

PROCEEDINGS

FIFTY-FIFTH ANNUAL CONVENTION...

The Newspaper Guild **(AFL-CIO, CLC)**



June 27-July 1, 1988

Hotel Vancouver
Vancouver, B.C.

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AUDITOR'S REPORT

GENERAL AND DEFENSE FUNDS

SHULMAN, KURTZ, TURER & TOPAZ

CERTIFIED PUBLIC ACCOUNTANTS

International Executive Board
The Newspaper Guild

AUDITOR'S CERTIFICATE

We have examined the balance sheet of The Newspaper Guild as of March 31, 1988, and its related statement of income and expense for the year then ended. Our examination was made in accordance with generally accepted auditing standards and, accordingly, included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

In our opinion, the accompanying balance sheet and its related statement of income and expense present fairly the financial position of The Newspaper Guild as of March 31, 1988, and the results of its operations for the year then ended, in conformity with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

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

April 19, 1988

FINANCIAL HIGHLIGHTS

Average Monthly Per Capita Received Year Ended March 31, 1988

	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Average
Employed members—regular rate	32,854	26,820	26,566	28,505	28,686
Agency fees	4,628	569	780	709	1,671
Unemployed and retired members	2,384	1,893	1,790	1,907	1,994
Part-time members	1,740	1,756	1,562	1,763	1,705
Members-at-large	7	9	8	15	10
TOTALS PER CAPITAS	<u>41,613</u>	<u>31,047</u>	<u>30,706</u>	<u>32,899</u>	<u>34,066</u>

Operations of General Fund

	<u>Year Ended March 31, 1988</u>	<u>Year Ended March 31, 1987</u>
Income	\$3,792,850	\$3,768,697
Expense	3,974,395	3,706,880
SURPLUS (DEFICIT) FROM OPERATIONS	<u>\$(181,545)</u>	<u>\$ 61,817</u>

Operations of Defense Fund

	<u>Year Ended March 31, 1988</u>	<u>Year Ended March 31, 1987</u>	<u>Year Ended March 31, 1986</u>
Income	\$1,306,704	\$1,602,974	\$3,731,404
Expense	834,029	405,659	1,331,155
SURPLUS FROM OPERATIONS	<u>\$ 472,675</u>	<u>\$1,197,315</u>	<u>\$2,400,249</u>

Summary of Net Worth of Guild

	<u>Year Ended March 31, 1988</u>	<u>Year Ended March 31, 1987</u>	<u>Year Ended March 31, 1986</u>
General Fund	\$ 386,001	\$ 567,546	\$ 505,729
Defense Fund	8,624,069	8,151,394	6,954,079
NET WORTH	<u>\$9,010,070</u>	<u>\$8,718,940</u>	<u>\$7,459,808</u>

BALANCE SHEET—GENERAL FUND

As of March 31, 1988, 1987 and 1986

ASSETS

Cash in banks and on hand	<u>3/31/88</u>	<u>3/31/87</u>	<u>3/31/86</u>
Advances receivable	\$134,060	\$151,855	\$337,269
Loans receivable:		25,167	30,249
Individuals	22,321		
Locals:		26,467	26,691
Northern California Guild	—0—	—0—	—0—
Bakersfield Guild	600	600	600
Wire Service Guild	6,000	40,000	40,000
Salem Guild	200	800	800
Scranton Guild	<u>1,462</u>	<u>2,997</u>	<u>2,997</u>
Due from Defense Fund	30,583	85,729	71,088
Due from Organizing Fund	—0—	143,729	—0—
Exchanges receivable	1,951	—0—	24,693
Prepaid insurance and transportation expenses	27,700	17,095	4,208
Deposits	94,149	74,625	29,636
Investments	675	675	675
Equipment (net)	100	100	100
Investment in building	157,713	168,089	169,064
	<u>723,808</u>	<u>459,406</u>	<u>—0—</u>
TOTAL ASSETS	<u>\$1,208,461</u>	<u>\$1,126,470</u>	<u>\$666,982</u>

LIABILITIES

Due to Defense Fund—building loan	\$ 723,808	\$ 459,406	\$ —0—
Due to Organizing Fund	—0—	18,088	—0—
Accounts payable	36,268	45,599	32,141
Payroll taxes payable	13,099	7,270	21,188
Due to Defense Fund	49,285	—0—	67,079
Convention reserve	—0—	28,561	40,845
TOTAL LIABILITIES	<u>\$ 822,460</u>	<u>\$ 558,924</u>	<u>\$161,253</u>
NET WORTH	<u>\$ 386,001</u>	<u>\$ 567,546</u>	<u>\$505,729</u>
TOTAL LIABILITIES AND NET WORTH	<u>\$1,208,461</u>	<u>\$1,126,470</u>	<u>\$666,982</u>

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

For the Years Ended March 31, 1988, and 1987

	For the Year Ended March 31, 1988		For the Year Ended March 31, 1987	
	Amount	Percent	Amount	Percent
INCOME				
Membership Income				
Per-capita taxes	\$3,391,224		\$3,532,131	
Initiation fees	9,497		12,401	
Reinstatement fees	724		1,209	
Agency fees	<u>190,732</u>		<u>64,596</u>	
	\$3,592,177	94.71	\$3,610,337	95.80
Servicing salaries and expenses paid by locals	20,811	00.55	42,108	01.12
Guild Reporter income	2,741	00.07	2,978	00.08
Research Department sales	2,815	00.07	4,119	00.11
Salaries and expenses paid by Defense Fund	84,163	02.22	55,063	01.46
Rental income	9,396	00.25	23,057	00.61
Miscellaneous income	<u>80,747</u>	<u>02.13</u>	<u>31,035</u>	<u>00.82</u>
TOTAL INCOME FOR YEAR	<u>\$3,792,850</u>	<u>100.00</u>	<u>\$3,768,697</u>	<u>100.00</u>
EXPENSES				
Per-capita taxes	\$ 197,252	05.20	\$ 186,490	04.95
Field operations	1,306,380	34.44	1,226,809	32.55
Administrative operations	530,555	13.99	526,816	13.98
Office management	1,247,689	32.90	1,083,888	28.76
Executives	192,259	05.07	156,620	04.16
Other expenses	<u>500,260</u>	<u>13.19</u>	<u>526,257</u>	<u>13.96</u>
TOTAL EXPENSES FOR YEAR	<u>\$3,974,395</u>	<u>104.79</u>	<u>\$3,706,880</u>	<u>98.36</u>
OPERATING GAIN (LOSS) FOR YEAR	<u>(\$ 181,545)</u>	<u>(04.79)</u>	<u>\$ 61,817</u>	<u>01.64</u>
NET WORTH—BEGINNING OF YEAR	<u>\$ 567,546</u>		<u>\$ 505,729</u>	
NET WORTH—END OF YEAR	<u><u>\$ 386,001</u></u>		<u><u>\$ 567,546</u></u>	

ANALYSIS OF GENERAL FUND, BUDGET AND EXPENSES—Years Ended March 31, 1988, 1987 and 1986

	Expended Year Ended 3/31/88	Budget Year Ended 3/31/88	(Over) or Under Budget	Expended Year Ended 3/31/87	Expended Year Ended 3/31/86
1. Per-Capita Taxes					
AFL-CIO	\$ 97,038	\$ 83,700	(\$13,338)	\$ 93,237	\$ 88,425
IUD	19,632	15,840	(3,792)	18,428	20,414
CLC	28,834	28,800	(34)	27,516	22,669
IFJ	48,988	24,600	(24,388)	44,669	28,249
AFL-CIO Union Label Dept.	2,400	2,400	—0—	2,400	2,400
CLC Union Label Dept.	360	360	—0—	240	300
	<u>\$ 197,252</u>	<u>\$ 155,700</u>	<u>(\$41,552)</u>	<u>\$ 186,490</u>	<u>\$ 162,457</u>
2. Field Operations					
A. Director—Salary	\$ 62,901	\$ 61,750	(\$ 1,151)	\$ 59,763	\$ 57,157
Expenses	5,419	3,500	(1,919)	3,279	3,937
B. Organizing and Servicing					
Representatives—Salaries	680,792	687,059	6,267	601,073	567,249
Expenses	244,201	230,000	(14,201)	243,405	232,946
Miscellaneous organizing and servicing	101,971	80,000	(21,971)	129,343	67,431
C. Collective Bargaining					
Salaries—Exec. Sec., Contracts Committee	55,892	54,861	(1,031)	52,363	49,648
Pension consultant	21,543	17,625	(3,918)	14,000	21,425
Research and information associate	39,454	38,600	(854)	36,838	34,206
Bargaining and research assistant	39,682	38,600	(1,082)	35,427	30,354
Human rights coordinator	45,055	44,208	(847)	41,812	39,989
Expenses—Personnel	9,470	10,000	530	9,506	8,920
	<u>\$1,306,380</u>	<u>\$1,266,203</u>	<u>(\$40,177)</u>	<u>\$1,226,809</u>	<u>\$1,113,262</u>
3. Administrative Operations					
A. Research and Information					
Salary—Director	\$ 54,598	\$ 53,590	(\$ 1,008)	\$ 51,729	\$ 49,502
Expenses—Personnel	5,314	1,000	(4,314)	1,029	2,228
Books and periodicals:					
Legal and bargaining services	3,598	5,000	1,402	6,642	3,666
Subscriptions	8,830	7,000	(1,830)	10,278	6,555
Other printed material	4,388	6,000	1,612	6,415	2,970

ANALYSIS OF GENERAL FUND BUDGET AND EXPENSES—Years Ended March 31, 1988, 1987 and 1986 (Continued)

	Expended Year Ended 3/31/88	Budget Year Ended 3/31/88	(Over) or Under Budget	Expended Year Ended 3/31/87	Expended Year Ended 3/31/86
Publications and literature:					
Constitution	15,937	14,000	(1,937)	18,283	13,673
Organizing and other literature	7,997	5,000	(2,997)	4,193	3,153
Miscellaneous	40	50	10	—0—	31
B. Department of Education					
Director—Salary					
Expenses	52,941	51,995	(946)	50,117	47,932
Publications-literature	2,620	2,500	(120)	1,720	1,494
Institutes and seminars	—0—	1,000	1,000	—0—	—0—
	43,413	40,000	(3,413)	42,602	24,071
C. Guild Reporter					
Salaries—Editor					
Assistant Editor	54,599	53,590	(1,009)	51,729	56,227
Clerical	40,979	40,165	(814)	38,572	36,301
Expenses—Personnel	32,060	30,802	(1,258)	27,249	27,810
Printing	3,623	4,500	877	3,232	3,681
Postage	99,855	101,000	1,145	98,307	96,073
Addressing	91,277	85,000	(6,277)	83,290	64,109
Pictures and special material	—0—	—0—	—0—	23,040	22,655
Miscellaneous	8,218	7,750	(468)	7,792	8,372
	268	750	482	597	255
	<u>\$ 530,555</u>	<u>\$ 510,692</u>	<u>(\$19,863)</u>	<u>\$ 526,816</u>	<u>\$ 470,758</u>
4. Office Management					
Salaries—Office manager					
Secretary-stenographers	\$ 29,648	\$ 32,000	\$ 2,352	\$ 35,514	\$ 31,540
Bookkeeping	72,695	75,236	2,541	72,668	69,544
General clerical	54,280	50,199	(4,081)	51,041	45,182
	41,260	40,531	(729)	40,109	41,244
Expenses—Rent and maintenance	246,162	195,500	(50,662)	197,254	227,468
Moving expense	57,311	25,000	(32,311)	—0—	—0—
Stationery and supplies	55,688	40,000	(15,688)	41,619	46,124
Equipment	53,192	20,000	(33,192)	36,000	36,000
Telephone and telegraph	40,234	40,000	(234)	40,367	42,029
Repairs and improvements	10,184	5,000	(5,184)	3,437	13,121
Postage	23,956	27,000	3,044	27,297	28,723

ANALYSIS OF GENERAL FUND BUDGET AND EXPENSES—Years Ended March 31, 1988, 1987 and 1986 (Concluded)

	Expended Year Ended 3/31/88	Budget Year Ended 3/31/88	(Over) or Under Budget	Expended Year Ended 3/31/87	Expended Year Ended 3/31/86
5. Executives					
Officers' salaries	\$ 163,469	\$ 143,650	(\$19,819)	\$ 129,404	\$ 124,142
Officers' expenses	28,790	25,000	(3,790)	27,216	24,543
	<u>\$192,259</u>	<u>\$168,650</u>	<u>(\$ 23,609)</u>	<u>\$156,620</u>	<u>\$148,685</u>
				<u>\$1,083,888</u>	<u>\$1,076,414</u>
6. Other Expenses					
Legal	\$ 62,590	\$ 52,000	(\$ 10,590)	\$ 67,576	\$ 42,471
Payroll and personal property taxes	107,084	102,000	(5,084)	97,900	88,499
Contributions and tickets	16,999	17,500	501	24,556	20,786
Delegates and committees	20,823	15,000	(5,823)	27,932	29,679
I.E.B. meetings	84,362	84,560	198	121,798	82,796
Severance pay provisions	79,640	67,358	(12,282)	62,278	63,030
Convention reserve	100,000	90,000	(10,000)	95,000	120,000
Broun Award	1,000	1,000	—	1,000	1,000
Broun Award expenses	4,224	3,000	(1,224)	3,022	3,230
AFL-CIO-IUD Conventions	3,973	5,000	1,027	2,417	4,693
CLC Convention	450	350	(100)	1,782	270
IFJ meetings	14,520	15,000	480	17,996	10,884
Guild Service Award	595	1,500	905	—	647
Irving Leichter Scholarship Fund	4,000	4,000	—	3,000	3,000
	<u>500,260</u>	<u>458,268</u>	<u>(41,992)</u>	<u>526,257</u>	<u>470,985</u>
	<u>\$3,974,395</u>	<u>\$3,614,475</u>	<u>(\$359,920)</u>	<u>\$3,706,880</u>	<u>\$3,442,561</u>
TOTALS FOR YEAR					

COMPARATIVE STATEMENT OF INCOME FROM MEMBERSHIP TO GENERAL FUND

For the periods from April 1, 1984, to March 31, 1988

	Agency Fees	Per-Capita Taxes	Initiation Fees	Reinstatement Fees
1984-1985				
1. April through June	\$17,316	\$ 888,596	\$ 4,799	\$ 59
2. July through September	7,822	725,734	3,697	115
3. October through December	8,977	733,769	2,416	52
4. January through March	12,492	777,951	3,696	36
	<u>\$46,607</u>	<u>\$3,126,050</u>	<u>\$14,608</u>	<u>\$ 262</u>
1985-1986				
1. April through June	\$12,576	\$ 830,844	\$ 2,697	\$ 282
2. July through September	11,820	815,802	3,008	54
3. October through December	12,665	778,838	2,856	58
4. January through March	13,781	805,927	2,600	94
	<u>\$50,842</u>	<u>\$3,231,411</u>	<u>\$11,161</u>	<u>\$ 488</u>
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>

AVERAGE MONTHLY PER-CAPITA PAYMENTS

Year Ended	Employed	Agency Fees	Unemployed	Part- time	Members At Large	Total
March 31, 1974	29,024	179	2,390	1,175	13	32,781
March 31, 1975	29,652	282	1,993	1,320	10	33,257
March 31, 1976	29,773	246	2,111	1,452	8	33,590
March 31, 1977	29,144	255	1,811	1,349	9	32,568
March 31, 1978	29,470	292	2,000	1,725	6	33,493
March 31, 1979	27,798	183	2,798	1,607	9	32,395
March 31, 1980	29,780	242	2,451	1,763	12	34,248
March 31, 1981	29,183	350	2,271	1,654	15	33,473
March 31, 1982	27,683	273	2,112	1,499	7	31,574
March 31, 1983	27,361	395	2,539	1,832	18	32,145
March 31, 1984	28,543	345	2,276	1,819	9	32,992
March 31, 1985	29,266	390	2,301	1,912	10	33,879
March 31, 1986	28,806	412	2,157	1,569	5	32,949
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

BALANCE SHEET—DEFENSE FUND**As of March 31, 1988, 1987 and 1986**

ASSETS	3/31/88	3/31/87	3/31/86
Cash in banks:			
Checking account	\$ 190,888	\$ 60,644	\$ 59,538
Savings accounts and certificates of deposit	4,085,561	2,254,596	3,612,230
Investments—at cost	3,224,759	5,238,026	2,653,696
Loans receivable:			
Detroit Guild	—0—	29,000	29,000
Great Falls Guild	7,800	8,040	8,280
Knoxville Guild	—0—	5,500	5,500
New York Guild	—0—	37,000	—0—
Northern California Guild	92,422	72,000	12,000
Gary Guild	14,125	—0—	—0—
Scranton Guild	2,000	—0—	—0—
Puerto Rico Guild	30,000	—0—	—0—
Terre Haute Guild	13,300	14,500	15,700
Washington-Baltimore Guild	109,237	35,527	36,967
Wire Service Guild	72,145	72,145	22,850
Due from General Fund	49,285	—0—	67,079
Loan receivable (building)	723,808	459,406	422,500
Other investments (at cost)	8,739	8,739	8,739
TOTAL ASSETS	<u>\$8,624,069</u>	<u>\$8,295,123</u>	<u>\$6,954,079</u>
LIABILITIES—Due to General Fund	—0—	\$ 143,729	—0—
NET WORTH	<u>\$8,624,069</u>	<u>\$8,151,394</u>	<u>\$6,954,079</u>
TOTAL LIABILITIES AND NET WORTH	<u>\$8,624,069</u>	<u>\$8,295,123</u>	<u>\$6,954,079</u>

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

For the Years Ended March 31, 1988 and 1987

	Year Ended 3/31/88	Year Ended 3/31/87
INCOME		
Per-capita apportionment	\$ 705,833	\$ 537,032
Per capita, higher dues	303	521,112
Interest and investment income	597,454	534,747
Philadelphia—Inquirer and Daily News Units	—0—	8,897
Washington-Baltimore—F.A.S.T. Unit	—0—	237
Chicago—Slovene Unit	—0—	949
Contribution refund—Steelworkers	3,114	—0—
TOTAL INCOME FOR YEAR	<u>\$1,306,704</u>	<u>\$1,602,974</u>
EXPENSES		
Contribution:		
Steelworkers	—0—	5,000
G.R.O.W.S.	12,000	—0—
United Farm Workers	2,500	—0—
South African Miners	5,000	—0—
British Columbia Federation of Labour	5,000	—0—
CLC—Woodworkers Relief Fund	—0—	5,000
Loans Written off by Board Action:		
Knoxville	14,500	—0—
Detroit Guild	5,500	—0—
Washington-Baltimore—overtime case	4,871	—0—
Printing checks	214	—0—
Union dues cases	16,920	—0—
Strike benefits:		
Washington-Baltimore—Sunpapers unit	61,437	—0—
Southern Ontario—Maclean's unit	19,226	—0—
Wilkes-Barre	319,992	323,125
Alternative strategies:		
Bristol Guild	881	—0—
Fresno rally	10,659	—0—
Washington-Baltimore Guild	—0—	10,755
Wire Service Guild	13,500	—0—
Washington-Baltimore—F.A.S.T. unit	—0—	6,266
New York—Consumers Union boycott	38,085	—0—
Bakersfield Guild	5,000	—0—
Masillion Guild	8,563	—0—
Puerto Rico Guild—El Mundo, El Reportero units	20,016	—0—
Detroit Guild—joint operating		
agreement legal fees	121,880	—0—
Northern California Guild—McClatchy units	72,784	—0—
Tacoma—McClatchy unit	23,196	—0—
Per capita for strike members receiving benefits	7,305	7,616
Transfer to severance fund	—0—	47,897
Transfer to Anti-Discrimination Fund	45,000	—0—
TOTAL EXPENSES FOR YEAR	<u>\$ 834,029</u>	<u>\$ 405,659</u>
OPERATING GAIN FOR YEAR	<u>\$ 472,675</u>	<u>\$1,197,315</u>
NET WORTH—BEGINNING OF YEAR	<u>\$8,151,394</u>	<u>\$6,954,079</u>
NET WORTH—END OF YEAR	<u><u>\$8,624,069</u></u>	<u><u>\$8,151,394</u></u>

BALANCE SHEET—SPECIAL ORGANIZING FUND

As of March 31, 1988

ASSETS	3/31/88
Cash in banks:	
Savings accounts and checking account	\$ 11,007
TOTAL ASSETS	<u>\$ 11,007</u>
LIABILITIES	
Due to General Fund	\$ 1,951
NET WORTH	<u>\$ 9,056</u>
TOTAL LIABILITIES AND NET WORTH	<u>\$ 11,007</u>

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

For the Year Ended March 31, 1988

	Year Ended 3/31/88
INCOME	
Interest income	\$ 6,618
TOTAL INCOME	<u>\$ 6,618</u>
EXPENSES	
Salaries	\$ 379
Expenses	732
Auditing	1,375
Organizing subsidies:	
Canadian Wire Service Guild	3,014
Denver Guild	11,026
Los Angeles Guild	4,479
Ottawa Guild	4,268
San Jose Guild	266
Southern Ontario Guild	88,663
Vancouver-New Westminster Guild	22,637
TOTAL EXPENSES	<u>\$136,839</u>
OPERATING DEFICIT FOR YEAR	(\$130,221)
NET WORTH—APRIL 1, 1987	<u>\$139,277</u>
NET WORTH—MARCH 31, 1988	<u>\$ 9,056</u>

BALANCE SHEET—ANTI-DISCRIMINATION FUND

As of March 31, 1988

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

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

For the Year Ended March 31, 1988

	<u>Year Ended 3/31/88</u>
INCOME	
Transfer from Defense Fund	\$ 45,000
Interest income	623
TOTAL INCOME	<u>\$ 45,623</u>
EXPENSES	<u>—0—</u>
TOTAL EXPENSES	<u>—0—</u>
OPERATING INCOME FOR YEAR	\$ 45,623
NET WORTH—APRIL 1, 1987	<u>—0—</u>
NET WORTH—MARCH 31, 1988	<u>\$ 45,623</u>

The Canadian exchange rate was (.810) 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 \$800,112.

OFFICERS' REPORT FINANCIAL TABULATIONS

SCHEDULE OF ADVANCES TO EMPLOYEES AND OTHERS

As of March 31, 1988

Blatz, J. William	\$ 475
Brandow, Richard	699
Brown, William	750
Bruner, Robert	750
Bryant, Eugene	750
Canadian Region Office	7,358
Campbell, Deborah	4
Cesnik, James	200
Clifford, Lee	1,000
Dale, Charles	(83)
Davis, Michele	1,075
Ducharme, Leo	536
Eisen, David	348
Griffin, James	500
Hatfield, Larry	1,265
Holt, Robert	736
Jackson, Luther	807
Langzettell, David	31
Louth, Douglas	691
Lowe, John	2,276
McCarthy, James	230
McCormick, Harry	684
McCracken, Faye	1,307
MacDonald, Jerry	853
McLaughlin, Peter	1,366
McLeman, William	1,000
Montanez, Luis	300
Mulcahy, David	1,653
Nelson, Bruce	537
Padia, Anna	114
Pattison, Richard	400
Peery, Richard	110
Ramsey, Richard	275
Rayl, Hannah Jo	1,034
Rothman, Carol McGarvey	1,247
Rousseau, David	1,000
Steinke, Robert	757
Shellock, Marie	1,320
Souza, Stanley	750
Turner, Eugene	687
Walker-Tyson, Joyce	930
Wilson, Frederica	1,000
TOTAL	<u>\$37,722</u>

COMPENSATION AND EXPENSES OF TNG OFFICERS AND ADMINISTRATIVE STAFF EMPLOYEES

For the Fiscal Period April 1, 1987, to March 31, 1988

Name	Position	Compensation	Expenses*	Direct Charges to Local and/or Defense Fund
Aldrich, Mary	Office Manager	\$ 19,905	\$ —0—	
Blatz, William J.	Director, Field Operations	62,901	6,481	
Brandow, Richard	Vice President	1,235	1,250	
Brown, William	International Representative	53,736	21,440	(\$ 59,015)
Bruner, Robert	Alternative Strategies Program	10,961	3,376	(13,528)
Bryant, Eugene S., Jr.	International Representative	53,736	25,502	(13,799)
Cesnik, James M.	Editor, Guild Reporter	54,598	3,666	
Clifford, Lee	Vice President	4,919	5,443	
Culver, Harry S.	Former International Chairperson	3,412	2,205	
Dale, Charles	President, former Sec'y-Treasurer	68,004	22,781	
David, Janet	International Representative	52,941	23,186	
Ducharme, Leo	International Representative	54,747	22,459	(10,570)
Edgington, John	Secretary-Treasurer	33,654	8,707	
Eisen, David	Director, Research and Information	54,598	6,632	
Foley, Linda	Bargaining, Research Assistant	39,681	1,819	
Geist, Eric	Research and Information Associate	39,453	2,028	
Griffin, James	International Representative	52,638	15,474	(1,002)
Hanafin, Joseph	Former International Representative	14,852**	2,766	(3,786)
Hatfield, Larry D.	Vice President, Alternative Strategies Program	20,473	13,516	(29,176)
Holt, Robert C., Jr.	Vice President	4,267	4,528	
Jackson, Luther	Vice President	1,220	2,090	
Kadis, Phillip M.	Director of Education	52,941	3,867	
Louth, Douglas	Vice President	5,066	4,910	
McCormick, Harry	International Representative	54,747	23,748	(6,717)
McCracken, Faye	Vice President	2,535	2,829	
McLaughlin, Peter	International Chairperson, former Vice President	6,200	3,561	
McLeman, William	Director, Canadian Region	55,121	19,046	
Montanez, Luis	International Representative	53,937	24,736	(876)
Mulcahy, David	Vice President	5,182	3,780	
Nelson, Barbara	Assistant Editor, Guild Reporter	40,980	2,734	
Nelson, Bruce	International Representative	53,323	26,297	(2,138)

Padia, Anna	Human Rights Coordinator	45,055	6,190
Pattison, G. Richard	International Representative	54,747	26,108
Perlik, Charles A., Jr.	Former President	197,795**	20,695
Peery, Richard	Former Vice President	2,755	2,034
Ramsey, Richard	Executive Secretary, Contracts Committee	55,893	4,224
Rayl, Hannah Jo	International Representative	52,941	8,942
Rothman, Carol McGarvey	Vice President	3,548	3,014
Rousseau, David	Vice President	3,071	3,456
Schiewe, Marshall	Former International Representative	59,693**	5,095
Shellock, Marie	Vice President	2,917	3,526
Souza, Stanley	Vice President	5,816	3,577
Turner, Gene	Vice President	3,398	3,415
Wiley, Janet	Former Office Manager	10,358**	—0—
Wilson, Frederica	International Representative	42,846	17,842
TOTALS		<u>\$1,572,796</u>	<u>(227)</u>
		<u>\$418,975</u>	<u>(\$146,243)</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, 1987, to March 31, 1988

Bell, Pat	Special TNG Committee on Collective Bargaining	\$ 332
Buchanan, William	International Election and Referendum Committee	1,291
Davis, Michelle	International Election and Referendum Committee	1,377
Langzettel, David	International Election and Referendum Committee	1,154
MacDonald, Jerry	International Election and Referendum Committee	536
Steinke, Robert	International Election and Referendum Committee and Negotiations	1,455
Ryan, Harry	Broun Award Committee	496
Schaufenbil, James	Organizing	2,817
Dietz, Laura	Negotiations	156
Terrell, Scott	Negotiations	135
Brooks, Joan	Negotiations	45
Gorman, Scott	Negotiations	65
Huntley, Glenn	Negotiations	78
McInnis, Larry	Negotiations	563
Belcarz, John	Negotiations	476
Brown, Travis	Alternative Strategies	568
Michael, Steven	Alternative Strategies	867
Cuthbertson, Douglas	Alternative Strategies	1,412
Rocker, Gerald	Alternative Strategies	175
Cline, Alan	Alternative Strategies	713
TOTAL		<u><u>\$14,711</u></u>

ANALYSIS OF DELEGATE AND COMMITTEE EXPENSES

For the Fiscal Period April 1, 1987, to March 31, 1988

International Election and Referendum Committee	\$20,491
New administrative officers' orientation	332
Delegates to AFL-CIO, CLC, and IFJ conventions	18,943
TOTAL	<u><u>\$39,766</u></u>

MISCELLANEOUS ORGANIZING AND SERVICING COSTS

For the Fiscal Period April 1, 1987, to March 31, 1988

Warren (legal)	\$ 12,195
Milwaukee (legal)	6,864
Pacific Northwest (organizing)	1,288
AFL-CIO Texas Organizing Committee	2,000
St. Louis (negotiations)	678
Montreal (negotiations)	1,040
Mountaineer (legal)	799
Columbus (legal)	299
Kingston (legal and organizing)	4,030
Dayton (legal)	26,745
Twin Cities (legal)	5,249
Denver (organizing)	10,593
Penninsula (legal)	686
Washington-Baltimore (legal)	2,985
Cincinnati (legal and organizing)	21,375
NESOP (organizing)	1,284
Northern California (organizing and negotiations)	2,354
San Jose (legal)	1,297
Lewiston (organizing)	210
TOTAL	<u>\$101,971</u>

SCHEDULE OF ORGANIZING-SERVICING CHARGES DUE FROM GUILD LOCALS

As of March 31, 1988

<u>Local</u>	<u>Balance due TNG 4/1/87</u>	<u>Charges during year</u>	<u>Repaid or credited during year</u>	<u>Balance due TNG 3/31/88</u>
Albany	\$ —0—	\$ 86	\$ 86	\$ —0—
Battle Creek	751	—0—	—0—	751
Buffalo	—0—	8,248	916	7,332
Chicago	—0—	467	277	190
Cincinnati	8,788	—0—	3,000	5,788
Cleveland	750	—0—	—0—	750
Columbus	7,697	—0—	—0—	7,697
Canadian Wire Service	—0—	1,599	227	1,372
Denver	1,602	—0—	—0—	1,602
Erie	8,122	3,584	3,717	7,989
Gary	—0—	4,249	—0—	4,249
Lake Superior	—0—	3,635	—0—	3,635
Los Angeles	1,016	—0—	—0—	1,016
Memphis	2,777	—0—	—0—	2,777
New England Servicing-Organizing Program	3,243	—0—	—0—	3,243
New York	—0—	24,455	9,689	14,766
Ottawa	—0—	3,450	—0—	3,450
Pacific Northwest	2,851	—0—	—0—	2,851
Pawtucket	3,009	—0—	—0—	3,009
Peoria	1,860	—0—	1,860	—0—
Philadelphia	428	—0—	—0—	428
Terre Haute	950	5,295	1,038	5,207
Twin Cities	5,287	—0—	—0—	5,287
Wilkes-Barre Council	858	47,039	47,038	859
Windsor	—0—	9,591	—0—	9,591
Washington-Baltimore	—0—	2,745	—0—	2,745
York	—0—	644	—0—	644
TOTALS	\$49,989	\$115,087	\$67,848	\$97,228

BUDGET FOR 1988-89 AS APPROVED BY THE 55TH ANNUAL CONVENTION

For the Fiscal Year Ending March 31, 1989

	Expenditures 1987-88	Budget 1988-89
1. Per-Capita Taxes		
AFL-CIO	\$ 97,038	\$ 96,100
IUD	19,632	20,181
CLC	28,834	28,398
IFJ	48,988	10,000
AFL-CIO Union Label Dept.	2,400	2,400
CLC Union Label Dept.	360	360
TOTALS	\$ 197,252	\$ 157,439
2. Field Operations		
A. Director—Salary	\$ 62,901	\$ 63,448
Expenses	5,419	4,000
B. Organizing and Servicing		
Representatives—Salaries	\$ 680,792	\$ 653,787
Expenses	244,201	250,000
Miscellaneous	101,971	100,000
C. Collective Bargaining		
Salaries:		
Exec. Sec'y, Contracts Comm.	\$ 55,892	\$ 56,182
Pension Consultant	21,543	22,000
Research & Info. Assoc.	39,454	39,557
Coll. Barg. & Research Assistant	39,682	39,557
Human Rights Coordinator	45,055	46,798
Expenses—Personnel	9,470	10,000
TOTALS	\$1,306,380	\$1,285,329
3. Administrative Operations		
A. Research and Information		
Director—Salary	\$ 54,598	\$ 54,911
Expenses	5,314	2,000
Books and periodicals:		
Legal & bargaining services	3,598	4,000
Subscriptions	8,830	7,000
Other printed material	4,388	5,000
Publications and literature:		
Constitution	15,937	14,000
Organizing and other literature	7,997	5,000
Miscellaneous	40	50
B. Department of Education		
Director—Salary	\$ 52,941	\$ 53,232
Expenses	2,620	2,500
Publications and literature	—0—	1,000
Institutes and seminars	43,413	44,000
C. Guild Reporter		
Salaries:		
Editor	\$ 54,599	\$ 54,911
Assistant editor	40,979	42,503
Clerical	32,060	31,921
Expenses:		
Personnel	3,623	4,000
Printing	99,855	100,000
Postage	91,277	100,000
Pictures and special material	8,218	8,000
Miscellaneous	268	500
TOTALS	\$ 530,555	\$ 534,528

BUDGET FOR 1988-89 AS APPROVED BY THE 55TH ANNUAL CONVENTION

For the Fiscal Year Ending March 31, 1989

	Expenditures 1987-88	Budget 1988-89
4. Office Management		
Salaries:		
Office manager	\$ 29,648	\$ 32,792
Secretary-stenographers	72,695	75,646
Bookkeeping	54,280	51,496
General clerical	41,260	40,719
Expenses:		
Rent and maintenance	246,162	204,000
Moving expense	57,311	—0—
Utilities	—0—	30,000
Stationery and supplies	55,688	40,000
Equipment and machinery	53,192	30,000
Telephone and telegraph	40,234	40,000
Repairs and improvements	10,184	5,000
Postage	23,956	27,000
Auditing	18,000	19,400
Insurance and bonding	20,000	20,000
Employee pension	124,168	130,000
Employee health and welfare	161,677	169,760
Directly billed transportation	199,662	200,000
Data processing	26,210	25,000
Miscellaneous	13,362	12,500
TOTALS	\$1,247,689	\$1,153,313
5. Executives		
Officers' salaries	\$ 163,469	\$ 132,566
Officers' expenses	28,790	25,000
TOTALS	\$ 192,259	\$ 157,566
6. Other Expenses		
Legal fees	\$ 62,590	\$ 55,000
Payroll and personal property taxes	107,084	112,000
Contributions/tickets	16,999	17,500
Delegates and committees	20,823	15,000
IEB meetings	84,362	88,000
Severance-pay provisions	79,640	30,000
Convention reserve	100,000	120,000
Broun Award	1,000	1,000
Broun Award expenses	4,224	4,000
Guild Service Award	595	2,500
AFL-CIO, IUD conventions	3,973	4,500
IFJ meetings	14,520	—0—
CLC convention	450	4,000
Irving Leuchter Fund	4,000	4,000
TOTAL	\$ 500,260	\$ 457,500

SUMMARY

1. PER-CAPTIA TAXES	\$ 197,252	\$ 157,439
2. FIELD OPERATIONS	1,306,380	1,285,329
3. ADMINISTRATIVE OPERATIONS	530,555	534,528
4. OFFICE MANAGEMENT	1,247,689	1,153,313
5. EXECUTIVES	192,259	157,566

BUDGET FOR 1988-89 AS APPROVED BY THE 55TH ANNUAL CONVENTION

For the Fiscal Year Ending March 31, 1989

	Expenditures 1987-88	Budget 1988-89
6. OTHER EXPENSES	500,260	457,500
TOTALS	<u>\$3,974,395</u>	<u>\$3,745,675</u>
TOTAL EXPENSES	\$3,974,395	\$3,745,675
TOTAL INCOME	<u>\$3,792,850</u>	<u>\$3,614,854</u>
SURPLUS or (DEFICIT)	(\$ 181,545)	(\$ 130,821)

ESTIMATED GENERAL FUND INCOME FOR 1988-89 FISCAL YEAR

As Approved by the 55th Annual Convention

Membership Income	Actual Income 1987-88	Estimated Income 1988-89
Regular Members		
Per-Capita Taxes		
Employed	\$3,296,023	\$3,236,646*
Unemployed-retired-inactive	2,329	2,500
Part-time	92,326	100,000
Associate	63	75
At-large	483	500
Fees		
Initiation	9,497	15,000
Reinstatement	724	750
TOTAL MEMBERSHIP INCOME	<u>\$3,401,445</u>	<u>\$3,355,471</u>
Other Income		
Defense Fund repayment for strike assignments	\$ 84,163	\$ 90,000
Local repayment for servicing	20,811	30,000
Guild Reporter income	2,741	3,000
Agency fees	190,732	93,873**
R&I sales and subscriptions	2,815	3,000
Miscellaneous income and interest	80,747	30,000
Rental income	9,396	9,500
Charter fees	—0—	10
TOTAL OTHER INCOME	<u>\$ 391,405</u>	<u>\$ 259,383</u>
TOTAL INCOME	<u>\$3,792,850</u>	<u>\$3,614,854</u>

*27,250 × \$9.638 for 2 months = \$ 525,271

*27,250 × \$9.95 for 10 months = \$2,711,375

**Based on estimated monthly average of 650 agency fees.

OFFICERS' RECOMMENDATIONS

The International Executive Board, in its annual Officers' Report, made the following recommendations to the 55th Annual Convention. Convention action and debate on these recommendations will be found in the proceedings of convention sessions.

Finance

1. Approve a fiscal year General Fund income estimate of \$3,614,854, which assumes a monthly per-capita apportionment of \$9.638 for two months and \$9.95 for 10 months and which also assumes a monthly per-capita average of 27,250 and a monthly agency-fee payment average of 650.
2. Approve a fiscal year 1988-89 General Fund budget of \$3,745,675.
3. Approve transfer to the Special Organizing Fund of interest and investment income earned by the Defense Fund during the period Jan. 1, 1988, through June 30, 1989; provided such transfer will be suspended during any period in which the liquid assets of the Defense Fund are below \$6,000,000.

