomination the name of David M. Mulcahy as candidate for re-election as Vice President At Large.** (Applause.)

BROTHER KRUSE: Roy Kruse, Hawaii. I am happy to second the nomination of David "Kawika" Mulcahy.

Out of the sands of time, up from the depths of humanity comes forth a completely different animal. (Laughter.) He waddles when he walks; he has a hard time adjusting his sights; he acts normal, and in every respect he is normal except for the fact that he has not been able to see through the wicked and evil Republican Party. (Laughter.) But since that is his only fault, it is one easy to forgive.

His name is the meaning of his service—Mul-ca-hy. "Mul"—he mulls over everything on the IEB, and he ends up correctly. "Ca"—he cares for us; he cares for all of us. Now take the last part of it—"hy." I really couldn't find anything else except "hee" is a Chinese name, Hee, H-e-e. Mull-ca-hee, and thinking of the Chinese, they are known for pinching the penny, and he is on the Finance Committee, and he pinches all the pennies of the Executive Board.

After so many years, he has done this for us. I am delighted to second the nomination of Brother Mulcahy, and I know you, too, will support his candidacy. Thank you.

SISTER NEEDHAM (Buffalo): I rise today to second the nomination of Dave Mulcahy to the position of Vice President At Large for The Newspaper Guild.

I choose to second Dave's nomination for two reasons: his outstanding dedication and his commitment to The Newspaper Guild. For nearly 15 years, Brother Mulcahy has served the Guild in a variety of offices on a unit, local, and International level. To my knowledge his experience is unparalleled by that of any other At Large Vice President.

As a member of the IEB's Finance Committee, David has helped to successfully guide our union through a number of fiscal challenges, while on the home front he has been

credited by his local president with having helped the New York City local turn their red ink to black. I think that's the type of leadership The Newspaper Guild will be wise to preserve.

I was once grouching to an IR about how impossible it sometimes seems to be to reach consensus whenever two or more Guild members are gathered. In effect he told me to count our blessings, that our diversity is our strength. I didn't believe it at first, but my experience has shown me that in fact our diversity is a source of strength. As such, our IEB is surely strengthened by the presence of Dave Mulcahy as a Vice President At Large. (Applause.)

CHAIRPERSON McLAUGHLIN: Barry.

BROTHER LIPTON: Barry Lipton, New York. Dave has given 26 long years of service to both the local and International.

As an editor of the Daily News of the Standard & Poor's unit, he's raised the level of membership in that unit to 625 members, the third-largest unit in New York. A lot of that is due to his organizing skills.

He has served as a local officer and a member of the executive committee for several terms where he is currently second vice chairperson and serves as finance chairman of the local. In that position he has contributed greatly to New York's spectacular financial turnaround.

He's just finished his seventh term on the International Executive Board, where he's involved in Guild financial matters to a great degree. He is a presence in the Guild that's loud but able and accomplished, and I am pleased to second his nomination. Thank you. (Applause.)

CHAIRPERSON McLAUGHLIN: Emmett.

BROTHER MURRAY: Emmett Murray, Pacific Northwest. I personally second the nomination of Dave Mulcahy.

The other night at the reception somebody pointed out a fact, as if I didn't know—"Hey, there's Dave Mulcahy. He's a Republican," and I said, "Good. I wish we had more of them." I don't know that I meant more Dave Mulcahys, but we certainly wish we could coax a few more Republicans into the evil empire.

Be that as it may, the Pacific Northwest prides itself as being the cradle of the environmental movement. Environmentalists are very concerned with protecting endangered species. Right now the hottest endangered

species there is the spotted owl. He dwells in old growth forests.

I think of Dave as a sort of endangered species, being the only token Republican here, and I guess I could think of him as the spotted owl of the IEB. If anyone wants to make an acronym of that, please leave in the "i" and the "e." Thank you. (Applause.)

BROTHER BERNOTAS: Adolphe Bernotas, Wire Service Guild. I second the nomination of Brother Mulcahy, the only Republican I would even think of voting for. (Applause.)

BROTHER MICHAEL: Steven Michael, Northern California. I would like to second the person who I most enjoyed meeting at the airport.

BROTHER MADDEN: Jim Madden, New York. Second the nomination of Brother Mulcahy.

VICE PRESIDENT TURNER: Gene Turner, Northern California. Happy to second the nomination of Dave Mulcahy.

BROTHER JONES: Peter Jones, New York. Second the nomination of David Mulcahy.

BROTHER SZEKELY: Peter Szekely from New York. I think he is one in a million, and I think we should keep him, so I second the nomination of Dave Mulcahy.

BROTHER DUEHRING: Andy Duehring, Providence. On behalf of myself and Congressman Claudine Schneider, I second the nomination.

BROTHER CARUSO: Chuck Caruso, New York. Happy to second the nomination of our friend, Dave Mulcahy.

VICE PRESIDENT SOUZA: Stan Souza, Hawaii. I second the nomination of Dave Mulcahy, my brother on the Finance Committee.

BROTHER PALMER: Bob Palmer, Rochester. I'd like to second the nomination of Dave Mulcahy with one reservation, that being that I would suggest the IEB bar Dave Mulcahy from the poker table as a permanent drain on small locals. (Laughter.)

BROTHER CUTHBERTSON: Doug Cuthbertson, Northern California. My personal second.

VICE PRESIDENT HOLT: Bob Holt, St. Louis. I proudly stand up here and second the nomination of my good friend, Dave Mulcahy.

CHAIRPERSON McLAUGHLIN: He's taken most of the money out of the IEB.

BROTHER DAVIS: Bill Davis, San Jose.

Local 98 seconds the nomination.

BROTHER GOODRICK: Herb Goodrick, St. Louis. I proudly second the nomination of Dave.

BROTHER WALKER: Charlie Walker, Providence. Very happy to second Dave.

VICE PRESIDENT SHELLOCK: Marie Shellock, Youngstown, seconds the nomination.

BROTHER ALFANO: Vic Alfano, Scranton, seconds the nomination.

BROTHER PENNACCHIO: Tom Pennacchio, New York. I second the nomination of Dave Mulcahy.

VICE PRESIDENT CLIFFORD: Lee Clifford, Canadian Wire Service. Pleased to second Dave's nomination personally and on behalf of the local.

BROTHER MARINOZZI: Sylvio Marinuzzi, New York. Second the nomination of David Mulcahy.

SISTER RAJALA: Shirley Rajala from Brockton and the older women's league. I am pleased to second the nomination of my old friend. (Laughter.)

SISTER RIOS: Mimi Rios, New York. I second the nomination.

VICE PRESIDENT McCracken: Faye McCracken, Memphis. Memphis delegation is happy to second the nomination of Dave.

BROTHER WARD: John Ward, New York. Very pleased to second the nomination of Dave Mulcahy.

VICE PRESIDENT ROTHMAN: Carol Rothman, Philadelphia. Personal second for Dave.

BROTHER SWEENEY: Frank Sweeney, San Jose. Let's keep Dave Mulcahy on the Board.

BROTHER KIRGAN: Ed Kirgan, St. Louis. Pleased to second Dave's nomination.

BROTHER BATISTA: Ruben Batista, New York. Second the nomination for Dave Mulcahy.

BROTHER THIBEAULT: Tom Thibault, Manchester. My personal second.

BROTHER CUMMINGS: Jim Cummings, St. Louis. I would like to add my second to the nomination of Dave Mulcahy.