Organizing

1. Expenditures from the Organizing Fund shall be made for organizing purposes.
2. TNG and its locals focus their organizing efforts through joint and cooperative efforts, best utilizing the resources of the locals and TNG, including Organizing Fund monies.
3. To more rapidly implement Recommendation 2, locals establish organizing committees to survey the potential for organizing not only employees in the Guild's traditional jurisdiction but those engaged in new methods of gathering, processing and distributing advertising, news and other information, and provide TNG with such data.
4. Locals clear with TNG, as required, the undertaking of any organizing campaign, advise TNG immediately of organizing activity by another union in the Guild's jurisdiction and furnish TNG with copies of documents pertaining to labor-board and other legal proceedings and of all materials distributed by all parties in organizing campaigns.
5. Should new funds become available, TNG's field personnel be expanded to provide additional organizing assistance.

Collective Bargaining

1. Amend Article II, Section 31, of the Collective Bargaining Program as shown (new wording in **bold face**; deletions [bracketed]), incorporating present Article II, Section 39, of the Convention Recommendations on Collective Bargaining regarding adult-dependent care:

31. [CHILD] **FAMILY CARE:** The employer [will] **shall** pay the employee's cost of day/night care, **including after-school care, for the employee's dependent children** [for both preschool children and those who need after-school care]. **The employer shall pay the costs of caring for the employee's elderly dependents and handicapped or disabled adult dependents.** The employee may choose the type of care and/or facility to be used. (See Recommendations Article II Section[s] 38 [and 39].)

2. Add the following new section after present Article II Section 14 of the Convention Recommendations on Collective Bargaining, renumbering subsequent sections accordingly:

15. **TAX-DEFERRED SAVINGS PLANS:** Locals should not agree to tax-deferred savings plans without having established adequate retirement plans. In agreeing to tax-deferred savings plans, Locals, in consultation with TNG, should seek joint Guild-employer administration, the employer to match employee savings dollar-for-dollar, and immediate vesting of employer, as well as employee, contributions to the plan.

3. Delete present Article II, Section 39, of the Convention Recommendations on Collective Bargaining regarding adult-dependent care, consistent with Recommendation 1 above to shift that provision to the Bargaining Program, renumbering subsequent sections of the Recommendations accordingly.

4. Direct that innovative bargaining strategies not be engaged in without full and advance consultation with TNG and that when TNG funds are to be used, such strategies must be approved by TNG in advance.

5. Urge locals to bargain guaranteed increases in minimum salaries, 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.

6. Re-emphasize the policy dating to the Guild's founding that merit increases are to acknowledge and reward individual merit, not substitute for negotiated increases, and are to be paid in addition to substantial minimum salaries, and that merit-pay, lump-sum, commission or incentive-pay schemes unilaterally controlled by the employer or depending on the employer's evaluation of performance undercut the negotiation of equitable minimum salaries and are contrary to sound and historical Guild bargaining policy.

7. Oppose contracts with multitier minimum salaries, which 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.

8. Urge locals to seek to prohibit mandatory testing for AIDS, alcohol and drugs as an intrusion into privacy and irrelevant to assessing employee job performance.

9. Reaffirm the Guild's commitment to ensure that there is no discrimination against victims of AIDS and AIDS Related Complex in hiring or employment, including, by way of example without limitation, in job security, sick leave and health-and-welfare benefits.

10. Renew the Guild's commitment to merger with an appropriate union.

11. Reassert the importance of establishing joint bargaining councils for interunion communications and cooperation and to implement joint or coordinated bargaining.

12. Call on locals to take advantage of participation in The Newspaper Guild International Pension Plan for portability of retirement benefits and high benefits resulting from low administrative costs.

Constitution

Amend Article V, Section 11, as follows (new language in **bold face**; deletions [bracketed]):

There shall be a registration fee of [~~\$50~~] **\$100** for each delegate or alternate registered, with the host Local to receive [~~\$35~~] **\$75** and TNG [~~\$15~~] **\$25**.

Guild Reporter

1. All locals, in the United States, Canada and Puerto Rico cooperate fully with all efforts 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 not be 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 Assn. and appropriate regional labor-press groups.

5. Similarly, Canadian locals with publications affiliate them with the Canadian Assn. of Labour Media/Association Canadienne de la Presse 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.

Human Rights

1. Locals make greater efforts to achieve and enforce fair-employment-practices contract provisions that ban discrimination in hiring and other employment conditions, and other provisions, such as job-posting, promotions, tuition-aid and training clauses, that are key to equal opportunity.

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

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

4. Locals increase efforts to achieve child care, adult-dependent care and parental and family-emergency leaves, as provided in the Collective Bargaining Program and Recommendations.

5. 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.

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

7. The Human Rights Coordinator continue to hold seminars to inform Guild members about employment discrimination and that such programs be available for presentation at Guild forums.

8. 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 the Human Rights Coordinator information on the representation of women and minorities among their officers, executive boards and representative assemblies.

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

10. Locals and members seek opportunities to associate with other unions and community groups that share the Guild's human-rights objectives in order to further those objectives and increase Guild participation in and support at all levels for such organizations as the Coalition of Labor Union Women, Organized Working Women (Canada), 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.

11. 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.

Research and Information

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

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

3. TNG and locals share information and data stored in computers via modem, that 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.

4. When funds and equipment become available, TNG establish a computer bulletin board for use by Guild members and locals.

Safety and Health

1. Locals take steps to meet the problem of occupational stress, including the use of TNG's model questionnaire, and follow up by seeking the employment of professional consultants to resolve stress problems.

2. While the emphasis should be on eliminating causes of stress rather than "coping" with it, locals should seek stress-management training as part of Employee Assistance Programs.

3. 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 enforceable OSHA standard.

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

5. 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.

6. Locals seek advice on consultants and instruments to be used in VDT radiation testing, avoiding use of the American Newspaper Publishers Association's inadequate testing service, and provide results to TNG, and TNG continue to press government agencies to test new VLF testing instruments for accuracy.

7. Locals use materials available from the Research and Information Department, particularly its manual, "Humanizing the VDT Workplace," and the TNG/CWA 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.

8. Locals combat office air contamination and ventilation problems with the assistance of TNG's new Fact Sheet on Office Air Pollution, seeking general control measures as well as such individual solutions as spray booths for artists.

9. 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 steps as an enforcement measure, while resisting any management effort to impose a unilateral ban.

10. 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.

11. U.S. locals make sure employers are in compliance with OSHA's Hazard Communication Standard, that material safety data sheets and labels are in place and that employees receive training specific to the hazards of their workplace.

12. Canadian locals seek the enforcement of existing chemical "right to know" statutes and prepare to assure that their employers are in compliance with Canada's new Workplace Hazardous Materials Information System as soon as it takes effect.

13. All locals that do not have safety and health committees act immediately to create them, using TNG's memorandum on safety and health committees as a guide, and that all local safety and health committees cooperate with counterpart committees of other unions in their plants wherever possible, avoiding token Guild representation on management safety committees.

Political Action

1. All locals appoint political-action committees and that those 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 achieving their goals.

2. All U.S. locals conduct a drive to register their members to vote in the November presidential election, familiarizing themselves with the registration requirements in their state and providing that information to their members as part of the registration drive, to be conducted by the political-action committee where it is in place.

3. U.S. locals seek innovative ways to spur COPE contributions, including setting 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.

4. U.S. locals and district councils make treasury contributions to COPE and that Canadian locals consider making contributions to the candidates and parties responsive to concerns of the Guild and other unions.

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

6. 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 effort to do so.

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

3. Locals that have not done so, 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, and that locals also make a special contribution to the Fund in memory of Joseph Collis.

4. Locals establish education committees and inform TNG of their composition.

CONVENTION SESSIONS

MONDAY MORNING SESSION

June 27, 1988

The 55th Annual Convention of The Newspaper Guild, AFL-CIO, CLC, held in the Hotel Vancouver, Vancouver, British Columbia, was called to order at 9:30 a.m. by Mike Bocking, President of the Vancouver-New Westminster Guild.

BROTHER BOCKING: Good morning. My name is Mike Bocking, and I am president of Vancouver Local 115. (Applause.)

It is my pleasure on behalf of all our members to welcome you to our city for the 55th Annual Convention of The Newspaper Guild. A great deal of planning has gone into this convention by a large number of volunteers.

I want to personally thank at this time our local treasurer, Doug Louth, for the excellent work he has done in pulling this all together. I know you are all going to have a good time.

I would also like to tell you a little bit about our local. We represent about 1,000 people who work for the two daily newspapers in town as well as three weeklies and a flyer distribution business. We are proud of the contracts we have negotiated here for our members, some of which we consider to be among the best in our union.

Like many of you, we have had to face an increasingly hostile political environment for labor and a more aggressive stance by employers. We have found that that has forced us to reconsider at the local level some basic assumptions about how we deal with management, other unions and, particularly, how to represent our members.

Those issues are also found, of course, at the international level, and I expect there will be a lot of debate here on those challenges this week. There will be controversy, as there always is when you put together several hundred people who care a lot about their organization, but I know we will all remember that everyone in this room wants what is best for The Newspaper Guild and its members.

Once again, I'd like to thank you all. I'd like to welcome you all to Vancouver, and I particularly would like to welcome our American colleagues to Canada. Have a good convention. (Applause.)

It is now a great pleasure for me to introduce to you the mayor of our city, Gordon Campbell, who has a few remarks he would like to make to you. (Applause.)

MAYOR CAMPBELL: Thank you very much. It's a real pleasure to be here.

I should tell you that a couple of things have already happened this morning to make me take note. First, I was told to be here at 8:45 for the convention to start at 9 o'clock. (Laughter.) Naturally, since I got it from the press, I believed it, and here it is already 9:30.

Second was, we were standing out in back there, organizing how we were going to march in here, and Doug Louth said, "Mr. Georgetti will follow Mr. Harcourt." I am not Mr. Harcourt.

For those of you who aren't from British Columbia, Mr. Harcourt is the former mayor of Vancouver. (Laughter.) He is now the leader of the opposition in Victoria.

It is not just that alone. My wife teaches school in Vancouver, elementary school, and one day one of her grade-one students came up and said, "Pardon me, Mrs. Campbell, but are you married to the president of the United States?" (Laughter.) And she said, "No. No, I'm not. But I'm married to the mayor of Vancouver."

This little guy looked down at the floor and looked back up at her and said, "You know, I always get those two guys confused." (Laughter.)

I am not the president of the United States, so those of you who are here to listen to him, I am sorry to disappoint you. (Laughter and applause.)

I am really here just to welcome you to Vancouver, once again. I know this is the third convention you have had in Vancouver, and I hope you will have many more. As you are here, I am sure you will do a lot of business, but I hope you take time to enjoy the city, to walk around and get to know the people.

When people come to Vancouver, they tend to look at the mountains and they look at the water and they say, "What a fantastic environment you have." But I can tell you, really the best resource we have in the city is the people who live here, and I hope you all get to know them and make friends so you can come to Vancouver more than just at convention time, but often to share in the many blessings we have here.

One of the blessings we have here is that we happen to have the most literate city in Canada. We have only—and I use that word advisedly—15 percent of our population that

is functionally illiterate. And when I say "only," I say that with trepidation because I think one of the most important issues we have facing us, that you have facing you, in public life is to make sure that all of the people that live in our cities and in our provinces and our countries are in fact literate—that they can read and they can make judgments on their own based on the facts that are presented to them.

In Vancouver, we are working hard to try and make sure that we reduce that 15-percent number down to zero over the next little while, and it is going to require all of us to work together to make sure that we do that.

Thomas Jefferson once said—and I am sure you have all read this many times before, but he once said in the choice of governments without newspapers or newspapers without governments he'd take the newspapers without governments every time, but he had one caveat on that. It was that everyone could read the newspapers and could understand what was in the newspapers and could make their own individual judgments about what's in the newspapers.

I think that's a goal and an ideal that we should still be striving for. I know that all of you are striving for that as you work day to day to make sure that you put the best information out possible. And I want to encourage you to do that as you move through the next years, and I want to encourage you to continue your commitment to public information, to making sure that all of our communities, no matter where they are or what their leanings are, have all the information they need to make the best individual judgments possible.

I know you will do that, and I know you will work hard in this convention but, again, let me just say this—I hope while in Vancouver you can take advantage of all Vancouver has to offer, whether it is the waterways, the parks, shopping areas or just sitting down on the street and having coffee and talking with some of the people here.

I think you will find it is a great city. Certainly, they are great people who are living here. Thank you very much for coming and come back. (Applause.)

BROTHER BOCKING: Thank you very much, Mayor Campbell.

Last fall this local was facing dark times indeed. We had been negotiating for 10 months with our employer, and it appeared we were getting nowhere. In fact, we were getting nowhere. Our relations with other

unions at Pacific Press were not what they could have been, to say the least. The provincial government recently had brought in new anti-union legislation. We needed help, and we got that help from our next speaker.

Ken Georgetti, President of the B.C. Federation of Labour, helped get all the newspaper unions together. With his diplomatic skills and a little gentle skull-fracturing, we were able to forge together a common front with the other newspaper unions.

Brother Georgetti also put Pacific Press on notice that if it tried to use that new anti-union legislation, it would have the entire movement to contend with.

We settled our contract that evening, and it was a good contract.

Brothers and sisters, I want you to warmly welcome a very good friend of The Newspaper Guild, Brother Ken Georgetti. (Applause.)

BROTHER GEORGETTI: Thank you very much, Mike, and on behalf of the officers, the executive council and the 250,000 members of the B.C. Federation of Labour, I welcome you to the most unionized province in Canada. (Applause.)

The B.C. Federation of Labour has long been recognized as one of the most effective and progressive labor organizations in North America, and I must tell you that such recognition is deserved.

The labor movement in this province has never been satisfied to sit on the sidelines and allow others to dictate what kind of lives working men and women will have. We have traditionally led the way in breaking new ground to improve the lives of our members and of the public.

Our determination to achieve these goals has demanded a good measure of sacrifice, commitment and unity among our affiliates, but those qualities, my friends, have never been found wanting in this province.

Unlike labor organizations in other parts of the world, we have never been lulled into believing that the best way to represent workers is to go along with the system. Workers, most notably in the United States, are now learning the lesson that unless labor is part of developing a system, then the system will do us in every time.

Although the labor movement in this province found itself wrapped in a siege mentality in the early 1980s, it did not take us long to realize that the way out did not lie in giving the employer concessions and quietly allowing governments to erase our collective bargaining rights or in climbing into bed with the

employers on other issues critical to working people.

It is clear to us now that had we done so, the labor movement in this province would be in as bad a shape, generally, as our brothers and sisters in the U. S. find themselves. For the most part, labor in British Columbia recognized that the only way to retain what others have achieved for us was hard work, commitment and dedication. That was what was needed in this province, and that was what was done.

The Newspaper Guild local in Vancouver is a perfect example of the way in which unions made significant sacrifices not only to protect themselves but to protect other unions and their members. In the local Guild agreement at Pacific Press, they have language which allows members not to handle advertising from advertisers who are behind picket lines.

That language may simply appear on the surface as a kind of good-principle clause that should exist in every collective agreement just as a show piece, if anything, but in the case of the Guild nothing could be further from that appearance.

That language has been the deciding factor in many unions winning or losing their contracts in B.C. In at least two cases in recent memory it was the only reason unions won a fair collective agreement for their members.

Now, it would have been very simple, quite frankly, for the Vancouver Guild to give up language which really did not directly affect their members at all. They could have given it up for improved wages or benefits or some improved contract language. Lord knows, the employer would have gladly given almost anything in order to get that language back. In fact, the employers here were so determined to get rid of that language that they tried every traditional door open to them to have it removed.

The defense of that language in the courts cost the local Newspaper Guild thousands of dollars. Yet they did it. They defended it successfully, and as a result working people who have never probably heard of The Newspaper Guild will benefit from their efforts.

It is that kind of tough, principled stand by unions in this province that has kept us strong, that has proven to us that the real value of the word "unity" is in action, not in saying it.

A year ago in B.C., 350,000 workers in this province walked off their jobs in the largest general strike in the history of our country.

It was called with only four days' notice, and it showed the provincial government that working people in this province are not prepared to accept the kind of anti-labor legislation and action that has decimated unions in other countries.

That general strike occurred because union members believed and understood that to do anything else or anything less would have done irreparable harm to the labor movement in this province, and if we had given in to the biggest threat we ever faced, it would have been all over for us.

But the motivation to support the provincial general action did not come from union members who were simply prepared to do whatever their leaders told them to do. It came from a grass-roots understanding that we are all in this together, that The Newspaper Guild helps the theater workers and the airline workers, and that the steelworkers help the newspaper workers, and the private sector workers helps the public sector workers, and on and on and on.

Our successes do not come from any magic formula. They come from good, old trade-union principles and traditions. And, of course, we have updated our approach—the way we do things, the things we say, how we deal with employers and governments and how we deal with the public—but in the final analysis, it's our adherence to the principles and traditions created by working people over the last hundred years that ultimately makes us successful.

When there is more than one union in an industry, we try to form joint councils for bargaining. When there are a number of unions that are in bargaining at one time, we try to coordinate that bargaining as much as we can.

It seems to me to be just common sense that where we work together we bargain together.

Now, I am not saying that's always easy. That is not being said, but I believe it is worthwhile in the long run.

The labor movement in British Columbia has learned some valuable lessons over the last several years—lessons which we will not soon forget. We have seen labor in other parts of the world succumb to right-wing governments and employer actions, and we have learned from that. We have learned that working people can attain their goals and economic and social equality in the decision-making process only if we stick together and do it as one.

We have learned that the words "unity" and "common purpose" are more than just that. We are taking what we have learned and turning it into action.

We are under no illusions. We know the road we travel is hard. We will not always win. But I believe if we stick together, when all is said and done, working men and women will have taken their rightful place in determining the future of our province and, if I might be so bold, I think that we have learned our lessons from others so well that now others will probably be learning from us.

I wish you well in your deliberations, and I wish you every success.

Thank you. (Applause.)

BROTHER BOCKING: Thank you, Brother Georgetti, for your remarks, very well stated.

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

Brother John Edgington.

SECRETARY-TREASURER EDGINGTON: At this point we are going to designate the Rules Committee. I would ask you, not only in connection with the Rules Committee but in connection with any activity on the convention floor, that when you rise, please identify yourself and your local so that the stenotypist can take that down.

We are about to designate the Rules Committee. We have Carol Przybyszewski, Erie, temporary chairperson. Are there any additions to the Rules Committee?

VICE PRESIDENT DAVID M. MULCAHY (New York): Mr. Chairperson, please add my name.

SECRETARY-TREASURER EDGINGTON: Are there further additions to the Rules Committee?

Please, are there further additions to the Rules Committee? (Laughter.)

PRESIDENT DALE: We need three more, at least.

SECRETARY-TREASURER EDGINGTON: We need at least five people on the committee. You can serve on the Rules Committee and one other major committee.

There are three committees on which you can serve, where you have dual status. Those are the Appeals Committee, the Credentials Committee and the Rules Committee.

BROTHER MEL GAUNTZ (San Jose): Please add Russ Cain.

BROTHER TIMOTHY F. SCHICK (Al-

bany): Please add Bruce Scruton's name.

BROTHER MICHAEL A. MILLETT (Portland): Please add my name.

BROTHER TIM KLASS (Wire Service Guild): Please add my name.

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

BROTHER KEN FISHER (Pittsburgh): Please add my name.

SECRETARY-TREASURER EDGINGTON: Are there further additions to the Rules Committee?

BROTHER MICHAEL FAGAN (Philadelphia): Please add Michael Fagan.

SISTER GAIL LEM (Southern Ontario): Please add the name of Paul Pellettier, Southern Ontario.

BROTHER JOHN HUTCHINSON (Victoria): Please add my name.

SECRETARY-TREASURER EDGINGTON: All right. The microphones are clear. I will declare the Rules Committee constituted.

The Rules Committee should immediately go to the Lions Room, which is out the door to the left, down the hallway and to the right.

Brother Bocking.

BROTHER BOCKING: Thank you, John.

It is now my pleasure to introduce to you our new International Chairperson, Peter McLaughlin, for the opening address. (Applause.)

CHAIRPERSON McLAUGHLIN: I think the first order of business is a little more decorum from the New York delegation. (Laughter.)

Delegates and guests, welcome to Vancouver. It's certainly a pleasure for me to be up here, and I can only thank you from the bottom of my heart for your support.

Greed is a terrible thing, but it seems to be one of the principal characteristics of our corporate society. Corporations regularly ignore the needs and rights of their employees, such as the right to union representation, the right to job security and the right to choose to be organized, all in the name of bigger and bigger profits. The human motive has left corporate society, and the greed motive has taken over.

We really can't expect more from a society that has been forced to endure eight years of Ronald Reagan and Republican economics. The motto of this administration was well summed up by Jesse Jackson: "We take from the needy to give to the greedy."

This disregard for human values in favor of the philosophy of greed and enormous profit was so apparent that on his last visit to the United States, Pope John Paul II, speaking to a group of corporate leaders, chastised them for putting profits ahead of human need and human dignity.

The only thing wrong with the Pope's speech was that he was giving it in the wrong place. He should have given it to the annual convention of the American Newspaper Publishers Assn. He should have spoken directly to the McClatchys, the publishers from Gannett, Knight-Ridder and the Chicago Tribune. Now there is a group that knows about greed! There is a group that knows about putting profits before the rights of workers.

Greed knows no boundaries or borders. Our brothers and sisters in Canada must deal with the same profits-above-all philosophy. Guild locals in Canada must fight battles with the same type of greed-motivated publishers.

C.K. McClatchy projects himself as a liberal Democrat. In the pages of his paper he defends the rights of workers, but in his own shop, it's different. For over two years, the Guild has attempted to negotiate reasonable contracts with the McClatchy papers in California. All that our efforts have brought are posted working conditions, no contracts and untold suffering for our people.

Why is this? Because the McClatchy papers are failing, about to go bankrupt? The opposite is true. The McClatchy papers were profitable last year. Then why not negotiate a contract? Because without a union, without a decent contract, you can swell your profits more and more. Forget the misery of your employees, forget the integrity of the paper, forget your hypocritical editorials. Just haul in bigger and bigger profits. That, brothers and sisters, is greed.

Another example of base greed is the unholy alliance of Gannett and Knight-Ridder in Detroit. Last year Gannett posted record profits, and so did Knight-Ridder. Is that enough? No! They got together in Detroit and proposed a joint operating agreement, a JOA, between the Detroit Free Press and the Detroit News. They claimed the Free Press was failing, that neither paper was making a profit.

The Guild and other unions opposed the JOA. The Guild still opposes it and has continued to lead the fight against it. Their case was so weak that even the antitrust division of Reagan's Justice Dept. saw through it. Both the antitrust division and an administra-

tive law judge who conducted a hearing on the application recommended that the JOA not be granted. The decision is now up to Attorney General Edwin Meese, who has other things on his mind than the JOA right now. (Laughter.)

Gannett and Knight-Ridder continue to put pressure on the unions and others opposing the JOA, threatening to close the Free Press if they don't get their way. The Guild has been the only union to continue its opposition. Guild members in Detroit should be admired and applauded for their steadfastness in a difficult situation. (Applause.)

You might ask the obvious question: How can two corporate giants go before the Justice Department, crying for relief for what they claim are two money-losing newspapers, with total disregard for the job losses, the displacement of people and the suffering that would follow? The answer is greed—solid, unwavering greed.

This sort of scenario is being repeated all over the United States and Canada—in California, in Detroit, in New York. The Guild must constantly fight the greedy motivations of publishers who deprive our members of their constitutional right to free choice and the right of union representation.

Even as the battle goes on, not just in the Guild but all over the labor movement, people ask such insane questions as "Don't you think that unions are passe?" "Don't you think that unions have outlived their usefulness?" or "Don't you think that unions have become too powerful?" The answer, of course, is a simple "No!"

Unions are just as important as they were when they were first formed in the 1920s and '30s. Then the owners were more honest. They sent out goons or the National Guard to break strikes and break unions. Today the owners are more sophisticated. They bring in high-priced lawyers like King & Ballou and Seyfarth, Shaw to do their dirty work.

The attack is more subtle, but the results are the same. Unions are fighting for their lives and the lives of their members in the '80s as they did in the '20s and '30s. I believe that it is a national disgrace that law firms like Seyfarth, Shaw and King & Ballou are allowed to operate as they do. (Applause.)

These lawyers do not uphold the law of the land, which constitutionally guarantees workers the unrestricted freedom to organize. Instead, they do everything they can think of to overturn the results of elections in which the workers voted for union representation.

They keep us in courts and in front of the National Labor Relations Board. They advise the publishers on how to circumvent the federal laws against threats of reprisal for supporting the union and offers of bribes for opposing it. In short, they make their living preventing the union from ever reaching the bargaining table. And if their masters somehow finally do sit down to negotiate, these lawyers teach them how to stonewall. What is this but disenfranchisement of the employees and deprivation of their election rights?

This is something that has got to be stopped. One has only to look at the organizing tabulations put out by the Guild to see how many times people have chosen in free elections to be represented, only to have lawyers come in and circumvent that choice through legal technicalities.

We are at war, make no mistake about it, and we will lose a battle here and there, but we will win the war! We will take our lumps, but we will win the war! (Applause.)

On the deck of the carrier from which he launched the successful sneak attack on Pearl Harbor, Admiral Yamamoto, the genius behind the attack, was approached by one of his aides, who asked him how he felt about the victory. Yamamoto thought and said, "I'm afraid all that we have accomplished is to awaken a sleeping giant." How right he was proven.

I believe that is what can be said of the union movement today in the United States and Canada. It is a sleeping giant about to awaken.

The first major sign of that awakening will be the victory of the Democratic presidential candidate in November and the end of eight years of Ronald Reagan and Republican rule. (Applause and cheers.)

Two of the major weapons we possess in the Guild are organizing and education. At this convention, we'll be asked to vote on an organizing recommendation that will allow the interest earned by our \$8.5 million Defense Fund to be used in an ongoing program to ensure that we will be able to continue our organizing efforts.

The International Executive Board is not proposing to deplete the Defense Fund to pay for organizing. We only want to put our money to work to earn interest and use that interest for the organizing purposes that are so vital to this union.

In order to stay alive, we have to organize. The field is fertile. There are more unorganized workers than organized ones in this

industry, and it's time we started to reverse those numbers. I believe that the vast majority of people working today would choose to be organized if their rights were truly secure, if they could vote without the interference, pressures and harassment of management.

We are selling what people need. Workers need the security of union contracts and union protection. We owe it to the unorganized people in this industry to keep fighting that battle to bring them the union protection we enjoy and sometimes take for granted. We, as a union, have to increase our membership in order to fulfill our obligations to the workers in our industry.

The labor movement as a whole has to continue to expand its organizing efforts. The union movement has to deliver its message to each and every worker. That message is simple: "You need us and we want you with us." We can't stop until every worker eligible for union membership is enrolled.

An impossible dream? I don't know. I remember Bobby Kennedy at the funeral of his brother John Kennedy saying, "Some men dream and say why? He dreamed and said why not?"

The other weapon that we possess is education. We have to educate our members. It's not enough to give them a Guild card. They have to know what that Guild card means—what it means not only to be a Guild member but a member of the union movement.

Too many of our young members know only that they belong to the Guild and that the union collects their dues, but they don't know what the union is all about.

Many of our members think that the salaries they make, the job security they have and the medical benefits they enjoy are all part of the bounty of a benevolent management that recognizes their talents and is quick to reward them.

I remember an incident one day in the office of the editorial manager in charge of hiring at the New York Daily News. He decided to have some fun with me and took out an application by a young woman who was in his outer office seeking a job. He called the woman, fresh out of journalism school, into his office. "Young lady", he said, "Your qualifications are excellent, but where it says 'starting salary,' you put \$150 per week. If we hired you, we would give you \$500 per week to start."

I couldn't take much more of that, and I said to the young woman, "Let me tell you something, young lady. If there wasn't a union here, you would be lucky if you could get \$100 per week. They pay these salaries

not out of the goodness of their heart but because The Newspaper Guild negotiated them." She got an education that day, and we have to continue to educate our members every day.

The AFL-CIO has started an advertising campaign: "Union Yes!" to help union members and the public understand what unions have achieved, what they are all about, and to encourage "yes" votes in union elections.

We have to make our members and all union members aware that they are part of the labor movement. We are all brothers and sisters. Their battles and their strikes are our battles and our strikes. If our brothers and sisters go on strike against a local supermarket, we are all in the strike against that supermarket. If a paper goes on strike, all union members are on strike against that paper.

Can you envision a strike where even a small group puts up a picket line and all union members recognize that picket line and refuse to go in that store or that newspaper plant? Union members refuse to buy the product of the struck plant? Truck drivers refuse to deliver goods, supplies. Maintenance employees, telephone workers, garbage men all refuse to cross a picket line?

Think of the giant awakening and think what we could accomplish if union people, realizing they are part of a broad labor movement, got together to help each other every time there's a strike. Then corporation heads would begin to view labor unions with the respect I feel is so sorely lacking today. Another impossible dream? I don't think so.

All we have to do is educate our members continually, teach them that they are not alone, that the things they enjoy are not gifts from a fatherly management but prizes of the hard-won victories of the people who came before them—people who walked freezing or blistering picket lines to leave them the legacy they enjoy today.

I have found that once you explain it to people, they usually understand and respond, but if no one explains it to them, we can't expect them to be good union members. Who can educate them better than the people here today and the others back in our shops? We believe in the union movement, and it is our duty to educate other union brothers and sisters so that the movement will continue and grow and prosper.

In conclusion, I want to say that the Guild marched in Fresno last summer. We marched in the Hudson Valley in New York. We marched in Canada and we will continue to

march wherever we're needed to give the publishers in the United States and Canada the message that the Guild is here to stay and that we will continue the battle no matter how hard you make it for us. We will win because we are right and our cause is right.

Thank you.

(The audience rose and applauded.)

BROTHER BOCKING: Thank you very much for your remarks, Peter. I now happily turn over the gavel and the running of this meeting to you.

Have a good convention. (Applause.)

CHAIRPERSON McLAUGHLIN: All right. It is my pleasure to call on John Edgington to construct the convention committees.

SECRETARY-TREASURER EDGINGTON: We are still waiting on the Credentials Committee report, but in order to proceed, we are going to attempt to designate committees.

Again, I will ask you to come to the microphone, identify yourself and your local, and then add or delete whomever you choose from your delegation.

I will ask that the first series of delegates at the microphones be prepared to add names to the committee, and then I will ask for deletions.

HUMAN RIGHTS COMMITTEE

Keeble McFarlane, Canadian Wire Service, temporary chair; Patricia Odoms, Philadelphia; Ted Dargan, St. Louis; Lilia Valencia, San Jose.

Are there additions to the committee?

BROTHER BARRY F. LIPTON (New York): I would like to add the name of Annette Bolinsky, New York.

VICE PRESIDENT STANLEY J. SOUZA (Hawaii): Would you add the name of Lucy Witeck.

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

BROTHER PAUL MALLON (Southern Ontario): Please add my name.

BROTHER JOHN H. ARENDS, III (Pacific Northwest): Please add the name of June Sellers, Pacific Northwest.

SISTER MARIE HOWARD (Portland): Please add my name.

SISTER ANN WILHELMY (Twin Cities): Please add my name, and also add Dorothy Lewis from Twin Cities.

SISTER GLORIA JOHNSON (Memphis): Please add my name.

SISTER BEVERLYANN MORRIS (Toledo): Please add my name.

SECRETARY-TREASURER EDGINGTON: Any further additions to Human Rights?

Any deletions?

BROTHER WILLIAM T. DAVIS (San Jose): Please delete the name of Lilia Valencia.

SECRETARY-TREASURER EDGINGTON: Any further deletions?

If not, we will designate the Human Rights Committee as properly constituted.

Next will be the Resolutions Committee.

RESOLUTIONS COMMITTEE

Beth Tamke, Memphis, temporary chair; Kim Hill, Buffalo; Roger Kaufhold, St. Louis.

Are there additions to the committee?

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

BROTHER LIPTON (New York): Please add the name of John Ward.

BROTHER IKE LEWIS (Toledo): Add my name, please.

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

SECRETARY-TREASURER EDGINGTON: Further additions?

SISTER DIANE DUSTON (Wire Service Guild): Please add my name.

SECRETARY-TREASURER EDGINGTON: Any further additions?

BROTHER BOCKING (Vancouver-New Westminster): Please add the name of Hilda Somerville to Resolutions.

SECRETARY-TREASURER EDGINGTON: Any further additions?

Are there any deletions?

If not, the Resolutions Committee is properly constituted.

We go now to Constitution.

CONSTITUTION COMMITTEE

Mel Morris, Vancouver-New Westminster,

temporary chair; Terry Borovitsky, Youngstown; Harold Blatchley, Buffalo; Lionel Horton, St. Louis; Russ Cain, San Jose.

Further additions to the Constitution Committee?

BROTHER BOCKING (Vancouver-New Westminster): Please add the names of Mike Bocking, Roy Tubbs, Dan Keeton to the Constitution Committee.

BROTHER SCHICK (Albany): Please add Bruce Scruton's name.

BROTHER MICHAEL BURRELL (Denver): Please add the name of Bruce Meachum.

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

BROTHER PETER MURDOCH (Southern Ontario): Please add my name and the names of Bill Petrie, Paul Pellettier and Jeff Andrew.

SISTER CONNIE KNOX (Washington-Baltimore): Please add the name of Patrick Hunt.

BROTHER DAVIS (San Jose): Please add the names of Lilia Valencia and Janet Contreras.

BROTHER LIPTON (New York): Please add the name of Peter Szekely.

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

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

BROTHER JERRY MacDONALD (Canadian Wire Service): Please add the names of David Gersovitz and Dan Oldfield and Patti Tasko.

BROTHER ANDREW DUEHRING (Providence): Add my name and the name of Christine Mulligan.

BROTHER R. EMMETT MURRAY (Pacific Northwest): Would you please add my name and that of Jack Arends.

BROTHER JAN RAVENSBERGEN (Montreal): Please add the names of Larry McInnis, John Belcarz, Fred Dunham and mine.

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

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

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

VICE PRESIDENT LUTHER P. JACKSON, 3rd (Detroit): Please add my name and that of William Bresler.

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

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

BROTHER BRIAN J. WILLIAMS (Cincinnati): Please add my name.

SECRETARY-TREASURER EDGINGTON: Further additions? Are there any deletions to the Constitution Committee?

All right. The Constitution Committee is now constituted. We go to Finance.

FINANCE COMMITTEE

William Davis, San Jose, temporary chair; Carl B. Schwab, Wilkes-Barre; John E. Kennedy, Youngstown; Eugene Jones, Philadelphia; Mark Koch, Buffalo; Phil Fairbanks, Buffalo; Rich Hughes, St. Louis; Mike Crowley, St. Louis; Frank Sweeney, San Jose.

Are there further additions to the Finance Committee?

BROTHER GERALD M. MARAGHY (Boston): Please add my name.

BROTHER MLLLETT (Portland): Please add my name.

BROTHER STEVE LUNDY (Ottawa): Please add my name.

BROTHER LIPTON: (New York): Please add my name and the names of Nicholas Tetric, Joseph Steele, Chuck Caruso, Tom Keenan, Ralph Petrucelli, Bert Atkinson and David Mulcahy.

BROTHER STONEBANKS (Victoria): Please add the name of John Hutchinson, Victoria.

BROTHER SAM REYENGA (Southern Ontario): Please add my name and that of John Bryant.

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

SISTER JANE SNOW (Akron): Please add my name.

BROTHER DAVIS (San Jose): Please add the names of Dianne Martino and Joanna Felker.

BROTHER BOCKING (Vancouver-New Westminster): Please add the names of Doug Louth and Alice Busby.

SISTER JUDY HILDNER (Pueblo): Please add my name.

SISTER FRANCES BURRELL (San Antonio): Please add my name.

BROTHER ROY C. KRUSE (Hawaii):

Please add the names of Stan Souza and Joanne Ancheta.

SISTER KNOX (Washington-Baltimore): Please add the name of Sandra Polaski.

BROTHER GEORGE LAINE (Los Angeles): Please add my name.

BROTHER DAVID KREIGER (Denver): Please add my name.

SISTER PATRICIA NUTTALL (Terre Haute): Please add my name and the name of Carol Przybyszewski, Erie.

BROTHER ROBERT SPECK (Toledo): Please add my name.

BROTHER TERRY L. McKEY (Twin Cities): Please add my name.

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

BROTHER WAYNE E. CAHILL (Pacific Northwest): Please add my name.

VICE PRESIDENT LEE CLIFFORD (Canadian Wire Service): Please add the names of Jerry MacDonald, Dan Zeidler and Morris Brown.

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

BROTHER KEVIN KEANE (Wire Service Guild): Add my name.

BROTHER DONALD C. KUMMER (Detroit): Please add my name.

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

BROTHER ROBERT A. KEMP (San Diego): Please add my name.

SECRETARY-TREASURER EDGINGTON: Any further additions to the Finance Committee? Are there any deletions? The Finance Committee shall stand as constituted. We move now to Research & Information, Guild Reporter, Safety & Health Committee.

RESEARCH & INFORMATION GUILD REPORTER SAFETY & HEALTH COMMITTEE

Beth Gillin, Philadelphia, temporary chair; Michael Fagan, Philadelphia; Jim Cummings, St. Louis; Bill Ernst, San Jose.

Are there additions to the Research & Information, Guild Reporter, Safety & Health Committee?

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

BROTHER BOCKING: (Vancouver-New

Westminster): Please add the name of Mike Waddell.

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

BROTHER PAUL BRYAN (Southern Ontario): Please add my name and that of Robert Bullard.

SISTER FRANCES M. GREENE (Portland): Please add my name.

SISTER KERRY JOHNSTON (Canadian Wire Service): Please add my name.

BROTHER LIPTON (New York): Please add the name of Christine Skeete.

SISTER K. BEUKER (Victoria): Please add my name.

BROTHER ROBERT ANTHONY (Milwaukee): Please add my name.

BROTHER WILLIAM HINSCH (Toledo): Please add my name.

SECRETARY-TREASURER EDGINGTON: Are there any deletions from the Research & Information, Guild Reporter, Safety & Health Committee?

SISTER BETH GILLIN (Philadelphia): Please delete the name of Mike Fagan.

SECRETARY-TREASURER EDGINGTON: Any further deletions? The Research & Information, Guild Reporter, Safety & Health Committee has been constituted.

COLLECTIVE BARGAINING COMMITTEE

Adolphe Bernotas, Wire Service Guild, temporary chair; Jack Wallace, Wilkes-Barre; Liz Elinski, Buffalo; Sam Jempson, Buffalo; Tim Renken, St. Louis; Janet Contreras, San Jose; Dianne Martino, San Jose.

Are there further additions to the Collective Bargaining Committee?

BROTHER DAVID ELDER (Ottawa): Add my name.

BROTHER BOCKING (Vancouver-New Westminster): Please add the name of John Masynyk.

SISTER JULIE ROWE (Windsor): Please add my name.

BROTHER DICK HYLLESTAD (Twin Cities): Please add my name.

SISTER GILLIN (Philadelphia): Please add the name of Mike Fagan.

BROTHER TERRY OBLANDER (Akron): Please add my name to the list.

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

BROTHER HENRY BAILEY (Memphis): Please add my name.

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

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

BROTHER WILLIAM C. PIKE (Lynn): Please add my name.

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

SISTER K. JARRETT (Victoria): Please add my name.

BROTHER GILBERT E. BAILEY (Pacific Northwest): Please add my name.

BROTHER DENNIS LAJINESS (Toledo): Please add my name.

BROTHER ADOLPHE BERNOTAS (Wire Service Guild): Please add the name of Tim Klass.

SECRETARY-TREASURER EDGINGTON: Are there further additions to Collective Bargaining? Are there any deletions?

BROTHER DAVIS (San Jose): Please delete the names of Dianne Martino and Janet Contreras.

SECRETARY-TREASURER EDGINGTON: Any further deletions? If not, the Collective Bargaining Committee is duly constituted.

EDUCATION-POLITICAL ACTION COMMITTEE

Timothy F. Schick, Albany, temporary chair; Lila Roisman, Philadelphia; Robert A. Steinke, St. Louis; Jo Felker, San Jose.

Are there further additions to Education and Political Action?

BROTHER PAUL BILODEAU (Southern Ontario): Would you add my name, please.

BROTHER LIPTON (New York): Please add the name of James Boyd.

BROTHER JOHN H. HILL (Sheboygan): Please add my name.

SECRETARY-TREASURER EDGINGTON: Are there further additions to the Education-Political Action Committee?

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

SECRETARY-TREASURER EDGINGTON: Further additions?

BROTHER DANIEL DuCILLE (Brockton): Please add my name.

BROTHER HATCH (Cleveland): Please add John Hagan.

SECRETARY-TREASURER EDGINGTON: Further additions? Are there any deletions?

BROTHER DAVIS (San Jose): Would you delete the name of Jo Felker.

SECRETARY-TREASURER EDGINGTON: Further additions or deletions? If not, the Education and Political Action Committee is duly constituted.

ORGANIZING COMMITTEE

James R. Schaufenbil, Manchester, temporary chair; Anthony H. Rothwell, Youngstown; Beth Gillin, Philadelphia; Joseph Hart, Philadelphia; Kitty Caparella, Philadelphia; Robert C. Holt, Jr., St. Louis; Mel Gauntz, San Jose; Bill Phillips, San Jose.

Are there further additions to the Organizing Committee?

BROTHER GERALD J. MINKKINEN (Chicago): Please add my name.

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

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

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

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

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

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

SISTER DONA FOWLER (New York): Please add my name and the following as well: Thomas Pennacchio, Richard Brandow, Key Martin, Peter Jones, Bill O'Meara, Bill Leukhardt.

BROTHER BURRELL (Denver): Please add my name.

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

SISTER LEM (Southern Ontario): Please add my name and that of Joyce McKerrow.

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

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

BROTHER BOCKING (Vancouver-New Westminster): Please add the names of Bev Greene, Jan Cook and Jan O'Brien.

SISTER CATHY SHEPHERD (Knoxville): Please add my name.

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

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

BROTHER SCHICK (Albany): Please add the name of Gordon Woodworth, Albany.

SISTER PATRICIA ALESI (Los Angeles): Please add my name.

BROTHER WALTER WRIGHT (Hawaii): Please add my name and Roy Kruse.

SISTER KNOX (Washington-Baltimore): Please add my name.

BROTHER JOHN L. KAILIN (Twin Cities): Please add my name.

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

BROTHER WILLIAMS (Cincinnati): Please add my name.

BROTHER BAILEY (Memphis): Please add my name.

BROTHER TONY WINTON (Wire Service Guild): Please add my name.

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

BROTHER DAVID HENDRICKSON (Milwaukee): Please add my name.

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

BROTHER OBLANDER (Akron): Please add my name.

BROTHER WILLITS A. SMULL (Pacific Northwest): Please add my name.

SECRETARY-TREASURER EDGINGTON: Any further additions? Further additions? All right. Are there deletions?

SISTER GILLIN (Philadelphia): Please delete my name.

SECRETARY-TREASURER EDGINGTON: Beth Gillin has been deleted. Further deletions? If not, the Organizing Committee shall be duly constituted.

BROTHER OBLANDER (Akron) Please remove me from Collective Bargaining.

SECRETARY-TREASURER EDGINGTON: All right. Terry Oblander has been deleted from Collective Bargaining.

We move now to Appeals.

APPEALS COMMITTEE

Pat Nuttall, Terre Haute, temporary chair.

Are there additions to the Appeals Committee? This is one of the three committees you can serve on as well as serving on a major committee.

We would like to have at least four or five delegates.

BROTHER LIPTON (New York): Please add the name of Bert Atkinson.

SECRETARY-TREASURER EDGINGTON: Further additions to the Appeals Committee?

BROTHER LUNZER (Twin Cities): Please add my name.

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

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

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

SECRETARY-TREASURER EDGINGTON: Any further additions? Any deletions?

SISTER LEM (Southern Ontario): Please add the name of Bill Petrie, Southern Ontario.

SECRETARY-TREASURER EDGINGTON: Further additions? Are there any deletions? All right. The Appeals Committee is duly constituted.

We have already constituted the Credentials and Rules Committees; therefore, my task is completed.

Thank you very much.

CHAIRPERSON McLAUGHLIN: The committees have been designated. I will now call on Wayne Cahill, chair of the Credentials Committee, to make a report.

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	Terry Oblander Jane Snow
Albany	5	Timothy F. Schick Bruce Scruton Gordon Woodworth

Local	Votes	Delegates
Bakersfield	4	Cynthia Cheski
Boston	6	Thomas R. Hiltz Gerald M. Maraghy
Brockton	4	Daniel DuCille Shirley Rajala Robert Townsend
Buffalo	6	Harold Blatchley Philip Fairbanks Samuel R. Jepson Marian V. Needham (alternate)
Canadian Wire Service	11	Morris Brown Lee Clifford David Gersovitz Percy Hatfield Kerry Johnston Jerry MacDonald Keeble McFarlane Dan Oldfield Patti Tasko Dan Zeidler
Chicago	7	Thomas Gibbons Mary Kilzer Gerald J. Minkinen
Cleveland	6	J. Stephen Hatch
Denver	9	Michael Burrell David Krieger Bruce Meachum
Detroit	13	Mary Birkett William Bresler Luther P. Jackson, III Donald C. Kummer
Erie	4	William Buchanan Dan Folga Carol Przybyszewski
Gary	2	Barbara Thomas
Harrisburg	2	Mary Klaus
Hawaii	6	Mary Adamski Joanne Ancheta Roy C. Kruse Stanley J. Souza Lucy Witeck Walter Wright
Hudson County	2	Ronald Leir
Knoxville	2	Cathy Shepherd Laura Simmons
Los Angeles	5	Pat Alesi Todd Cunningham George Laine
Lynn	2	William C. Pike
Manchester	3	Barbara Jahn (alternate) David Rousseau James R. Schaufenbil Thomas Thibeault

Local	Votes	Delegates	Local	Votes	Delegates
Memphis	5	Henry Bailey Dean Ferguson Gloria Johnson Faye McCracken Beth Tamke	Salem	2	Robert A. Steinke Henry J. Collins
Montreal	5	John Belcarz Fred Dunham Bob Hill Larry McInnis Jan Ravensbergen	San Antonio	2	Frances Burrell Yolanda M. Ramirez
New York	57	Bert Atkinson Ruben Batista Annette Bolinsky Richard Brandow Chuck Caruso Dona Fowler Peter Jones Tom Keenan Barry F. Lipton Key Martin Peter McLaughlin Dave Mulcahy Bill O'Meara Tom Pennacchio Christine Skeete Joe Steele, Sr. Peter Szekely Nicholas Tetrick John Ward	San Diego	12	Edward A. Jahn Robert A. Kemp
Ottawa	5	Patricia Bell Sharlan Clark	San Jose	11	Russ Cain Janet Contreras William T. Davis William C. Ernst Joanna Felker Mel Gauntz Dianne Martino Bill Phillips Frank Sweeney Lilia Valencia
Pacific Northwest	11	John H. Arends, III Gilbert E. Bailey Wayne E. Cahill R. Emmett Murray June C. Sellers Willits A. Smull	Scranton	3	Victor J. Alfano
Peoria	3	Bill Knight	Sheboygan	2	John H. Hill
Philadelphia	16	Kitty Caparella Michael Fagan Eugene B. Jones Patricia Odoms Lila Roisman	Southern Ontario	24	Jeff Andrew Paul Bilodeau Paul Bryan Robert Bullard Gail Lem Paul Mallon Joyce McKerrow Shannon McManus Peter Murdoch Paul Pellettier Bill Petrie Ernie Raftis Sam Reyenga Dennis Robinson
Pittsburgh	4	Ed Bell Ken Fisher	Terre Haute	3	Patricia Nuttall
Portland	5	Frances M. Greene Sara Hammond Marie Howard Edward Keiser Michael A. Millett	Toledo	6	Dennis Lajiness Robert Speck
Providence	6	Andrew Duehring Christine M. Mulligan Frank Santafede Charles D. Walker	Twin Cities	10	Dick Hyllestad John L. Kailin Barb Kucera Dorothy Lewis Bernie Lunzer Terry L. McKey Ann Wilhelmy
Pueblo	2	Judy Hildner	Vancouver-New Westminster	12	Michael Bocking Alice Busby Jan Cook Bev Greene Doug Louth John Masynyk Mel Morris Jan O'Brien Hilda Somerville Roy Tubbs Mike Waddell
St. Louis	9	James F. Cummings Theodore Dargan Robert C. Holt, Jr. Lionel Horton Richard Hughes	Victoria	4	K. Beuker John Hutchinson K. Jarrett Roger Stonebanks
			Washington- Baltimore	20	Connie Knox

Local	Votes	Delegates
Wilkes-Barre	3	Carl B. Schwab Jack Wallace
Wire Service	13	Adolphe Bernotas Kevin Keane Tim Klass
Yakima	1	Patricia A. Doonan
Youngstown	3	Terry Borovitsky John E. Kennedy Anthony H. Rothwell

There are 185 delegates and 2 alternates registered from 49 locals. The votes of all the locals at the Convention total 361.

Signed by: Wayne Cahill, Pacific Northwest, chairperson; Alice Busby, Vancouver-New Westminster; Cindy Cheski, Bakersfield; Kevin Keane, Wire Service; Mark Koch, Buffalo; Bruce Meachum, Denver; David Mulcahy, New York; Shirley Rajala, Brockton; Robert Steinke, St. Louis.

BROTHER CAHILL (Pacific Northwest): I move acceptance.

CHAIRPERSON McLAUGHLIN: The First Report of the Credentials Committee has been moved by Chairperson Wayne Cahill and seconded by the members signing the report.

Will there be any discussion? All those in favor of adoption of the First Report of the Credentials Committee please say aye. All those opposed say no. The report is adopted.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: It gives me great pleasure at this time to introduce the new President of The Newspaper Guild in his first address to the delegates, Charles Dale.

(The audience rose and applauded.)

PRESIDENT DALE: Thank you. I want you to know that that was orchestrated. Stan Souza did it this morning and, Stan, I am not going to pay off.

I am delighted to be here to give you my first address as president—not my first address. I have done many of them over the years. My first address as president.

I want to welcome you all to Vancouver. I want to welcome you to one of the loveliest cities on this continent. And I am almost qualified as a native to extend that welcome for

this city was my home for about half a dozen years.

In a career with The Newspaper Guild that has involved more than a few transfers and moves, Vancouver was the first city the Guild transferred me to many years ago. And here I developed many long-standing relationships—a wide circle of friends in the Guild and the labor movement that have to my great delight lasted at least until now. And I hope these friendships survive this week.

My assignment to Vancouver back in the '50s was two-fold: To negotiate an initial ANG contract—as it was then called, the American Newspaper Guild—at the New Westminster Columbian, in a city not far from here, a paper where we had our first bargaining unit in Western Canada but which unfortunately no longer survives—and, no, my negotiating had nothing to do with its death—and to see whether it was possible to bring into ANG a number of federally chartered CLC locals in Vancouver and Victoria. Obviously that occurred—to the entire Guild's enormous benefit—and I'm proud to boast that I had a role in those historic events.

In fact, there hangs on my wall at home a photo of me and Chuck Perlik, then TNG's secretary-treasurer, on the dais at the local meeting where we presented the charter to Vancouver as a local of The Newspaper Guild.

Vancouver, as you must realize by now, provides sturdy stock for our union. Obviously, they must be sturdy folk to have hosted three conventions of the Guild, and all of them in this same hotel.

I would like at this stage to interrupt my speech to introduce to you a number of guests who are here. One of them is somebody you have seen a great deal of from time to time over the years, who worked briefly for The Newspaper Guild, very briefly for The Newspaper Guild. His name is Chuck Perlik. He is the former president, and he is over in the corner.

Stand up, Chuck.

(The audience rose and applauded.)

I just did something which we have had a long-standing objection to—connecting the words "up" and "Chuck." I apologize.

We also have with us here today the President of the National Federation of Communications of Canada, the French journalists' union, principally in Quebec and Ontario and the other provinces, Maurice Amram, who has joined us at our invitation, and he will speak to us later this week. (Applause.)

Speaking of guests, I want to remind all of you we have on hand here our very favorite and very valuable consultants who will be with us all or most of the week. Sitting over here, Dave Barr, our legal counsel, whom all of you know. (Applause.)

Cliff Routh, who is with Martin Segal Co. and is our pension and health and welfare consultant. (Applause.)

And beside him, Chuck Kurtz, our longtime auditor.

We will, later in the week, have the opportunity to express our appreciation to the local for its gracious hospitality, but I, for one, now want to thank the local's leadership for all of the time, energy, imagination and plain-old sweat they put into making the arrangements for this week. And I was really delighted to be led in here by a bagpiper. I took my hearing aids out, by the way, as we walked in. (Laughter.)

I don't have to tell you that these are not the best of days for The Newspaper Guild. Organizing, with its essential follow-up, an initial contract, is becoming even tougher than it's always been. Handsome contracts no longer are there for the plucking. Strikes are not a weapon we're positioned to use currently in many of our locals.

The very existence of several long-established Guild units hangs in the balance. We are under publisher attack everywhere in our universe.

When TNG's new administration, or sort of at least, Secretary-Treasurer John Edgington and I, took office last October—it wasn't at last year's convention—we inherited an eminently seaworthy ship, but we took the helm in the midst of a howling storm.

Those winds haven't died down. In fact, they are blowing harder than ever. I cannot recall a time when this union has faced so many crises.

Shortly after our last convention and before we took office, two papers went out of business in Puerto Rico.

Our members either were working or soon to be working under posted conditions, without a contract, at no fewer than eight places.

Listen to the doleful roll call: The Washington Post; United Press International; the Fresno Bee; the Sacramento Bee; the Sacramento Union; the Tacoma News Tribune; the Bakersfield Californian; WPIX in New York.

Only at UPI, where members are voting this week on a contract settlement, is there

any immediate prospect of emerging from posted territory.

At UPI we joined the Wire Service local to help negotiate a settlement at a point when negotiations, and perhaps the Guild unit and UPI as well, were on the verge of collapse.

It's a sign of the times that we bargained a settlement about which I can't say I'm proud, but it is an agreement that was necessary. Necessary for us to survive, and equally necessary for UPI to obtain the breathing space needed to regain the viability that has been so sorely in question for a half-dozen years.

We are working under posted conditions at so many shops, with unhappy prospects of more, that for the first time ever we have scheduled a convention workshop on how to survive in this kind of bargaining situation. It's on tap for tonight, and I strongly urge all of you who sense the shadow of posted conditions to attend. The unit you save may be your own.

Three of our worst situations are in the McClatchy chain—the Sacramento and Fresno Bees and the Tacoma News Tribune. Sacramento and Fresno members have been waging an active campaign of alternative strategies to bring McClatchy to its senses, and we are starting down that path in Tacoma.

No situation so starkly illuminates the nature of the beast we are fighting than that at the Washington Post.

Here is a company that is almost obscenely profitable. It earned more than \$132 million last year; almost 33 percent more than it did the year before. Its profit margin—the ratio of profits to revenue—was more than 10 percent, one of the highest in the industry.

Yet here it sits, this supposed bastion of enlightened liberalism, perched upon its moneybags, content to leave its employees twisting in the wind, without a contract.

It stubbornly refuses to eliminate a two-tier wage system that most U.S. companies have had the good sense to abandon. It is indifferent to an increasing wage gap between both black and white and male and female employees. It won't even give us the payroll information we need to bargain knowledgeably, and, of course, in accordance with the publisher's union-busting manual, it has declared bargaining at an impasse.

All this has earned the Post an unfair-labor-practice complaint from the NLRB, accusing it of refusing to bargain, declaring a phony impasse and posting conditions illegally. But

that complaint has yet to get us a contact.

If it's any comfort, and it really isn't, we are not alone out here in the bargaining Ant-arctica.

Other unions are in similar, or worse, straits. The Paperworkers, embroiled in a bitter strike at International Paper. The airline unions, fighting management union-busting on several fronts. The auto, steel and clothing unions, battling murderous foreign competition that has closed U.S. plants and left hundreds of thousands jobless.

Yes, employers have been made cheeky by new technology that enables them to thumb their noses at strikes while gearing up their computers and their robots to operate non-humanly—in both senses of the term. But the quarterback call that started it all came from the Gipper.

The bosses learned it was open season on unions when President Reagan started his term in office by shattering the air traffic controllers' union—his most faithful ally in the labor movement. They haven't stopped shooting since.

Why not? All the ground rules were changed. The National Labor Relations Board came to look more and more like a branch office of the National Right to Work Committee. The spirits of Phyllis Schlafly and Stepin Fetchit held sway at the Equal Employment Opportunity Commission. OSHA became so patently devoted to the purposes of those who wanted to kill it that it became a positive embarrassment.

And the Great Communicator himself? He most recently communicated the depth of his compassion by vetoing a trade bill because of its 60-day plant-closing provision. Like they tell us, he's all heart.

These handicaps have weighed us down. It's not easy to win when the referee is suited up in the opponent's uniform.

Fortunately, that one-sided contest we in the United States have been playing is coming to an end. Seven months from now we'll be starting a new ballgame. If we want it to be different from the last one, we'd better be moving into action during the next four months.

The choice before us is becoming clear. We can have four years of George Bush—Reagan without the smile—or we can have a brand-new Dukakis administration, and with it, hope for labor, and for the Guild.

We don't intend to let that opportunity pass. Last year's convention authorized the

International Executive Board to endorse a presidential candidate, and while we held off doing so in the primaries, along with the rest of the AFL-CIO, we on the IEB plan to make a decision on an endorsement when the AFL-CIO does so in August.

But that endorsement will mean nothing unless our U.S. locals make it meaningful. That means conducting voter-registration drives so that all your members and their families are eligible to vote. And then it means explaining how the way they cast that vote will affect their interests as union members, as news-industry employees and as Americans.

Do it! Do it for yourselves. Do it for your union. Do it for the labor movement, still our best hope for a brighter America, and do it for a nation that cannot afford four more years of the Reagan legacy.

Our Canadian locals, too, have a chance to help turn the political tides. They haven't had it as bad as we in the United States, and their wage and organizing gains in the past year have reflected that difference. But they are living under a Tory government that long ago wore out whatever welcome it had.

They, and most of the rest of Canadian labor, have been enraged by the free-trade agreement the Mulroney government is forcing down the nation's throat. The trade bill threatens to remove the last vestiges of Canadians' control over their economy and to weaken both Canadian labor laws and social services on the pretext of helping Canadian business compete more effectively with its new free-trade partner. Both the CLC and the AFL-CIO oppose the agreement, and so do we.

The Canadian labor movement has adopted the slogan of "Let Canada Decide." It is demanding that the government call parliamentary elections so that Canadian voters can express their sentiments on free trade in the voting booth.

I think the Guild should join that expression of sentiment, and I urge this convention to do so in its political action report and to put some of its money to work to assist in the fight against the free-trade pact.

I want to talk to you a bit about the future of the Guild as I see it, but before I do, I want to deal with a matter that is absolutely critical to whether we have one.

You undoubtedly noted the grace notes on the subject that we have sprinkled throughout the Officers' Report.

"Organize or die!"

We think that says it all, and we don't think it exaggerates.

We lost hundreds of members in Puerto Rico before we took office when El Mundo closed and then reopened with a totally non-union staff, followed shortly thereafter by the closing of El Reportero for financial reasons.

We have lost scores of members in UPI's financial agony. We are threatened with the loss of several long-established units with thousands of members now struggling to maintain their contracts. The day when we could hope to sustain our membership level and even grow a bit by modest organizing efforts is ancient history.

We need to organize. Resourcefully, extensively, successfully. NOW!

We can't do it without money, and we're depending on you to give it to us.

You all know that the modest \$1-a-month dues increase last year's convention proposed for organizing went down to abysmal defeat in referendum despite almost universal endorsement. We don't plan to go that seemingly hopeless route again.

This time, we're asking you to give us an estimated \$900,000 by authorizing a diversion of interest from the international Defense Fund for an 18-month period.

That's a painless solution. Painless for our members, whose wallets will be no lighter, and painless for the Defense Fund, which stood at a record \$8.6 million at the end of the fiscal year.

I urge you to approve it and to give us the money we need to meet the greatest challenge the Guild has faced since its early years.

As I said before, organize or die is the theme of this convention, in my judgment, no matter the other issues that already have surfaced or more assuredly will surface sometime this week if this convention is typical of its predecessors.

And one of the questions you will ask is, "If we provide the money, how do you intend to spend it?"

Neither I nor anyone else can give you a precise answer to that question, because no one knows now nor will know what organizing possibilities are going to arise beyond those that we are aware of right now. But in general terms, I can tell you this: The money will be spent in the most judicious manner possible; it will be used where it will do the most good and it will be stretched as far as it can be to get out of those organizing dollars as much mileage as possible.

And let me assure you of one thing. Despite some suggestions to the contrary, it will not be used only for our politically friendly locals. It will be dispersed in the same even-handed manner that we used the two assessments several years ago. If you doubt that, take a look at the figures Bill Blatz will have available in the organizing committee showing what areas, what locals got money out of that special fund as long as it lasted.

It will be used in the same manner as it was then, adhering to the priorities we established in this union many years ago and which experience has demonstrated need no major overhauling.

We will focus on organizing free riders in organized departments, on organizing unorganized departments where we have existing locals or units of locals and on new organizing in unorganized plants where viable organizing possibilities exist.

Some modest amounts—perhaps tiny amounts is a better description—will be used soliciting views and advice, consulting with some of those people in the unfortunately small number of unions whose organizing records in recent years in the U.S. have been exemplary to find out what techniques and devices they have used that might be applied to our industry.

We intend to make extensive use of local members on lost time as opposed to hiring special organizers. And we intend to work out a number of cost-sharing, subsidy arrangements with a number of locals where organizing prospects look good, especially in Canada where the law at least in some provinces still gives us an even playing field in organizing and bargaining initial contracts.

And we will, whenever and wherever possible, provide organizer training for those local members who are brought on board on a lost time basis, with the training either being done in TNG headquarters, or at such appropriate institutions as the Meany Labor Studies Center and various similar study facilities available here in Canada.

And where the prospects justify it, we will try a team of organizers, pairing off a couple of local people. Organizing can be a lonely, plodding, exhausting kind of work, and where we need it, we'll double up. And if we have to, and if we think it's worth it, we'll triple up.

Will we target organize? Stick a pin in a map and say that starting tomorrow or next week we're going to start organizing in "X" city. The answer is no. Not unless there is a sizable pocket of interest among employees there.

And we'll make hard judgements with the local leadership about organizing where the odds for getting a contract are slim to none. And please don't tell me that's not a very courageous posture. We're going to organize where employee interest in organizing is strong, where the chances of success are good, where getting a contract isn't a remote possibility from the starting line. The purpose of organizing, its whole point, is to get a contract for the people we organize, not to expose them to the jeopardy of an empty certification.

Organize we must. Organize we will, because I know the delegates to this convention, the leaders of this international union, recognize that our survival is at stake and will provide the funds to do it.

We have an \$8 million Defense Fund, the fattest we've ever had. That record sum will be small consolation to us on the way to the cemetery. Organize or die.

As I said earlier, these are not the best of times for the Guild throughout much of our universe, especially in the U.S.

What are we doing about it? As you will hear from my colleague, Secretary-Treasurer John Edgington, he and his Finance Committee of the IEB have tried to do some trimming of our General Fund, which as he'll tell you isn't in the best of shape.

We have been devoting a large part of our time and our staff's to trying to clear off our plates as many of its unwanted items as possible. We've been involved very directly over a lot of months with the problems of the U.S. Wire Service Guild, for example.

We have been involved very personally and directly in the McClatchy problems on the West Coast, and we're going to stay involved, because neither John nor I nor The Newspaper Guild has any intention of walking away from that most troublesome set of problems. (Applause.)

We have held meetings with the AFL-CIO and the professionals in its Industrial Union Department to try to expand the participants in the McClatchy fight. We want to convert that into more than just a Guild-McClatchy brawl, to make it McClatchy versus the entire labor movement.

As recently as two weeks ago, we held meetings in San Francisco with the leadership of the Northern California local, the TNG staffers assigned to the McClatchy project and the local staff to hear from the IUD's special projects director on how we can most effectively make use of their assistance. And

we have also developed a program which we hope will thaw the freeze that has existed at the bargaining table.

Are we optimistic that some of this will produce results? The answer is an emphatic yes. No guarantees, but we think our chances of getting some positive results are considerably enhanced.

At the Washington Post, we are—in conjunction with the local—in the secondary stages of a new thrust which, I hope, will convert that long fight into a street brawl that the Washington Post will regret causing to start.

We want, in short, to clean up as many of our existing problems as possible so that we can begin to devote our time and resources to developing some programs designed to avoid a repetition of these kinds of crises.

We're weary of the ease with which publishers—aided by their ever-loving friends on the Reagan National Labor Relations Board—succeed in taking circulation district managers out of our bargaining units on the grounds they're supervisors. And who do they supervise? The carriers.

We have a model contract, model bylaws, why not a model response to this kind of assault? A response that says to the employers, try taking away our district managers and we're going to make it expensive.

Why not, for example, develop a legislative program to eliminate from the Fair Labor Standards Act the exemption that deprives carriers of a minimum hourly wage since the publishers are contending they're employees.

And if they're employees, shouldn't the workers compensation bureaus, the unemployment compensation bureaus, the IRS or Revenue Canada, if it happens here, know about it?

And what about the companies providing liability insurance for newspapers?

Shouldn't we be positioned to do all of this automatically and systematically?

And take the case of San Antonio where for seven years we fought to get a bargaining order out of the National Labor Relations Board and the court of appeals. When we finally got it, seven long years later, the publisher filed a unit clarification to eliminate the very unit we fought for. If the region gives the publisher a hearing on his unit clarification, then I think we should develop a lawsuit against the board. We may not win, but perhaps we will give the board reason to think hard about always genuflecting before the employers in our industry.

Brothers and sisters of the Guild, despite the crises, we are going to weather the current storm, and then we're going to find a way to avoid them or at least navigate through them more smoothly in the future.

They are trying to kick us around, they're trying to kick us out, and I think it's time we found a way even in the current climate to kick ass ourselves. (Applause.)

And on that physical note, I'll close. Thank you.

CHAIRPERSON McLAUGHLIN: The next item on the agenda is the report by the Rules Committee. Chairperson Carol Przybyszewski, please come to the mike.

BROTHER JOHN HUTCHINSON (Victoria): Mr. Chairman. It is with the unanimous consent of the Rules Committee, that I move that we dispense with the reading of Rules Numbers 1 to 26 and adopt them as circulated.

(Seconded by several.)

BROTHER FAGAN (Philadelphia): Mr. Chairman, I second the motion.

CHAIRPERSON McLAUGHLIN: Seconded. Do I hear any objection to not reading the rules? Hearing none.

MOTION CARRIED

SISTER CAROL PRZYBYSZEWSKI (Erie): Take a few minutes to read the rules.

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 Convention unless reported by a committee.

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

6. No committee except the Constitution Committee shall submit proposed new constitutional language to the Convention. All proposals requiring constitutional amendments coming from other committees shall go to the Convention 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 five locals.

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

18. 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.

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

20. Office equipment in the convention office of TNG is intended for the expeditious handling of committee reports and other convention business. The office may make copies of other material (except campaign materials directly relating to candidacy for international office) at the request of local delegations or delegates for distribution to delegates, provided that: (a) Committee reports and other official business

of the Convention shall always have priority over other copying, and (b) any material reproduced shall identify the person or delegation requesting and distributing it.

21. 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.

22. 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.

23. If more than 12 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 12 candidates remain. These 12 shall then be declared the nominees of the Convention.

24. 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.

25. 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.

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

Rule 24 is new. Like existing rules 22 and 23, it fills a procedural gap, detailing the

proper balloting procedure if more than two candidates are nominated for the offices specified in the rule.

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: Carol Przybyszewski, chairperson, Erie; Russ Cain, San Jose; Elizabeth Elinski, Buffalo; Ken Fisher, Pittsburgh; John Hutchinson, Victoria; Michael A. Millett, Portland; David Mulcahy, New York; Paul Pellettier, Southern Ontario; Bruce Scruton, Albany.

SISTER PRZYBYSZEWSKI (Erie): I move for adoption.

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

Hearing none, all those in favor of adoption of the Rules Committee report signify by saying aye. All those opposed say no. The report of the Rules Committee is adopted.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: Now it is with great pleasure that I introduce another freshman up here, the new Secretary-Treasurer of The Newspaper Guild, John Edgington. (Applause.)

SECRETARY-TREASURER EDGINGTON: I am going to have to pay someone to get the applause signs put up. Actually, I am going to be rather brief today. (Applause and cheers.)

See, Chuck, that gets them every time. (Laughter.)

Brother Chairperson, Brother President, members of the host local, delegates, alternates, guests, welcome. In fact, I can say welcome back to one of the most beautiful cities in the world.

I say welcome back because it was my first convention, my first convention experience was here in Vancouver in 1961.

The hospitality of our hosts then and the vitality of this organization has lured me back ever since, and I am truly pleased to speak to you today for the first time as secretary-treasurer in the city where my convention activism began.

Before we get to the main topic, I would be remiss if I did not acknowledge and personally thank TNG staff for their assistance over the past year. First, to TNG's field staff whose labor in the vineyards has been more difficult than any time I can recall. My heartfelt thanks, and I ask that you give them a hand. (Applause.)

To TNG's office staff, words simply cannot express my gratitude for your endurance in the move to our new home in Silver Spring. If you have ever moved or you have ever purchased a new house, multiply those experiences by three, and you will understand the difficulties that were overcome. To them also, please, a large hand. (Applause.)

And to those who are not in the room, those staffers who are not in this room who are for the first time listening to the proceedings of the convention in the office because it is being piped in, please don't turn down the volume. We want to say a thank you to you as well. (Applause.)

And to Richie, who is doing a great job as floor leader with the applause signs—let's give Richie a hand. (Applause.)

Charles Dickens said it, and as a matter of fact, so have Guild conventions in the past, but I believe it is certainly no less appropriate to categorize our last fiscal year in the same way. "It was indeed the best of times, it was the worst of times."

Fiscal year 1987-1988 ended with the Defense Fund at a record high—\$8,624,069—a 16-year climb and nearly half a million dollars more than in the balance of the Defense Fund after the end of the preceding fiscal year despite payments of more than \$834,000 for strikes, lockouts, alternative strategies and the battle to keep a JOA out of Detroit.

Like the Defense Fund, the net worth of the Guild also climbed to a new record, more than \$9 million at year's end, with record General-Fund income of nearly \$3.8 million.

But, unfortunately, there is another record that I must also report to you—the worst single-year deficit in the history of The Newspaper Guild, \$181,545.

Last year we had expected a deficit nearly half that amount, but escalating costs and the inability of some of our largest locals to meet their per-capita obligations in a timely fashion brought about the worst deficit in our history.

I don't want to bore you with numbers, but I think it's important that you understand some of the problems that we face.

Those of you who traveled here by air certainly understand what deregulation has done for the airline industry. For the Guild it's a nightmare. It's meant nearly a \$50,000 increase in direct transportation costs over the last fiscal year. This despite the fact that TNG field staffers have found innovative ways of beating the system by rearranging travel so that on Friday when they are going home, it's really the first leg of a journey that is completed on a Monday, and they get the break for staying overnight on Saturday at home.

It's anyone's guess as to what will happen with directly billed transportation costs over the coming year, but I suggest to you it is not going to be good.

Our budget projection for rent was off by more than \$50,000. For the first three months in our new home TNG was obligated to pay rent on the 49 percent of the building yet to be occupied. That burden has now been shifted to our joint venture partner, Ocean Atlantic, which now has the obligation to lease the space remaining in the building or pay the equivalent of rent over the next five years.

Another item that no one could predict was a budget overrun of \$32,000 for moving expenses. No one suspected that we would be moving twice in a five-month period or that we would be storing all of our furniture and equipment for three weeks at the behest of the Montgomery County Fire Marshal.

Then there was the Good Friday bank closing. That added \$30,000 to last year's deficit. Banks in Maryland were closed on April 1, and there is a requirement that salaries be paid on days when the banks are open. So we were required to pay one day early, March 31, hence one day or one year sooner than we had projected.

Per-capita payments to the IFJ, the International Federation of Journalists, also accounted for a substantial cost overrun, and because of the value of the dollar to the Belgian franc \$25,000 more than anticipated was necessary to fulfill TNG's per-capita and expense obligations.

For the coming year, I must tell you that

the news is not all that good. The IEB brings to you a budgeted and projected deficit of over \$130,000. That deficit will be the third highest in the history of the Guild if we are successful in keeping it to \$130,000.

That budget already reflects substantial cuts. In the past we have maintained a staff of 13 IRs. Only 12 IRs will be maintained on staff during fiscal 1988-89, resulting in savings of nearly \$80,000.

Another \$55,000 has been trimmed from the budget in IFJ per capitas and expenses. TNG's commitment to the IFJ for the coming year will be limited to a maximum of \$10,000 in the coming year.

Lastly, nearly \$50,000 in interest on severance pay will be recaptured if the tentative agreement reached with TNG's staff union, The Federation of Guild Representatives, is approved by the International Executive Board later this week.

One other key element in the deficit projection for next year is the number of estimated per-capita payments. Because of the tenuous situation in a number of Guild locals and the frontal assault by McClatchy on bargaining units in Tacoma and the Central Valley of California, the estimated number of per capitas for the coming year has been reduced to 27,250. That impacts tremendously on income projections and is approximately 1,300 fewer per capitas per month than TNG received in fiscal 1987-88.

But there is one bright spot on the Western horizon. Our Northern California local, missing from this convention for the first time in its history, has instituted a number of cost-cutting measures to bring itself back into good standing. Two months' per capitas have been received already, and the local now believes it is on course for a regular monthly payment with a dues increase projected later this year to begin raising funds for the back per capitas owed.

I am sure by now you have seen the yellow loose leafs in your Officers' Report containing the maxim, "Organize or die!"

Our Special Organizing Fund produced by two assessments levied by the 1984 Convention is now depleted. With a balance of less than \$10,000, new and innovative ways must be found to fund the program that is the life blood of this organization.

The IEB comes to you this year with just such a proposal. Commencing January 1, 1988, and running through June, 1989, interest and investment income from the Defense Fund would be transferred to the Spe-

cial Organizing Fund as long as the liquid assets in the Defense Fund remain above \$6 million.

Assuming current interest rates, nearly \$150,000 per quarter, \$900,000 in all would be captured from the Defense Fund to finance TNG organizing at all levels. I join with President Dale in sincerely urging you to act favorably on this legislation.

Lastly, I ask for your cooperation and assistance in finding solutions to TNG's financial problems. I propose to do this by asking you to expand district council meetings over the coming year to include a program that will include the IEB Finance Committee and President Dale, along with Counselor Barr whenever he is available.

I would urge that these special sessions be expanded to include, wherever possible, local secretaries, executive board members, rank and filers. New and innovative methods must be found to solve the on-going problem of sizable deficits and the assaults on our regular and 2(d) dues program by publisher-hired guns.

We may be living on borrowed time. We may ask that the district councils in some cases reschedule meetings to accommodate our needs. For that I apologize, and we will try to keep the inconvenience to a minimum, but I strongly believe that our district councils have a unique opportunity to serve as the incubators of ideas, to move the Guild's financial structure forward in the 1990s.

Thank you very much. (Applause.)

BROTHER MARK C. KOCH (Buffalo): Mr. Chairman. I would like to request unanimous consent to designate our alternate, Marian Needham, to the Organizing Committee.

CHAIRPERSON McLAUGHLIN: Do I hear any objections? Hearing none, so moved.

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

This convention is open for the nomination of five members of the IREC.

I recognize Bob Steinke from St. Louis.

BROTHER ROBERT A. STEINKE (St. Louis): I nominate **Jerry MacDonald, Canadian Wire Service Guild; Michele Davis, San Diego; Bill Buchanan, Erie; Sara Ham-**

mond, Portland; Joe Steele, New York; and as alternates, Howard Burkhardt, Toledo; and Beth Tamke of Memphis.

(Seconded by several.)

CHAIRPERSON McLAUGHLIN: The microphones are open for further nominations. There being no further nominations, I declare those people elected to the IERC committee. (Applause.)