BROTHER TETRICK: Nicholas Tetrick, New York, seconds.

BROTHER KENNEDY: Jack Kennedy, Youngstown, seconds.

BROTHER MARAGHY: Gerry Maraghy, Boston, seconds.

BROTHER RENKEN: Tim Renken, St. Louis. Add my second, please.

BROTHER SOLLITTO: Jim Sollitto, New York. After watching Dave take two headers, I have to second the nomination for David "Ford" Mulcahy, in reference to Gerald Ford, the tripper.

BROTHER MacDONALD: Jerry MacDonald, Canadian Wire Service Guild. I want to second the nomination of one of the delegates to the Canadian District Council.

VICE PRESIDENT ROUSSEAU: Rousseau, Manchester, seconds Dave's nomination.

BROTHER ATKINSON: Bert Atkinson, New York, seconds Dave's nomination.

BROTHER NOONAN: Bill Noonan, New York. Second the nomination of David Mulcahy.

BROTHER WILLIAMS: Brian Williams, Cincinnati, seconds.

SISTER PRZYBYSZIEWSKI: Carol Przybyszewski, Erie. Erie seconds the nomination for Dave.

BROTHER SCHICK: Tim Schick, Albany. The entire Albany delegation seconds.

BROTHER HUGHES: Rich Hughes, St. Louis. I would like to second Dave's nomination.

SISTER HILDNER: Judy Hildner, Pueblo, seconds.

BROTHER HILTZ: Tom Hiltz, Boston, seconds.

BROTHER FELICIANO: Jose Feliciano, Puerto Rico, seconds the nomination of David.

DELEGATE: New York, seconds Dave's nomination.

BROTHER COLLINS: Henry Collins, Salem. Salem proudly seconds the nomination of Dave Mulcahy.

BROTHER SCHAUFENBIL: Jim Schaufenbil, Philadelphia. Pleased to second the nomination of Dave "It-pays-to-operate" Mulcahy.

BROTHER BLANCO: Alex Blanco, New York. Second the nomination of Dave Mulcahy.

BROTHER BLATCHLEY: Harold Blatchley, Buffalo. For the delegation here present, we second the nomination.

BROTHER HOWARD BURKHARDT (Toledo): Howard Burkhardt, Toledo 43, seconds Dave.

BROTHER LANGZETTEL: Dave Lang-

zettel, Portland. Portland again supports Dave Mulcahy.

BROTHER HAGAN: Hagan of Cleveland. Second Dave's nomination.

BROTHER SANTAFEDE: Frank Santafede, Providence, seconds Dave's nomination,

VICE PRESIDENT JACKSON: Luther Jackson, Detroit. Pleased to second the nomination.

BROTHER BOYD: Jim Boyd, New York. I second David's nomination. He helps us "cope."

SISTER KILZER: Mary Kilzer, Chicago. Proud to second the nomination.

BROTHER KING: Dale King, Pawtucket. We second the nomination.

BROTHER PEERY: Dick Peery, Cleveland. Happy to second the nomination of a member of that very oxymoronic organization, the Republican Labor Committee. (Laughter.)

BROTHER KEENAN: Tom Keenan, New York. Happy to second.

VICE PRESIDENT BRANDOW: Richie Brandow, New York. Very, very proud to second the nomination of a guy who is the custodian of the Guild and a hard worker and a dedicated worker.

BROTHER RAVENSBERGEN: Jan Ravensbergen from Montreal. In Dutch this time because we don't understand the language Dave speaks. Montreal *gaat met David*. (pronounced "Daffit.")

BROTHER DUBE: John Dube, Bristol. I second the nomination.

CHAIRPERSON McLAUGHLIN: All right. No more seconds for the nomination of David Mulcahy. The name of Dave Mulcahy has been placed in nomination for At Large Vice President.

BROTHER KRUSE: Roy Kruse, Hawaii. **I rise to nominate a person whom I love very dearly. I have known and grown up with Stanley Joseph Souza for the past 52 years, since he was 3 years old.**

We were raised in the streets of Honolulu during the second World War. We came through Waikiki and downtown Honolulu and from the most-famous Hawaiian brothels. (Laughter.)

I have listed his leadership abilities and his experience and his friendship, and I can promise you that when Hawaii sends you Stan Souza, we are sending you our best.

Stan and his beautiful wife, my cousin, now

have a total of seven children. That's just to keep you up to date on his family.

Now to keep you up to date on the growth of our local. We have no free riders, and that is mainly due to Stan. (Applause.) Stan has personally signed all of them up himself.

Our general and defense funds combined, when we started amounted to only \$15,000 when he started to take over. Today we have \$200,000 in our defense fund and another \$170,000 in our general fund. We have five very good contracts signed and working for us, and we are going into negotiations next week with Gannett, and we will get a very good settlement with no losses and no moves backward, and a decent increase with or without a strike. (Applause.)

All of this sounds good, but it doesn't come easy. It comes with hard and dedicated work by people like Stan Souza. I humbly ask you support him and love him as we do in Hawaii.'

How do you like that for a speech without any Hawaiian words? Thank you. (Applause.)

CHAIRPERSON McLAUGHLIN: Stan Souza has been nominated for At Large Vice President. The mikes are open for seconds.

BROTHER LIPTON: Barry Lipton, New York. It is a pleasure to get up here and second Stan Souza's nomination.

I have always been close to him because he is a nice person, and also he has the job I used to have, and that is selling advertising.

Stan is an extremely capable IEB member. More important, I got to know him. We say a lot as a figure of speech, but he truly is a good-will ambassador for the Guild and a caring, warm person.

I am proud to get up here and second his nomination on behalf of my old local. Thank you. (Applause.)

BROTHER WALLACE: Jack Wallace, Wilkes-Barre. Roy Kruse says it all, and Barry supplements it. All I can say to you is that he is my friend. He is a damned good friend. He kept us alive in Wilkes-Barre along with the other IEB members, and we are very thankful. I love my brother, Stan. (Applause.)

BROTHER OLIVE: As Roy correctly pointed out, Stan Souza is one of the West's contributions to this union. Since being elected to the IEB six years ago, Stan has devoted interminable hours in the service of the union. That includes months flying back and forth from Washington to his home near Guam. (Laughter.)

Now, here's something we can all ap-

preciate. Stan serves on the IEB Finance Committee, and in that role he is a major restraining influence on Dave Mulcahy. (Laughter.)

CHAIRPERSON McLAUGHLIN: Other seconds? Adolphe.

BROTHER BERNOTAS: Bernotas, Wire Service Guild. We second the nomination of our good friend, Stan Souza.

BROTHER HILTZ: Tom Hiltz, Boston, seconds.

VICE PRESIDENT HOLT: Bob Holt seconds. Aloha.

BROTHER MacDONALD: Stan Souza is ohana. I am proud to second his nomination.

BROTHER GOODRICK: Herb Goodrick, St. Louis. I would like to second his nomination.

BROTHER MARAGHY: Gerry Maraghy, Boston. I second.

BROTHER SCHICK: Tim Schick, Albany. I second.

VICE PRESIDENT TURNER: Gene Turner, Northern California. Happy to second the nomination of a brother and neighbor.

VICE PRESIDENT MULCAHY: Dave Mulcahy, New York. I am pleased to second the nomination of my other assistant on the Finance Committee, Stan Souza.