CHAIRPERSON McLAUGHLIN: Any other business to come before us? Seeing none, the Convention is in recess until Wednesday morning.

(The Convention recessed at noon.)

WEDNESDAY MORNING SESSION June 29, 1988

The Convention reconvened at 10:30 a.m., Chairperson McLaughlin presiding.

CHAIRPERSON McLAUGHLIN: The first item on today's agenda is the report of the Credentials Committee. Would Chairperson Wayne Cahill of the Credentials Committee please come up to the podium.

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
Buffalo	6	Elizabeth Elinski Kimberly Hill Mark C. Koch
Canadian Wire Service	11	Dan Dugas
Cincinnati	3	Brian J. Williams
Cleveland	6	John F. Hagan Alan Seifullah
Memphis	5	Dan Hanson (alternate)
Milwaukee	3	Robert Anthony David Hendrickson Michael Kuchta
New York	57	Jim Boyd Bill Leukhardt Ralph Petrucelli
Northern Ontario	2	Bob Chartrand
Ottawa	5	David Elder Steve Lundy
Philadelphia	16	Beth Gillin Joseph J. Hart
St. Louis	9	Michael J. Crowley

Local	Votes	Delegates
		Roger Kaufhold Timothy B. Renken
Salem	2	Peter H. Homan
Southern Ontario	24	John Bryant
Toledo	6	Carol Hinsch (alternate) William Hinsch Isaiah Lewis, Jr.
Windsor	3	Rob Ferguson Julie Rowe
Wire Service	13	Diane Duston Tony Winton (alternate)

There are 213 delegates and 5 alternates registered from 52 locals. The votes of all the locals at the Convention total 370.

Signed by: Wayne Cahill, Pacific Northwest, chairperson; Alice Busby, Vancouver-New Westminster; Cindy Cheski, Bakersfield; Mark Koch, Buffalo; Bruce Meachum, Denver; David Mulcahy, New York; Shirley Rajala, Brockton.

BROTHER CAHILL: I move acceptance.

CHAIRPERSON McLAUGHLIN: The Second Report of the Credentials Committee has been completed. It has been moved by the chairperson and seconded by the signers. Will there be any discussion? All those in favor of acceptance of the second report of the Credentials Committee signify by saying aye. All those opposed, no.

All right. The Second Report of the Credentials Committee is accepted.

MOTION CARRIED

THIRD REPORT OF THE CREDENTIALS COMMITTEE

The following is a submission of the Third 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
Los Angeles	5	Jim Smith
Rochester	2	Robert V. Palmer
Toledo	6	Beverlyann Morris
Vancouver-New Westminster	12	Dan Keeton
Washington-Baltimore	20	Patrick Hunt
Wire Service	13	Tony Winton
Woonsocket	2	Larry O'Brien

There are 220 delegates and 4 alternates registered from 54 locals. The votes of all the locals at the Convention total 374.

Signed by: Wayne Cahill, Pacific Northwest, chairperson; Alice Busby, Vancouver-New Westminster; Cindy Cheski, Bakersfield; Kevin Keane, Wire Service; Mark Koch, Buffalo; Bruce Meachum, Denver; David Mulcahy, New York; Shirley Rajala, Brockton; Robert Steinke, St. Louis.

BROTHER CAHILL: I move acceptance.

CHAIRPERSON McLAUGHLIN: The Third Report of the Credentials Committee has been moved and seconded by the chairperson and the signers. Will there be a discussion? All those in favor of the acceptance of the Third Report of the Credentials Committee signify by saying aye. All those opposed signify by saying no.

The Third Report of the Credentials Committee is accepted.

MOTION CARRIED

PRESIDENT DALE: An the escort committee, consisting of Vice President Lee Clifford, Vice President Doug Louth and Canadian Director Bill McLeman, will escort our principal speaker this morning, the President of the Canadian Labour Congress, Shirley Carr.

(The audience rose and applauded.)

PRESIDENT DALE: Brother and sister delegates. We, and I in particular, are honored to have with us today at this convention one of the world's preeminent trade-union leaders, the President of the Canadian Labour Congress, Shirley Carr.

The daughter of a Cape Breton coal miner, Shirley Carr has spent her adult life serving the working people of Canada and the world. A former social worker, she climbed through the ranks of the Canadian Union of Public Employees before first getting elected to the Canadian Labour Congress' executive board in 1974. Ten years later she had risen to the rank of secretary-treasurer, and in 1986 she became the first woman in the western world to be elected head of a national trade-union movement.

Her trade-union leadership has extended beyond the interests of Canadian workers. Shirley Carr has been active both nationally and internationally in the trade-union movement and on behalf of the oppressed. She has fought apartheid around the world.

In the past 12 months she was the leader in a mission sponsored by the International Confederation of Free Trade Unions aimed

at fostering global peace and improving human rights. In a short span of time she has met Mikhail Gorbachev and Ronald Reagan in private sessions on those subjects. In the months ahead she will meet with Zimbabwe's Robert Mugabe, the head of the unaligned nations, on the same issues.

Closer to home, it was just last week in New Brunswick that she used the threat of a national Coke boycott to wrench a promise from Coca-Cola to rehire striking unionists. (Applause.)

President Carr is an ardent foe of the Mulroney-Reagan trade deal and has spearheaded a trade-union assault on the proposed agreement. (Applause.)

Shirley Carr has been honored with the keys to her home town, been given an honorary doctorate, and been named to the Order of Canada.

I am personally delighted, as a fellow Nova Scotian, to welcome to this podium the President of the Canadian Labour Congress, Shirley Carr.

(The audience rose and applauded.)

SISTER CARR: Thank you.

It's wonderful to be with you. I am really proud also to be introduced by not only a friend but also somebody who is from the Atlantic Provinces and particularly from my mother's birthplace, Nova Scotia. She would be really proud of what you have just done for her daughter, I can tell you that.

Brothers and sisters, when I thought about what I would like to say to you today, I wondered to myself how does The Newspaper Guild report on themselves at a convention. But I can see that you are pretty well taken care of by the front row that's right here.

This is a great union, you know, and you have a tremendous responsibility that almost no other union has. And that is because you are front and center every day with the kind of work that you do for the people of all of our countries and also influencing the minds of people as they read or see the kinds of things that you put out. Whether that is good or bad depends on how you feel and the day it is and whether it's you that they are writing about.

But I want to say to you how really proud and pleased I am to be with you. For those of you that are from the United States, I am very happy that you are here in Canada to see this glorious province. And if you have an opportunity, you should travel the rest of Canada, which is equally as beautiful in its

own way and just as friendly, because in the trade-union movement there are no boundaries and no borders. We have always had an invisible border between us, and the common cause is the fact that we fight for those that can't fight for themselves. (Applause.)

I am sure that you have had those from this province who have said to you that there are many things to see and to do, but I am sure that you will have that opportunity—if you have not already—you will have that opportunity to look around. And most important, of course, leave your money here. (Laughter.)

This union, your union, is a good example of the needs and necessities of solidarity between groups of workers. And when your members struck at Maclean's last year, you know the Canadian Labour Congress was there, as were the letter carriers, the Canadian Union of Postal Workers, by threatening to disrupt the deliveries of the magazine. I don't think Maclean's thought that would happen.

Similarly, when the movie projectionists of Vancouver were on strike, your members refused to handle the ads. I commend you for that. I think that was critically important, and even when the theater goers sued the local in court, your members stood firm, and this is the kind of solidarity that the labor movement is all about, both here in Canada and in United States.

When we are needed, we are there no matter what the price, and if there's money needed, we find the money, and if there's people needed, we find the people. The important thing is that no government, whether it be the prime minister of Canada or the president of United States, has the right to take away the rights of working people and the unions they belong to. (Applause and cheers.)

We know all about that in Canada, as your Canadian brothers and sisters will tell you. We know all about the interference on our picket lines, aided and abetted by government leaders in the provinces and also in the federal government. We know what it's all about to have the government of Canada instill onto our picket lines their goons and their strike-breakers. And, yes, we know about interference of those kinds of people that use our picket lines as training grounds for perhaps the summit or perhaps anything else that might happen in this country that no one wants.

We don't deserve that as taxpayers in our country or in the United States, and you do

not deserve a president who will in fact fire the nation's air traffic controllers. (Applause and cheers.)

What the president of United States and what the future president of United States and what the prime minister of Canada have to understand is that if they destroy the fundamental basic trade-union rights, the democracy in the trade-union movement in their country, they will have destroyed their own country; because without a democratic trade-union movement, you do not have a democratic country. That is what they have to understand.

And that's what we are going to make sure happens in Canada because our prime minister, Brian Mulroney, answers only to the corporate community, and he forgets there are 25 million people in this country of which 11 million people and two political parties do not, do not, support him with his dance that is taking place right now with President Ronald Reagan of the United States.

We will never, ever, sell this country to any country, no matter which one it is. We are democratic. (Applause.)

Let me make it very clear, and I am sure you already know, brothers and sisters, this is not a fight between trade-union brothers and sisters in Canada and United States. This is not a fight between American people and Canadian people. This is a fight between two governments, the government of the president of United States and the government of the Conservative Party led by Brian Mulroney. It has nothing to do with our friendship or our loyalty to each other. Please understand that.

It is a basic, fundamental fight to maintain and keep the sovereign nation of Canada, and that is not for sale to anyone. (Applause.)

I want to talk to you about some visions we have within our labor movement. We have visions in international terms. We have visions in Canadian terms, and I want to just talk about that. I want to deal with international affairs a little bit.

I should say to you that we criticize and will continue to criticize the federal government of Canada on the white-paper, cold-war mentality which we have had a real run of this last week or 10 days in Canada and on the advocacy of increased reliance on nuclear weapons as a means of achieving lasting peace. That is absolutely unacceptable.

The government proposed a purchase of nuclear-powered submarines to patrol Canada's arctic. We oppose that unequivocally. This

Canadian government just found out we have an arctic which is sovereign to Canada, and all of a sudden we are going to have nuclear submarines to protect it. That's brilliant, brilliant.

Well, let's have more brilliance. Our prime minister seems to get his instructions from Ronald Reagan. And Ronald Reagan gets his instructions from Nancy. (Laughter and applause.)

And Nancy gets her instructions from her astrologer of the day. (Laughter and applause.)

How can you run two countries like that? I mean, I read my horoscope every day, and if I were to look at that and believe in that, my God almighty, I'd really be down that famous river in a boat without any oars. But when you look at it, brothers and sisters, this really is what is taking place.

And then we have this magic summit, which comes under international affairs. And the magic summit is a theater where we saw a movie. It was disgraceful what we saw on the outside of that movie, which wasn't shown.

You don't know that they hid the poor people in Toronto while the movie was taking place. You don't know that they took people off the streets because it was unacceptable to see poor people—bag ladies and bag women and men—walking the streets for food in downtown Toronto. That was unacceptable.

You don't know that there are 5 million illiterates in Canada. That they didn't talk about. That's unacceptable. Everything had to be clean because the astrologers said it had to stay clean for this summit.

Well, we had two movie stars leading it. (Laughter.) And we had two that want to be movie stars but are not going to be because we are going to kick them out in Canada. (Applause.)

The only good thing we have as a result of that movie that took place is that there is going to be no rerun. (Applause.)

By the way, at the summit they were supposed to have something relative to apartheid, but Margaret Thatcher won the round again, as she wins it every single time, because the corporate community will not allow her or the others that were there to put their bloody cards on the table and get the bloody cards clean, so they would have some clean cards to help us get rid of apartheid in South Africa.

Well, we have had some very provocative moves in this country. We have provocative

moves the likes of which we hope to get rid of. And, yes, I did talk to President Reagan, and, yes, I did talk to Mikhail Gorbachev, and, yes, Lane Kirkland, the president of the AFL-CIO, is with us, the very few of us who are going around the world to talk about peace and human rights.

But I want to say to the Canadian membership, the thing I made very, very clear to Ronald Reagan was that the cruise missiles that are being tested for safety over Canada and over Canadian ground and Canadian homes are not acceptable in this country, and if he has any more ideas he should have them go over Manhattan rather than into Canada if they are so safe. (Applause.)

And for those brothers and sisters who live in Manhattan, let me say to you that was no reflection upon you. (Laughter.) That was simply to tell them that nothing is safe about those cruise missiles, and why in the name of God they have to test them over population is unacceptable to both of us. (Applause.)

And I am saying to you brothers and sisters, particularly my American friends, you have to fight on that cause as hard as we are here in Canada because it still has to leave from land within the United States, and as it's leaving that land and coming into Canada, it could still fall on your people, on you, and that is unacceptable to us and I'm sure to you. Think about your families as we think about ours.

Our labor congress in Canada, as yours does, remains adamant in our effort to isolate South Africa's apartheid, and the Canadian Labour Congress reaffirms our commitment to assist in the struggle to bring justice and equality and dignity to a land where repression is the name of the game, where racism and inhumanity exists.

Our obligation to support human rights anywhere around the world, anywhere around the world, is a mandate that we take seriously, and we will speak out no matter what the cost is, and this group here has the right to speak out also as you have done.

You must. We have to speak out when those fundamental basic human rights are violated, and we offer constructive proposals for peaceful resolutions of conflict.

It doesn't matter where it is, whether it's in Central America, whether it's in the Middle East, whether it's in Chile, whether it's in East Asia, whether it's in the United States, relative to trade-union rights, or whether it's in Canada, relative to trade-union rights, because if those are denied, that is our funda-

mental denial of human rights as far as we are concerned. And we will remain strong in those positions, as you will.

This summit that we have just had cost \$20 million of the taxpayers' money, and they had the audacity to give the leftover food at the end of the summit to the poor. Isn't that tragic. Hide them during the summit and then give them the leftovers when it's all over.

Labor must also continue their commitment to fight the unconscionable level of poverty in both our countries and, yes, the discrimination that still goes on.

We are very aware also about the need for pay equity, about the need for decent child care for every child as a right, about the need to abolish racism in our two countries, and about the need that we all live in both our lands in dignity with sufficient income to be able to do that and yet have some money left over to enjoy ourselves in our time off. That's a right. We deserve it. We've earned it. Others benefit from what we have earned and what we produce, and why should we not share it. The big business fellows have enough. It is time they understood they have to share. (Applause.)

In our country we have a battle going on. Some of it is the same as in the United States.

We want to talk about Canada's future. The labor movement has decided that we will talk about our future, as we have always done. But now we want to go into the year 2000 talking about the future of the working people of this country—if we continue to have a nation. What is the challenge? What are the challenges for the future?

Well, I am going to tell you one thing. The right-wing agenda of Margaret Thatcher and Brian Mulroney and, yes, of the president you have, which I know you are going to get rid of—in an easier way than we do. (Applause.)

But I'm telling you the priority that we have in both of our countries—we have an opportunity now to put a prime minister into Canada and a president into the United States who will be for the working people and those that cannot help themselves and no more for the rich and that upper level that's up there taking away from you. (Applause.)

We have free trade, we have deregulation, we have privatization. We have all of those things that we are fighting and will continue to fight. But what I am saying to you, in both our countries we have to make sure that both labor movements have a mandate for the future.

This fight relative to free trade in this country is about the poverty of this nation. If it goes through, we will have no right to determine where we go economically. We will have no right to determine where we go politically. We will have no banking decisions that we can make in this country. This union is affected, as you well know.

What will be done with the freedom of the press, which we all hold so dear? It is particularly important that the freedom of the press be allowed to stay Canadian. And there should never be the opportunity for another country to infringe upon the democratic process of another country, and the press should not be in the position of being challenged to do that. You give up your rights of freedom of the press if in fact that happens.

Our objectives are very clear. In Canada we have a coalition representing 11 million people, as I said before, who are adamantly opposed to the Mulroney trade deal. He has a vast majority in the House and can pass it at his will.

We have a member of Parliament by the name of John Crosbie who is crossing this country making speeches about all the wonderful things that are going to happen to this country under the free-trade agreement. And here's a man who openly admits he hasn't read the stuff, but he is out there selling it. (Laughter.)

How ridiculous. He is a buffoon. (Laughter and applause.)

He calls me names, so I have every right, a democratic right of mine, to call him one. (Laughter and applause.) He forgets I got more votes than he did. (Laughter.) He forgets that I also have the right to travel this country and go places he can't go.

But the other thing he forgets, brothers and sisters, is that he wanted Newfoundland to go with the United States years ago and instead got challenged by his own people, and they decided to become part of Canada. Now he has the job to sell Canada or to give Canada to the United States, what the president of United States wants, Ronald Reagan.

I am hoping Canadians will understand that, because the only audience he speaks to is the corporate community, and, sure, we can have a corporate convention in every city, and, sure, the press can go and take down the writings of whatever they say. But I suggest to you that we can have conventions and we can talk about it too, and, yes, we can get people out in communities and at rallies too, but we are talking to different people.

We are talking about the people who are going to lose their jobs in this country and will lose the benefits that you have bargained for at the bargaining table and will lose their identification in their community, and he's talking to people who are buying us all up and laughing all the way to the bank.

Those are the kinds of people. And some of them live right next door to you, and I hope you are putting lawn signs on your lawns to tell them that Canada is not for sale to anyone.

We are going to have an interesting election in both our countries, as I started to say. And to my brothers and sisters in the United States, let me say to you in all honesty, as a leader of the labor movement but also as a sister in the trade-union movement, if you want to have your legitimate trade-union rights in the United States, you must get out there with all of your friends and campaign as hard as you know how to get a president in there who will be responsible also to you and not to the corporate community. (Applause.)

It's easy to make favors and give favors during election campaigning. It is not so easy to make them live up to those promises, but you know how, and you are going to have to do that.

In Canada we are going to do the same. When this election is called, this labor movement of ours in Canada will mount an unprecedented fight for the social democratic principles that go into the core of our being—principles that define our political arm, principles that will cover not only those in the labor movement who may and can defend themselves but those who are disadvantaged, those that are handicapped, those that are underprivileged, all those that have not got the strength to fight for themselves.

That is our responsibility as we are told by the corporate community: "Those people are yours to deal with."

Well, we will deal with them as we have always done because we share the benefits that we get as you will too. Our political arm, we have one, is the New Democratic Party, and we are going to do everything in our power to elect every New Democrat that we can across this nation and try the best that we can to have for the first time in Canada a New Democratic prime minister, Ed Broadbent. (Applause.)

What about yourselves?

I want to talk just a little bit, if I may, Brother President, to mention briefly some-

thing that's close to my heart and that concerns you and your members and others in the labor movement.

I want to talk about what appears to be the biases against labor that exist in the reporting of news. And I say this to you as a sister because I think somehow or another we have to get together and talk about some of this.

Labor cherishes the freedom of the press. I particularly cherish it. It's important. It's important that the leader of the labor movement has that fundamental feeling about the press, because obviously you people are the catalysts to get the news out as far as the labor movement is concerned.

Maybe we are too secretive. Maybe we don't talk enough about the things the labor movement does besides going on strike. Maybe the press is not aware of what you do in your communities. Maybe the press is not aware that when the United Way, across this nation, starts going out to collect money, maybe they are not aware that it's the labor-union shop stewards that go out there and do the campaigning. Maybe the press is not aware of the people you put through schools or universities or the hospital beds that you build, give and pay for, or the hospital rooms or the projects in the health and safety field.

Maybe they are not aware of that, because I know, from a study that I personally did, that the Canadian labor movement does more for people and children outside of the labor movement than any service club in Canada, bar none. We are ahead of them, head and shoulders. I guess we don't talk about that. I guess we have to change our image.

It's a bit touchy to talk to you about this, but I think we have to talk to each other. And what are we doing wrong? Why do certain things not hit the press?

You know, last year in Canada 96 to 98 percent of all collective agreements were settled without strike action, and yet, from what I saw and heard, Canada looked like a labor war zone. And to the public it made us look the villains all the time.

I don't know whether the corporate community won't let you talk to them, those of you that are reporters, or whether there was no desire to go and talk to the employers away from the bargaining table. But I say to you, the television and radio and newspaper reporting that we saw in the past two years in this country, with the violence on our picket lines—I say to you it looks very much like the riots that were going on in South Africa and Asia, and the picket line at the Ottawa

postal station was very interesting.

But I am saying to myself, somewhere down the road somebody should start talking about the inside stories. I know picket lines are newsworthy, but somehow maybe someone should tell the story about how long it took for them and the reason for them to go out on strike. You know, when you are a year and a half at a bargaining table and nothing moves and you take a legitimate strike vote and then you go on a legitimate picket line.

We have the story of where the scabs are coming from and who put the scabs there and who encourages the scabs, and what bothers me is that what happened in this country—they even used the police forces as strike breakers.

I say this because in my view the managers of the media, not the reporters but the managers of the media, allowed some of this to happen, and I'm wondering whether the print media should not have a look at themselves. Are they being used? Are they being forced to be used, to do these sorts of things? But I leave that to you to think about. I leave it to you to decide whether you as journalists let it happen. I don't think you do. I think somebody else forces the situation sometimes.

But then, let's have a look at the editorial boards. The editorial boards at newspapers—I have talked to one or two. Editorial boards are not really anxious to talk to the labor movement nor to the leaders of the labor movement. They already have their own biases because most of them are removed from the reality of the average Canadian. Too often these boards are filled with Chamber of Commerce people or the corporate community and they certainly are anti-union in the majority of situations in Canada.

Well, I say to ourselves, what is the mass media? How do you feel about it? The mass media has difficulties here, I think.

Newspapers have different sections. Let me give you some examples. Newspapers have business sections. They don't have trade-union sections or public-sector sections, unless we have a strike. Maclean's has a business section, never a trade-union column. CBC Television and CBC Radio have regular weekly programs on business, none on trade unions or the public-sector activity, and we can go down the list. The Vancouver Sun has a business calendar. It doesn't, of course, have a trade-union calendar or a public-sector calendar.

Business programs on radio and television carry not only items about business activity

and organizations but also commentary and discussions about general economic matters, usually from the business perspective. And this perspective flows over to the general public that happens to be listening or viewing at that time. Now, other than the occasional case where a union representative is invited to participate, this adds, in my opinion, to the bias in the communications.

Stock market listings in daily newspapers, stock market radio reports, stock-market indicators for currency and gold values. On television we see that all the time. They have regular institutionalized space and time in print and electronic mass media and they have a potent symbolic impact, although they deal with speculation in good part and give a highly distorted, indeed, fantasy impression of what makes an economy tick.

So the problem, as I see it, brothers and sisters, to put it straight up, is not particularly in the bias but in the writing of articles directed by a pro-business management and a pro-business editorial board.

For example, smack in the middle of the national news the CBC News sticks in the gold prices of that day. I ask you how many of you have gold stocks? How many Canadians and how many average Americans have gold stock, that every single day they have to read in the papers where it went, whether it went up or down. I don't think there are many Americans, and I am sure there are not many Canadians.

Why doesn't somebody put in the numbers of unemployed that day.

(Cry of "Hear, hear.")

SISTER CARR: Why not? Why cannot every province and every state have their unemployed record every single day out to the Canadian and to the American people? What about the numbers of workers injured or killed on the job. We just had another death in the wood industry yesterday in this province.

What about the safety and health record of the employers in every single state or every single province in the mines or offices or wherever it may be and, yes, in newsprint. Why don't they put some of the realities to the people of both our countries and let them see what is going on in our country? Instead of that they are supposed to read about gold and the stock market.

My guess is, the reason behind all that, they don't own the radio stations, they don't own the press, they don't own the television stations. But on the up side of what I am

saying, and perhaps why I am here, is that I happen to feel, as I said earlier, it is my opinion the fault lies with the employer.

There are not enough of you. You are overworked and understaffed. I know that. You are always running in crisis situations. And in this country, sometimes we have a cub reporter doing the news on strikes that we have, and if he is not a cub reporter, he is somebody not only sharing with a cub reporter on labor but also sharing the police beat. What a great combination, the police beat and the trade-union beat. (Laughter.) I tell you.

I want to say to you I am grateful to this union. My movement, my membership is grateful to this union. We are grateful because of the fairness that you have shown under such horrendous difficulties, and I want you also to know that you will never have criticism from me personally unless there is a real reason, and I am sure you appreciate that. It will be constructive.

If there are writers here, if there are reporters here, if there are TV cameramen here, or whatever your profession is out in the media part of this union, let me tell you, we support you 101 percent. You are our brothers and sisters, and it's a great union, and you have a good convention, and thank you very much.

(The audience rose and applauded.)

SISTER CARR: You're wonderful.

PRESIDENT DALE: On more than one occasion you have heard me say that Nova Scotia gave the world Anne Murray and Chuck Dale. (Laughter.)

And now I have to tell you, I have added a third, except she is going to come first on my list from here on in, President Carr.

SISTER CARR: Oh, thank you. (Applause.)

PRESIDENT DALE: I have a couple of things to say in addition to thanking you very much for taking time out of your very busy schedule to join us, and I want to thank you very much for your inspirational message.

I also want to tell you that there are a lot of reporters and writers here and there are advertising salespersons here and circulation people here, and I want you to know that we share with you a great concern about the image that the written media portrays, the image that is portrayed of the labor movement throughout the media in both of our countries. We would like a much better press, I can assure you, but the owners own the paper.

I also want to say one other thing to you. The Newspaper Guild last year—and I hope again this year—has taken a very strong stand against the free-trade pact. I expect this convention to have before it some time tomorrow a strong resolution on that subject, and I would also like now to have the delegates move a motion to contribute \$5,000 from The Newspaper Guild treasury to the Canadian Labour Congress to assist in the fight against the free-trade pact. Is there a motion?

(Moved by several.)

PRESIDENT DALE: Are there seconds?
(Seconded by several.)

PRESIDENT DALE: Is there any opposition? No, there is not. All those in favor signify by saying aye. All those opposed? There are none.

MOTION CARRIED

PRESIDENT DALE: I just happen to have, because I consulted with the treasurer this morning, a check here made out to the Canadian Labour Congress for \$5,000 to assist in the fight, and I wish it were five times as much. Thank you very much for joining us. (Applause.)

SISTER CARR: I am grateful, and I can only reiterate this is a great union, and we are a great country, and together with both of us, both of our countries, we are going to keep Canada sovereign. Thank you very, very much.

(The audience rose and applauded.)

BROTHER JOHN BRYANT (Southern Ontario): Point of personal privilege, Mr. Chairman.

On June 12 in Canada we had, through the Coalition Against Free Trade, demonstrations across Canada at various border points to protest the Mulroney free-trade deal. Members from Southern Ontario took a rickety old bus and a rickety old President of The Newspaper Guild to Queenston in order to show our support for the demonstrations. It was about a two-hour bus ride each way.

Chuck Dale, as I said, accompanied us. At the demonstration he was asked to speak to those assembled. He was the only international president there that day, and he spoke, and he spoke forcefully, honestly and with vigor, and he endorsed the stand against the free-trade deal.

When it was over, he got a rousing ovation—very, very much deserved.

We who were there were very proud of Chuck that day, because we know that it took something for an American to come up and do that, but he didn't hesitate because he knew it was right. He knew it was the proper thing to do.

So we want to say our thanks to Chuck for being there when we needed him. To that end we have one of our little T-shirts, and we will give it to him free of charge, eh. (Applause.)

CHAIRPERSON McLAUGHLIN: Call Beth Tamke, chairperson of the Resolutions Committee, to the microphone.

SISTER BETH TAMKE (Memphis): Okay. There are two greens that have been passed out. We are going to start out with "Israel's Clampdown on the Press." All right?

(Cries of "No.")

SISTER TAMKE: We will switch to the next green. We don't want to change colors this early. How about "Repression in Chile"? Do you have those?

(Cries of "No.")

SISTER TAMKE: How about pink? We've got pink, "Censorship by Customs."

CENSORSHIP BY CUSTOMS

Eighteen months ago, Canada customs officers seized 150 copies of *The Advocate*, a U.S. gay magazine, at the border. A few months later, the Deputy Minister of Revenue Canada ruled the magazines obscene.

The British Columbia Civil Liberties Association went to court on behalf of a Vancouver bookstore for which the magazines had been destined. But when the case came to trial after more than a year, the government said it had changed its mind and returned the magazines.

The Civil Liberties Association is planning to use the Revenue Ministry to get a constitutional ruling on customs' power to seize books, magazines and videotapes entering Canada. The owners of the Vancouver bookstore say books by Oscar Wilde, Allen Ginsberg and Jean Genet, which can be found in Vancouver public libraries and other bookstores, have also been seized.

Canadians' right to read without censorship cannot be subject to the whims of either customs officers or the Revenue Ministry. The Newspaper Guild Convention, meeting in Vancouver, calls on the ministry to renounce its censorship policy forthwith and notify customs officers they are not to scissor the printed word.

CHAIRPERSON McLAUGHLIN: The

resolution, "Censorship By Customs," has been moved and seconded for adoption. Will there be a discussion? All those in favor signify by saying aye. All those opposed signify by saying no. The ayes have it. The resolution, "Censorship By Customs," is adopted.

MOTION CARRIED

SISTER TAMKE: We will go back to green paper, "Repression In Chile."

REPRESSION IN CHILE

The Newspaper Guild has frequently protested and condemned acts of repression against journalists and union members under the dictatorship of Gen. Augusto Pinochet in Chile.

Journalism is a dangerous profession in Chile. It grows ever more perilous by the day. Members of the opposition media routinely face death threats, beatings, jail and even murder.

As Chile prepares for the national plebiscite expected this fall and General Pinochet's campaign shifts into high gear, government pressure and government-condoned threats are intensifying.

Military and civilian tribunals are currently prosecuting or pressing charges against 27 Chilean journalists, according to the latest figures from the Colegio de Periodistas, the national journalists' association. Military prosecutors are responsible for pursuing the majority of cases, which—not coincidentally—concern reporters writing about human-rights abuses as well as economic and social issues facing Chile.

The Newspaper Guild expresses solidarity with all Chilean journalists who have been issued death threats, tried in court or jailed for merely practicing their profession honorably and appeals to the government of General Pinochet asking for the immediate release of imprisoned journalists, and for the cessation of all such unjust legal proceedings in the future.

SISTER TAMKE: I move adoption.

CHAIRPERSON McLAUGHLIN: The resolution, "Repression In Chile," has been moved and seconded for adoption. Will there be any discussion? All those in favor signify by saying aye. All those opposed signify by saying no. The ayes have it. The resolution, "Repression In Chile," is adopted.

MOTION CARRIED

SISTER TAMKE: Let's go to blue paper, "Full Rights For Federal Workers."

FULL RIGHTS FOR FEDERAL WORKERS

Ever since passage of the Hatch Act in 1939, a welter of confusing regulations has burdened and restricted federal and postal employees in the exercise of political rights enjoyed by all other Americans.

Although the initial intent of the legislation was to protect federal employees from political coercion by government officials, the main effect has been to prohibit political activity by government employees during non-work hours. The act has also been interpreted in such a way as to penalize officials of federal employee unions who endorse a candidate in a presidential election.

As a result, more than three million federal and postal workers and an additional 40,000 District of Columbia employees, who are also covered by the act, are denied the full rights of citizenship as a condition of employment.

As union members, we find such restrictions on outside activities unsupportable. The fact that these restrictions affect the exercise of basic political rights makes them intolerable.

No such restrictions encumber the national government employees of other western democracies. Nor are employees of most state governments similarly restricted.

Fortunately, legislation to remedy this disparity in the treatment of federal and District employees has developed bipartisan support. The Hatch Act reform bill, H.R. 3400, was approved by the House Post Office and Civil Service Committee in a 22-0 vote.

The Newspaper Guild Convention joins in support for legislation to fully enfranchise government workers and calls on the Congress to pass H.R. 3400.

SISTER TAMKE: I move adoption.

CHAIRPERSON McLAUGHLIN: The resolution, "Full Rights For Federal Employees," has been moved and seconded for adoption. Will there be a discussion?

BROTHER BILL PETRIE (Southern Ontario): I just want to point out to the delegates that in the fifth paragraph, where it says, "No such restrictions encumber the national government employees of other western

democracies," it is not quite accurate. Here in this country there is legislation that prohibits federal government employees from becoming involved in certain political activity.

As a matter of fact, just a few weeks ago in Nova Scotia the president of the Public Service Alliance of Canada, which is the union that represents most federal government employees, promised convention delegates that his union was going to defy the laws that do prohibit that political activity in the next federal election. And I might also add that there are certain provincial legislative statutes that do also prohibit some political activity for workers, public sector workers, here in this country as well.

But I think the way in which the PSAC is attacking the problem is probably the best way—simply defy the law and become involved in political activity.

CHAIRPERSON McLAUGHLIN: Thank you. Any other discussion of this motion? Hearing none, all those in favor of adoption of the resolution, "Full Rights For Federal Workers," signify by saying aye. All those opposed signify by saying no. The ayes have it, and the resolution, "Full Rights For Federal Workers," is adopted.

MOTION CARRIED

SISTER TAMKE: Let's go to green paper. "Israel's Clampdown on the Press." Do you have it now?

ISRAEL'S CLAMPDOWN ON THE PRESS

Israel, confronted by increasing bad news from its occupied territories, is seeking not to kill the messenger but to blind him.

Since the start of the Arab uprising on the West Bank and Gaza Strip, it has arrested 30 Arab journalists, holding 18 in prolonged "administrative detention." The Foreign Press Association reports that almost 100 journalists have been attacked by Israeli soldiers. Authorities have imposed total bans on news coverage. And the government has closed down the Palestine Press Service, a key source of Arab accounts of the uprising, for six months.

The press service, which had not been charged with violating any censorship regulations, was closed without a shred of due process under emergency regulations harking back to the British Mandate. The action was taken without warning or court order.

In muffling the voice of Arab opposition on the one hand and blindfolding the eyes

of Israeli and foreign correspondents on the other, Israel is emulating the press policy of another government under siege, South Africa. Its proponents have offered a chillingly parallel rationale: That without journalists to witness it, there would be no rebellion.

This justification withstands the scrutiny of neither democratic principles nor reality. It places a premium on blocking the free flow of information, and it is undermined daily with each new report of violence far from the press' gaze.

Israel's press policy is making a travesty of its democratic tradition. Directed against Arab journalists, it makes the use of words as great a crime as the use of stones. Employed against the foreign and Israeli press, it seeks to mask what it cannot contain.

It cannot, it must not, be allowed to continue.

Accordingly, The Newspaper Guild Convention calls on the Israeli Government to allow the immediate reopening of the Palestine Press Service, release imprisoned Arab journalists, end assaults on journalists and cease all interference with press coverage.

SISTER TAMKE: I move adoption.

CHAIRPERSON McLAUGHLIN: The resolution, "Israel's Clampdown on the Press," has been moved and seconded. Will there be a discussion? Hearing no discussion, all those in favor of the motion signify by saying aye. All those opposed signify by saying no. The ayes have it. The resolution, "Israel's Clampdown on the Press," is adopted.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: I will now introduce President Perlik for the purpose— (Laughter.)

I get three. I get three. (Laughter.)

I introduce President Dale for the purpose of making an introduction.

PRESIDENT DALE: Thank you, Harry. (Laughter and applause.)

I have to tell you, he does that. Last night Larry Hatfield identifies me as a geezer. Today John Bryant identifies me as a rickety international president. I have a very thick skin, but I can also have the right of a reply. (Laughter.)

Larry, I am a hell of a lot younger than you are.

John, I walked just as fast as you did in

that parade, and my bones didn't hurt any more than yours did after it was all over. And I may be rickety today, but that's because the Canadians are keeping me up all night because the hospitality room is right across the hall from me. (Laughter.)

Delegates to this convention, on two different occasions this week I have indicated to you that we have in our midst a guest who responded positively to our invitation to attend this convention. His name is Maurice Amram. He is president of the Federation Nationale de Communication. Forgive my French, Maurice. It's been a long time since I worked on a little farm on Ste. Anne de Pascal in Quebec, and I have lost whatever talent I had for pronouncing the words.

His union represents approximately between 4,500 and 5,000 newspaper workers in the province of Quebec, in Southern Ontario and in New Brunswick. And it is a union with which we have not had, unfortunately, very much in the way of contact over the years—a defect, a flaw that I hope we can remedy starting today, starting this week and continuing on into the future.

Maurice, would you come up, please.

(The audience rose and applauded.)

PRESIDENT DALE: C'est avec grand plaisir—

BROTHER RAVENSBERGEN (Montreal): It is with great pleasure—

PRESIDENT DALE: —que nous souhaitons—

BROTHER RAVENSBERGEN:—that we extend—

PRESIDENT DALE:—la bienvenue à vous, Monsieur Amram.

BROTHER RAVENSBERGEN: —our welcome to you, our dear colleague.

PRESIDENT DALE: Nos deux organisations—

BROTHER RAVENSBERGEN: Our two organizations—

PRESIDENT DALE: —vont profiter de l'esprit d'ouverture—

BROTHER RAVENSBERGEN: —will benefit from the spirit of openness—

PRESIDENT DALE: —que votre visite représente.

BROTHER RAVENSBERGEN: —which your visit represents.

PRESIDENT DALE: Et nous sommes certains—

BROTHER RAVENSBERGEN: We are certain—

PRESIDENT DALE: —que cette occasion—

BROTHER RAVENSBERGEN: —that this occasion—

PRESIDENT DALE: —marque le début—

BROTHER RAVENSBERGEN: —marks the beginning—

PRESIDENT DALE: —d'une collaboration fructueuse.

BROTHER RAVENSBERGEN: —of a fruitful collaboration. (Applause.)

BROTHER AMRAM: Brother President, members of the executive bureau, Mr. Director for Canada and delegates.

On behalf of the executive committee and members of the National Federation of Communications—you see, it is very simple in English.

PRESIDENT DALE: Yes, it is. (Laughter and applause.)

BROTHER AMRAM: I convey to you our warmest fraternal salutations. The National Federation of Communications is one of the nine professional sectors of the Confederation of National Trade Unions. Our federation is well known in Quebec by its acronym, F.N.C.

Founded in 1972 with a membership of 1,500 members, our organization today is comprised of 80 unions affiliated with a total membership of around 6,000 French-speaking members.

Most of our activities are in Quebec, but we also have affiliated unions in Ontario and New Brunswick where there are still French-speaking media.

Essentially formed by journalists, our federation today mainly consists of workers from various areas of communication—radio, television, cable, people working in photography, film, video and publishing. But journalists are the heart of our organization, and their interests are at the center of our preoccupations.

We are the most important organization in the communications sector in Quebec, and we represent the biggest media in the province. For example, our affiliates are in all the television networks, in many radio stations, in all the daily French newspapers in Quebec.

One of our professional concerns, of course, is the protection of sources for journalists. On the 23rd and 24th of September, we are organizing in Montreal an international conference on this topic, with the cooperation of the International Federation of Journalists, a federation we have recently joined as an

associated member with the TNG's support.

I hope that some of you will be able to join us at the conference, together with our guests from Belgium, Austria, Sweden and the United States. We hope that this conference will be the first step toward a law which will protect our journalistic sources and the material we produce to do our job.

When police and judges intervene in media coverage, democracy is in danger. Our most important responsibility, I believe, is to defend freedom of the press and the free flow of information.

To have a federal law on this question we will need help from other unionized organizations, and we count on you for this support.

But one question will be at the heart of the debate of our two organizations for the next few months—the examination of the bargaining units at CBC Radio Canada by the Canadian Labour Relations Board. It is a possibility that the board will decide to reduce the number of bargaining units at the CBC as it did for the postal unions. Knowing the board, anything is possible—the best and the worst. But we observe much more of the second alternative.

In this adventure we must be engaged in solidarity. We will be confronted by some unions absolutely unfamiliar with information problems. We are both representing journalists at CBC, and we will have to work together for the respect of their right to be represented by the unions of their choice.

The CBC's management operates as though the unions do not exist. The National Federation of Communications and the Union of Journalists de Radio Canada have had to fight for 15 years against CBC and the Canadian Labour Relations Board to be able to represent public affairs journalists as permanent employees. We signed the first bargaining agreement for the public affairs journalists last fall with CBC, but CBC's management seems to ignore its responsibility, and complaints from the union have been many.

Together we are able to send a message to the CBC's management: The journalists' unions are here to stay at CBC, and we will fulfill the mandate that our members have given us—improvement of working conditions without censorship and the respect of the unions themselves.

We can expect that the CBC's management will contest the union's right in front of the labor relations board, but TNG for English Canada and the FNC for French-speaking journalists must fight for the freedom and the

existence of their organizations.

A great deal of work awaits us. The board is sympathetic to the views of CBC's management. We will have to be well prepared to counter attack on this ground, using all means at our disposal. We will have to be able to work together against CBC and probably the labour relations board.

We have shown in the past that TNG and FNC are able to fight for the respect of their members. The strength of our unity will convince the board of the seriousness of our positions.

In conclusion, I hope that this first presence of our federation at one of your conventions is the beginning of a new relationship between our organizations.

It is with pleasure that I am inviting your president, Chuck Dale, to attend our 12th convention that will be held in Quebec City next November.

I wish all the delegates at this convention a successful and fruitful meeting.

Je vous remercie de votre attention et au plaisir de vous accueillir au Québec.

Thank you.

(The audience rose and applauded.)

PRESIDENT DALE: Maurice, thank you for addressing our delegates, and thank you for the invitation to your convention in Quebec City in November. I will be there, I assure you.

(The Convention recessed at 11:55 a.m.)

THURSDAY MORNING SESSION **June 30, 1988**

The Convention reconvened at 9:10 a.m., Chairperson McLaughlin presiding.

CHAIRPERSON McLAUGHLIN: We call the Thursday morning session of the convention to order, please.

I will turn the mike over to President Dale.

PRESIDENT DALE: Would the escort committee consisting of Canadian Director Bill McLeman, Canadian Vice President Lee Clifford and Canadian Vice President Doug Louth escort into the hall our special guest for this morning.

(The audience rose and applauded.)

BROTHER BOCKING (Vancouver-New Westminster): Good morning. It is a great pleasure to introduce our next guest this morning.

Mike Harcourt, current leader of the New Democratic Party, began his political career

as a Vancouver city alderman for more than 10 years and longer ago than I can remember.

Elected Mayor in 1980 and serving in that position until he was recently elected leader of the New Democratic Party in B.C., Mike Harcourt has led the NDP to its highest ratings ever in the polls in this province. Since taking over as leader, the NDP has aggressively challenged the Social Credit government in the legislature, and very recently in a by-election in an important and traditionally Social Credit seat in Southern British Columbia the NDP overwhelmingly took that seat.

Mr. Harcourt is also a strong supporter of the labor movement. While he was mayor of this city he introduced fair wage measures that insured that construction workers, whether or not they were members of the union, had to be paid union wages. Please welcome the next premier of B.C., Mike Harcourt.

(The audience rose and applauded.)

MR. HARCOURT: Well, thank you very much for that kind welcome, and, indeed, it is a pleasure to be here today amongst friends to welcome you to Canada and particularly to welcome you to this beautiful city of Vancouver and, more particularly, to thank you for coming to a hotel in the riding of the future premier of British Columbia.

A number of you are from the United States, and I'm sure you are visiting our country for the first time, some of you, and you have noticed that there are a number of similarities. For example, we don't have a major league baseball team in Vancouver, but neither do you in Seattle or Baltimore. (Laughter.)

Like you, I was able to go down today into the newspaper store and buy a copy of USA Today, which is a little paper that you can read as fast as Mike Tyson took to knock out Michael Spinks.

And like you, because of the Writers Guild strike, we are able to see the same reruns of "L.A. Law" on television, in spite of Flora McDonald.

We also have one other similarity. We have a lame-duck leader here in British Columbia, too, a fellow by the name of Bill Vander Zalm.

But what I wanted to talk to you about today is some of the important differences between us. Many of them relate to the role that government in Canada has played in improving the lives of working people. And what I want to talk to you about today is the positive role that governments have played in the

lives of Canadians and how working people have to stick together to make sure that those gains happen.

Let me start by quoting the words of one Canadian writer, Herschel Hardin. I am sure some of you are familiar with him.

Hardin said that "Canada, in its essentials, is a public enterprise country, always has been and probably always will be"—in spite of the efforts of our right-wing politicians to dismantle that.

"Americans have, or at least had, a genius for private enterprise; Canadians have a genius for public enterprise.

"As long as we describe Canada in terms of the American model, we will continue to see ourselves as second-rate Americans, because we are second-rate Americans, not being Americans at all."

Well, he's right. We're Canadians. We have our own traditions and our own history, and one of them, quite simply, is government involvement in our economy for the benefit of Canadians.

I want to make it clear that doesn't mean that we are anti-American, because we are not. We are the greatest friends in the world with the longest undefended border in the world. We have shared a peaceful existence, except for a few minor excursions by Finians over the border to attack us last century, and other than that we have enjoyed a very long friendship.

But we do have that difference of the government involvement in our economy for the benefit of Canadians, and that has led to some very important programs which have improved the lives of working people and that at their core differentiate us from Americans.

We have, for example, universal health care in this country. That means that every Canadian has the right to quality health care and doesn't have to undergo catastrophic debt to receive it. And this is an important area for us as Canadians because we spend about 8 percent of our GNP on health care with universality, affordability.

In the United States, I think the cost is somewhere around 11.5 percent with vast numbers of citizens not having access to a comprehensive and affordable health care system.

We also have unemployment insurance to protect Canadians who lose their jobs, and many other social programs that have become the birthright of every citizen.

But, friends, these and other programs did

not come easily, and that's why those of us on the left, social democrats and the labor movement, are not about to give them up. Because it was our political forerunners—particularly the Co-operative Commonwealth Federation—who began that fight and won it.

You are probably aware that socialism had very slow beginnings in Canada. Back in 1919 there was a labor group of Members of Parliament in Ottawa, and it consisted of two people.

William Irvine was one of the MPs, and he said about himself and his colleague, a man named J. S. Woodsworth: "The member for Winnipeg North Centre is the leader of the party, and I am the party." (Laughter.)

But as conditions worsened in the Great Depression and more people came to this country with new ideas of what needed to be done, socialism grew, and with it blossomed our labor movement and the political party which I lead.

And it resulted in the coming together of the CCF and the Canadian Labour Congress in 1962.

It resulted in the 1944 election of the first democratic socialist government in North America. Tommy Douglas' CCF government in Saskatchewan.

Tommy Douglas governed Saskatchewan for 17 consecutive years, and he brought in program after program that benefited working people: public hospital insurance; a bill of rights; public automobile insurance; free cancer treatment; the vote for 18-year-olds; and collective bargaining rights for public servants.

Many of the things that Tommy did proved immensely popular and sensible, and people loved him. In Saskatchewan, as a matter of fact, they said, "Tommy Douglas doesn't have to kiss babies. Babies kiss him." (Laughter.)

Other governments in Canada liked what he was doing too. They liked what they saw in Saskatchewan. They couldn't help but like it. And one day Tommy looked around, and he found that Liberals and Conservatives and even Social Creditors had copied him. Of course, they didn't do it nearly as well.

Tommy once commented on this ongoing theft of progressive policies by the Liberals and Tories—and their subsequent failure to implement them properly.

He said, "I don't mind someone stealing my pajamas, but he should wear all of them if he doesn't want to appear indecent." (Laughter.)

And what developed in Canada was a

healthy mix of public and private enterprise. It resulted in Canada having one of the highest standards of living in the world.

Yet, friends, some people want to roll that back. They prefer to return to the days of yore, that mythical period in Manchester in the 1820s when Adam Smith was supposed to have discovered, for a brief period, the invisible hand of the marketplace that would guide all our affairs—straighten everything out, even if it means that some people are big winners and most are big losers.

What it means is that big business and a privileged few win and working people lose, and those people who want that world live in a world of unreality.

Here in British Columbia we call it Fantasy Land.

One of our former progressive leaders described them long ago, and I would like to quote this because I love to quote this not just to friends but to chambers of commerce. I attended a nearby chamber of commerce meeting, for those of you who are local, last Tuesday night—very interesting meeting.

Here is what one former progressive leader said: "The business leaders who clamor for government to 'let business alone' would die of fright if any government took them at their word.

"For it is not only factory acts, workmen's compensation, old age pensions, minimum wage laws and public utility commissions which would disappear; it is also tariff protection, loans, guarantees, subsidies and bounties and half a hundred other government services and aids to business."

We in British Columbia have seen the struggle between so-called private enterprisers and public enterprisers more clearly than anywhere else in Canada.

We have had a war of political rhetoric in British Columbia unmatched anywhere. And sometimes it's been fun and amusing and good copy for our local journalists.

I recall the words of Graham Lea, back in the days when he was a cabinet minister in our New Democrat government in the mid-1970s. He said, "Social Credit once had a war on poverty. Phil Gaglardi, the Minister of Welfare, started to throw rocks at beggars." (Laughter.)

We had the longtime Socred premier, W.A.C. Bennett, say this about that same New Democrat government: "Those fearful little socialists have a majority in only one place in B.C.—in the legislature." (Laughter.)

But usually it hasn't been funny. It's been very damaging. We have had right-wing government in this province for 33 of the last 36 years, and this present government, led by Bill Vander Zalm, has maintained the same attacks on working people that characterized previous Social Credit governments.

They, unfortunately, prefer to ignore the Canadian genius that I talked about earlier of government working successfully for economic growth. Instead, Social Credit, for its own political purposes, has relentlessly attacked working people in this province. It's poisoned the workplace, and it's held our province back.

I think some of you heard of the Bills 19 and 20 that were pushed through our legislature, obscenely called the Industrial Relations Reform Acts. I want to tell you the way that was put together.

Lyle Hanson, our labour minister, was sent out by the premier around the province to talk to several hundred different people, different groups, to hold hearings on changing the labor code that we had introduced.

But, you know, in a fit of pique because he couldn't wave a magic wand from Fantasy Land and solve the forest dispute, he had already drafted in secret in his office one of the most Draconian labor laws, anti-labor laws in North America, and the goals were clear.

The goals were to weaken collective bargaining rights, to make it easier for employers to decertify and to destroy the construction trades, in particular, and to make it harder for working people to organize.

It systematically reversed every one of the decisions under the old labor relations act that had gone against employers, and you could put a name to each of the sections, to each of those cases under the labor relations act.

He wanted to use a bad law to give more power to employers and to destroy workers' rights.

Bill 19 treated with contempt some genuine peace offers that were put forward by the labor movement to end confrontation and to rebuild British Columbia's economy. We fought that bill in the legislature for over a hundred hours of debate. It's the longest that any piece of legislation has ever been debated in our legislature.

And on the streets, B.C.'s labor movement was provoked into one day of walkout and protest. And you know what this government did? Because we went for a walk, this government brought a lawsuit and sought an injunction

to prevent a seditious conspiracy to overthrow the state.

A seditious conspiracy to overthrow the state on a one-day peaceful walk of protest!

Well, that was laughed out of court. That's the kind of extremism that we are having to deal with in this province.

In spite of all that, this government with its majority in the legislature pushed through this anti-worker bill. I want you to know that with that bill this government has planted the seeds of its own destruction, which are going to install a New Democrat government in the very near future. And the sooner we can have an election in this province to save the ordinary men and women of this province and this government, the better.

I want to tell you what that relentless attack on the working people and the labor movement in B.C. has done. First, it's made a mockery of this government and the premier's promise for a fresh start for British Columbia. And second, and more important, it's taught a lot of people a valuable lesson—that working people have got to stick together to protect what we've won and to gain further what we've earned or someone else is going to take it away.

And what working people and social democrats have gained in British Columbia and Canada is too important to let it be destroyed.

So my friends, let me leave you with that message. Working people have to stick together and build those coalitions of common interest because as the anthem says: "What force on earth is weaker than the feeble strength of one."

My friends, there are many differences between Canadians and Americans, but there are similarities too. Working people and their political representatives can accomplish great things.

But we must work together, because separately we simply cannot work.

Thank you.

(The audience rose and applauded.)

MR. HARCOURT: Thank you very much. I want you to know that it was purely a coincidence that my speech is happening now and you are going to be discussing more funds for organizing. (Laughter and applause.)

PRESIDENT DALE: Mike, I am going to call you Mike. Thank you very much for taking time out off what I know is a very, very busy schedule to join us here this morning and to offer us these kinds of greetings and messages and also the very positive message that your

party is going to take over in this province and hopefully very soon. I join you in that wish. I fervently join you in that wish.

He has also pointed out something I wanted everybody to be aware of here. President Carr yesterday was talking about statistics that newspapers should print on a daily basis. He noted the absence of medical insurance in the United States.

Let me point out to you a statistic, Mike, you might use some time. We have more people in the United States who have absolutely no medical insurance, in excess of 35.5 million people in the United States who have absolutely no medical insurance, which is higher than the population of Canada.

We have nearly double that number of people in the United States who have very inadequate health insurance, and I wish that some of the social legislation that you enjoy here in British Columbia and throughout much of Canada could somehow or other creep across the border until it spread to every corner of our land too.

I congratulate this country on the kinds of things it has done for the people in need.

Again, thank you very much for coming here, Mike. Thank you for welcoming us this morning, and I know you have a busy schedule and you may leave any time. You don't have to sit through our organizing committee.

MR. HARCOURT: Okay. Thank you. (Applause.)

CHAIRPERSON McLAUGHLIN: Would the chair of the Resolutions Committee please come to the platform.

SISTER TAMKE (Memphis): The first resolution this morning will be "Clearing the Air," on a white piece of paper.

CLEARING THE AIR

Indoor air pollution is a growing problem for Newspaper Guild locals. The Guild's membership poll two years ago showed that almost 20 percent of Guild members consider poor air quality their most serious safety and health problem.

A bill introduced by Sen. George Mitchell (D-Me.) would put a badly needed federal focus on the problem. S.1629 would authorize a comprehensive, \$49.5 million research effort to study the extent of indoor air pollution and formulate solutions.

It would give the National Institute for Occupational Safety and Health \$5 million a year to investigate employee complaints in public and private buildings, establish a

national indoor-air-quality clearinghouse at the Environmental Protection Agency, conduct a wide range of workplace studies, develop procedures to identify air-quality problems and technologies to control them, develop model ventilation requirements for building codes, and much more.

S.1629 would give employees and employers the tools to solve an increasingly serious problem. It has been approved by the Senate Environment and Public Works Committee, and The Newspaper Guild Convention urges its speedy approval by the full Senate.

SISTER TAMKE: We move adoption.

CHAIRPERSON McLAUGHLIN: The resolution, "Clearing the Air," has been moved and seconded for adoption. Will there be a discussion? All those in favor signify by saying aye. All those opposed signify by saying no. The ayes have it. The resolution, "Clearing the Air," is adopted.

MOTION CARRIED

SISTER TAMKE: The next one is on yellow paper, "Freedom of Information."

FREEDOM OF INFORMATION

A new attempt is being made to restore the right of access to U.S. government information, a right seriously eroded under the Reagan administration.

Rep. Gerald D. Kleczka (D-Wis.) has reintroduced a bill, H.R. 3885, that would penalize agencies that fail to meet legal deadlines for responding to requests under the Freedom of Information Act and broaden disciplinary action against federal employees guilty of willfully obstructing requests.

The measure would also limit exemptions for information related to national security, personnel records and procedures and bank records. Agencies would have to maintain logs of requests and responses under the act and reorganize their record systems to provide ready and inexpensive, access to information requesters.

The bill, crafted in consultation with the Society of Professional Journalists/Sigma Delta Chi, provides a badly needed counter to the growing government secrecy of recent years. The Newspaper Guild Convention urges the House Subcommittee on Government Information to hold early hearings on the bill and spur its passage before the end of the legislative year.

SISTER TAMKE: We move adoption, sir.

CHAIRPERSON McLAUGHLIN: The resolution, "Freedom of Information," has been moved and seconded for adoption. Will there be discussion? All those in favor say aye. All those opposed say no. The ayes have it. The resolution is adopted.

MOTION CARRIED

SISTER TAMKE: We have a more intense yellow here. The next one is "Marty Goldman Retires."

MARTY GOLDMAN RETIRES

After 37 years of Guild activity, Martin Goldman retired earlier this month. Marty was well known to nearly every convention delegate.

Marty represented York, Pa., at one convention and St. Louis at 15 consecutive conventions. At the 1982, 1983 and 1985 conventions, Marty chaired the Resolutions Committee. He was always ready to help at a convention and served on the committee which planned the 1974 TNG convention in St. Louis.

While working in York, Marty served as local president, local vice president, unit chair and as chair of the negotiating and standing committees. He represented York at Middle Atlantic District Council meetings.

When Marty came to St. Louis, he immediately joined the Guild and took an active interest in helping his fellow workers. He was an executive committee member for 19 years and seldom, if ever, missed a meeting. Marty served as unit chair, vice chair and on many negotiating, human rights and standing committees.

Marty was a patient, but stern, newspaperman who believed in the dignity of those who worked for a newspaper.

His friends in The Newspaper Guild join those in the St. Louis Newspaper Guild in wishing Marty and his wife, Doris, the best of everything in retirement.

SISTER TAMKE: We move adoption.

CHAIRPERSON McLAUGHLIN: The resolution, "Martin Goldman Retires," has been moved and seconded for adoption. Will there be a discussion?

BROTHER ROBINSON (Southern Ontario): It's not directly related to the resolution. I am just asking if you could ask for more order while we deal with the resolutions. I couldn't hear a thing.

CHAIRPERSON McLAUGHLIN: Point

well taken. The brother is having difficulty hearing the resolutions, so will you please show a little order when we read the resolutions so everyone can hear them and know what they are voting on.

The resolution, "Martin Goldman Retires," has been moved and seconded for adoption. Any further discussion? All those in favor of adoption please say aye. Opposed, no. The ayes have it. The resolution, "Martin Goldman Retires," is adopted.

MOTION CARRIED

SISTER TAMKE: I will continue with the same color paper. "D.C. Statehood."

D.C. STATEHOOD

There is no good reason to continue denial of voting representation in Congress to residents of the District of Columbia.

Nearly three-quarters of a million Americans who happen to live in the District of Columbia are denied the right to vote for a Representative or Senator who can cast a vote on legislation affecting their lives.

This denial of rights is not accompanied by any reduction in the obligations of American citizenship.

District residents pay a higher per capita federal income tax than every state except Alaska, and their share of the federal tax burden is greater than that of eight states.

District families suffered more casualties in the Vietnam War than 10 states and lost more of its young men in that war than 47 states. District residents have fought and died in all wars since the establishment of D.C.

The population of the District is larger than that of four states.

Opinion polls show that a large majority of Americans support statehood rights for District residents and many are shocked that such rights are now denied.

As the nation celebrates the 200th anniversary of the Constitution, it could do no better in honoring the spirit of that document than to grant statehood to D.C.

The Newspaper Guild Convention joins in bipartisan support for D.C. statehood and strongly urges the Congress to enact legislation, H.R. 51 and S.863, to ensure that government without consent of the governed does not apply in the capital of the world's oldest democracy.

SISTER TAMKE: We move adoption, sir.

CHAIRPERSON McLAUGHLIN: The resolution, "D.C. Statehood," has been moved and seconded for adoption. Will there be a discussion? All those in favor signify by saying aye. All those opposed signify by saying no. The ayes have it. The resolution, "D.C. Statehood," is adopted.

MOTION CARRIED

SISTER TAMKE: Next on green paper, "Farewell to the Knick."

FAREWELL TO THE KNICK

In the 1840's, an Irish immigrant used the last of his life savings to begin a newspaper in Albany, a growing commerce center at the head of the Erie Canal. The Knickerbocker Press continued to thrive as other newspapers came on the scene and vanished.

Almost 100 years later, The Knickerbocker Press, which had merged with the Albany Evening News to become the Knickerbocker News, was in the forefront of a new undertaking in American Journalism, the American Newspaper Guild.

Now, the Knickerbocker News is a memory, a fond memory to those who worked there, a fonder memory to those who were her subscribers. In April, the Knick ceased publication, a victim of the decline in afternoon readership, and a publisher, who like most in the industry, sees the bottom line as more important than journalistic excellence.

The Newspaper Guild takes this opportunity to memorialize The Knick and extend condolences to Albany's citizens. They have lost a friend and a champion.

SISTER TAMKE: We move adoption.

CHAIRPERSON McLAUGHLIN: The resolution, "Farewell to the Knick," has been moved and seconded for adoption. Will there be a discussion? All those in favor signify by saying aye. All those opposed signify by saying no. The ayes have it. The resolution is adopted.

MOTION CARRIED

SISTER TAMKE: We now go to white paper. "Pay Now, Deduct Later."

PAY NOW, DEDUCT LATER

An unnoticed footnote to the U.S. Tax Reform Act of 1986 imperils the already threadbare existence of most of the nation's struggling book writers.

Inserted as a result of a misunderstanding, the provision remains in place through a combination of congressional complications and government reluctance to surrender tax income.

Up until now, writers, like other self-employed persons of their ilk, have been able to deduct business expenses in the year they were incurred. But under the 1986 change, writers will be treated like businesses. They will have to project income from each of their books over future years and amortize deductible expenses accordingly.

That works a financial hardship, depriving writers of the deduction cushion when they most need it—before the book generates income. It imposes on them an incredible task of fantasized bookkeeping, based on an impossible allocation of expenses and an equally impossible estimate of what the book will bring them.

There can be no excuse for embedding this admitted mistake into the concrete of U.S. tax law.

The House approved a clarification in its 1987 Technical Tax Corrections Bill, stating that writers' expenses in researching and writing articles or a book are exempt from capitalization rules, and the Senate Finance Committee also approved it. But action on all technical corrections was postponed under administration pressure to avoid raising taxes to meet their cost.

The Internal Revenue Service has given ground, but not enough. It has allowed authors to take a three-year writeoff of their expenses.

Action on a new technical-corrections bill is pending and The Newspaper Guild Convention joins the National Writers Union, the Authors Guild and other organizations in urging that the writers' exemption be incorporated into it and approved by both houses of Congress.

SISTER TAMKE: The committee moves adoption.

CHAIRPERSON McLAUGHLIN: The resolution, "Pay Now, Deduct Later," has been moved and seconded for adoption. Will there be a discussion? All those in favor signify by saying aye. All those opposed signify by saying no. The ayes have it. The resolution, "Pay Now, Deduct Later," is adopted.

MOTION CARRIED

SISTER TAMKE: Go back to yellow paper, "Cleveland Catholic Bulletin."

CLEVELAND CATHOLIC BULLETIN

The Catholic Universe Bulletin, the official newspaper of the Cleveland Catholic Diocese, has been a unit of the Cleveland Guild since the 1940's.

The management of the CUB, with full support of the Bishop of Cleveland, on April 18, 1988, fired four longtime Guild activists at the paper under the guise of economic hardship.

The CUB ignored any seniority rights of the four, who have a total of more than 70 years of service.

Three of the four are on the Guild bargaining committee, a committee which has been attempting to get a new contract with the CUB since October, 1987.

The Cleveland Guild has filed unfair labor practice charges against the CUB on behalf of the four, Mary Englert, Joe McKenna, Sigmund Mikolajczyk and Lou Pumphrey.

The diocese has displayed the arrogance, insensitivity and anti-unionism that the church's hierarchy alleges to abhor.

This anti-union act cannot be tolerated.

The Newspaper Guild expresses its outrage and calls upon the Bishop of Cleveland, His Excellency Anthony M. Pilla, to renounce this act and to order the four restored immediately to their positions with the papers.

SISTER TAMKE: The committee moves adoption.

CHAIRPERSON McLAUGHLIN: The resolution, "Cleveland Catholic Bulletin," has been moved and seconded for adoption. Will there be a discussion?

BROTHER HATCH (Cleveland): The language on this resolution has been abated somewhat as opposed to how we submitted it, and that's all right. However, I think if you knew the people and the circumstances at little bit better, you might agree that the stronger language that we submitted was more appropriate.

Mary Englert is the immediate past president of Local 1 and has the number-one seniority at the paper, with 32 years of service.

Joseph McKenna is a widower and the sole support of two young boys.

Lou Pumphrey is also a widower whose wife died several weeks before he was laid off.

And Sigmund Mikolajczyk is also the father

of a child and his wife suffered a miscarriage the week in which he was laid off.

The day they were laid off they were told to turn in their keys. They were told to turn in their parking cards, and they were told to clean out their effects by the end of the day.

They, of course, could not clean out their personal effects that quickly. They went in the next day to get their personal effects. They had been removed to the basement of the building. Their phones had been removed, and their desks had been rearranged.

It was a mean and spiteful act on the part of the publisher, Father Michael Domingo, and we are doing everything we can in Cleveland to rectify the situation, including bargaining them back in, going to the NLRB. We have yet to file or yet to go through the grievance and arbitration process, and we will do that if necessary.

However, I would urge all of you here, if you would write to the Bishop of Cleveland and express your outrage at this act. If they were to receive letters from Vancouver and from Quebec and from Toronto and from throughout the United States, I think he might listen up and realize what a terrible act that he has condoned.

The address, if you are interested, and I would urge you to do this, is: 1027 Superior Ave., Cleveland, Ohio, 44114. (Applause.)

CHAIRPERSON McLAUGHLIN: The resolution, has been moved and seconded for adoption. Will there be further discussion? All those in favor signify by saying aye. All those opposed signify by saying no. The ayes have it. The resolution, "Cleveland Catholic Bulletin," is adopted.

MOTION CARRIED

SISTER TAMKE: I have one more on green paper, "Support for the Paper Workers."

SUPPORT FOR THE PAPER WORKERS

Thirty-five hundred members of the United Paperworkers International Union continue on strike or locked out at four International Paper Co. mills in Maine, Alabama, Pennsylvania and Wisconsin after as long as 15 months. All mills are operating with strikebreakers, whom it has insisted are permanently replacing strikers.

International Paper Co., while earning millions in profit, is making a wide-ranging series of give-back demands, including the

surrender of all premium pay for weekends and holidays. It appears determined to break the union.

Members of several Guild locals have rallied strongly to the Paper Workers' cause, participating in solidarity rallies for strikers and making donations to their cause. It is a cause to which every local should rally.

The UPIU is conducting a corporate campaign against International Paper, directing its fire at IP directors who serve on the boards of other companies. Four of these companies are major manufacturers of consumer products—Coca-Cola, Avon, Hershey and Anheuser-Busch—and the union is concentrating on IP directors from these firms.

The Newspaper Guild Convention urges all Guild locals and members to join in the campaign by writing letters to these companies, protesting their directors' links with International Paper. They should demand that the companies tell the affected directors to disassociate themselves from IP's anti-union policies, ask that the companies respond by telling how they plan to address the problem and warn that absent such action, the writers plan to inform their friends and associates of the companies' link with IP.

SISTER TAMKE: The committee moves adoption.

CHAIRPERSON McLAUGHLIN: The resolution, "Support for the Paper Workers," has been moved and seconded for adoption. Will there be a discussion? All those in favor signify by saying aye. All those opposed signify by saying no. The ayes have it. The resolution, "Support for the Paper Workers," is adopted.

MOTION CARRIED

SISTER TAMKE: On blue paper, "Marshall Schiewe."

MARSHALL SCHIEWE

For the better part of a quarter-century the name Marsh Schiewe has been virtually synonymous with The Newspaper Guild in the Midwest.

For eight years he was president of the Chicago Guild. For five more he was an international vice president. After 1974 he was an international representative, based in the Chicago area and servicing locals in the Midwest, East and Southwest.

He led successful major organizing efforts at the Milwaukee Journal and the Buffalo Evening News. He guided Guild strikes in Terre Haute and Madison. And he was a bulwark for countless locals embroiled in difficult bargaining with increasingly recalcitrant publishers

Now Marsh has retired, under the spur of illness. We will miss him—and so will thousands of Guild members deprived of his skills, his fortitude and his broad good humor.

Marsh has earned his retirement, and the affection and esteem in which we hold him. May he enjoy both for as many years as he worked to gain them.

SISTER TAMKE: The committee moves adoption.

CHAIRPERSON McLAUGHLIN: The resolution, "Marshall Schiewe," has been moved and seconded for adoption. Will there be a discussion? All those in favor of adoption please say aye. Opposed, no. (Applause.)

MOTION CARRIED

(The audience rose and applauded.)

SISTER DUSTON (Wire Service): Mr. Chairman, I have a question. We have an additional resolution that we would like to be approved by the Convention. This resolution is entitled "Freedom for Terry Anderson."

CHAIRPERSON McLAUGHLIN: Excuse me. Has that resolution been forwarded to the Resolutions Committee?

SISTER DUSTON: No, we are adding it this morning.

CHAIRPERSON McLAUGHLIN: It's too late. It will have to be a special order of business. Is there any objection from the floor to make this item a special order of business?

(Cries of "No.")

Hearing none—

SISTER DUSTON: Thank you.

CHAIRPERSON McLAUGHLIN: We have to suspend the rules in order to do that. We need a vote to suspend the rules for this special order of business.

By whom was it moved?

BROTHER BERNOTAS (Wire Service): So move.

CHAIRPERSON McLAUGHLIN: It has been moved and seconded. All those in favor of suspending the rules for this item signify by saying aye. All those opposed.

MOTION CARRIED

SISTER DUSTON: The resolution is entitled "Freedom for Terry Anderson."

FREEDOM FOR TERRY ANDERSON

Associated Press Middle East correspondent Terry Anderson has been a hostage in Lebanon since March 16, 1985.

While walking in Beirut three years ago, he was grabbed by kidnappers and forced into a car to be seen again only in video tapes and photographs released by his captors during this long ordeal.

The Newspaper Guild, along with other groups has participated in an effort to pressure those who could influence the kidnappers to release Anderson and others being held captive in Lebanon.

TNG's Convention calls upon the Guild leadership to continue its work to win the freedom of Anderson and the other captives and expresses its outrage that those employed to seek and write the truth about conditions in the Middle East have been stifled.

SISTER DUSTON: This is being offered by the delegates from the Wire Service Guild: Kevin Keane, Tim Klass, Diane Duston, Adolphe Bernotas and Tony Winton.

CHAIRPERSON McLAUGHLIN: Seconded by Tom Pennacchio of New York. The resolution, "Freedom for Terry Anderson," has been moved and seconded for adoption. Do I hear further discussion? All those in favor signify by saying aye. All those opposed signify by saying no. The ayes have it. The resolution, "Freedom for Terry Anderson," is adopted.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: Would Beth Gillin, the chair of the Research & Information-Guild Reporter-Safety & Health Committee, come forward.

SISTER GILLIN (Philadelphia): There are four reports from this committee. They are all on blue paper. The first concerns the Guild Reporter.

FIRST REPORT OF THE RESEARCH & INFORMATION— SAFETY & HEALTH— GUILD REPORTER COMMITTEE GUILD REPORTER

Information and communication are the

life's blood of this union, its members, its locals and TNG. The Guild Reporter is the principal regular vehicle which keeps it flowing.

It is important for locals to keep the Guild Reporter informed of events and issues.

The Convention therefore recommends that:

1. All locals, in the United States, Canada and Puerto Rico, cooperate fully with all efforts 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." To facilitate this, the Guild Reporter will send every local a copy of the address list of its members for updating.

2. TNG and all locals act as appropriate to seek to assure that nonprofit publications not be 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 Assn. and appropriate regional labor-press groups.

5. Similarly, Canadian locals with publications affiliate them with the Canadian Assn. of Labour Media/Association Canadienne de la Presse 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, and that TNG provide them with any necessary advice.

7. Locals bring ample copies of their publications to TNG conventions.

Signed: Beth Gillin, Philadelphia, chair; Robert Anthony, Milwaukee; K. Beuker, Victoria; Paul Bryan, Southern Ontario; Robert Bullard, Southern Ontario; James F. Cummings, St. Louis; William C. Ernst, San Jose; Frances M. Greene, Portland; William Hinsch, Toledo; Kerry Johnston, Canadian Wire Service; Bernie Lunzer, Twin Cities; Christine Skeete, New York; Thomas Thibeault, Manchester; Mike Waddell, Vancouver-New Westminster.

SISTER GILLIN: The committee moves adoption.

CHAIRPERSON McLAUGHLIN: The First Report of the Guild Reporter Committee has been moved and seconded. Will there be discussion? All those in favor signify by saying aye. All those opposed signify by saying no. The First Report of the Guild Reporter Committee is adopted.

MOTION CARRIED

**SECOND REPORT OF THE
RESEARCH & INFORMATION—
SAFETY & HEALTH—
GUILD REPORTER COMMITTEE
SAFETY & HEALTH**

VDT's continue center-stage in the Guild's safety and health program, but occupational stress and office air pollution merit increasing attention.

The Kaiser Permanente study, disclosing that VDT operators surveyed had an 80 percent greater risk of miscarriages than similar employees who did not use VDT's, underlines the importance of TNG's call for shielding VDT's against Very Low Frequency (VLF) radiation in the electric field and for the immediate development of shielding against magnetic-field emissions. Together with recent studies showing that laboratory mice irradiated with VDT emissions had a significantly higher incidence of fetal deaths and malformations, it also lends urgency to government testing, in both the United States and Canada, of instruments for measuring VLF radiation from VDT's.

Instruments used by the American Newspaper Publishers Assn. and most others to test VLF emissions are seriously inaccurate, and government testing is needed to resolve controversy about new-type equipment that appears to be far more accurate. The instruments include one developed by Dr. H.D. Sharma of Waterloo, Ontario, whose use TNG has recommended to Guild locals.

The adoption of pioneering VDT legislation by Suffolk County, N.Y., has given new vigor to the campaign for state regulations, and Guild locals should renew their participation in this effort. It has also raised the possibility of an OSHA VDT standard, and TNG is consulting with other unions on the possibility of seeking one.

Meanwhile, the American National Standards Institute (ANSI) and the Human

Factors Society have promulgated a so-called consensus standard for VDT's. The ANSI standard is far from adequate and is entirely voluntary, but it can be useful both in bargaining VDT protections and seeking legislative regulations that would be enforceable.

The Canadian Standards Association is also preparing a standard, and TNG has submitted an extensive critique of the initial draft, as it did for the ANSI standard.

TNG's expanded arsenal of VDT brochures and information can also be of great help in bargaining the solution of VDT problems, and locals should make full use of it.

TNG membership has identified stress as the number-one complaint about their jobs. This includes both physical stress, such as poorly constructed workplaces and bad lighting, and psychological stress, such as lack of job control and employee monitoring. TNG has developed a questionnaire to help locals pinpoint their specific sources of stress, and locals should make full use of it.

Once causes have been identified, locals should seek their elimination. Locals should seek to bring in outside experts, paid for by management, to undertake necessary workplace and job redesign.

The emphasis should be on eliminating the causes of stress, not coping with it. But locals should also support stress management training for their members, to be funded by management.

TNG issued a Fact Sheet on Office Air Pollution in response to another need that emerged in the 1986 membership poll. Almost 20 percent of those polled said poor air quality was their most serious safety and health problem.

The Fact Sheet includes a segment on smoking, which continues to be the most prominent, if not necessarily the most important, air-quality problem in Guild workplaces.

Smoking bans spread to more Guild shops during the year. In some places, Guild members voted for such restrictions, and in others, management imposed them unilaterally. While locals should take steps to resolve the problems created by smoking, they should resist management efforts to impose unilateral plant-wide smoking prohibitions. Where bans are instituted by joint agreement, they should include special areas set aside for smoking, preferably

vented directly outdoors so that smoke does not circulate through the ventilation system.

While the past year produced no critical asbestos incidents comparable to those occurring earlier in several Guild shops, asbestos continues to be a worrisome problem.

OSHA's Hazard Communication Standard provides an effective means for identifying the dangers of chemicals used in newspaper plants, and Guild locals should make full use of it. TNG has advised Canadian locals of the advent of a similar nation-wide Workplace Hazardous Materials Information System (WHMIS), to take full effect next October 31st.

The Guild has updated "Pens and Pencils May be Hazardous to Your Health", its memo on the organization and operation of local safety and health committees, for the New Local Officers' Seminar. But an informal inquiry at the seminar indicated that close to 50 percent of Guild locals still do not have such committees.

A functioning safety and health committee is critical to assuring a safe workplace, and locals both large and small should have one in every unit, utilizing TNG's memo to guide their organization and operation.

The convention recommends:

1. All locals that do not have safety and health committees act immediately to create them, using TNG's memorandum on safety and health committees as a guide, and that all local safety and health committees cooperate with counterpart committees of other unions in their plants whenever possible, avoiding token Guild representation on management safety committees.