BROTHER THIBEAULT: Tom Thibault, Manchester. Proud to second.

BROTHER CARUSO: Chuck Caruso, New York, seconds the nomination for my warm and affectionate brother from Hawaii.

SISTER HILDNER: Judy Hildner, Pueblo, seconds.

BROTHER PENNACCHIO: Tom Pennacchio, New York, seconds.

BROTHER ALFANO: Vic Alfano, Scranton, proudly seconds.

VICE PRESIDENT SHELLOCK: Marie Shellock, Youngstown, seconds the nomination.

VICE PRESIDENT CLIFFORD: Lee Clifford, Canadian Wire Service. Very pleased to second Stan's nomination.

BROTHER DAVIS: Bill Davis, San Jose. Our local seconds the nomination.

BROTHER BUCHANAN: Bill Buchanan, Erie. Proud to second.

BROTHER PETRUCELLI: Ralph Petrucelli, New York. Second the nomination of Stan Souza.

BROTHER MURRAY: Emmett Murray,

Pacific Northwest, proudly seconds the nomination personally and on behalf of my local for my very good friend and excellent Guildsman and excellent imitator of peacocks.

BROTHER KENNEDY: Jack Kennedy, Youngstown, proudly seconds Stan.

BROTHER SWEENEY: Frank Sweeney from San Jose. The local closest in miles to Hawaii is proud to second.

BROTHER SANTAFEDE: Frank Santafede, Providence, seconds.

BROTHER WALKER: Charlie Walker, Providence, seconds.

BROTHER RENKEN: Tim Renken, St. Louis. Add my second.

BROTHER SCHAUFENBIL: Jim Schaufenbil, Philadelphia. On behalf of the entire delegation, we second.

BROTHER HOMAN: Peter Homan, Salem, seconds.

BROTHER KIRGAN: Ed Kirgan, St. Louis. Pleased to second Stan's nomination.

SISTER SKEETE: Christine Skeete, New York. I second his nomination.

BROTHER MICHAEL: Steven Michael, Northern California. On behalf of myself and my local, we second Stan Souza's election.

VICE PRESIDENT ROUSSEAU: Dave Rousseau, Manchester, proudly seconds my friend Stan's nomination.

BROTHER DUEHRING: Andy Duehring, Providence. Second the nomination of Stan Souza.

VICE PRESIDENT ROTHMAN: Carol Rothman, Philadelphia. My personal second.

VICE PRESIDENT McCracken: Faye McCracken, Memphis. The Memphis delegation is proud to second the nomination.

VICE PRESIDENT JACKSON: Luther Jackson, Detroit. Pleased to second.

BROTHER FELICIANO: Jose Feliciano, Puerto Rico. From the other side of the water where you can find good beaches and good people, second the nomination.

BROTHER KEISER: Ed Keiser, Portland, seconds.

BROTHER MLECZKO: Lou Mleczo, Detroit. From the muckers of Motown to the Mauna Loa Mauler, our second.

BROTHER KING: Dale King, Pawtucket. We second the nomination.

BROTHER PEERY: Dick Peery, Cleveland. Proud to second the nomination of a man from our twin city of Honolulu.

VICE PRESIDENT BRANDOW: Richie Brandow, New York. Personal second.

SISTER KILZER: Mary Kilzer, Chicago. Proud to second.

BROTHER SCRUTON: Bruce Scruton from Albany. We proudly second the nomination.

SISTER RAJALA: Shirley Rajala, Brockton, seconds.

BROTHER DUBE: John Dube, Bristol, seconds.

BROTHER SOLLITTO: Jim Sollitto, New York, seconds.

CHAIRPERSON McLAUGHLIN: The mikes are clear. Are there any other seconds? The name of Stan Souza has been placed in nomination for Vice President At Large of The Newspaper Guild. (Applause.) And the award for patience.

SISTER REGINA MALIK (Philadelphia): **Mr. President, brothers and sisters, it's my pleasure and privilege to stand before you today to put in nomination for her fourth term the name of Carol Rothman.**

Carol has become well-known to many of you as the Guild activist over the past 20 years. She has served The Newspaper Guild on many levels: in her department as a shop steward; in her unit as chairperson and vice chairperson, negotiating committee member. She has been a delegate to the Knight-Ridder Council, the Mid-Atlantic District Council.

In her local she has served as representative assembly delegate, representative assembly secretary, member of the executive board, local secretary, and on numerous committees that if I were to go into detail you would have to extend reservation checkout time for another two days.

On the International level during her three terms, she has chaired the Human Rights Committee and served on the Collective Bargaining Committee and Appeals Committee. Many people are often too busy to serve and use motherhood, marriage, as excuses. Carol accepts them as a way of life.

As a union activist her husband, Marshall, was one of the charter members of the Fall River unit of the Boston local. It is my very personal privilege to be able to count Carol as my friend for the past 17 years and to blame her for my own activism in the union, for she was the one who first nominated me for the representative assembly.

It is with a great source of pride today that I now nominate Carol Rothman for the office of Vice President At Large on the IEB.

PRESIDENT DALE: The name of Carol Rothman has been placed in nomination for the office of At Large Vice President. Are there further seconds?

SISTER HILDNER: I would like to ...

PRESIDENT DALE: I'm sorry. I recognized Dick Peery.

BROTHER PEERY: Dick Peery, Cleveland. I am very happy to stand here and second the nomination of Carol Rothman.

I really got to know Carol when she joined the IEB, and I want to say that her obvious intelligence and the intellectual honesty of her vision made her a standout immediately.

Carol has been not only a very active IEB member but a very dedicated one. She has been a genuine champion of human rights. She has certainly raised the issues dealing with human rights that the Guild needs to study, and she has put a lot of energy into them.

She has raised family issues, the issues that are of a special importance to mothers even before she was a mother. In fact, when she came on the Board there were a lot of other "mothers" there, but most of them were men. (Laughter.)

However, that did not deter Carol. Carol was not only an intelligent, a hard-working and a very sensitive co-worker on the Board, but she has created a legacy that we want to see continue, and that's why I'm so proud to help place her name in nomination.

PRESIDENT DALE: I recognize Judy Hildner, Pueblo.

SISTER HILDNER: I would also like to second the nomination of Carol. I first met her in 1979 at the Boston Convention that should have been in Providence. Her name was McGarvey then.

A lot of things have changed since then. She's added another member—several members to her family, and we are both still coming to conventions.

I have always admired her energy, and I appreciate the fact she is one of three women on the IEB, and I wish there were more. Thank you. (Applause.)

SISTER PALLEY: Robin Palley, Philadelphia. I would like to add my second to the chorus to thank Carol for the service and inspiration and thank her patient daughter for being as good in union contract negotiations as she has been in convention.

BROTHER LIPTON: Lipton, New York. On behalf of our delegation, pleased to second Carol's nomination.

BROTHER CHMIELEWSKI: Dave Chmielewski, Pawtucket. Carol has been a dedicated Guild officer and responsive to all the needs of the Guild members, and it is with pride that Pawtucket seconds her nomination.

BROTHER SCHAUFENBIL: Schaufenbil, Philadelphia and Manchester, seconds.

SISTER ROISMAN: Lila Roisman, Philadelphia. Because Carol is a fount of information, I second her nomination.

SISTER ODOMS: Pat Odoms would like to add her name to the chorus. Carol is a long-time activist. I worked with her for a number of years, and I admire her viciousness in dealing with the publisher. (Laughter.)