2. Locals take steps to meet the problems of occupational stress, including the use of TNG's model questionnaire, and follow-up by seeking the employment of professional consultants to resolve stress problems.

3. While the emphasis should be on eliminating causes of stress rather than "coping" with it, locals should seek employer paid stress-management programs.

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

5. Locals support the introduction and

passage of VDT regulatory legislation in state and provincial legislatures in cooperation with unions and other groups, using TNG's Model Bill.

6. TNG continues to press for the development of adequate shielding against Very Low Frequency (VLF) radiation from VDT's, particularly against magnetic-field emissions, and locals seek to have management install any protective shielding necessary and available.

7. Locals seek advice on consultants and instruments to be used in VDT radiation testing, avoiding use of the American Newspaper Publisher Assn.'s inadequate testing service, and provide results to TNG, and TNG continue to press government agencies to test new VLF testing instruments for accuracy.

8. Locals use materials available from the Research and Information Department, particularly its manual, "Humanizing the VDT Workplace," and the TNG/CWA 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.

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

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 avoidances of disciplinary steps as an enforcement measure, while resisting any management effort to impose a unilateral ban.

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 such work.

12. U.S. locals make sure employers are in compliance with OSHA's Hazard Com-

munication Standard, that material safety data sheets and labels are in place and that employees receive training specific to the hazards of their workplace.

13. Canadian locals seek the enforcement of existing chemical "right to know" statutes and prepare to ensure that their employers are in compliance with Canada's new Workplace Hazardous Materials Information System as soon as it takes effect.

Signed: Beth Gillin, Philadelphia, chair; Robert Anthony, Milwaukee; K. Beuker, Victoria; Paul Bryan, Southern Ontario; Robert Bullard, Southern Ontario; James F. Cummings, St. Louis; William C. Ernst, San Jose; Frances M. Greene, Portland; William Hinsch, Toledo; Kerry Johnston, Canadian Wire Service; Bernie Lunzer, Twin Cities; Christine Skeete, New York; Thomas Thibeault, Manchester; Mike Waddell, Vancouver-New Westminster.

SISTER GILLIN: Move for adoption.

CHAIRPERSON McLAUGHLIN: The Second Report of the Research & Information, Safety & Health, Guild Reporter Committee has been moved and seconded. Will there be discussion?

BROTHER BRYAN (Southern Ontario): A point maybe for the copy editors in the Guild. Number six, I think what we passed in committee is probably correct. The second word should read "continue," not "continues." I will leave that up to the copy editors to fight it out.

CHAIRPERSON McLAUGHLIN: Any further discussion?

BROTHER PERCY HATFIELD (Canadian Wire Service): Excuse me, Mr. Chairman. My understanding is that the Canadian Senate on Tuesday was to approve a law that was passed in Parliament allowing a ban on smoking in federal buildings in Canada. Working for the CBC, that is really not part of the federal government but a crown corporation, we have had discussions in our TV station about this, and as of Jan. 1 no smoking will be allowed in our building.

I am in favor of that, so I can't in conscience support item 10, resisting management efforts to impose a unilateral ban, because they have been granted the authority to do so by the Canadian government and the Senate of Canada.

CHAIRPERSON McLAUGHLIN: All those in favor of the report signify by saying aye. All those opposed signify by saying no. The report is adopted.

MOTION CARRIED

SISTER GILLIN: The Third Report of the Research & Information Committee, Research & Information.

THIRD REPORT OF THE RESEARCH & INFORMATION— SAFETY & HEALTH— GUILD REPORTER COMMITTEE RESEARCH & INFORMATION

The year saw TNG embroiled in battles involving press freedom, press concentration and related issues on both the legislative and judicial fronts.

Despite continuing differences in some major areas, TNG joined other medial organizations in activities designed to heighten popular appreciation of the importance and significance of the First Amendment. They included a Writers Watch legislative conference, a First Amendment Congress that debated First Amendment principles and issues, and friend-of-the-court briefs in eight First Amendment cases.

In fulfilling other parts of its varied mandate, the R&I Department continued the quest for legislation to restrict the deepening concentration of U.S. press control, helped locals whose struggles involved Congress and government agencies and continued its program of adding to Guild publications.

TNG accelerated its campaign to have a bill limiting the size of newspaper chains introduced in Congress, drawing the Graphic Communications Int'l Union and the Communications Workers into the effort.

Acting on a recommendation by the 1987 Convention that TNG explore the establishment of a Guild computer bulletin board, TNG found that a bulletin board would be a very useful tool for Guild locals.

Although start-up costs are high, there are ways for TNG and locals to begin sharing information stored in computers immediately, without a large initial outlay. TNG's computer has the ability to receive data from local computers via IBM/AT-formatted discs. Many locals also can share programs and information. Shared data can be stored by TNG, and it can initiate a bulletin board as soon as funds and equipment become available.

To facilitate the make-ready phase of a Guild-wide computer bulletin board, dis-

strict councils are urged to consider workshops on computers to help locals in deciding on a system and to help locals in setting up that system in consultation with TNG.

The R&I Department issued a new organizing brochure during the year. Entitled "We Looked At Ourselves and What Did We See?" the brochure was based on membership response in the 1986 Guild poll conducted by the Wilson Center for Public Research. It cited the members' overwhelmingly favorable assessment of the Guild and their contracts.

The department also published a French-language edition of "Thanks to the Guild" in conjunction with the Canadian Wire Service Guild. And a new pamphlet was added to the Guild's safety and health arsenal when TNG joined the CWA in preparing "Video Display Terminals: A Health Guide For Users." The brochure was printed by the Workplace Health Fund, with a special printing bearing the Guild and CWA logos.

The Convention recommends that:

1. TNG continue to press for passage of legislation in Canada and the U.S. to curb the growing domination of the news industry by newspaper chains.

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

3. TNG and locals share information and data stored in computers via modem, that 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.

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

5. District councils consider workshops on computers to help locals decide what computer system best fits their needs and to help locals in setting up that system in consultation with TNG.

Signed: Beth Gillin, Philadelphia, chair; Robert Anthony, Milwaukee; K. Beuker, Victoria; Paul Bryan, Southern Ontario; Robert Bullard, Southern Ontario; James F. Cummings, St. Louis; William C. Ernst, San Jose; Frances M. Greene, Portland; William Hinsch, Toledo; Kerry Johnston, Canadian Wire Service; Bernie Lunzer, Twin Cities; Christine Skeete, New York; Thomas Thibeault, Manchester; Mike Waddell, Vancouver-New Westminster.

SISTER GILLIN: The committee moves adoption.

CHAIRPERSON McLAUGHLIN: The Third Report of the Research & Information, Safety & Health, Guild Reporter Committee has been moved and seconded.

BROTHER SCHICK (Albany): On the question of computer bulletin boards and computer equipment, it is important to know that computer equipment is dropping in price and is readily available. My local computerized this year, and if anyone wants information about computer systems, low cost ones, I have some catalogs. And I would just like to say that I'd like to see the international move forward on establishing the computer bulletin board as soon as possible.

CHAIRPERSON McLAUGHLIN: Is there any further discussion? Hearing none, all those in favor of the committee report signify by saying aye. All those opposed signify by saying no. The ayes have it. The committee report is adopted.

MOTION CARRIED

SISTER GILLIN: The Fourth Report of the committee is a resolution entitled "For a Humanized VDT Workplace."

FOURTH REPORT OF THE RESEARCH & INFORMATION— SAFETY & HEALTH— GUILD REPORTER COMMITTEE FOR A HUMANIZED VDT WORKPLACE

Suffolk County has set an example for other New York counties, the state and the nation.

By establishing enforceable ergonomic guidelines to govern the operation of VDTs, Suffolk's has become the first legislative body in the nation to heed the plight of pain-plagued VDT operators.

Other New York counties should, logically, be the first to follow suit. The New York State AFL-CIO has announced it will seek to have legislation similar to Suffolk's introduced in Albany, Erie and Rockland counties.

VDT operators in those counties would be the first to benefit from regulations setting minimum health standards for VDT operation. But others would, in all probability, come quickly behind them. The adoption of such regulations in four New York counties would generate enormous pressure for action by the state legislature, and

legislatures in other states could be expected to follow suit.

This 55th Annual Convention of The Newspaper Guild, therefore, urges the legislatures of Albany, Erie and Rockland counties to adopt this legislation speedily—in the interests of the health of their working men and women who operate VDTs and, in the final analysis, of VDT operators across the United States.

Signed: Beth Gillin, Philadelphia, chair; Robert Anthony, Milwaukee; K. Beuker, Victoria; Paul Bryan, Southern Ontario; Robert Bullard, Southern Ontario; James F. Cummings, St. Louis; William C. Ernst, San Jose; Frances M. Greene, Portland; William Hinsch, Toledo; Kerry Johnston, Canadian Wire Service; Bernie Lunzer, Twin Cities; Christine Skeete, New York; Thomas Thibeault, Manchester; Mike Waddell, Vancouver-New Westminster.

SISTER GILLIN: Moved by the entire committee.

CHAIRPERSON McLAUGHLIN: The Fourth Report of the Research & Information, Safety & Health, Guild Reporter Committee has been moved and seconded. Will there be discussion? Hearing none, all those in favor signify by saying aye. All those opposed signify by saying no. The Fourth Report is adopted.

MOTION CARRIED

SISTER GILLIN: Just one announcement. There is material on the back table available concerning stress and other workplace hazards.

CHAIRPERSON McLAUGHLIN: May we have Keeble McFarlane come up to the podium for the Human Rights report.

BROTHER KEEBLE McFARLANE (Canadian Wire Service): The First and Final Report of the Human Rights Committee.

FIRST REPORT OF THE HUMAN RIGHTS COMMITTEE

The 55th TNG Convention notes that while we have made progress in the achievement and enforcement of equal employment, much remains to be done.

Clearly, as Guild locals report, discrimination against minorities, women, older workers and others is not dead. And while blatant discrimination still exists, many cases have become more subtle requiring the full vigilance of locals and the continu-

ing education of members and employers.

In the enforcement of members' rights, the first line of defense is the contractual fair-employment clause. But, while 93 percent of all Guild contracts contain some form of fair-employment protection, it is a provision that is underutilized by Guild locals. These clauses have meaning only if they are enforced. And in the enforcement of members' rights, it is time to keep the pressure on.

One type of discrimination that continues to eat away at the rights, self-esteem and morale of our members is sexual harassment. The most egregious case at the Glens Falls Post-Star in New York exemplifies the seriousness of this discrimination and how imperative it is for locals to increase their sensitivity and ability to detect the cases which are not immediately reported.

The convention is alarmed at the number of sexual harassment cases reported and we point out again the need for local education programs as well as training for shop stewards on this form of discrimination. This includes the use of TNG's sample local survey and 10-point check-list for combating sexual harassment.

Another practice that is growing each year is discrimination on the basis of age. As workers become older, many find they are being shunted aside into less challenging assignments, harassed, denied equal opportunity for career advancement or training and denied monetary rewards such as merit pay.

This practice, and the prejudice behind it, is not only painful to the individual, it is wasteful of the special talents and experience that the worker has acquired.

Reports of "glass ceilings," continuing job segregation by sex and race and subtle prejudices against women and minorities also signal the continuing need for strong job posting contract provisions and contract enforcement.

Locals, in their increasing vigilance, must assure that employer decisions do not adversely impact older workers, women and minorities and they must more carefully monitor employer practices to assure they are based on ability and job-related criteria not on age, sex, race, national origin, marital or parental status.

Reports also confirm that the conflict between work and family life is intensifying. With more single heads of households, and

with more spouses working outside the home, contract provisions such as child and dependent care, parental and family-emergency leaves and job-sharing have become the developing bargaining issues of the decade. These provisions are essential to reduce continuing employment barriers to women, who are still the primary care-givers, and to meet the growing need of all members with parental or dependent-care responsibilities. We in the Guild must make the "care-less" employer, care more.

We are encouraged by and we applaud the record-high 58 percent of all Guild locals that established local human rights committees. They have contributed greatly in the achievement of Guild equal employment goals. But we need more committees and more active committees to get the work done.

The Convention noted several local convention delegations without representation on the convention Human Rights Committee this year. We strongly urge better representation next year in recognition of the importance of equal employment and family issues in bargaining, organizing and the development of Guild policy.

The Human Rights Committee had referred to it a proposal recommending the development of materials on retirement planning. The committee referred this proposal to the Collective Bargaining Committee.

To accomplish the mandate before us, the Convention recommends that:

1. Locals make greater efforts to achieve and enforce fair-employment-practices contract provisions that ban discrimination in hiring and other employment conditions, and other provisions, such as job-posting, promotions, tuition-aid and training clauses, that are vital to equal employment opportunity.

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

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

4. Locals increase efforts to achieve child care, adult-dependent care, parental-leave and family emergency leave provisions as proposed by the Collective Bargaining Program and Recommendations.

5. 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.

6. Locals aggressively pursue remedies in cases of age discrimination, with special vigilance for members over 40 years of age, in assignments, training, promotions, wages, merit pay and other practices.

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

8. The Human Rights Coordinator continue to hold seminars to inform Guild members about employment discrimination and that such programs be available for presentation at Guild forums.

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 Coordinator information on the representation of women and minorities among their officers, executive boards and representative assemblies.

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

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

and the Canadian National Action Committee on the Status of Women.

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

Signed: Keeble McFarlane, Canadian Wire Service, chair; Annette Bolinsky, New York; Theodore Dargan, St. Louis (except #6); Marie Howard, Portland; Barbara Jahn, Manchester (alternate); Gloria Johnson, Memphis; Dorothy Lewis, Twin Cities; Paul Mallon, Southern Ontario; Beverlyann Morris, Toledo; Patricia Odoms, Philadelphia; June C. Sellers, Pacific Northwest; Ann Wilhemy, Twin Cities; Lucy Witeck, Hawaii.

BROTHER MCFARLANE: The committee moves adoption.

CHAIRPERSON McLAUGHLIN: The First and Final Report of the Human Rights Committee has been moved and seconded. Discussion?

VICE PRESIDENT JACKSON (Detroit): I stand to support the Human Rights Committee report and to amend it by adding the following paragraph at the end of Page 1 and an additional Recommendation 13.

At the end of Page 1 add: "The convention further notes the glacial movement of all U.S. newspapers in integrating their work forces to reflect the racial diversity of this nation. Of particular concern is that today, 20 years after the Kerner Commission report on civil disorders, about 56 percent of all U.S. dailies remain without a single minority employee on their editorial staffs. It is time for a newspaper minorities scorecard."

At the end of Page 2 please add a Recommendation 13 to read: "TNG establish The Newspaper Guild's Lily White Publisher Award for presentation at the 1990 Guild Convention to a U.S. daily newspaper publisher or publishers without minority employees on their editorial staffs."

I move adoption.

CHAIRPERSON McLAUGHLIN: Is there a second to the amendment?

(Seconded by several.)

CHAIRPERSON McLAUGHLIN: Seconded by many.

BROTHER BURRELL (Denver): I stand in support of this amendment. In 1978, I believe it was, the American Society of Newspaper Editors established a goal that by the

year 2000 minority representation in newsrooms should at least reflect or correspond to the population, to local population. And, I think according to the April edition of "presstime," recent average increases have been about .3 percent. I think that because of statistics such as these that we, The Newspaper Guild, should take a more concerted action. And I think that we should not be stifled by passage of time and that we should wholeheartedly support this amendment.

BROTHER PELLETTIER (Southern Ontario): I would like to move an amendment to the amendment. I don't have the wording in front of me obviously, but it should include a reference to the situation in Canada as well. We have a serious problem in this regard as much as in the States, and right now there is no mention of Canada in the amendment.

CHAIRPERSON McLAUGHLIN: Will the mover of the amendment take a friendly amendment?

VICE PRESIDENT JACKSON: Yes, I will.

CHAIRPERSON McLAUGHLIN: Okay. Can you get some kind of amendment so that we can vote on it. We will need language. It is not an amendment without language.

SISTER JOYCE McKERROW (Southern Ontario): I would just like to mention item number 11 and ask a question.

It says, "Locals and members seek opportunities to associate with other U.S. and Canadian unions and community groups that share the Guild's human rights objectives in order to further those objectives and increase Guild participation"

My question is, are there any of these organizations that are formally affiliated with TNG?

CHAIRPERSON McLAUGHLIN: I'm sorry.

SISTER McKERROW: My question is, which of these organizations are formally affiliated with TNG?

CHAIRPERSON McLAUGHLIN: The debate is limited to the amendment under discussion now. When we get back to the main motion, you can bring up your question. We are discussing only the amendment now, the Jackson amendment.

BROTHER STEINKE (St. Louis): I don't have it in writing, but Mr. Jackson specifically said "editorial department." Are we excluding the circulation and advertising? The editorial departments in some papers were integrated long before advertising departments.

I don't know that we should single out a department for that recommendation he is proposing.

CHAIRPERSON McLAUGHLIN: It says on their "editorial staffs."

BROTHER STEINKE: The editorial staff implies the newsroom. It doesn't apply to the advertising department. I am just saying, do we want to do it that way?

VICE PRESIDENT JACKSON: I would like to speak to that point.

CHAIRPERSON McLAUGHLIN: Go ahead.

VICE PRESIDENT JACKSON: The reason it was limited initially to editorial departments is that is where we have the statistics, and that is where we would be able to develop the best numbers. If ANPA is going to do their own survey, that will give us a body of knowledge to look at other departments, so we don't intend to ignore the rest of the paper. This is an initial step.

CHAIRPERSON McLAUGHLIN: May the chair suggest that the matter be referred back to the Human Rights Committee to come before it for a motion; that it be referred back to the committee to answer some of these questions.

VICE PRESIDENT JACKSON: Okay.

CHAIRPERSON McLAUGHLIN: Is there a motion to that effect.

(Moved by several.)

CHAIRPERSON McLAUGHLIN: So moved. Any discussion on the motion? All those in favor of the motion to refer the Jackson amendment back to committee signify by saying aye. All those opposed signify by saying no. The ayes have it.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: We are now back to the main motion, the First and Final Report of the Human Rights Committee.

All right. The whole report is going back to the Human Rights Committee for resubmission.

SISTER MARTINO (San Jose): Seeing as it is going back to the committee, I would request that the committee, due to the length of the motion and the other things, present it to the committee in printed form.

CHAIRPERSON McLAUGHLIN: Fine. Yes.

SISTER McKERROW: Can I talk to this now?

CHAIRPERSON McLAUGHLIN: It has been referred back to committee. It will come onto the floor again. At that time we will have discussion on it. Right now it is off the floor and back to the committee.

BROTHER PELLETTIER: As a matter of procedure, Mr. Chairman. There may be other items that the committee could deal with at the same time rather than referring them back several times.

CHAIRPERSON McLAUGHLIN: The whole motion has been referred back.

Would Adolphe Bernotas, the chair of the Collective Bargaining Committee, come to the podium.

BROTHER BERNOTAS (Wire Service): I would like to thank the members of the Collective Bargaining Committee for their good humor, diligence and patience. The drafting committee, which included Julie Rowe, Gil Bailey, Mike Fagan, Mary Klaus, Tim Klass, they should be thanked publicly.

FIRST REPORT OF THE COLLECTIVE BARGAINING COMMITTEE

In its 55th year, the Guild faces relentless attacks from employers and their high-priced hired guns in a labor environment in which creative strategies are increasingly necessary.

Our contracts are best won and improved through joint or coordinated bargaining commitments involving all unions within the news industry.

More than renewing the Guild's commitment to merger with appropriate unions, the Convention authorizes the International Executive Board to appoint a committee to continue exploration of merger. That committee, whose members may come from the IEB, will report to the 1989 Convention.

The Convention emphasizes the necessity of consulting with TNG when engaging in innovative bargaining strategies. Locals will receive funding for these strategies only after gaining TNG approval.

In following the theme of the 1988 Convention—"Organize or Die"—TNG recognizes that the primary purpose of organizing is to win a contract. Collective bargaining is the vehicle that brings better wages, working conditions, dignity and security for the workers of our industry.

Despite the hostile bargaining climate,

the reporter top minimum jumped \$24.81, or 4.3 percent, to \$608.32, in the fiscal year, topping the prior fiscal year's increase by \$8.74 or 54.4 percent.

TNG Int'l Pension Plan benefits were boosted by as much as 24.1 percent effective June 1. The fourth benefit improvement in 6.5 years doubled the benefits since the plan's inception.

On referral to the Collective Bargaining Committee, a resolution submitted by the Providence delegation to amend TNG's Constitution to make the Collective Bargaining Program advisory, not mandatory, was defeated without dissent.

The Convention:

1. Amends Art. II Sec. 31 of the Collective Bargaining Program as shown (new wording in *italics* deletions [bracketed]), incorporating present Art. II Sec. 39 of the Convention Recommendations on Collective Bargaining regarding adult-dependent care; renumbering subsequent sections of the recommendations accordingly.

31. [CHILD] *FAMILY CARE*: The employer [will] *shall* pay the employee's cost of day/night care, *including afterschool care for the employee's dependent children* [both preschool children and those who need afterschool care]. *The employer shall pay the costs of caring for the employee's elderly dependents and handicapped or disabled adult dependents.* The employee may choose the type of care and/or facility to be used. (See Recommendations Art. II Sec[s]. 38 [and 39].)

2. Adds the following section after present Art. II Sec. 14 of the Convention Recommendations on Collective Bargaining as shown, renumbering subsequent sections accordingly:

15. *TAX-DEFERRED SAVINGS PLAN*: Locals should not agree to tax-deferred saving plans without having established adequate retirement plans. In agreeing to tax-deferred savings plans, Locals, in consultation with TNG, should seek joint Guild-employer administration, the employer to match employee savings dollar-for-dollar, immediate vesting of employer, as well as employee contributions to the plan.

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

5. Re-emphasizes 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 the employers. Merit increases are to acknowledge and reward individual merit. They are not substitutes for negotiated increases and are to be paid in addition to substantial minimum salaries. Merit-pay, lump-sum, commission or incentive-pay schemes unilaterally controlled by the employer or depending on the employer's evaluation of performance are discrimination traps and are contrary to sound historical Guild bargaining policy.

6. Opposes contracts with multi-tier minimum salaries which 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), alcohol and drugs, as an intrusion of privacy and irrelevant to assessing employee job performance.

8. Reaffirms the Guild's commitment to ensure that there be no discrimination against victims of AIDS and AIDS Related Complex (ARC) in hiring or employment, including by way of example without limitation in job security, sick leave and health and welfare benefits.

9. Renews the Guild's commitment to merger with appropriate unions by authorizing the International Executive Board to appoint a committee, with proportional Canadian representation, to continue exploration of merger and to report to the 1989 Convention.

10. Re-asserts the importance of establishing joint bargaining councils for interunion communications, cooperation and joint or coordinated bargaining.

11. Calls on 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.

12. Recognizes, in accordance with the International Executive Board recommendation to replenish the special organizing fund, that strong collective bargaining is the cornerstone of any organizing effort. It brings to the work place better wages, working conditions, dignity and security for those workers on the jobs and those who have retired.

Signed: Adolphe Bernotas, Wire Service, chair; Gilbert E. Bailey, Pacific Northwest, secretary; Mary Adamski, Hawaii; Victor J. Alfano, Scranton; Ruben Batista, New York; Bob Chartrand, Northern Ontario (except 1 and 3); Lee Clifford, Canadian Wire Service; David Elder, Ottawa; Liz Elinski, Buffalo; Mike Fagan, Philadelphia; Dean Ferguson, Memphis; Thomas Gibbons, Chicago; J. Stephen Hatch, Cleveland; Percy Hatfield, Canadian Wire Service; Peter Homan, Salem; K. Jarrett, Victoria (except 1 and 3); Sam Jempson, Buffalo; Tim Klass, Wire Service; Mary Klaus, Harrisburg; Dennis Lajiness, Toledo; Shannon McManus, Southern Ontario; John Masynyk, Vancouver-New Westminster; Ernie Raftis, Southern Ontario; Shirley Rajala, Brockton; Yolanda M. Ramirez, San Antonio; Timothy B. Renken, St. Louis; Julie Rowe, Windsor; Laura Simmons, Knoxville; Richard Valliere, Washington-Baltimore; Jack Wallace, Wilkes-Barre.

BROTHER BERNOTAS: I move adoption on behalf of the committee.

SISTER JARRETT (Victoria): Mr. Chairman, I would like to just delete the reference to my exception to number 3, only.

CHAIRPERSON McLAUGHLIN: Any other deletions?

BROTHER HYLLESTAD (Twin Cities): Please add my name to the report.

SISTER ROWE (Windsor): We would like to amend Recommendation 1, Section 31, where it says, "The employer shall pay the employee's cost of day/night care, including after-school care." **We would like to change the wording "after-school" to "out-of-school care."**

CHAIRPERSON McLAUGHLIN: Is there a second to that amendment?

BROTHER HART (Philadelphia): Second.

CHAIRPERSON McLAUGHLIN: Is there a discussion on the amendment? Hearing none, all in favor—

BROTHER BOB CHARTRAND (Northern Ontario): Please delete my exception to number 3.

CHAIRPERSON McLAUGHLIN: We are now on the amendment. When we are finished with the amendment, I will take further deletions on it. The amendment is to change the wording to "out-of-school." All those in favor of the amendment signify by saying aye. All those opposed signify by saying no. The ayes have it.

MOTION CARRIED

BROTHER CHARTRAND: Please delete the reference to my exception to number 3, only.

CHAIRPERSON McLAUGHLIN: Any other deletions? Any other discussion?

BROTHER LEIR (Hudson County): Clarification question on Page 2, item 2, with reference to the wording "immediate vesting of employer," is that correct?

BROTHER BERNOTAS: It is correct. It calls for immediate vesting of employer and then is followed by "as well as employee contributions." We want to vest them both, both contributions.

BROTHER BAILEY (Pacific Northwest): I'd like to point to Recommendation 9, which we enlarged a little bit from the original proposal from the officers. It is, I think, a gentle but firm nudge to remind us all that the delegates here and the locals they represent are still interested in merger and in the exploration of it.

The committee tried to give the IEB as full and complete freedom as possible to examine and explore this delicate subject, but we would hope that it would be more than just a pro-forma committee. We hope that some real exploration and some real efforts will be made, and I am certain they will be.

Vice President Hatfield has suggested that we look at some of the other creative unions, some of them in allied fields—screen writers, AFTRA—to see if there is a possibility of amalgamation and then possibly, later, merger under a larger international union.

Obviously what we are looking for is some way that we can create a network across the United States and Canada and bring under our protection the small newspapers where people are really mistreated. And we need to enlarge the resources available to us as we tangle with the giant corporate—I guess I shouldn't call them monsters—corporate giants that are taking over our industry.

As we say, we must organize or die. Some place along the line we must become large enough to stand against the Knight-Ridgers and the Gannetts and the others or we will die. (Applause.)

BROTHER KLASS (Wire Service): To further support the comments of Brother Bailey, I think we need only look at the opening reports from Brother Dale and Brother Edgington, which conveyed to all of us in dishearteningly stark terms the condition of this union as we go down the road into an increasingly centralized and limited industry in terms of who we negotiate with.

We have an operating deficit that is continuing. Our Defense Fund is as strong as it has ever been, but it doesn't take a long memory nor a great mathematical skill to know how fast that fund can be eroded by one or two major strikes. Now is the time to consider what we might do in terms of merger, not when a situation deteriorates to the point where the motto of the convention becomes "Merger or die." (Applause.)

BROTHER WALKER (Providence): Mr. Chairman, just a point of clarification on 9, where it states, "Renews the Guild's commitment to merger with appropriate unions by authorizing the Int'l Executive Board to appoint a committee."

The way I read this, Mr. Chairman, that is an open-end type of committee of people that would be appointed by the IEB, and I would ask through the chair a question to President Dale of how many were on the committee from the previous merger—how many people were on there?

PRESIDENT DALE: Our joint recollection is that we had 14 members of that committee, and I have to tell you, Charley, that if it is left to me to make the recommendation to the IEB on this subject, the committee will not be that large. I can assure you it will not be that large.

BROTHER WALKER: Thank you, Mr. President.

CHAIRPERSON McLAUGHLIN: Any other discussion? All those in favor of the First Report of the Collective Bargaining Committee signify by saying aye. Opposed? The ayes have it. The First Report of the Collective Bargaining Committee is adopted.

MOTION CARRIED

BROTHER BERNOTAS: Second and Final Report of the Committee.

SECOND AND FINAL REPORT OF THE COLLECTIVE BARGAINING COMMITTEE

Guild locals, in cooperation with TNG, have bargained long and hard for retirement benefits. Pre-retirement planning is important so that employees can take best advantage of those retirement benefits.

The Convention calls on TNG's Collective Bargaining Dept. to work toward developing informational materials on retirement planning.

Signed: Adolphe Bernotas, Wire Service, chair; Gilbert E. Bailey, Pacific Northwest; Mary Adamski, Hawaii; Victor J. Alfano, Scranton; Ruben Batista, New York; Bob Chartrand, Northern Ontario; Lee Clifford, Canadian Wire Service; Liz Elinski, Buffalo; Mike Fagan, Philadelphia; Dean Ferguson, Memphis; Percy Hatfield, Canadian Wire Service; Dick Hyllestad, Twin Cities; K. Jarrett, Victoria; Sam Jempson, Buffalo; Tim Klass, Wire Service; Mary Klaus, Harrisburg; Dennis Lajiness, Toledo; Shannon McManus, Southern Ontario; John Masynyk, Vancouver-New Westminster; William Pike, Lynn; Ernie Raftis, Southern Ontario; Shirley Rajala, Brockton; Julie Rowe, Windsor; Laura Simmons, Knoxville; Richard Valliere, Washington-Baltimore; Jack Wallace, Wilkes-Barre.

BROTHER BERNOTAS: I move adoption.

CHAIRPERSON McLAUGHLIN: The Second Report of the Collective Bargaining Committee has been moved and seconded. Will there be discussion?

BROTHER HATCH (Cleveland): Please add my name.

BROTHER ELDER (Ottawa): Please add my name.

CHAIRPERSON McLAUGHLIN: Any further additions or deletions? Any other discussion? The Second Report of the Collective Bargaining Committee has been moved and seconded. All those in favor of adoption of the report please signify by saying aye. Opposed, no. The ayes have it. The second report is adopted.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: President Dale has asked for recognition for a special order of business. That requires a suspen-

sion of the rules. **Do I hear a motion to suspend the rules?**

VICE PRESIDENT CLIFFORD (Canadian Wire Service): **So move.**

(Seconded by several.)

CHAIRPERSON McLAUGHLIN: Seconded by many. All those in favor of suspension of the rules signify by saying aye. All those opposed signify by saying no. The rules are suspended.

MOTION CARRIED

PRESIDENT DALE: In order to implement what has just occurred, I would ask Vice President Holt to come to the platform along with Bob Steinke.

The purpose of this resolution is to say "Thank you, Bob Steinke." The resolution is now being distributed, and I would ask Vice President Holt to read the resolution into the record.

VICE PRESIDENT ROBERT C. HOLT, JR. (St. Louis): Thank you, Chuck.

THANK YOU, BOB STEINKE

In the 55 years there has been a Newspaper Guild, some leaders have made indelible names for their contributions and achievements. Some have become legends in their own times.

Robert A. Steinke, for 20 years the administrative officer of St. Louis Local 47, is just such a legend.

His leadership of that local has yielded benefits not only to Guild members but to members of newspaper craft unions, as well.

Bob began his Guild service more than 30 years ago, serving as a shop steward and a member of the executive committee before joining the staff of TNG as an international representative. Among his battle scars are those he received working with the Los Angeles Guild in the strike against Hearst's Herald-Examiner.

He has also served TNG as chairman of the Int'l Elections and Referendum Committee and as a member of the committee that negotiated a merger agreement, unfortunately short-lived, with the Int'l Typographical Union.

He has been a friend and advisor to Guild members throughout the international, always ready to share his wealth of experience. His gruff exterior conveyed a true gut toughness; beneath that lay a warmth he couldn't long conceal.

On his home turf, he has served on the board of the St. Louis Labor Council, for a time as vice president, and he was secretary-treasurer of the Missouri State Labor Council. His work in the labor movement has brought him recognition and respect across the country.

He long ago won the grudging respect of the management executives who have had to cope with his bargaining skills.

At the end of this year, Bob will go on leave as a prelude to retirement. To say that he will be missed is an understatement. But he has more than deserved the rest of retirement, and this Convention wishes Bob and his wife, Dorothy, a full measure of contentment and happiness.

VICE PRESIDENT HOLT: I move adoption.

(The audience rose and applauded.)

PRESIDENT DALE: Bob told me that he's a little scared. (Laughter.)

I have to tell you this is a first.

I am a little bit choked up myself. This is very difficult for me to do, say goodbye to somebody who is really an institution in this organization.

I first met Bob in the '60s one very, very cold weekend in Peoria. I hobbled into town on crutches to conduct a weekend institute on how to convert a strike vote into a meaningful strike threat. Bob, who was working for the St. Louis Post-Dispatch at the time, came to the weekend meeting. And we talked out in the corridor after the session ended on Saturday, and from that beginning there bloomed a friendship and a relationship unlike almost anything I have ever had.

Bob went to work for The Newspaper Guild as an international representative not very long after that, because his talents were quite apparent to Bill Blatz and to Chuck Perlik. He and I ended up together in the Los Angeles strike, he as an IR, I as an IR. We worked that strike and, as many of you know, it was one of the most brutal, bitter, violent strikes this union has been a part of.

About the only thing we didn't do during that strike together was go to jail. Unfortunately, we were separated for that. Bob, you had to do the time, and I had to bring you the razor blades. (Laughter.)

During that incarceration, I also got to know somebody who has been extremely important to this union, certainly in a background role, Dorothy Steinke. Stand up, Dorothy.

(The audience rose and applauded.)

In Los Angeles, Bob and I discovered we had a hell of a lot in common. We liked Budweiser beer, and we drank gallons of it together. We drank almost as many gallons of Margueritas and vodka martinis over the years.

When The Newspaper Guild needed help, it always knew it could turn to Bob Steinke. Time and again, where we have not had staff available to go into a special bargaining situation, we have called Steinke, and we have asked him to go. And he's gone to Pueblo, he's gone to Peoria, he's gone to God knows how many places.

And when our bargaining rights were challenged at the Washington Post in 1976, then President Perlik and Director of Field Operations Bill Blatz called me into Washington and said, "We cannot let this challenge succeed. We have to beat it back. You are given carte blanche to do whatever has to be done in order to beat back this challenge."

I asked whether or not I had a free hand in whom I selected to beat back that challenge, and I was told, yes. And one of the first people I called on was Bob Steinke. He along with a crew of very, very fine people from Canada and the United States beat back that challenge, and you know we still have a very viable bargaining unit at the Washington Post, despite its current difficulties.

Bob and I have gone to Mexico together, where one time he prevented me from spending the rest of my life in jail by stopping me from throwing a trash can through a plate-glass window. (Laughter.)

We have ridden together in tow trucks when cars have broken down. We have done an awful lot of things together, but one of the things and the thread that has run through all the things we have done together has been The Newspaper Guild.

His dedication to The Newspaper Guild is remarkable. He's been our conscience in the area of political action. He's been a leader on COPE checkoff. He's been a lot of things.

He's also got a tremendous sense of humor. I have to tell you a little story that just occurred to me now. I hadn't thought about it before.

We put together joint bargaining in St. Louis, Bob Steinke and I, and it survives and it's done an awful lot for the people in St. Louis. On the joint bargaining committee in St. Louis there are an awful lot of nice people; also some very, very tough people. Steinke, as you know, has this gruff, macho attitude.

One time I went out to St. Louis, and the joint bargaining committee was meeting. And there are pressmen there and mailers there and Guild people there and paper handlers there and an executive board member from the Teamsters' international was there, plus half a dozen Teamsters' representatives. And I walked over to Bob Steinke, who was seated at the table, and I went like this. (Dale kisses Steinke on the head.)

He's never forgiven me. (Laughter.)

Bob and Dorothy, this Newspaper Guild owes both of you an awful lot. There is really no way we can express to you our gratitude for the kinds of things you have done together for us. And Bob, you especially, there is no way that we can thank you and express to you our gratitude for the kinds of things you have done for this union and all of its members and all of its delegates to convention after convention.

We did, however, put together a couple of little things we thought you might appreciate. We didn't get a hell of a lot of help from Dorothy, and I will tell you the story about that in a few minutes.

One of the things we put together for you, Bob, is the following: We have here for you from The Newspaper Guild—this was paid for by the staff: "The Newspaper Guild hereby presents Robert A. Steinke with this certificate entitling him to two season football tickets for the 1988-89 St. Louis Cardinals." (Laughter.)

We got you box seats on the 50-yard line at Busch Stadium, and there is a little footnote here: "Yell so loud, Bob, they'll hear you in Phoenix." (Laughter.)

The other thing we got for you, Bob, is something we do only on very, very rare occasions. I know you don't wear jewelry very often, and when we called Dorothy to say, "What size is his ring finger?" she said, "How the hell do I know." Just short and fat, that's all I can say." (Laughter.)

That's why I say Dorothy didn't us give much help.

We have for you, Bob, a very, very expensive gold pin specially mounted in a gold ring signifying long and distinguished service to this union. And on behalf of this organization and all of its members, its officers, all of the delegates assembled here, I want to present it to you with our very, very great vote of thanks.

(The audience rose and applauded.)

BROTHER STEINKE: Thanks. You did get to me. You're getting to me.

I don't know what the hell to say. (Laughter.)

Thanks to my wife. She puts up with me. Jesus, she's been remarkable.

Thanks to Chuck Dale. He and I have been everywhere imaginable, every damned saloon. We have been in trouble in Las Vegas. We have been around many places.

Thanks to the St. Louis Local. It is probably the best local you could work for anywhere in The Newspaper Guild. They are extremely tolerant of me and my soft attitude at times in trying to achieve what they need and they don't really want. (Laughter.)

But they got it anyway. (Laughter and applause.)

I don't know, I think I met John Edgington in Los Angeles, too. He was working that strike when I got out there.

I thank Bob Holt, my good friend, who caused me some problems a minute or two ago.

But I just want to thank the Guild. This organization is one of the best.

And the hardest decision I had to make—in 1982 when I was elected secretary-treasurer of the Missouri AFL-CIO in a hot contest where we took on the incumbents and beat them because they had to be defeated—they weren't doing their jobs. And then the following spring, meeting in a sidewalk cafe in Memphis, Tenn., Chuck Dale, Chuck Perlik and Bob Holt, and I announced I was leaving. I said, "I got to get out of the Guild. I can't handle two jobs, it's driving me crazy."

Jefferson is 120 miles from St. Louis, and I was going back and forth night and day.

But Mr. Perlik, Mr. Dale, Mr. Holt prevailed on me that perhaps I owed the Guild a thanks, and I said I did. The Guild was so loyal in that Los Angeles strike when we were in alligators up to our armpits. And I said, "I will stay with the St. Louis Newspaper Guild." And through the efforts of Bob Holt and the executive committee they made sure I would not suffer financially, and I didn't.

But I just want to thank all of you. I won't be at any more conventions as a delegate. I've had enough. There are only so many proposals you can come up with. (Laughter.)

But the hell with it. Thanks a lot.

(The audience rose and applauded.)

CHAIRPERSON McLAUGHLIN: After that I think a break would be in order. We will break until 1:30 p.m.

(The Convention recessed at 11:40 a.m.)

THURSDAY AFTERNOON SESSION

June 30, 1988

The Convention reconvened at 1:35 p.m., Chairperson McLaughlin presiding.

CHAIRPERSON McLAUGHLIN: The chair recognizes President Dale.

PRESIDENT DALE: Brother and sister delegates, before I ask for your indulgence again, there is an announcement to be made that I think all of the delegates should be aware of, and while as a member of the Northern California Newspaper Guild I would like very much to make it, I am going to defer to my much older fellow member of the Northern California Local, Larry Hatfield.

VICE PRESIDENT HATFIELD: Thank you, Chuck. It's nice to stand up here for a change with some good news. We have just learned that the administrative law judge in California has ordered the immediate reinstatement of the Sacramento Union victims.

(The audience rose and applauded.)

VICE PRESIDENT HATFIELD: With full back pay and interest and immediate access for the negotiating committee back inside the plant.

One of the victims, Georgia Canfield, will be here later today, and I hope you all make her welcome. (Applause.)

PRESIDENT DALE: One other announcement, and I recognize Brother Kevin Keane of the Wire Service Guild.

BROTHER KEANE: The UPI members of the Wire Service Guild today ratified a proposed contract by a vote of 95 to 31. (Applause.)

PRESIDENT DALE: And still one more. I recognize the president of the New York Newspaper Guild, Barry Lipton.

BROTHER LIPTON: I have bad news. The management of the Il Progresso newspaper, which was 106 years old, announced that it's closing down as of today and going out of business. That follows a strike on the part of the Guild and the ITU that lasted about a week and a half.

PRESIDENT DALE: Brothers and sisters, we had intended to begin this afternoon's session with the Constitution Committee report and the minority report on the Constitution Committee, but I am going to ask your indulgence. I rise to request that this convention go into executive session to deal with the subject of the U.S. Supreme Court decision yesterday arising out of the case of Beck vs. the CWA.

I ask that a delegate move for an executive session for this special order of business, with delegates, alternates, officers and staff to remain in the room and all others to leave until we resume our regular session again. Would someone so move.

BROTHER MacDONALD (Canadian Wire Service): I move that motion, Mr. Chairman.

(Seconded by several.)

CHAIRPERSON McLAUGHLIN: A motion has been made to go into executive session. All those in favor signify by saying aye. All those opposed say no.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: We are now back in general session. **Do I hear a motion to expunge the record of the executive session?**

(Moved by several.)

So moved by many. Second?

(Seconded by several.)

Seconded by many. The motion was moved by Barry Lipton of New York, seconded by many. All those in favor of the motion to expunge the record signify by saying aye. All those against say no. All right.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: Do I hear a motion to suspend the rules so we may take up "Beck vs. CWA"?

(Moved by several.)

So moved by Lee Clifford. Second?

(Seconded by several.)

Seconded by many. All those in favor signify by saying aye. All those opposed, no.

MOTION CARRIED

BECK vs. CWA

The Convention notes the U.S. Supreme Court decision in *Beck v. CWA*, issued during this convention week.

The Convention is advised that in the coming weeks TNG's officers and staff, the AFL-CIO leadership and staff, and legal and other advisers will be considering the meaning and effect of that decision and congressional action that may be urged by the labor movement to overturn its effect.

Accordingly, the Convention authorizes the IEB and, between meeting of the IEB, the president and secretary-treasurer to

take such action as may be appropriate to accommodate TNG's policies and practices to the Supreme Court ruling, insofar as they relate to U.S. locals and Guild members in the United States only.

The IEB and/or the president and secretary-treasurer will advise the U.S. local unions on actions they must take in light of the ruling.

In the event a similar ruling is made by the Supreme Court of Canada, the IEB and/or the president and secretary-treasurer shall have the same authority as set for the above.

A full report on the above actions will be given to the 1989 Convention of TNG.

CHAIRPERSON McLAUGHLIN: The motion before you is "Beck vs. CWA." Do I hear a second for that? Seconded by Oldfield.

The motion is seconded. All those in favor of the resolution, "Beck vs. CWA," signify by saying aye. All those opposed, no. The motion, "Beck vs. CWA," is accepted.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: I would call on Mel Morris, the chairperson of the Constitution Committee, to come up and make a report.

BROTHER MEL MORRIS (Vancouver-New Westminster): This is the First and Final Report of the Constitution Committee.

FIRST AND FINAL REPORT OF THE CONSTITUTION COMMITTEE

I

To help defray the cost of hosting TNG conventions, the Convention amends Article V, Section 11, of TNG Constitution as follows:

(New language in *italics*; deletions in [brackets].)

There shall be a registration fee of [\$50] \$100 for each delegate or alternate registered, with the host Local to receive [\$35] \$75 and TNG [\$15] \$25.

II

The Committee had before it and postponed indefinitely a resolution submitted by the Southern Ontario Newspaper Guild delegation containing, in the words of the resolution, the following topics:

1. Election of the Canadian Director by Canadians.

2. A new mandate for the Canadian Director.

3. Establishment of a Canadian Executive Board.

4. Canadian control of major decisions and finances.

5. Constitutional recognition of the right of the Canadian membership to merge with another union and to a separate vote on any international merger proposals.

The Committee's action was taken in light of the decision by the Canadian caucus of Guild locals to defer consideration until the Canadian District Council meeting in Sudbury, October 29-30, to give local membership an opportunity to discuss this issue.

III

On referral from the Organizing Committee, the Constitution Committee considered and rejected a proposal for biennial conventions, with the cost saving to be allocated, each year, to a separate organizing account.

Signed: Mel Morris, Vancouver, chair; Jeff Andrew, Southern Ontario (except II); John H. Arends, III, Pacific Northwest; Patricia Bell, Ottawa (except II); John Belcarz, Montreal; Harold Blatchley, Buffalo; Terry Borovitzky, Youngstown; William Bresler, Detroit; Russ Cain, San Jose; Cynthia Cheski, Bakersfield; Henry Collins, Salem; Janet Contreras, San Jose; Andrew Duehring, Providence; Fred Dunham, Montreal; David Gersovitz, Canadian Wire Service; Ken Fisher, Pittsburgh; Sara Hammond, Portland; Thomas R. Hiltz, Boston; Lionel Horton, St. Louis; Patrick Hunt, Washington-Baltimore (except II); Luther P. Jackson, III, Detroit; Dan Keeton, Vancouver-New Westminster; Mary Kilzer, Chicago; Barb Kucera, Twin Cities; Larry McInnis, Montreal; Bruce Meachum, Denver; Christine M. Mulligan, Providence; Peter Murdoch, Southern Ontario (except II); R. Emmett Murray, Pacific Northwest; Dan Oldfield, Canadian Wire Service; Paul Pellettier, Southern Ontario (except II); Bill Petrie, Southern Ontario (except II); Jan Ravensbergen, Montreal; Bruce Scruton, Albany; Roger Stonebanks, Victoria; Peter Szekely, New York; Patti Tasko, Canadian Wire Service; Lilia Valencia, San Jose.

BROTHER MORRIS: I move adoption.

CHAIRPERSON McLAUGHLIN: The First and Final Report of the Constitution Committee has been moved and seconded. The mikes are open for discussion.

BROTHER DAN KEETON (Vancouver-New Westminster): I would like my name taken off of section II of that report.

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

BROTHER BUCHANAN (Erie): Please add my name.

BROTHER JEFF ANDREWS (Southern Ontario): If I could, I would just like to pass the mike to the brother here.

BROTHER PETRIE (Southern Ontario): On behalf of those who signed the minority report, I would like to move the First Minority Report to the report of the Constitution Committee.

FIRST MINORITY REPORT TO THE FIRST REPORT OF THE CONSTITUTION COMMITTEE

In a move to delay the inevitable, the Constitution Committee prevented debate on a major issue facing Canadian Guild members. In an attempt to deal with the Southern Ontario Newspaper Guild recommendations contained in "The Guild and Canadian Autonomy—A Blueprint for Change," a motion to accept the recommendations and draft the appropriate constitutional language was put to the delegates. This was immediately followed by orchestrated procedural moves aimed at the suppression and censorship of the legitimate concerns of the second largest local of this union. SONG represents approximately 50% of Canadian members.

The motion to adopt SONG's recommendations was quickly followed by motions to postpone the issue indefinitely and to close debate. Tragically these tactics had their desired and calculated effect. The intent of the democratic rules of order was distorted and debate was denied. The proponents of the motion were not allowed the opportunity to even address the committee on the subject.

These actions are deplorable and trample on the principles of free speech which this Guild fights so hard in other arenas to uphold.

We therefore move as a substitute for item II of the majority report, that the Convention adopt the following statements and recommendations and refer them to the Constitution Committee for drafting of the appropriate language.

RECOMMENDATIONS

In our view, the TNG Convention must make the following changes to its Constitution and the union's administration to bring about Canadian autonomy within the Guild:

1. ELECTION OF THE CANADIAN DIRECTOR BY CANADIANS.

This should be done by membership vote in the same manner and at the same time as the Canadian vice-presidential elections.

2. A NEW MANDATE FOR THE CANADIAN DIRECTOR.

The Canadian Director should be the political leader of the Guild in Canada and sit as a member of the Int'l Executive Board representing all Canadian Guild members. Stationed at the national office in Ottawa, the Canadian Director should be the chief spokesperson for the Guild in Canada and lead and co-ordinate the union's activities in Canada. This includes collective bargaining, organizing, education, research, political action, relations with the Canadian labour movement and a Canadian Guild publication.

3. ESTABLISHMENT OF A CANADIAN EXECUTIVE BOARD.

This should consist of the Canadian Director and the two Canadian Vice Presidents. The Canadian Executive Board would be responsible to the Canadian membership through the Canadian District Council and the Canadian locals.

4. CANADIAN CONTROL OF MAJOR DECISIONS AND FINANCES.

The Canadian Executive Board should take over from the IEB decisions on approval of strikes, Defense Fund expenditures, and contract settlements in Canada. The Canadian Director should hire and direct the staff in Canada and administer a budget approved by convention for spending in Canada on such items as organizing, research, education, health and safety and political action.

5. CONSTITUTIONAL RECOGNITION OF THE RIGHT OF THE CANADIAN MEMBERSHIP TO MERGE WITH ANOTHER UNION AND TO A SEPARATE VOTE ON ANY INTERNATIONAL MERGER PROPOSALS.

The Canadian members should have a legal and democratic method to express and act on their desire, should that be the case in the future, to go in a different direction

than the rest of the Guild through another union.

Signed: Jeff Andrew, Southern Ontario; Peter Murdoch, Southern Ontario; Paul Pelletier, Southern Ontario; Bill Petrie, Southern Ontario.

BROTHER PETRIE: I would also ask, Brother Chairman, that we recognize that the document, "The Guild and Canadian Autonomy: A Blueprint for Change," would become part and parcel of this minority report.

The minority report is moved as a substitution.

CHAIRPERSON McLAUGHLIN: The minority report is moved as a substitution for item II of the First and Final Report of the Constitution Committee. Is there a second?

BROTHER: Second.

CHAIRPERSON McLAUGHLIN: The minority report has been moved and seconded, and it is proposed as a substitute for item II of the first and final report. It has been agreed that the document entitled, "The Guild and Canadian Autonomy: A Blueprint for Change," will be incorporated into the record of the convention proceedings. This will be done at the request of the SONG delegates to avoid taking up the time of the convention with reading the document on the floor.

BROTHER PETRIE: Thank you, Brother Chairperson.

THE GUILD AND CANADIAN AUTONOMY A BLUEPRINT FOR CHANGE

Introduction

In 1936, just three years after the American Newspaper Guild was founded, a handful of editorial people working for a Toronto newspaper met to discuss the recent firing of several of their fellow journalists. Their response to this and other unfair working conditions was to form a union and affiliate with the Guild. This was the beginning of Canadian involvement in the Guild.

Highlights of those early years include holding the international convention in Toronto in 1938; an unsuccessful attempt to negotiate a first contract at the Star in 1939; and finally in 1949 achieving a first contract at the Toronto Star. Since then Canadian membership in the Guild has grown to approximately 5,300 members with locals in Victoria, Vancouver, Sudbury, Ottawa, Toronto, Windsor, Montreal and the Canadian Wire Service.

Events that have occurred over the years to reflect the "Canadian content" of the Guild include:

- 1951—Canadian Region established.
- 1971—Changing name from American Newspaper Guild to The Newspaper Guild.
- 1972—Canadian Regional Office established; Canadian Director appointed.
- 1973—Canadian Policy Conference established; two Canadian Vice Presidents (one for Eastern Canada and one for Western Canada) elected.
- 1985—Canadian District Council established.

Strikes, boycotts and other forms of collective action by Canadian Guild members also occurred during these years, and the struggle continues to protect our hard-won gains.

A distinct Canadian identity within the Guild emerged from those years of organizing, educating, servicing and debating. This "Canadian identity" may better be characterized as "Canadian autonomy" for at each step of the way the Canadian membership gained more control of its own affairs.

During the last few years it has become evident to many Canadian Guild members that more autonomy is needed because of the growing differences between American and Canadian members. These differences are major in scope and if not recognized and dealt with could lead to a divisive polarization of our members.

To illustrate some of these differences, consider the following:

(1) Organizing—It is trite to say that organizing should be a priority within the Guild. However the strategy for organizing in Canada is quite different from that in the U.S. Because of the Reagan administration's eight years of union-busting tactics that, among other things, made it lawful for persons to opt out of the union at any time, membership in American Guild locals has declined dramatically. This coupled with the tactic of breaking off negotiations and posting conditions that do not include dues deduction has left many U.S. locals scrambling to collect dues from their members while at the same time trying to co-ordinate fight-back campaigns to protect their collective bargaining agreements. Consequently the first priority for organizing in the U.S., and therefore for the union we have been told, is to sign up free riders.

This does not occur in Canada where we have laws that more or less protect dues deduction and union membership in collective

agreements. Our priority is to organize new bargaining units and we have had some success at it. Canadian membership in the Guild has increased over the years. In fact the Canadian labor movement in general has a history of successful organizing. Recent statistics show that in Canada 37% of the workforce belong to unions. This grew from 33% 10 years ago. In the U.S. the figure is 17%, having steadily declined for years. This simple fact alone makes it obvious that our priorities for organizing are quite different.

(2) Collective Bargaining—We in Canada view with some alarm the increasing number of concessions agreed to by American unions over the last few years, the Guild included. Again this probably reflects the political climate in the U.S. that began with the breaking of the PATCO strike shortly after Reagan took office. This set the stage for employers to take advantage of right-wing Reagan appointed NLRB members and courts and systematically gut many collective agreements.

In Canada, even though we have our share of right-wing governments, employers have not been so successful in forcing unions, the Guild included, into concession bargaining. We have been able to maintain our traditional ability to make improvements in working conditions at each round of bargaining. On those occasions when we have been tested by employers we have responded in our traditional way, by threatening or actually taking strike action.

This is in sharp contrast to the trend in U.S. locals to move away from using the strike weapon and utilizing instead "alternative bargaining strategies," with very limited success.

We in Canada also look forward to the prospect of chain-wide bargaining with some of our employers. We are creating a Southam Chain council (founding meeting to be held this fall) that could realistically force Southam to bargain with the Guild on a national level. It is possible that we will have the majority of Canadian members involved in co-ordinated bargaining in years to come. This is our goal.

(3) Political Action—In Canada, unlike the U.S., the Canadian labor movement has a political arm, the New Democratic Party. In fact it was the Canadian Labour Congress along with the Co-operative Commonwealth Federation that founded the N.D.P. back in 1961. Much of our political activity therefore is integrated with a political party that represents workers' interest.

Our political activity is not confined to support of the N.D.P.. Canadian trade unionists have a history of leading successful political struggles for such things as public unemployment insurance programs, workers' compensation benefits, universal public health and hospital care, public transportation systems, pension benefits and many other social programs.

This differs somewhat from the political activity of trade unions in the U.S. where traditionally the AFL-CIO either endorses one of the presidential candidates (usually a Democrat) or decides not to endorse one. Helping to elect Senators or Congressmen that support labor and other social issues (Republicans or Democrats) and lobbying them and others between elections is also part of the American labor movement's political activity.

The political issues faced by Canadian Guild members today include:

- The Canada-U.S. free-trade deal that will ultimately lead to unemployment and threaten Canadian culture and independence. Canadian trade unionists including many Guild members are in the forefront of the opposition to this deal.

- Privatization of government services that will dismantle Crown corporations and government departments that provide cost-effective, not-for-profit service and protection to the public and put them into the hands of private corporations whose emphasis will be on profitability at the expense of quality and quantity of service.

- Deregulation of our society which will result in increasing safety hazards and an overall deterioration of services to the public, and lead to the gutting of collective agreements and labor laws.

These are but a few examples of a growing list of differences that must be addressed by our union.

AUTONOMY IN THE CANADIAN LABOUR MOVEMENT

The past 20 years have seen a dramatic Canadianization of the labor movement, both because of the rapid growth of all-Canadian public sector unions and because of the separation of a number of Canadian sections of international unions from their parent bodies. Less than 40 percent of the Canadian Labour Congress membership of 2 million is in international unions, compared with more than 70 percent two decades ago.

These changes take place at a time of increasing Canadian nationalism, which has not

only been reflected in the labor movement, but that has also developed because of labor's influence. For example, Canadian unions are playing a key role in the campaign against the recent Canada-U.S. free-trade deal, a campaign that is in many ways appealing to Canadians on nationalist grounds. International unions that have ignored this trend or have been slow to respond to the needs and desires of their Canadian membership have often found themselves with severe internal difficulties.

In the early 1970s, responding to this new nationalist sentiment, the Canadian Labour Congress, to which the Guild is affiliated, passed some guidelines for international unions with respect to autonomy for their Canadian sections. (Reproduced below).

"CANADIAN STANDARDS OF SELF- GOVERNMENT

"Preamble: Members of affiliated unions shall exercise their rights as citizens of a sovereign nation and shall govern the affairs of the union in conformity with this fundamental right.

"1. Election of Canadian officers by Canadians.

"2. Policies to deal with national affairs to be determined by the elected Canadian officers and/or members.

"3. Canadian elected representatives to have authority to speak for the union in Canada.

"4. That where an international union is affiliated to an international trade secretariat, the Canadian section of that union should be affiliated separately to ensure a Canadian presence and voice at the international industry level.

"5. That international unions take whatever action is necessary to ensure that the Canadian membership will not be prevented by constitutional requirements or policy decisions from participating in the social, cultural, economic and political life of the Canadian community."

These guidelines provide for, among other things, "election of Canadian officers by Canadians." The CLC, however, had no mechanism for enforcing the guidelines other than moral suasion, until this year, when the Congress' constitution was amended to provide a procedure for groups to lodge a complaint that their parent bodies were not complying with the guidelines.

Even though the guidelines had no teeth, many international unions made changes in

the 1970s, most often setting up a separate Canadian district with a director chosen solely by Canadians. Other Canadian sections of international unions including the Paperworkers, the Oil, Chemical and Atomic Workers, the Communications Workers, Brewery Workers, Electrical Workers and others felt it was wiser to split completely from their parent internationals, and they did, sometimes amicably, sometimes not so.

While the trend waned somewhat during the recession it has been revived in a big way in the past few years. Virtually every large international union in Canada has had internal debates, and sometimes bitter struggles, on the issue of Canadian autonomy.

Two of the largest private-sector unions in Canada, the Autoworkers and the Woodworkers, have split completely from their internationals, as have the Railway Carmen, all since 1985.

In the case of the Autoworkers, the split came after the union's international executive board rejected Canadian proposals that included control by the Canadian director of staff in Canada and no interference from the U.S. in collective bargaining.

Other unions have stayed together because they have been willing to make some changes to comply with Canadian wishes. For example, the Machinists, after years of agitation by Canadians, amended their constitution in April, 1988, to provide for a Canadian-only election of a new post of Canadian director. Previously, the union's top officer in Canada had been elected by all the international's members. Other unions such as the Musicians, have also recently made similar changes in keeping with their own constitutions and structures. Even in non-CLC unions, such as the Carpenters and the Teamsters, there has been pressure for change.

The case of the United Food and Commercial Workers is instructive. The Canadian autonomy issue came to a head in late 1986 and early 1987 after one of the Canadian co-directors retired and there was a dispute between Canadians and the international over who should replace him and through what process. Numerous Canadian locals passed a policy paper calling for Canadian control over such items as strike sanctions, trusteeships, staffing and election of Canadian officers. When this was rejected in the U.S., the leader of the UFCW's second-largest Canadian local defected to the Canadian Auto Workers and has since, in votes in dozens of bargaining units spread over three provinces, brought nearly all his members into the Canadian auto

union. The move triggered a major debate over raiding and Canadian autonomy, and was directly responsible for the CLC constitutional amendments referred to above and below. Interestingly, the UFCW international executive has now agreed to back constitutional amendments at the international's next convention, this September, that would go a long way to satisfying the demands that led to the dissent of a year and a half ago.

It was in this overall context that the Canadian Labor Congress in May, 1988, passed its most sweeping constitutional changes since its creation in 1956.

Briefly, the changes make the Canadian autonomy guidelines an integral part of the CLC constitution and provide a mechanism for their enforcement. A group of workers that is dissatisfied with its parent international's failure to comply with these guidelines or with the codes of ethical practices, organizing and union citizenship can lodge a complaint with the CLC, and, if the union complained about is found to be in violation and fails to clean up its act, the CLC can provide shelter to the complaining local or group of workers and transfer them to another union. These amendments were passed near-unanimously at the CLC convention in May by more than 2,800 delegates and with the endorsement of the leaders of all the major unions in Canada, both national and international. They were seen as a mechanism for orderly transferring unhappy groups of workers from unions that refused to comply with the CLC's minimum standards of Canadian autonomy and internal democracy.

It is our belief that the Guild does not comply with the CLC standards and we believe it is time for the Guild to make the necessary changes.

THE GUILD IN CANADA TODAY

How does the Guild recognize and support the unique national interests of its members in Canada? How do the Canadian locals act on behalf of our members as a single voice within Canada?

Presently, and since 1973, our members elect two regional vice presidents to the Int'l Executive Board (IEB), one for Eastern Canada and one for the West. No one person can speak for Canadians or be responsible for ensuring that the interests of the entire Canadian membership are looked after at the executive level of our union. This regional split encourages bickering and rivalry amongst Canadian locals and interferes with

our ability to speak and act with one strong voice as Canadians.

Under the present structure, the two Canadian vice presidents can't really be leaders for Canada. They hold part-time, volunteer positions with no administrative or financial support.

The IEB makes all of the important union decisions between conventions, for example, approval of strikes, expenditures from the Defense Fund, contract settlements and the spending of money on organizing. It is dominated by the 14 other members whose real constituencies, backgrounds and interests are American. The Canadian V.P.s hold one-eighth of the votes, significantly less than the portion of the membership which they represent.

The two full-time elected leaders of our union (the president and secretary-treasurer) can't properly represent our members in Canada as leaders. They are based in the United States, surrounded by a professional staff of Americans and immersed in the political and cultural life of the United States. They don't need a single Canadian vote to be elected. It is only natural that their agendas are dominated by the concerns and events of their own country.

The same is true of the work done by the staff of the various departments at TNG headquarters. The Guild is active and high-profile in giving leadership to and representing the members in the areas of human rights, health and safety, press issues, political action and on other social and legislative issues. The Guild Reporter keeps our members well-informed about these activities of our union. This is all a result of the hard work of TNG's staff and the direction given by the full-time officers and the IEB. However, almost all of this activity is in the United States and focused on issues of concern to American members.

In Canada, initiatives of this type depend on a local taking action on an issue on their own and asking other locals or the international to support it. The IEB, being overwhelmingly American, is not providing leadership and direction for our members and on the issues in Canada. There are no professional staff at TNG headquarters who are in tune with the Canadian community and whose job is to monitor and work on these issues.

There is no one in Canada that can act as an effective political leader and give the Canadian Guild a strong voice in the Canadian community and within our international union.

We are deprived of that leadership which the American members of our union are so used to getting. The Canadian Director, as presently structured, does not and can not fill that gap.

The 1972 resolution which established the position of Canadian Director is set out below:

"A Canadian national office of the Guild be established this year with a Canadian director to be appointed by the Canadian vice presidents after consultation with the executive committees of the Canadian locals and with the concurrence of the international president.

"The Canadian office, which would include necessary secretarial help in addition to a full-time director, would supplant the international representative now stationed in Ontario and would be financed out of TNG's General Fund revenues. It would be located in Ottawa, the nation's capital, and would provide the Guild with a distinct and clearly identifiable national presence in Canada and its seat of government.

"The Canadian director would implement Guild policies in Canada under the supervision of the international president, act as spokesman for the Guild and represent it before government agencies and other public bodies when appropriate, work with TNG's Research and Information and Collective Bargaining departments in developing new and distinctively Canadian research and informational services, co-ordinate communications among Canadian locals, oversee an Eastern Canada servicing program and seek out, investigate and play a strong role in developing Canada's organizing potential."

The reality is that the Canadian Director is an international representative based in Western Canada. There is a Canadian office in Ottawa but he is rarely there. The current holder of the position has held it since 1973. It is a staff job like any other, subject to the management and direction of the administration in Washington, and with the protection of the staff collective agreement. We have seen little of the kind of activities that are described in the above resolution done by our Canadian Director.

This is not the fault of the Canadian Director. The problem is inherent in the nature of the position. The position has no political base or clout. It is a job. It is much easier for a person in that position to let the locals take their own initiatives, sometimes at cross-purposes. It would be too risky for such a person to act as a political leader and attempt to unite the Guild across Canada in a fashion that

would allow us to act as an effective force. The Canadian Director really answers to the American administration of our union.

The Canadian District Council (CDC) was established by Canadian locals in 1985. It assumed the powers held by the Canadian Policy Conference since 1973. The CDC has authority "to express itself autonomously on Canadian social and legislative issues and to advise the Int'l Executive Board and the convention on matters of internal Guild policy as they affect Canadian members and locals."

The CDC has been a big step forward for the Canadian locals. Meeting twice a year, it has been a forum for sharing information, passing resolutions on issues of concern to Canadians, and presenting educational seminars to those who attend.

The CDC alone cannot provide the leadership that is needed to unite the Guild across Canada and make it an effective force in Canada. It can't act in any practical way between meetings. It can't implement a program or mobilize the Canadian membership on an issue. That has to be left to each local. Any staff support that is needed must be requested of the administration in Washington.

The CDC is as close as the Guild gets to autonomy for its Canadian members. We need a lot more than just the ability to pass resolutions on behalf of our members twice a year. It isn't enough.

ACHIEVING CANADIAN AUTONOMY IN THE GUILD

Canadian autonomy within the Guild is not new, nor, more importantly, has it been achieved. Resolutions on this issue have been debated at a number of conventions in the past. Indeed some attempts to accommodate Canadian autonomy have been adopted: The election of Canadian regional vice presidents by Canadian members and the establishment of the Canadian District Council are examples of these efforts. Yet true autonomy does not exist. It will not be achieved until Canadian members have complete control over their own affairs. And to accomplish this a complete change in the structure, jurisdiction and finances of the union is necessary.

At this critical time in our history, Canadian workers are faced with a neo-conservative government and business agenda that includes, as mentioned earlier, the Canada-U.S. free-trade deal, privatization and deregulation.

Canadian Guild members must be confident that our local unions are equipped with the

knowledge, expertise and resources to combat the proponents of these measures. How we wage that battle on this side of the border must be decided by Canadian members.

At its most recent convention, the Canadian Labour Congress adopted a blueprint for labor's response to these challenges. As Canadian Guild members we must do our part to ensure its success. When the time comes to organize and educate our members around these issues, or provide in-depth analysis of the effects on them, or take political action to protect their interest we must be sure we have the resources to accomplish this.

ACHIEVING CANADIAN AUTONOMY IN THE GUILD

In keeping with our traditional role of: coordinating collective bargaining efforts, hot cargo declarations, boycotts, etc.; researching and making presentations to groups on issues that affect our members; organizing the unorganized in our jurisdiction; educating the membership and producing Guild leaders in Canada; communicating with our members through newsletters, periodicals etc.; we must be free to make our own decisions and have the ability to carry them out. Only when this occurs will Canadian autonomy be achieved.

Major structural changes are required to give the Guild's members in Canada the right to control our own affairs. These changes are essential so that we can be an effective united force for our members in Canada and strengthen the Guild as a truly international union.

RECOMMENDATIONS

In our view, the TNG Convention must make the following changes to its Constitution and the union's administration to bring about Canadian autonomy within the Guild.

1. **ELECTION OF THE CANADIAN DIRECTOR BY CANADIANS.** This should be done by membership vote in the same manner and at the same time as the Canadian vice-presidential elections.

2. **A NEW MANDATE FOR THE CANADIAN DIRECTOR.** The Canadian Director should be the political leader of the Guild in Canada and sit as a member of the Int'l Executive Board representing all Canadian Guild members. Stationed at the national office in Ottawa, the Canadian Director should be the chief spokesperson for the Guild in Canada and lead and co-ordinate the union's activities in Canada. This includes collective bargaining, organizing, education, research, political

action, relations with the Canadian labor movement and a Canadian Guild publication.

3. ESTABLISHMENT OF A CANADIAN EXECUTIVE BOARD. This should consist of the Canadian Director and the two Canadian Vice Presidents. The Canadian Executive Board would be responsible to the Canadian membership through the Canadian District Council and the Canadian locals.

4. CANADIAN CONTROL OF MAJOR DECISIONS AND FINANCES. The Canadian Executive Board should take over from the IEB decisions on approval of strikes, Defense Fund expenditures and contract settlements in Canada. The Canadian Director should hire and direct the staff in Canada and administer a budget approved by convention for spending in Canada on such items as organizing, research, education, health and safety and political action.

5. CONSTITUTIONAL RECOGNITION OF THE RIGHT OF THE CANADIAN MEMBERSHIP TO MERGE WITH ANOTHER UNION AND TO A SEPARATE VOTE ON ANY INTERNATIONAL MERGER PROPOSALS. The Canadian members should have a legal and democratic method to express and act on their desire, should that be the case in the future, to go in a different direction than the rest of the Guild through another union.

These recommendations have the approval of the Executive Committee of the Southern Ontario Newspaper Guild.

CHAIRPERSON McLAUGHLIN: The mikes are open for discussion on the minority report.

BROTHER PETRIE (Southern Ontario): Brothers and sisters, this minority report was to allow a full and fair hearing on the Canadian autonomy issue that thus far we have been prevented from putting forward to the delegates to this convention.

And let me say, brothers and sisters, that we make no apologies for submitting this proposal. It is a serious proposal. It represents the desires and aspirations of our local's membership, which represents as we have suggested nearly half the Canadian Guild members.

The recommendations contained in this report guarantee that the Canadian Guild membership would have the right to determine what our priorities are in Canada, how we can provide the leadership to deal with these priorities and how we propose to arm ourselves to resolve the issues facing Canadian Guild members.

Over the last few years, we have recognized the growing differences between the U.S. and Canadian members—differences on what we perceive to be priorities in the Guild and differences on how we respond to the common problems that we have.

We want Canadian solutions to Canadian problems. We want a Canadian collective bargaining strategy to insure our negotiating committee members are equipped with distinctly Canadian research data and that we would have Canadian bargaining programs that are coordinated among Canadian locals to insure that we continue to get improvements in our contracts for our members.

We want a made-in-Canada organizing strategy so that we can strength our current bargaining units who are at the bargaining table and provide the benefits of a union contract to new Canadian Guild members. We want to educate and politicize our members on the issues facing Canadian working people, such as the free-trade deal that we have heard so much about in these last few days and the issue of privatization, deregulation—all part of a neo-conservative agenda to dismantle the social, state structures and take away hard-won workers' rights. And we want to do our share in providing leaders to the Canadian labor movement.

Our proposals merely reflect what many other Canadian members have accomplished in their international unions over the last few years.

Living up to the spirit of the Canadian Standards of Self-Government policy of the Canadian Labour Congress—a policy, I might add, that was first drafted in this city in 1974 at the biennial convention of the Canadian Labour Congress. And I can recall that convention very well. It was my first CLC convention.

Since that time there have been a number of unions, international unions, where they have changed their constitution to accommodate the Canadian Standards of Self-Government under the CLC. And just this year, just a month ago, again here in the city of Vancouver, at the 1988 CLC Convention, these standards, Canadian Standards of Self-Government, were incorporated into the constitution, so that they now are a constitutional requirement for all unions.

CHAIRPERSON McLAUGHLIN: One minute.

BROTHER PETRIE: If I might, I just would like to read a section of the brief, if I could, in one minute. It's on Page 18.

"Canadian autonomy within the Guild is not new, nor, more importantly, has it been achieved. Resolutions on this issue have been debated at a number of conventions in the past. Indeed some attempts to accommodate Canadian autonomy have been adopted: The election of Canadian regional vice presidents by Canadian members and the establishment of the Canadian District Council," etc.

"Yet true autonomy does not exist. It will not be achieved until Canadian members have control over their own affairs."

CHAIRPERSON McLAUGHLIN: Twenty seconds.

BROTHER PETRIE: Brothers and sisters, just to finish off, I won't read all of this Page 18. I urge you to read the brief.

I would suggest to you that this is not a declaration of independence as has been suggested by a number of people. It's a declaration of self-determination for Canadian Guild members, and that is why we ask that you support it.

CHAIRPERSON McLAUGHLIN: The speakers are advised that there is a five-minute limit. So talk fast.

BROTHER ANDREWS (Southern Ontario): I rise in support of the minority report recommendations. I would like to tell you this is my first attendance at a Guild convention, and my impression is, from what I have seen, that the major focus, the primary thrust of leadership in this union is directed mainly at American-related issues.

That is not to say that that's to the exclusion of things that are important to Canadians, because I don't believe that's true. If you read the IEB recommendations, things are addressed that are of importance and concern to us. But my impression is that things that are important to us as Canadians are addressed more as an afterthought or an adjunct to the other issues.

For example, the major focus of this convention is "Organize or Die." And I would suggest that that's very important. From what I have heard, the Guild is facing a serious threat in the United States, and it has to address the issues that it faces there. But if we were to deal strictly in a Canadian context, I would suggest a more appropriate title would be "Organize and Prosper."

In Canada, the Guild is growing, and I know in our local we are growing steadily. And we feel quite strong. So the thrust of this convention is not entirely appropriate to the Canadian reality.

Now, it makes a lot of sense that it should

be the way it is in some respects, because the Guild has a majority of members in the United States. And I think as a Canadian I have to support the efforts to make it stronger on both sides of the border, but I don't think that should be to the exclusion of things that are important to us in Canada.

I ask myself who is providing the leadership. Who's got the organizing strategy in Canada to take advantage of those sorts of things? I mean, this labor-relations problem that you have developed in the States is something that is somewhat recent, but the climate in Canada has been good from some time now. I mean, these are things that could have been addressed some time ago.

I will turn my attention, for example, to free trade, one of the most critical threats that is faced by Canadian workers today. What's the Guild doing in these areas?

Well, President Dale spoke at a border rally against the agreement, and that was much appreciated by our local. He also addressed the issue in a speech earlier this week.

The Guild has given, I guess, \$5,000 to the fight against free trade, and I gather there will be a resolution in support of the opposition to free trade later.

Those are good things. I think they are very important, but I would like to say that I don't think that speeches at borders are in themselves a symbol of leadership. And I don't think that resolutions at conventions or money or speeches are substitutes for organization and action on critical issues that affect Canadians.

Now, in fairness, I don't think it is always to be expected that our American brothers and sisters in such a critical time would be concerned with things that are important to Canadians, because you have your own serious crises to face, and it is going to take a lot of effort on your part to address them. That is something that really should be left to Canadians.

The problem is, as I see it—I have attended one rather fractious Canadian caucus meeting, and if that is a symbol of what it is usually like, I don't think the Canadians have their act together too well.

I gather that the Canadian District Council serves merely as an advisory body to the Int'l Executive Board. That again, I don't think is giving us enough of the power and the autonomy that we need to address the issues that are important to us and to provide the leadership that we need.

Again, it's been suggested that this is a de-

claration of independence or separation. I would like to point out to you that this report was drafted—

CHAIRPERSON McLAUGHLIN: One minute.

BROTHER ANDREW: I am almost done.

The report that was drafted did not discuss the issue of separation. Our executive has not discussed that issue. We feel that this provides an important means of addressing the need for Canadian autonomy within the structure of the Guild as an international union.

Thank you.

BROTHER PELLETTIER (Southern Ontario): When we put together this proposal, we were operating from some basic facts about Canada and the Guild in Canada. We are asking the Guild to recognize that Canada is a nation, not an American state, and the Guild operates in a different context in Canada.

The work force in Canada is about twice as unionized as in the United States. There is a different political context and different political issues that we face. There is a better collective bargaining climate at this time, more supportive labor laws and legislation and social programs generally that are more favorable to labor. The Guild is also part of a union movement that is very different from the American union movement. In Canada, the union movement is more activist, militant and more politically involved.

We want the ability to express ourselves effectively as Canadians and to be able to take strong action in a coordinated and united fashion in Canada. We need these proposals to give us credibility and strength with our members, with employers and with government.