VICE PRESIDENT TURNER: Gene Turner, Northern California. Happy to second the nomination of Carol.

SISTER CAPARELLA: Kitty Caparella, Philadelphia. I am proud to join the chorus in seconding the nomination of Carol, who has an incredible wealth of information about the Philadelphia local and the IEB and the Guild at large and contributes in many, many ways. Thank you.

BROTHER KRUSE: Roy Kruse, Hawaii. Second the nomination of Carol.

BROTHER WALKER: Charlie Walker, Providence. Very pleased to second Carol's nomination.

BROTHER JONES (Philadelphia): Carol Rothman, we love you true; Carol Rothman, we nominate you.

PRESIDENT DALE: That was Eugene Jones.

BROTHER GAVAGHAN: Joe Gavaghan, Philadelphia. Add my name to the many friends of Carol Rothman for another two years.

BROTHER BERNOTAS: Bernotas, Wire Service. Our local seconds.

SISTER KILZER: Mary Kilzer, Chicago. Proud to second.

VICE PRESIDENT SHELLOCK: Marie Shellock, Youngstown. Happy to second Carol's nomination.

VICE PRESIDENT CLIFFORD: Lee Clifford, Canadian Wire Service. For myself and the local I am pleased to second Carol's nomination.

BROTHER MICHAEL: Steven Michael, Northern California. It is a pleasure personally and on behalf of my delegation to nominate Carol.

VICE PRESIDENT HOLT: Bob Holt, St. Louis. Happy to second my sister, Carol.

VICE PRESIDENT McCracken: Faye McCracken, Memphis. Memphis is happy to second the nomination.

VICE PRESIDENT JACKSON: Luther Jackson, Detroit. Pleased to second.

BROTHER DAVIS: Bill Davis, San Jose, seconds.

BROTHER SANTA FEDE: Santafede, Providence, seconds.

BROTHER HILTZ: Tom Hiltz, Boston, seconds.

BROTHER KIRGAN: Ed Kirgan, St. Louis. Pleased to second Carol's nomination.

BROTHER DUEHRING: Andy Duehring, Providence. Second the nomination of Carol Rothman.

VICE PRESIDENT SOUZA: Stan Souza, Hawaii. Proud to second the nomination of Carol.

BROTHER LANGZETTEL: Langzettel, Portland. Pleased to again second the nomination of Carol Rothman.

BROTHER MULCAHY: Dave Mulcahy, New York. I am most pleased to second the nomination of the new team, Carol and Lindsey.

BROTHER HORTON: Lionel Horton, St. Louis. Second the nomination of Carol.

VICE PRESIDENT ROUSSEAU: Dave Rousseau, Manchester. Pleased to second Carol's nomination.

BROTHER RENKEN: Tim Renken, St. Louis. Please add my name.

BROTHER MARAGHY: Gerry Maraghy, Boston, seconds.

BROTHER GOODRICK: Herb Goodrick, St. Louis. Second the nomination of Carol.

BROTHER THIBEAULT: Tom Thibault, Manchester, seconds.

VICE PRESIDENT BRANDOW: Richie Brandow, New York, seconds the nomination.

BROTHER DUBE: John Dube, Bristol. I second.

SISTER NICHOLS: Carolyn Nichols, Brockton, seconds from the delegation.

BROTHER COLLINS: Henry Collins, Salem. Salem seconds the nomination.

PRESIDENT DALE: Are there further seconds for the nomination of Carol Rothman?

BROTHER OLIVE: Yes. Personal second. Richard Olive, Northern California.

PRESIDENT DALE: Are there further seconds? Are there further nominations for

Vice President At Large? I recognize Richard Olive.

BROTHER OLIVE: Brother Chair, brothers and sisters, I am nominating Gene Turner for another term on the IEB.

I have worked closely with Gene over the past two years. He's been on the IEB since 1984. My earliest favorable impression of his leadership was four years ago when a small minority in the Guild began a long, sometimes bitter, campaign toward revising one of our cornerstones, the collective bargaining program. Gene favored it. The fact he did must have been important in convincing the administration that the idea had some merit.

What impressed me about Gene was his interest in doing what he felt was right, not popular. I know that Gene views his leadership role as a position of trust. The membership is his reason for being. He is unit chairperson of our Stockton Record unit. He means a lot to them, and they mean a lot to him.

Last year at this time, four Record employees and supporters undertook a three-day water-only fast to mark one full year without a contract. It was to raise the consciousness, to impress on other Record employees that Gannett's assault on their rights was a very serious crisis.

Gene had a dilemma. He had IEB business in Vancouver. He resolved this dilemma by being with his fellow workers in their hunger, and he subsisted for three days during the convention last year on water only.

During the fast in Stockton, Gene sent a telegram to the workers in Stockton which was read at an interfaith service of, by and for workers, assuring them that he was with them, and we felt his presence. I hope you will, too, in the next International Executive Board.

Thanks for the time, and Gene, I'm sorry it took so long, but the story had to be told. (Applause.)

CHAIRPERSON McLAUGHLIN: Russ.

BROTHER CAIN: Russ Cain, San Jose. Gene Turner is a true servant of the Guild, and the Guild has been truly served by him.

The service, as Richard pointed out, began and still continues at his own unit in Stockton. He was very active in the old Stockton local, which later became part of the Central California local, which later became part and is part of the Northern California local.

Gene has always been at the forefront and in the background of his local activities and his unit activities, but his service doesn't end

there. He has been active as a delegate for years to the Western District Council, and he served as president to that organization for several years, spreading his influence and his wit and his wisdom up and down the West Coast.

But his service does not end there. As International Vice President At Large, he is the servant and serves all Guild members on this continent.

I salute the happy warrior from Hornitos. (Applause.)

CHAIRPERSON McLAUGHLIN: Adolphe.

BROTHER BERNOTAS: Bernotas, Wire Service Guild. Because Gene Turner doesn't waste any words, I won't, either.

In Turner, what you see is what you get—three decades of quiet, persuasive, effective and no-nonsense leadership. He doesn't tolerate intolerance, and he doesn't tolerate long speeches, and I will end mine with the next sentence, and for those of you who have been speaking in the lyrical Hawaiian and the ringing Spanish and elegant French and occasional English, I will end it in my native language.

Brolici ir seses, bunaut fellow charter member of the Broke Locals Caucus, as garbingai patvirtinu nominacija musy darbo sajungos drauga, Gena Turneri, dil isrinkimo to the International Executive Board. (Applause.)

BROTHER MINKKINEN: Gerry Minkkinen, Chicago. Brother Bernotas, you are a tough act to follow.

Brothers and sisters, I rise proudly to second the nomination of my friend and brother, Gene Turner.

I would like to tell you a little bit about Gene. First of all, he is the Guild's master of understatement. I worked with Gene many, many times over the course of the years on many and various issues, and there are a couple of those qualities of Gene's that I would like to share with you.

First of all, he has a wit that's about as dry as his martinis. A small example of that. When I was on my way into the hotel, I just happened to run into Gene on the way through the lobby, and I noticed that Gene had this curious large knot on his forehead.

Knowing Gene, knowing that Gene is not really one to engage very often in fisticuffs or anything of a violent nature, I asked him as to what happened to him. He passed it off. He just said very simply that was the publisher's offer of an olive branch. (Laughter.)

Secondly, he has an uncanny ability and a propensity, as a matter of fact, to really kind of cut to the chase. The number of times that we have been working on issues together he has very often quieted a room by his simple, straightforward approach to very, very complex and difficult issues by speaking directly to a point that many of us in the room may have been just kind of gently dancing around or just kind of avoiding.

His clear logic and his straightforward approach in addressing issues and, most of all, his warmth and his concern for his fellow Guild members are needed now more than ever in this union.

Gene, I am proud to second your nomination, and I urge the brothers and sisters that we all support him. (Applause.)

CHAIRPERSON McLAUGHLIN: The mikes are open.

BROTHER KRUSE: Roy Kruse, Hawaii. Second the nomination of my brother, Gene.

BROTHER MICHAEL: Steven Michael, Northern California. Gene's cows miss him, but we are glad he is on the IEB, and on behalf of the delegation I second his nomination.

BROTHER DAVIS: Bill Davis, San Jose. Brother Turner, our local is going to turn out votes for you like crazy.

BROTHER MARAGHY: Gerry Maraghy, Boston, seconds.

BROTHER PALMER: Bob Palmer, Rochester, seconds.

BROTHER LIPTON: Barry Lipton, New York. Pleased to second Gene's nomination on behalf of our delegation.

BROTHER HILTZ: Tom Hiltz, Boston, seconds.

VICE PRESIDENT ROTHMAN: Carol Rothman, Philadelphia, seconds.

BROTHER SANTAFEDE: Santafede, Providence, seconds.

VICE PRESIDENT HOLT: Bob Holt, St. Louis, seconds my friend, Gene Turner.

VICE PRESIDENT ROUSSEAU: Dave Rousseau, Manchester. Please add my second.

BROTHER GOODRICK: Herb Goodrick, St. Louis. I would like to second the nomination of Gene.

SISTER McCracken: Faye McCracken, Memphis. Memphis is pleased to second the nomination.

VICE PRESIDENT SHELLOCK: Marie

Shellock, Youngstown, seconds Gene's nomination.

VICE PRESIDENT JACKSON: Luther Jackson, Detroit. Pleased to second the nomination.

BROTHER HOMAN: Peter Homan, Salem. Add my name.

BROTHER RENKEN: Tim Renken, St. Louis, seconds.

BROTHER CUMMINGS: Jim Cummings, St. Louis. Please add my second to Gene's nomination.

BROTHER LANGZETTEL: Dave Langzettel, Portland, seconds.

BROTHER HUGHES: Rich Hughes, St. Louis, would like to second the nomination.

VICE PRESIDENT MULCAHY: Dave Mulcahy, New York. It is a pleasure to second the nomination of my brother, Gene Turner.

BROTHER SWEENEY: Frank Sweeney, San Jose. A personal second for Gene.

VICE PRESIDENT CLIFFORD: Lee Clifford, Canadian wire Service. I am pleased to second Gene's nomination.

VICE PRESIDENT SOUZA: Stan Souza. Proud to second the nomination of my brother, Gene Turner.

BROTHER DARGAN: Ted Dargan, St. Louis. Pleased to second Gene's nomination.

BROTHER OLDFIELD: Dan Oldfield, Canadian wire service. On behalf of my local, second the nomination.

BROTHER KING: Dale King of Pawtucket. We second the nomination.

BROTHER PEERY: Dick Peery, Cleveland. Second the nomination.

BROTHER DUBE: John Dube, Bristol. I second.

BROTHER WALLACE: Wallace, Wilkes-Barre. Second Gene.

SISTER NICHOLS: Carolyn Nichols seconds for the Brockton delegation

CHAIRPERSON McLAUGHLIN: All right. The mikes are clear. The name of Gene Turner has been placed in nomination for At Large Vice President of The Newspaper Guild. This microphone here.

BROTHER KAUFHOLD: Roger Kaufhold, St. Louis. I rise to nominate **Robert C. Holt, Jr. for Vice President At Large.**

Marty Goldman nominated Bob for his first term on the IEB in Hawaii in 1977. He returned to convention mikes every two years to place Bob's name in nomination. Now

Marty is retired, and the honor of this falls to me.

Echoing Marty down through the years and, as he would say, let's take a look at Bob's qualifications. First there is dedication. Bob Holt lives the Guild. He serves as president of his local, delegate to the Midwestern District Council, and Vice President on the IEB.

His energy makes him a tireless working leader of the Guild coupled with dedication and energy as his character. Bob merges the admirable qualities of strength with refinement and generality. He is soft-spoken and dignified but tenacious and firm when advocating the best interests of Guild members. He speaks quietly but carries clout you can hear. Add to these qualities his ability to communicate, to listen to the problems of rank-and-file members, and to act on them.

He has the natural quality of being able to persuade and influence people to get things done. Because of this he is respected by management as well as fellow Guild members. These are qualities that make him a superior candidate for the IEB.

So, speaking for the St. Louis delegation, I nominate for his seventh term as Vice President At Large on the International Executive Board **Robert C. Holt, Jr. of St. Louis**, and thank you. (Applause.)

BROTHER MINKKINEN: Brothers and sisters, I rise proudly to second the nomination of **Robert C. Holt, Jr., of St. Louis.**

He is my friend, and he is my brother. When you think about Bob and when you picture Bob in your mind, there are a couple of images that come through very, very quickly. The words "honesty," "respect," "integrity" and "warmth" all surface immediately. He is the kind of person you know that you can count on when you are in need of help or advice. He's always there.

His approach and his manner when faced with difficult issues are simply to pause, to reflect, and to very simply give you his best solid shot.

He currently chairs the Organizing Committee of the IEB, but he also serves on the Human Rights Committee, the Collective Bargaining Committee, Guild Reporter Committee, and the Appeals Committee.

His record over his twelve years on the Executive Board is one of solid, thoughtful leadership. Locals in the Midwest know Bob from his activities in the Midwest District Council as well, where he is constantly helpful and supportive, particularly with new dele-

gates who are new to the process.

His patience, his understanding, and his gentle and respectful manner are valued by all who know him. Most of all, however, all of us who know him well know him best as very simply a warm and gentle human being. Brothers and sisters, I urge your support. (Applause.)

BROTHER DAVIS: Bill Davis, San Jose. Mr. Chairperson, last night I had a weird dream. Robert Steinke appeared in that dream, and he said, "Davis, get your ass down there and second Bobby and keep it short."

So here I am. I second the nomination of Robert C. Holt, Jr. I am proud to do so, and it is short.

BROTHER LIPTON: I am pleased to second Bob's nomination on behalf of the entire New York delegation. He is extremely knowledgeable. He is the kind of guy that people like me call or talk to when we have a problem that we want to go over, and he has really been a cornerstone of our union.

The New York Guild and the St. Louis Guild have always been exceptionally close in many ways, like sister locals, and Bob is one of the key reasons, and I am proud to second his nomination. Thank you.

VICE PRESIDENT TURNER: Gene Turner, Northern California. Happy to second the nomination of Bob Holt.

BROTHER GOODRICK: Herb Goodrick, St. Louis. I am happy to have the privilege of seconding the nomination of our distinguished leader from St. Louis, Bob Holt.

BROTHER MARAGHY: Gerry Maraghy, Boston. Second the nomination.

BROTHER McFARLANE: Keeble McFarlane, Canadian Wire Service. Our delegation is proud to second the nomination of Bob Holt of our sister local.

BROTHER MEACHUM: Bruce Meachum, Denver. Proud to second the gentle person, Bob Holt.

BROTHER SCHICK: Tim Schick, Albany. Albany seconds.

VICE PRESIDENT SHELLOCK: Marie Shellock, Youngstown. Pleased to second Bob's nomination.

BROTHER KIRGAN: Ed Kirgan, St. Louis. Very pleased to second the nomination of a local person.

BROTHER SANTAFEDE: Santafede, Providence, seconds.

BROTHER PEERY: Dick Peery, Cleveland. Proud to second the nomination of my friend, Bob Holt.

VICE PRESIDENT MULCAHY: Dave Mulcahy, New York. I am most pleased to second the nomination of my favorite Vice President and friend on the "pasteboard caucus," Bobby Holt.

VICE PRESIDENT McCracken: Faye McCracken, Memphis. Memphis is very proud to second the nomination of Bob Holt.

BROTHER COLLINS: Henry Collins, Salem. Salem is proud to second the nomination of Bob.

BROTHER BUCHANAN: Buchanan, Erie, is proud to second the nomination.

BROTHER LANGZETTEL: Dave Langzettell, Portland, seconds.

BROTHER KOCH: Mark Koch, Buffalo. Proud to second Bobby Holt's nomination.

BROTHER HUGHES: Rich Hughes, St. Louis. My personal second to Bob's nomination.

BROTHER ALFANO: Vic Alfano, Scranton, proudly seconds.

BROTHER HORTON: Lionel Horton, St. Louis. I second the nomination of Bob Holt.

BROTHER MICHAEL: Steven Michael, Northern California, seconds the nomination of Bob Holt.

BROTHER CUMMINGS: Jim Cummings, St. Louis. I am personally proud to add my second to Bob's nomination.

BROTHER SWEENEY: Frank Sweeney, San Jose. A second for Bob Holt.

VICE PRESIDENT ROTHMAN: Carol Rothman, Philadelphia, seconds Bob.

BROTHER BERNOTAS: Bernotas, Wire service Guild. Our delegation proudly seconds the nomination of the sometimes official photographer of our local.

BROTHER RENKEN: Tim Renken, St. Louis. Please add my second for one of the world's oldest juniors.

BROTHER SPECK: Bob Speck, Toledo. Bob Holt has our support.

BROTHER DARGAN: Ted Dargan, St. Louis. I second Bob Holt's nomination.

BROTHER WALKER: Charlie Walker, Providence. pleased to second.

VICE PRESIDENT JACKSON: Luther Jackson, Detroit. Pleased to second.

VICE PRESIDENT CLIFFORD: Lee Clifford, Canadian Wire Service. I am pleased to second Bob's nomination.

BROTHER ROUSSEAU: Rousseau, Manchester. Manchester seconds Bob, and my personal second.

BROTHER PALMER: Bob Palmer, Rochester, seconds.

BROTHER SCHAUFENBIL: Jim Schaufenbil, Philadelphia. Pleased to second Bob's nomination.

BROTHER FELICIANO: Jose Feliciano, Puerto Rico. Second the nomination.

VICE PRESIDENT BRANDOW: Rich Brandow. Proud to second the nomination of Bob Holt.

BROTHER KING: Dale King, Pawtucket, seconds the nomination.

BROTHER DUEHRING: Andy Duehring, Providence. I second Bob Holt's nomination.

SISTER RAJALA: Shirley Rajala, Brockton, seconds.

BROTHER CARUSO: Chuck Caruso, New York, seconds Bob Holt's nomination.

SISTER ELINSKI: Liz Elinski, Buffalo. I second the nomination, and give Ingersoll hell in St. Louis.

BROTHER HILTZ: Tom Hiltz, Boston, seconds.

BROTHER WALLACE: Wallace, Wilkes-Barre, seconds.

BROTHER BLATCHLEY: Harold Blatchley, Buffalo. I second the nomination.

BROTHER ROY KRUSE and VICE PRESIDENT SOUZA: (In unison) Kruse and Souza, Hawaii. Both second his nomination.

CHAIRPERSON McLAUGHLIN: Seconds? I declare the name of Bob Holt in nomination for At Large Vice President of the International Executive Board of The Newspaper Guild.

Yes.

SISTER SNOW: Jane Snow, Akron. Three years ago when I attended my first Guild convention, a friend from a neighboring local took me in hand and showed me the ropes. I didn't ask her. She had no reason for helping a newcomer other than her innate kindness and her appreciation for the way our Guild works.

That is why it gives me particular pleasure to nominate Marie Shellock of Youngstown for Vice President At Large.

Marie has done more in her Guild career than just lend a helping hand, however, much more. Marie has been a guiding force in both her local and the International. In Youngstown she has held virtually every Guild office from President to member of the Executive Board. Currently, she is a delegate to the Great Lakes District Council and vice

president of the Council of Unions at her local.

Marie has been tireless in pursuing grievances and spearheading organizing efforts in Youngstown. She has been particularly active in issues that affect the working lives of her members, including serving as chairperson of the media sink committee.

At the International level, Marie has served as Vice President At Large since 1983. During that time, she has served as chairperson of the Research & Information Committee and as a member of the Organizing, Education and Guild Reporter Committees.

Marie is uniquely suited to the position of International Vice President. She blends 10 years of experience at a small local with six years of experience on the IEB, service which has given her an understanding of the needs of small and large locals alike.

Marie works for all of us, and that's why I am proud to give you Marie Shellock of Youngstown, Ohio. (Applause.)

PRESIDENT DALE: The name of Marie Shellock has been entered as a nominee for At Large Vice President of The Newspaper Guild. Are there seconds, and could we have some quiet, please. I recognize Larkie Gildersleeve.

SISTER LARKIE GILDERSLEEVE (Northern California): Larkie Gildersleeve, Northern California. It gives me a great deal of pleasure to second the nomination of Marie Shellock. You have heard her resume in the nominating speech.

I am particularly impressed with her knowledge about the issue of VDT and worker health and safety, an issue that is complex and which we will benefit from her expertise on the Executive Board.

I am happy to second her nomination for a fourth term. I am particularly impressed by Marie's sense of fairness. I think that with any local approaching an employer under Marie's guardianship, there would be no difference between one group or another in terms of what she would expect to achieve from that employer. The same goes for our representation through her on the Executive Board.

She is one fair, energetic, well-prepared servant of the membership of the International. Again, it gives me a great deal of pleasure to second the nomination of Marie Shellock.

PRESIDENT DALE: Recognize Norm Shaw.

BROTHER SHAW: Norm Shaw, Indi-

anapolis. Brothers and sisters, I stand to second the nomination of Sister Shellock, and that is what the small locals have, a sister, someone who understands our concerns, understands our problems, and brings those to the IEB and makes sure that we are protected.

But a local of any size should be able to recognize the talent and ability and experience that Marie possesses. I urge everyone to support her nomination. Thank you. (Applause.)

BROTHER HILTZ: Tom Hiltz, Boston. It is a very personal pleasure for me to second the nomination of Marie Shellock.

After listening to all the nostalgia at the banquet on Tuesday, I realized that the nine years we have served together at convention kind of pales in comparison, but it's been a very important nine years, and we have accomplished a lot.

When I retired from the Board, Marie took over the chair of the IEB Research & Information Committee and cleaned up the mess I left. She brings to the IEB skill, commitment and energy, and she deserves your support. I urge your support.

BROTHER LIPTON: Barry Lipton, New York. We are proud to second the nomination of our friend, Marie Shellock.

BROTHER WILLIAMS: Brian Williams, Cincinnati. I am happy to second Marie's nomination.

BROTHER SEIFULLAH: Alan Seifullah, Cleveland. Proud to second the nomination of Marie Shellock.

BROTHER DAVIS: Bill Davis, San Jose. Our local seconds.

VICE PRESIDENT TURNER: Gene Turner, Northern California. Happy to second the nomination of Marie Shellock.

BROTHER KRUSE: Roy Kruse, Hawaii. Happy to second the nomination of Marie.

BROTHER ZAJAC: Andy Zajac, Akron. Pleased to second the nomination of Marie Shellock.

VICE PRESIDENT BRANDOW: Richie Brandow, New York. Pleased to second the nomination.

BROTHER WALKER: Charlie Walker, Providence. Pleased to second Marie's nomination.

VICE PRESIDENT MULCAHY: Dave Mulcahy, New York. I am pleased to second the nomination of our sister on the Board, Marie Shellock. Thank you.

VICE PRESIDENT JACKSON: Luther Jackson, Detroit. Happy to second.

VICE PRESIDENT HOLT: Bob Holt, St. Louis. Delighted to second the nomination of Marie Shellock.

BROTHER TETRICK: Nicholas Tetrick, New York. I second the nomination.

BROTHER CARUSO: Chuck Caruso, New York. Second the nomination.

SISTER KILZER: Mary Kilzer, Chicago. Proud to second.

VICE PRESIDENT ROTHMAN: Rothman, Philadelphia.

MS. LINDSEY ROTHMAN: Second the ... (Laughter.)

VICE PRESIDENT McCracken: Faye McCracken, Memphis. Memphis is happy to second the nomination.

BROTHER GOODRICK: Herb Goodrick of St. Louis. I second the nomination of Marie.

SISTER RAJALA: Shirley Rajala, Brockton. Pleased to second the nomination of my friend, Marie Shellock.

BROTHER CUMMINGS: Jim Cummings, St. Louis. Pleased to add my personal second to Marie's nomination.

BROTHER MICHAEL: Steven Michael, Northern California, is happy to second Marie Shellock's nomination.

SISTER PARK: Lindsey Park. On behalf of the entire Wire Service Guild delegation, I second the nomination.

VICE PRESIDENT ROUSSEAU: Dave Rousseau, Manchester. Manchester seconds Marie's nomination.

BROTHER HOMAN: Peter Homan, Salem, seconds the nomination.

SISTER TASCO: Patti Tasco, Canadian Wire Service, seconds.

BROTHER LANGZETTEL: Langzettell, Portland, is pleased to second Marie's nomination.

BROTHER MARAGHY: Gerry Maraghy, Boston, seconds.

BROTHER KIRGAN: Ed Kirgan, St. Louis. Pleased to second.

VICE PRESIDENT CLIFFORD: Lee Clifford, Canadian Wire Service. Pleased to second Marie's nomination.

BROTHER SCHICK: Tim Schick, Albany. Albany seconds.

VICE PRESIDENT SOUZA: Stan Souza, Hawaii. Proud to second the nomination of Marie Shellock.

BROTHER RENKEN: Tim Renken, St. Louis. Pleased to add my second.

BROTHER BUCHANAN: Buchanan, Erie, personally seconds the nomination.

BROTHER HUGHES: Rich Hughes, St. Louis. I would like to add my second, please.

BROTHER THIBEAULT: Tom Thibault, Manchester. My personal second.

BROTHER SPECK: Bob Speck, Toledo. Happy to second.

BROTHER DUEHRING: Andy Duehring, Providence. I second the nomination of Marie Shellock.

BROTHER KING: Dale King, Pawtucket. We second Marie's nomination.

SISTER ODOMS: Pat Odoms, Philadelphia. On behalf of the Philadelphia delegation, I second the nomination.

BROTHER PEERY: Dick Peery, Cleveland. Second the nomination.

BROTHER BLATCHLEY: Harold Blatchley, Buffalo. I second the nomination.

BROTHER DUBE: John Dube, Bristol. I second.

CHAIRPERSON McLAUGHLIN. Are there any further seconds? Hearing none, Marie Shellock's name is placed in nomination for International Executive Board At Large Vice President. The mikes are open. Are there any other nominations? Are there any other nominations for At Large Vice President? Are there any other nominations for At Large Vice President? Hearing none, I declare nominations closed. (Applause.)

There are six At Large candidates, and there will be no election. They are declared elected, and I will tell you that I would have seconded each and every one of them, because they certainly deserved to be seconded, and you should be proud of those you have on the International Executive Board. (Applause.)

I declare as elected Vice President Stan Souza, Vice President Dave Mulcahy, Vice President Bob Holt, Vice President Gene Turner, Vice President Marie Shellock, Vice President Carol Rothman. (Applause.)

The chair calls the 1989 Honorary Canadians Tim Schick, Ralph Ockenholt and Bruce Scruton to the podium.

And Pat Bell, president of the Ottawa local, to the podium, please.

SISTER BELL (Ottawa): Good afternoon. For those who need it after the Canadian party, we have Tynenol and Visine available

over at the Ottawa table. We also have the investiture of three more Honorary Canadians who weren't available for last night's ceremony in tribute to the vast amount of work they did in preparing for this convention, a tremendous job.

Someone who gave up a week's vacation to make sure things went as smoothly as they have here in Albany, Carol De Marr. (Applause.)

Judy Shepherd who worked so hard. She's not here?

BROTHER CESNIK: She is worn out.

SISTER BELL: Make sure somebody gives this shirt to her.

And Kyle Hughes, the man who makes the beer run after midnight. (Applause.)

To all the Honorary Canadians, we also present a "looney," our new one-dollar coin that looks like gold. It is not gold; it just looks like gold. It's real, a real one-dollar Canadian coin. I just want you to know we are developing a little problem north of the 49th parallel with people breaking their teeth trying to get the chocolate. So be careful. (Laughter.) Thanks, Pete.

BROTHER SCHICK: On behalf of the Albany people, I want to thank you. Two hundred years ago an invasion from the north was turned back at Saratoga, a few miles north of here. Last night the invasion succeeded. (Applause.)

CHAIRPERSON McLAUGHLIN: Keeble.

BROTHER McFARLANE: Well, I was invited up here to lead everybody in singing "The Star Spangled Guild," but I just move that this program, which you have received on your table, and the contents of it go into the record . . . record . . . record . . . as not sung. (Applause.)

OUR STAR-SPANGLED GUILD

*Oh, why should we flee, with our cry
of the loon?*

*When so loudly we flail Washington ad
infinitum;*

*And SONG's constant red flare, spiced with
all our hot air*

*Gives proof every year that our Guild is
still here.*

*Dale's belly still grows, and the Edge is
on fast.*

*Don't worry, Chucky baby, we've saved the
best 'til the last.*

*'Tis the star-spangled Guild,
Long in triumph may we rave
In the lands of the free
and the home of the beaver.*

*And now with Free Trade, which the
damned bosses bought,
Though we fought awful hard, to election's
last moments.*

*And what's also quite bad, and it still
leave us sad*

*Is that Gretzky is gone, but that
Pocklington stayed on.*

*But, when McLeman set sail south to
Silver Spring*

*Was decided OK, if t'would Janet Jones
us bring.*

*But of course, we all know deep down
that's not the way it really works;*

*When dealing with Muldoon, he's just the
mouthpiece.*

*Oh, we say tabernacle, doesn't matter
which flack*

*Georgie Bush, Ronald Ray-Gun, we know
who's behind them.*

*Frank Lorenzo-Knight-Ridder-Singleton
Thomson-Southam-Murdoch; don't bother
going into shock.*

*And our scuzzball supreme, Thatcherite so
obscene,*

*Conrad Black makes Hulk Hogan look like
peaches and cream.*

*Our Guild annually reborn, if you don't
trust IEB, just ask Lorne.*

*It's the bedrock of great hope, in this
land of Dan Quayle.*

*When we hear, "C(u)omo's here," it
aroused such a cheer.*

*To think the Blue Moon man so soon
would appear;*

*Linda Foley had said she'd lined up
brother Elvis,*

*Our very own Decanter Man, our favorite
hyperactive pelvis.*

*But when we saw it wasn't Perry, or Dick
from Cleveland either,*

We then strummed Lee Atwater blues,

despite Mulcahy the writher.

*Oh say, this whole week it's been tough to
have even one snooze,
In this land of rough smokes, this great
home of cheap booze.*

Play Ball!

CHAIRPERSON McLAUGHLIN: I will recognize Secretary-Treasurer Edgington.

SECRETARY-TREASURER EDGINGTON: At this point, we proceed with the selection of the 1993 convention site. Brother Kruse.

BROTHER KRUSE: Roy Kruse, Hawaii. Now that we have won the annual convention, it is not really necessary to bid for the convention. However, we are.

Will you please—no noise in the hall, please. Can you hear it? Can you hear it? Can you hear the waves? (Laughter.)

Can you hear that beautiful Hawaiian music? Can you smell the flowers? You will in 1993, and we have promised to have a very good air-conditioned building. (Laughter.)

Not that we don't appreciate Albany, because it really was a good convention here. We want to show you our Hawaiian hospitality. We will be showing it to you next year in New York and every convention until we get you to Hawaii. It is going to be a little different type of convention.

It is going to be fun while there is a hell of a lot of work, and in all honesty, I humbly ask you to have your convention in Hawaii in 1993. Thank you. (Applause.)

SECRETARY-TREASURER EDGINGTON: Are there further bids? None appearing ... (Laughter.)

CHAIRPERSON McLAUGHLIN: President Dale, do you have any remarks? I'm sorry. I am told we need to vote on whether we want to go to Hawaii in 1993. (Laughter.)

Do we accept Hawaii as the site in 1993 for our Annual Convention? (Cries of "Yes.")

DELEGATE: Roll call.

CHAIRPERSON McLAUGHLIN: Are there any "No's"?

VICE PRESIDENT SOUZA: Yes.

CHAIRPERSON McLAUGHLIN: You can't vote. Get out of the room. All right. Hawaii will be the site of the 1993 Annual Convention. (Applause.)

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: Richie.

VICE PRESIDENT BRANDOW: Next year, we will be in New York City, and we will give you the time of your life—maybe. We look forward to seeing you there next year.

We look forward to your being happy and celebrating a convention that's long overdue in New York and really hope you have a happy and healthy year until we get to see you again. (Applause.)

CHAIRPERSON McLAUGHLIN: With regard to New York's convention next year, they passed out the "Big Apple" guide, which will give you a preview of what's to come, and we expect to throw a hell of a party. We hope to see you there.

PRESIDENT DALE: I have an announcement, and I am very delighted to make it. I have in front of me a piece of paper, and you know what it says? "I, Lenore Hayes, am coming to TNG's 1990 convention in New York to transcribe the proceedings."

(The audience arose and applauded, ending in cadence.)

PRESIDENT DALE: And folks, I have it signed and dated and witnessed.

Finally, I am sure you are aware the convention moved very efficiently this year, and it did last year, and I have asked that there be in the room some of the people who make it work, and work so well, and who see that the paper is available for us when we had to work on all of our committee reports and resolutions.

I would like—and wait until I have finished—I would like them to stand up, please: Debbie Campbell from TNG's office—(applause)—hold your applause; Cathy Strasnick; Dorothy (a.k.a. "Buzzy") Davis; Debbie Thomas; and our office manager who manages it all and orchestrates it, Mary Aldrich.

(The audience arose and applauded.)

PRESIDENT DALE: There are other people, of course, who make this convention work and work well, and they do an awful lot of scut work as well as an awful lot of important work, and they are our international rep-

resentatives and our administrative staff, and I personally thank them, and I hope the convention will do so as well.

(The audience arose and applauded.)

PRESIDENT DALE: And you will not have to rise for this. It is a point of personal privilege. I would like to introduce my No. 2 son, who is not going to join the newspaper business. I have discouraged that. But he is here to help us do some repacking and shipping. My son, Charles C. Dale. (Applause.) Brother Edgington.

SECRETARY-TREASURER EDGINGTON: And last but not least. We have two of Albany's labor troubadours with us here today, and we thought it is only fitting that we recess or adjourn this session to the strains of "Solidarity Forever."

I know that alternates cannot speak, but there is nothing about alternates not singing. So we are going to bring them up to the front, and feel free to join with us, and at the conclusion of "Solidarity Forever," the Convention will be adjourned.

BROTHER R. VICTOR STEWART (Albany): Every other union around this great world of ours, when this song is sung, we ask not that you be perfect in your singing, but only that you love the union. It is also customary to stand when you sing it. So please do so, and if you love the union and if you believe in our movement and if you believe there is a better world out there some place, grab the hand of the person next to you ...

DELEGATE: Hallelujah!

BROTHER STEWART: ... raise it high and raise your voices. (Singing of "Solidarity Forever," led by Brother Stewart and Brother John Funciello of Albany, followed by applause and cheers.)

SECRETARY-TREASURER EDGINGTON: Thank you, Vic, and thank you, John, for the show. Thank you, Albany.

CHAIRPERSON McLAUGHLIN: I declare the 56th Annual Newspaper Guild Convention closed. Thank you very much. I declare the Convention closed.

(The Convention adjourned at 2:15 p.m.)

INTERNATIONAL ELECTION RESULTS

Elections for three regional vice presidents were conducted Sept. 21-26, 1989. Following are the results, as certified by the Int'l Election and Referendum Committee.

Region 2 Vice President

Faye McCracken 607 Connie Knox 504

Canada East Vice President

Lee C. Clifford 701 Sam Reyenga 536

Canada West Vice President

Doug M. Louth 319 Mike Bocking 301

Elected by acclamation during the convention were: President Charles Dale; Secretary-Treasurer John C. Edgington; International Chairperson Peter E. McLaughlin (New York); Region 1 Vice President David M. Rousseau (Manchester); Region 3 Vice President Luther P. Jackson, 3rd, (Detroit); Region 4 Vice President Larry D. Hatfield (Northern California); Region 5 Vice President Richard J. Brandow (New York); At-Large Vice Presidents Robert C. Holt Jr. (St. Louis), David M. Mulcahy (New York), Carol M. Rothman (Philadelphia), Marie A. Shellock (Youngstown), Gene Turner (Stockton) and Stanley J. Souza (Hawaii).