The labor movements in Canada and the States are unique in the world in having unions that include members in two different countries. The reality of that situation is that those international unions are U.S.-based unions that Canadian workers join. That's proven by the fact that there is no Canadian-based union that represents U.S. workers.

But over time the situation has changed. There's been a historical development. Every major international union that operates in Canada has had to make changes to accommodate the Canadian right to self-determination and give more autonomy to their Canadian members. Those that have fought have sometimes lost tens of thousands of their members, and within the Guild that historical development has been recognized as well.

There has been an evolution over the years. In the early 1950s, the first position for a Canadian, specifically for a Canadian, was created on the IEB—the Canadian vice president. In the 1970s, some changes were made to bring about two Canadian vice-president positions as well as the creation of a Canadian Director office, which is an appointed position.

There was division in the Guild in Canada when those changes were made in 1972. The Ottawa, Montreal and Toronto locals favored the election of the Canadian Director. The Victoria and Vancouver locals were opposed to that. Canadian Wire Service Guild was busy with bargaining with the CBC, I believe, and didn't take a position on it. The compromise to accommodate the Western region concern was to appoint a Canadian Director.

The next change was made in 1985 when the Canadian District Council was created. We have now had 16 years of working with an appointed Canadian Director, three years of the Canadian District Council.

We still don't have self-determination or the ability to speak as one voice within Canada in an effective way. It is time to take another step forward.

CHAIRPERSON McLAUGHLIN: One minute. One minute.

BROTHER PELLETTIER: We need a political leader with the power and resources to coordinate and lead our members in Canada. We need proportionate representation on the IEB—three members instead of two.

The Canadian Director as presently constituted cannot perform the job of uniting us because it is a staff jobs subject to the international administration and does not have a mandate to lead us.

I want to address the subject of the merger proposal. This is a basic statement of principle of self-determination. The object of this proposal is to make sure that the Canadian Guild—

CHAIRPERSON McLAUGHLIN: Twenty seconds,

BROTHER PELLETTIER: —will stay together as one in the future. We are asking that any votes on merger be done on a Canada-wide basis so that we will not be split apart local by local. This demonstrates that our intent is not to have locals going off on their own.

CHAIRPERSON McLAUGHLIN: Time. Thank you.

BROTHER PELLETTIER: We look forward to hearing the views of the other Canadian locals and American members on these issues.

CHAIRPERSON McLAUGHLIN: Time.

BROTHER SMITH (Los Angeles): Brother Chair, I rise in support of the minority resolution and in opposition to the restrictions that have been placed on the discussion of this proposal in the committee.

I believe the Canadian autonomy proposal is a remarkable document that should be read thoroughly by delegates to this convention. I believe if it was adopted in its entirety, it would strengthen this international union both in Canada and the United States.

In a few days in the United States, we will be celebrating, I believe, the 212th anniversary of another remarkable document. And in that case, unlike this one, it was a declaration of independence. That Declaration of Independence was written and presented only after long efforts had been made to appeal to the king of England for discussion of the needs of the American colonists for democracy and equality. Those appeals to the king fell on deaf ears.

King George, though, had a good excuse. He was crazy. I hope we don't make the same mistake.

I believe this is a human rights issue as well as a constitutional issue. When the civil rights movement began in the '60s in the United States, some white people were very alarmed, not all, but some were very alarmed at the movement of black people for equality and democracy. As it turned out, as black people gained equality and democracy, it also strengthened the position of white people. And if anyone has any doubts about that, they should look at the campaign of Jesse Jackson which united black and white and built on the base of the civil rights movement.

The same alarm was caused when women moved for equality and some men thought that would lessen their rights. They were wrong, too. And likewise with the gay movement, the handicapped movement. Any time any group of people with unique needs and interests has moved for full equality and democracy, others have become alarmed. In all cases and in this case the argument has been fallacious.

There has also been the argument in every movement that not all people of that group support the struggle for democracy and equality: It's only a few malcontents who are behind this; it's only a few black radicals who support

it; it's only a few uppity women who support it. In every case, also, those arguments were fallacious.

I believe that by giving Canadians the equality and democracy they are asking for we in the United States will also be strengthened. We cannot have a union if it is not based upon equality and democracy.

So in closing, I ask that this convention not be crazy like King George or shortsighted like those who have opposed other similar movements to the one that we see today and that we support the discussion—no matter what side we sit on, that we sit down and discuss it calmly and rationally and listen to all views before condemning any movement for equality and democracy. (Applause.)

BROTHER RAVENSBERGEN (Montreal): Mr. Chairman, I rise and am authorized to speak on behalf of all the other seven Canadian locals on this issue.

We ask that the convention defeat this minority report.

It was only last week that we received Southern Ontario's brief titled "The Guild and Canadian Autonomy." As a matter of fact, one local only received it on Monday morning of this week.

Without proper advance notice or consultation and only having just concluded a Canadian District Council meeting this May, we find out that SONG is bringing a brief forward to this international convention that seeks major changes within TNG on a solely Canadian issue.

At a Canadian caucus, which has already been referred to, all seven of the other Canadian locals agreed that this subject go to the Canadian District Council meeting in October with no preconditions.

All seven locals agreed to fully discuss Southern Ontario's proposals plus any other thoughts after we have had an opportunity to discuss the subject with our local leadership and members, as we are unprepared at this time to speak on the issue. SONG voted unanimously against and has continued at this convention to assert its position.

SONG's position at caucus was that it required a special committee to be struck as a condition to agreeing to "consider" removing the issue from the floor of this convention and referring it to the Canadian District Council. However, SONG would not agree to removing it from the Constitution Committee.

We ask that you allow us the opportunity to first discuss this subject in our own house.

All seven other Canadian locals would ask that you defeat this minority report.

Thank you brothers and sisters. (Applause.)

BROTHER MURDOCH (Southern Ontario): Just a quick response to my brother's statements there.

I think it is important that you understand that we did suggest that we wanted to take this to the Canadian members prior to the CDC, and our proposal was that we set up a committee just as you are proposing to set up a committee on organizing on an international basis. We wanted to set up a committee on a national level which would take this issue to our members where the issue really is very important to the Canadian members and would let them have an opportunity to decide and debate that question.

That motion and a substitute motion were defeated by the Canadian caucus, thereby, I feel, denying Canadian members the full right to debate this.

However, let me just go on with some statements.

I should tell you first of all, I am from Hamilton, Ont., which I am proud to say is Canada's steel city and the labor capital of Canada.

There is no question in my mind that Guild members in Hamilton support the move for further Canadian autonomy. But this is not a move against the international, rather it is a move for Canadians. They are changes which are part of the process of a maturing union. And they are changes which the majority, the vast majority of Canadian unions have made in one way or another.

Nobody here should either be surprised or alarmed. As you have heard, the political, economic and social history of this country is distinctive from that of the United States. It has developed into a more favorable climate for labor, which has in turn created a very active and militant labor organization.

What Canadian Guild members cannot understand is why a union that represents such a high profile industry such as ours does not take a more high profile on national and provincial issues such as labor and social issues.

What Guild members in Canada want us to do is take our rightful place in the Canadian labor movement. In order to do this, we ourselves need to become more active and more militant on all the issues proposed in our document, but particularly that of political leadership.

SONG believes that the recommendations contained in this document will allow that and in so doing will mean better days ahead for the Guild in Canada and thus for the international. If, on the other hand, these proposals are rejected, I believe it will only turn what is now a natural process of a maturing union into an openly hostile one.

I know for sure that SONG does not want this, and I can't believe that anybody else at this convention does either.

Thank you very much. (Applause.)

CHAIRPERSON McLAUGHLIN: The mikes are clear. Will there be any further discussion.

PRESIDENT DALE: Brother Chairperson, I have a statement that I would like to make on this subject, clearly one of great importance to all of us in this house.

The Newspaper Guild is first and foremost an international union. It has been that in word and deed from the time it arrived on the Canadian scene to stay in the late 1940s.

We identify ourselves in both Canada and the United States as an affiliate of both the AFL-CIO and the CLC. When we speak in the name of our membership, we describe ourselves as representing news-industry employees in both countries.

But our feeling of international self-identity goes far deeper than these surface markers. Our Canadian members, units and locals are an integral part of what we do in every field of Guild endeavor. But they have special needs as Canadians, operating in the conditions of a separate country, and the Guild recognizes the importance of their maintaining a distinct Canadian identity.

We are two peoples united by a common bond as news-industry employees. As Shirley Carr put it yesterday: "There are no borders in the union movement. The borders are invisible."

The borders are certainly invisible to our publishers. They build their chains, increasingly, without regard to those borders. Thomson dominates a huge empire that spans both countries, and others are striving to follow suit. Our global village is becoming a global metropolis, and we need increasing cohesion, not increasing division, to stand up to the Thomsons, the Murdochs and the Conrad Blacks who control our communications outlets.

We not only have common employers, we have common problems, and many of them call for common solutions.

Our industries are marred by the same human-rights problems—racism, sexism, age discrimination—and we have pooled our resources and our experience to overcome them. VDT safety and health hazards, job stress and other occupational hazards know no borders, and we have made common progress in meeting them. Our collective-bargaining requirements and the weapons we have forged to solve them are remarkably similar.

We have fashioned similar legislative remedies to meet the growing problem of press concentration in both Canada and the United States; indeed, our first chance to press home that remedy crafted in the United States came in Canada. And all of you, I know, are aware that every last dollar in our record \$8.6-million international Defense Fund stands behind every unit, Canadian or American, that may be forced to call upon it.

The Guild has had its conventions, many of them, in Canada over the years, and the IEB has been hosted here from time to time. This is our third convention in Vancouver, and we have been in Toronto, we have been in Ottawa.

Our similarities abound, but of course there are differences, and TNG has responded to them with tools specifically honed for Canada.

In the past two years alone, TNG has financed a special study of Guild pension plans in Canada, conducted a landmark pay-equity conference in conjunction with the Southern Ontario Guild.

We sent special memos to Canadian locals on safety and health “right-to-know” regulations. We have supplied a variety of special human-rights and collective-bargaining materials to Canadian locals. We submitted an extensive critique of a draft Canadian standard on VDTs and paid special attention to Canadian problems in a Guild-wide arbitration seminar.

Special Canadian materials are a standard part of TNG’s regular collective bargaining, human rights, New Local Officers’ Seminar and other activities.

We support and frequently initiate Guild responses to Canadian issues involving traditional Guild concerns in such areas as labor legislation, social welfare, press freedom and civil and human rights.

In a word, TNG doesn’t let the fact that its headquarters is in Washington dull its perception of the international nature of our union.

At the same time, TNG doesn’t attempt to dictate Canadian responses from Washington

to issues of special Canadian concern. In such matters as the Canada-U.S. free-trade agreement, with its vastly greater impact on Canada, TNG has followed the lead of its Canadian locals. But once that lead was clear, TNG hasn’t hesitated to throw its resources into the struggle—as you have had ample opportunity to observe in recent weeks.

We have encouraged our Canadian locals to express themselves autonomously on political, economic and social issues. In fact, as I think several Canadian locals will be the first to admit, we have often pushed them to respond in the political and legislative areas to a greater extent than many of them felt they should.

The Guild was the first international union to respond to the CLC’s autonomy guidelines for the Canadian section of international unions. Some of you will recall that TNG sent a special IEB task force across Canada to conduct public hearings on how a Canadian Guild identity might best be expressed.

Out of that hearing emerged most of the Canadian structure we now have—two regions, each with an international vice president, a Canadian national office, a Canadian Director and a deliberative body authorized to formulate policy on a wide range of Canadian issues.

I am out of time.

BROTHER MacDONALD (Canadian Wire Service): Mr. Chairman, I would like to donate my five minutes. (Applause.)

PRESIDENT DALE: We are aware that the Canadian sections of other international unions have separated from their parent unions in recent years, in at least some cases because those internationals were not sufficiently responsive to Canadian needs. We fervently hope TNG has been responsive enough to avoid such a break in the interest of all our members.

I can assure you that TNG continues to have its ear to the ground. We are ready to institute any additional measures that will meet the special needs of our Canadian members without setting the stage for a rupture of those precious ties that bind us together.

United we stand; divided we fall.

It’s a hallowed motto that has particular validity for the labor movement. All we have, against the bosses’ power, the bosses’ money, the bosses’ hired guns, is our unity. Let’s not give that up, not a single iota of it!

Thank you.

(The audience rose and applauded.)

BROTHER HUTCHINSON (Victoria): Mr. Chairman, **I would move the previous question.**

CHAIRPERSON McLAUGHLIN: Question has been moved. It takes 12 delegates from five locals.

Are you ready for the question? The question is, we are now voting on the minority report which has been moved as a substitution for item II of the First and Final Report of the Constitution Committee. All those in favor of the minority report signify by saying aye. All those opposed to the minority report signify by saying no. The noes have it. The minority report is defeated. (Applause.)

MOTION LOST

CHAIRPERSON McLAUGHLIN: We will now return to the First and Final Report of the Constitution Committee. Is there any further discussion on the First and Final Report of the Constitution Committee?

BROTHER WINTON (Wire Service): **I move the following substitute for item III of the First and Final Report of the Constitution Committee.**

A new subsection 1 (b), Article V:

Beginning in 1993 and thereafter, conventions shall be held in odd-numbered years between June 1 and September 1 at a place selected four or more years in advance by the convention and subject to change by the IEB if necessary. Six months in advance of bidding for a convention, a local must supply information concerning available facilities to the secretary-treasurer of TNG.

A new subsection 1 (c), Article V:

In even-numbered years beginning with 1994 and thereafter, the IEB shall deposit a sum equal to the 1993 convention expense in a separate account to be solely used for organizing activities. The IEB may divert funds from the organizing fund only if the president certifies that a dire financial emergency exists. Such certification shall be repealable by the IEB or TNG convention.

CHAIRPERSON McLAUGHLIN: Is there a second?

(Seconded by several.)

All right. The amendment dealing with substitution of item III in the First and Final Report of the Constitution Committee dealing with biennial conventions has been moved and seconded. The microphones are open for discussion.

BROTHER WINTON: Brother Chairman, I rise in support of this amendment for biennial conventions. I believe that there are many arguments to be made, and I hope to make them briefly.

First, we speak of the basic thrust, which is basically to save money—the members' money, the international's money—and to redirect those savings to organizing.

We all know that our convention documents were peppered with the page that said "Organize or Die." We all know how important organizing is. And later this convention will be acting on a report from the Finance Committee to divert the interest from our Defense Fund to organizing. I expect that to be adopted. I certainly will vote for it.

Organizing has to be a priority, and we have to recognize where our priorities are. I believe that the money that can be saved in having biennial conventions will assist in organizing.

Firstly, there is a direct expense to the international, to the parent union, in holding a convention every year.

Then there is the expense to the locals themselves of sending large delegations, in some cases, or even small delegations to far away places, like this beautiful city of Vancouver that we are in right now.

Thirdly, there is the expense, an indirect expense, of all the time of the international staff, international officers and their support staff that must be diverted to having a convention every year.

Brothers and sisters, this amounts to a lot of money, and it's a lot of money that could be redirected, I propose, to organizing.

Most unions our size do not have annual conventions. They find having conventions biennially, every three years or even every four years to be quite sufficient. And I believe that there is a need to recognize that a union as small as ours is in the minority when it comes to its determination to have conventions every year.

Now people once in a while will argue that somehow having conventions less frequently than every year somehow results in a loss of democracy. I have a lot of trouble understanding that concept.

First of all, this isn't a democracy here. We don't have the entire union sitting here. We have a convention full of delegates, all elected.

We are all in a republican form of government. You and I are all republicans. Think of

it, whether we call ourselves democrats or not.

And the point is that democracy, as we understand it here, is a democracy that works through republican government. In our case through our elected officers and through the Int'l Executive Board.

I believe having a convention every year is a waste of money and, in short—I don't want to belabor the point—that a vote for this proposal for biennial conventions is a vote to improve and better fund organizing for fiscal prudence.

Thank you.

BROTHER LIPTON (New York): My comments will be very brief. This convention has voted overwhelmingly to put in place a system whereby organizing efforts can be financed, and I would bring to the brother's attention that these conventions over the last several years have voted overwhelmingly against holding our conventions at an any less than a once-a-year level.

And there is a very simple reason for that. We want to preserve the sweet democracy that this union is built on.

I think any effort to limit the number of conventions that is held and, coincidentally, their being held primarily for election of officers goes against the very fiber of what this union is constructed of. And I recommend voting against the brother's motion. (Applause.)

CHAIRPERSON McLAUGHLIN: The mikes are clear. Is there any further discussion on the brother's amendment?

(The question was called.)

CHAIRPERSON McLAUGHLIN: Call the question. We are now voting on the substitute to Roman numeral III of the Constitution Committee report dealing with biennial conventions. All those in favor of the substitute motion signify by saying aye. All those opposed. That's easy. The noes have it.

MOTION LOST

CHAIRPERSON McLAUGHLIN: Now we go back to the First and Final Report of the Constitution Committee. The microphones are open for discussion. Is there any further discussion on the First and Final Report of the Constitution Committee? The report has been moved and seconded.

BROTHER BOCKING (Vancouver-New Westminster): Please add my name to the final report.

CHAIRPERSON McLAUGHLIN: Any other additions or deletions? The First and Final Report of the Constitution Committee.

BROTHER LARRY McINNIS (Montreal): Excuse me. Would you add my name to the report. I just noticed it is not on there.

CHAIRPERSON McLAUGHLIN: Okay. Anybody else? The mikes are clear. The First and Final Report of the Constitution Committee has been moved and seconded. All those in favor of the adoption of the report signify by saying aye. All those opposed signify by saying no. The ayes have it. The First and Final Report of the Constitution Committee is adopted.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: I will now call on Jim Schaufenbil of Manchester for the First and Final Report of the Organizing Committee.

BROTHER JAMES R. SCHAUFENBIL (Manchester): Thank you, Brother Chairperson.

FIRST AND FINAL REPORT OF THE ORGANIZING COMMITTEE

The message is clear and echoed throughout these proceedings. Organize or die. Free riders, new departments, chains, new units, new locals, all of these must be priorities.

The Convention's Organizing Committee endorses the Special Organizing Fund as set forth in Recommendation 3 of the Finance and Administration Section of the Officers Report and urges the Convention to affirm the recommendation of the Finance Committee.

Either our union marshals immediately the necessary funds to organize or the steep slide in membership of the past year will not only continue, but worsen. It is our moral obligation to tend to the unorganized of this industry.

Despite the substantial membership losses, there are a few success stories. Sixteen locals established all-time membership numbers. Almost 1,200 new members were brought into the Guild in recent years through Special Organizing Funds.

This must continue. We cannot afford to lose the momentum of these victories. This can only be done through use of the fund recommended by the Finance and Administration Committee.

Local and international staff members are already so burdened with the current crisis of union-bashing that there is no appreciable money or time left for organizing. This climate will remain hostile for unions as long as employers, aided by boards and courts, continue their efforts to weaken or destroy us.

Let us protect today's TNG members, but let us not forget the future generations of Guild members.

The Organizing Committee offers to this convention a nine-point proposal. Also considered were proposals including the establishment of a separate organizing department with its own director, and an on-going plan for maintaining a permanent organizing fund.

The committee received from the Education-Political Action Committee a recommendation that the Guild develop a video tape for members and potential members and requested the Organizing Committee to recommend that organizing funds be used to pay for such a tape. The Organizing Committee tabled the recommendation.

The Convention recommends that:

1. Expenditures from the Organizing Fund shall be made only for organizing purposes.

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

3. To more rapidly implement Recommendation 2, locals establish organizing committees to survey the potential for organizing not only employees in the Guild's traditional jurisdiction, but those engaged in new methods of gathering, processing and distributing advertising, news and other information, and provide TNG with such data.

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

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

6. In order to help meet the challenges spelled out in President Dale's address to

this Convention, this Convention authorizes appointment by the president, subject to the advice and consent of the Int'l Executive Board, of a special 13-member committee of knowledgeable, experienced and representative Guild leaders to review, in conjunction with the IEB, the Guild's organizing program, organizing policies and organizing finances, and report to the 1989 Guild Convention.

7. Chain organizing should be added to the list of priorities. Systematic plans for targeting chains should be adopted for the U.S. and Canada. Strategic metropolitan areas should be targeted.

8. Training should be initiated and supported for local staff and members involved in organizing.

9. TNG take the initiative in entering into joint organizing ventures with other unions.

Signed: James Schaufenbil, Manchester, chair; Pat Alesi, Los Angeles; Henry Bailey, Memphis; Ed Bell, Pittsburgh; Mary Birkett, Detroit; Richard Brandow, New York (Except 9); Michael Burrell, Denver (Except 9); Kitty Caparella, Philadelphia; Sharlan Clark, Ottawa; Jan Cook, Vancouver-New Westminster; Todd Cunningham, Los Angeles; Dan Dugas, Canadian Wire Service; Rob Ferguson, Windsor (Except 9); Dan Folga, Erie; Dona Fowler, New York (Except 9); Mel Gauntz, San Jose; Bev Greene, Vancouver-New Westminster; Joseph J. Hart, Philadelphia; David Hendrickson, Milwaukee; Robert C. Holt, Jr., St. Louis; Ed Jahn, San Diego; Peter Jones, New York (Except 9); John L. Kailin, Twin Cities; Connie Knox, Washington-Baltimore; Roy C. Kruse, Hawaii; Ronald Leir, Hudson County; Gail Lem, Southern Ontario; Bill Leukhardt, New York (Except 9); Key Martin, New York (Except 9); Joyce McKerrrow, Southern Ontario; Gerald J. Minkinen, Chicago; Jan O'Brien, Vancouver-New Westminster; Bill O'Meara, New York (Except 9); Terry Oblander, Akron; Tom Pennacchio, New York (Except 9); Bill Phillips, San Jose; Anthony H. Rothwell, Youngstown; David Rousseau, Manchester; Frank Santafede, Providence; Alan Seifullah, Cleveland; Cathy Shepherd, Knoxville; Jim Smith, Los Angeles; Willits A. Smull, Pacific Northwest; Barbara Thomas, Gary; Brian J. Williams, Cincinnati; Tony Winton, Wire Service; Gordon Woodworth, Albany; Walter Wright, Hawaii.

BROTHER SCHAUFENBIL: Mr. Chairperson, I move adoption.

CHAIRPERSON McLAUGHLIN: First and Final Report of the Organizing Committee has been moved and seconded. The microphones are open for discussion.

BROTHER PENNACCHIO (New York): Please delete "except 9" after my name, and I have the authority of Peter Jones, New York, to please delete "except 9" from his name.

CHAIRPERSON McLAUGHLIN: Delete "except 9" from the names of Thomas Pennacchio and Peter Jones of New York.

Any other deletions?

VICE PRESIDENT BRANDOW (New York): Please remove my exception to nine.

CHAIRPERSON McLAUGHLIN: Delete from the name of Richard Brandow "except 9."

SISTER FOWLER: (New York): Please delete my exception to number nine.

CHAIRPERSON McLAUGHLIN: Delete the exception to number nine.

BROTHER BILL LEUKHARDT (New York): Please delete my exception to number nine.

CHAIRPERSON McLAUGHLIN: Delete Bill Leukhardt's exception to number nine.

BROTHER BILL O'MEARA (New York): Please delete my exception to number nine.

CHAIRPERSON McLAUGHLIN: Delete from Bill O'Meara's name the exception to nine.

BROTHER KEY MARTIN (New York): Please remove my exception to number nine.

CHAIRPERSON McLAUGHLIN: Remove exception to number nine from Key Martin's name.

Any other deletions or additions?

The First and Final Report of the Organizing Committee has been moved and seconded. Is there discussion?

SISTER LEM: (Southern Ontario): I have an amendment. The amendment is to recommendation number six. I would add the sentence: "The committee shall include as a minimum proportional Canadian representation."

If I have a seconder, I would like to speak to that.

(Seconded by several.)

CHAIRPERSON McLAUGHLIN: Seconded. Discussion?

SISTER LEM: The amendment that I have made is in line with the spirit and principles

of Recommendation 9 in the First and Final Report of the Collective Bargaining Committee. That recommendation does include proportional Canadian representation on a merger committee.

I want to say that I think that the committee that will be struck by such action is extremely important.

The crisis in the Guild, the organizing crisis, has been discussed by many members here all week long, and I think it is extremely important that we come up with organizing strategies and finances, not only to arrest the decline in Guild membership overall, but to promote further growth. So I support number six. I think it is important because of the different social and political climate in Canada and the different labor laws that we insure proportional Canadian representation on that committee.

Thank you. (Applause.)

CHAIRPERSON McLAUGHLIN: That has been an amendment, duly seconded. "The committee shall include proportional Canadian representation."

SISTER LEM: Excuse me, Brother Chairperson. Unless I read it wrong, my amendment was, "The committee shall include as a minimum proportional Canadian representation."

CHAIRPERSON McLAUGHLIN: "As a minimum?"

SISTER LEM: Yes.

CHAIRPERSON McLAUGHLIN: All right. Discussion?

BROTHER LIPTON (New York): I agree with the sentiment that goes behind the amendment, but I must speak in opposition to the amendment.

I have full and complete conviction and trust that it is the intention of the officers and IEB of this union, IEB members of this union, to see to it that the Canadian brothers and sisters are adequately represented at every level of our union. And this would include this special committee, which was of prime importance to the members of the New York delegation.

I have the conviction that adequate representation will be carried out without this amendment being put in place and, therefore, I speak against it.

CHAIRPERSON McLAUGHLIN: Further discussion?

SISTER THOMAS (Gary): It seems to me we have had a lot of—I don't know—mixed messages that we have given our Canadian

neighbors today, and I think if there is one thing we can send them home with, it is the written assurance that they are going to be on this committee in proportionate numbers. (Applause.)

CHAIRPERSON McLAUGHLIN: The mikes are clear. All those in favor of the amendment signify by saying aye. All those opposed signify by saying no.

The chair is in doubt, and the chair would like a standing vote. All those in favor of the amendment please rise. Can we get some of the staff to count? Can we get some of the IRs to count, please?

All right. Hold on. Okay. Will the ayes be seated, please. The noes please rise. I would have to say the ayes have it. (Applause.)

VICE PRESIDENT MULCAHY: Mr. Chairperson. Dave Mulcahy, New York. I call for a roll call.

CHAIRPERSON McLAUGHLIN: To have a roll call involves five locals and 12 members. The mikes are open.

BROTHER HART: Joe Hart, Philadelphia. I will second that.

SISTER HAMMOND: Sara Hammond, Portland. I'll second.

CHAIRPERSON McLAUGHLIN: Going, going—go ahead.

VICE PRESIDENT HOLT: Bob Holt, St. Louis, seconds.

CHAIRPERSON McLAUGHLIN: Are there any other seconds? The microphones are open.

BROTHER KUMMER: Don Kummer, Detroit will second.

CHAIRPERSON McLAUGHLIN: Seconded. The mikes are open.

SISTER FOWLER: Fowler, New York, second.

VICE PRESIDENT SOUZA: Stan Souza, Hawaii, seconds.

BROTHER PENNACCHIO: Pennacchio, New York, seconds.

BROTHER KEENAN: Tom Keenan, New York, seconds.

BROTHER CARUSO: Chuck Caruso, New York, seconds.

BROTHER PETRUCELLI: Ralph Petrucelli, New York. I second the motion.

BROTHER KEMP: Bob Kemp, San Diego, seconds.

BROTHER STEELE: Joe Steele, New York, seconds.

CHAIRPERSON McLAUGHLIN: All right. We have the required number of seconds for a roll call. A roll call will be taken. Would the tellers come to the podium.

All right. The secretary-treasurer will appoint the tellers.

SECRETARY-TREASURER EDGINGTON: I would like to have Bert Atkinson of New York, Dan Oldfield of the Canadian Wire Service Guild, and Cynthia Cheski of Bakersfield come up here to serve as tellers.

BROTHER PELLETTIER (Southern Ontario): Mr. Chairperson, when the house has quieted down, would you read the motion again before taking the roll call?

CHAIRPERSON McLAUGHLIN: All right. The amendment we are voting on is that the committee shall include as a minimum proportional representation of Canadian representatives. Is that clear?

SECRETARY-TREASURER EDGINGTON: I am preparing to call the roll. Let me remind you that if the delegation is divided on the question, I would like you to announce your vote in decimals—not in percentages, not in fractions, but in decimals.

(The roll was called by Secretary-Treasurer Edgington as follows):

Local	Yes	No
Akron	3	—
Albany	5	—
Bakersfield	4	—
Boston	—	6
Brockton	—	4
Buffalo	6	—
Canadian Wire Service	8	3
Chicago	7	—
Cincinnati	3	—
Cleveland	3	3
Denver	9	—
Detroit	—	13
Erie	—	4
Gary	2	—
Harrisburg	—	2
Hawaii	3	3
Hudson County	2	—
Knoxville	2	—
Los Angeles	5	—
Lynn	2	—
Manchester	—	3
Memphis	—	5
Milwaukee	3	—
Montreal	5	—
New York	—	57
Northern Ontario	2	—
Ottawa	5	—
Pacific Northwest	11	—

Peoria	3	—
Philadelphia	9.14	6.86
Pittsburgh	—	4
Portland	—	5
Providence	6	—
Pueblo	2	—
Rochester	2	—
St. Louis	—	9
Salem	1	1
San Antonio	—	2
San Diego	6	6
San Jose	5.5	5.5
Scranton	—	3
Sheboygan	2	—
Southern Ontario	24	—
Terre Haute	—	3
Toledo	1.2	4.8
Twin Cities	10	—
Vancouver-New Westminster	5	2
	(5 abstain)	
Victoria	4	—
Washington-Baltimore	20	—
Wilkes-Barre	—	3
Windsor	3	—
Wire Service	5.2	7.8
Woonsocket	—	2
Yakima	—	—
Youngstown	—	3

SECRETARY-TREASURER EDGINGTON: Brother Chairperson, the results of the tally are as follows: "Yes," 199.04. "No," 170.96. (Applause.) With 5 abstentions.

CHAIRPERSON McLAUGHLIN: The amendment carries.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: We now go back to the First and Final Report of the Organizing Committee. The microphones are open for discussion. Yes, brother.

BROTHER SMITH (Los Angeles): Brother Chairperson, on behalf of those who signed, I move adoption of the First Minority Report to the First and Final Report of the Organizing Committee.

FIRST MINORITY REPORT TO THE FIRST AND FINAL REPORT OF THE ORGANIZING COMMITTEE

ORGANIZE OR DIE! A PLAN FOR ACHIEVING THE FIRST ALTERNATIVE

Recognizing that The Newspaper Guild must move quickly to implement bold and

dynamic changes to meet the crisis and challenge that now confronts us, we move that the First and Final Report of the Organizing Committee be amended by adding to its recommendations the following:

10. The special organizing committee of 13 members, referred to in item 6, convene within two months of the adjournment of this convention.

11. The committee consider sources of permanent funding for a separate department of organizing, to be established with its own autonomous director, who will report directly to the president.

12. The committee consider utilization of an "inactive" or "associate" member program as an organizing tool, maintaining contacts where the Guild is not currently able to mount organizing drives.

Signed: Pat Alesi, Los Angeles; Michael Burrell, Denver; Kitty Caparella, Philadelphia; Jan Cook, Vancouver-New Westminster; Todd Cunningham, Los Angeles; Dan Dugas, Canadian Wire Service; Rob Ferguson, Windsor; Mel Gauntz, San Jose; Bev Greene, Vancouver-New Westminster (Except 12); Joseph J. Hart, Philadelphia; David Hendrickson, Milwaukee; Ed Jahn, San Diego; John L. Kailin, Twin Cities; Roy C. Kruse, Hawaii (Except 10); Ronald Leir, Hudson County; Gail Lem, Southern Ontario; Joyce McKerrrow, Southern Ontario; Terry Oblander, Akron; Jan O'Brien, Vancouver-New Westminster; Bill Phillips, San Jose; Anthony H. Rothwell, Youngstown; Frank Santafede, Providence; Alan Seifullah, Cleveland; Jim Smith, Los Angeles; Barbara Thomas, Gary; Brian J. Williams, Cincinnati.

BROTHER SMITH: Brother Chair, I move adoption of the minority report.

CHAIRPERSON McLAUGHLIN: Do I hear a second for the Minority Report to the First and Final Report of the Organizing Committee?

(Seconded by several.)

CHAIRPERSON McLAUGHLIN: Seconded by many.

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

CHAIRPERSON McLAUGHLIN: All right. Add that name to the minority report. The mikes are open for discussion.

BROTHER SMITH: I speak to the minority report. There was a good deal of vigorous and healthy debate in the Organizing Committee. The main issues revolved around the structure, the funding and some of the other strategy of organizing.

In spite of this there was a deep commitment by all in the Organizing Committee to the concept of organizing, the importance of organizing, the slogan of "Organize or Die" and the immediacy of the demand for organizing.

Recognizing that one of the most important ingredients in successful organizing is unity, this report was framed in such a way as to try to bring together the disparate concerns of the members of that committee. There were some in that committee who felt strongly that we must have a structure for organizing much like that of other unions that have been successful in organizing, and that is, a separate director of organizing on the same status as the director of field services, director of contracts, director of research, etc. There were others who felt that might be a good idea but we needed more study.

The same was true on the question of associate members. The AFL-CIO has suggested that international unions form associate member programs which would entitle people not covered by collective bargaining contracts to some status in the labor movement. They would be able to participate as associate members, to receive the union credit card on approved credit, group legal plan, etc. They would also be in touch with a union—in this case, The Newspaper Guild.

There were others who were unfamiliar with the concept. There was also argument in opposition to the program. Therefore, the minority report was framed in such a way that the committee that is proposed and has the endorsement of all who were in the Organizing Committee, that is, the committee of 13, is being asked to study these questions or to consider in terms of the written report whether or not there should be permanent funding for a separate department of organizing, etc., and also to consider whether or not an associate member program would be appropriate to The Newspaper Guild.

There is no mandate on how the consideration would go. It could be a closed consideration of just the 13 people; it could be a broader consideration. The committee might want to call in a representative of the AFL-CIO department of organizing to find out from that person how other unions have framed their organizing structure, or they might not.

We want to empower that committee to look at these questions and come to a conclusion. However, we don't want them to overlook these questions. We want to make sure that they are on the agenda when the committee meets.

The other issue on this report is that the committee meet soon. There is a suggestion of a two-month period. The sense of this is that the committee would meet as quickly as is possible and financially feasible to begin looking into these matters and others that it's hopefully going to be empowered to do by this convention. I believe this has been at least successful in bringing unity in the Organizing Committee, because I note that a majority of the Organizing Committee did in fact sign the minority report, and I hope that the same majority will prevail here in passing the minority report.

BROTHER LIPTON (New York): I have what I hope will be considered a friendly amendment to number 10. If that is accepted, I concur fully with the other recommendations made by the minority report.

I believe that the suggestions that have been made constitute an appropriate agenda, at least in part, for the special committee.

The amendment would be to eliminate what appears in the second line of number 10 on the paper starting with "within two months" and ending with "this convention," and in its place substitute "by the end of 1988." So it would read as follows: "The special organizing committee of 13 members, referred to in item 6, convene by the end of 1988."

The intent of the language is to have the special committee—

CHAIRPERSON McLAUGHLIN: You need a second before you can discuss that. Sorry.

BROTHER KRUSE (Hawaii): Second.

CHAIRPERSON McLAUGHLIN: Open for discussion.

BROTHER LIPTON: The intent is to have the 13-person committee meet in conjunction with the IEB, and I believe that the people that wrote the language had the intent of having that committee meet shortly before the start of one of the normal IEB meetings, thus not incurring a double expense of bringing everybody to Silver Spring. And by mandating that the committee meet by the end of 1988, it will be possible to do that at the October meeting. And that, I hope, would be recognized as a timely period of time.

CHAIRPERSON McLAUGHLIN: Further discussion on the amendment?

BROTHER SMITH (Los Angeles): Brother Lipton's amendment is indeed considered friendly by this signer.

CHAIRPERSON McLAUGHLIN: No-

thing further on the amendment? The amendment is before you. It would change recommendation 10 of the First Minority Report to the First and Final Report of the Organizing Committee to read: "The special organizing committee of 13 members, referred to in item 6, will convene by the end of 1988." All those in favor of the amendment signify by saying aye. All those opposed signify by saying no. The amendment is adopted.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: We now go back to the minority report. Is there any further discussion on the minority report?

BROTHER WOODWORTH (Albany): Please add my name to the report.

CHAIRPERSON McLAUGHLIN: Add the name of the brother from Albany to the minority report.

(The question was called.)

CHAIRPERSON McLAUGHLIN: Call for the question.

SISTER KNOX (Washington-Baltimore): Through the chair to Jim Smith.

In number 11 where you say, "to be established with its own autonomous director who will report directly to the president," is that something that the committee is being asked to consider, or is it simply the funding that the committee is being asked to consider for the establishment of a permanent autonomous director?

BROTHER SMITH: Well, Brother Chair, there are several items that were related, and they were lumped together in item 11, and I think what the intent was, was that each of those would be considered in some fashion by the committee of 13.

SISTER KNOX: Thank you.

CHAIRPERSON McLAUGHLIN: The mikes are clear.

(The question was called.)

CHAIRPERSON McLAUGHLIN: Any further discussion? All those in favor of the First Minority Report to the First and Final Report of the Organizing Committee as amended please signify by saying aye. All those opposed signify by saying no. The minority report is adopted.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: We will now vote on the First and Final Report of the Organizing Committee as amended. It's

been discussed and seconded. Any further discussion? All those in favor signify by saying aye. All those opposed signify by saying no. The First and Final Report of the Organizing Committee as amended is adopted.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: Could we now have Keeble McFarlane, the chairperson of the Human Rights Committee, here.

At this time the First and Final Report of the Human Rights Committee is back before you. [See Report, Page 49.]

Is there any further discussion on that? Hearing none, all those in favor of the First and Final Report of the Human Rights Committee please signify by saying aye. All those opposed please signify by saying no. The ayes have it. The First and Final Report of the Human Rights Committee is adopted.

MOTION CARRIED

BROTHER McFARLANE (Canadian Wire Service): Second and Final Report of the Human Rights Committee. It is on yellow paper or buff.

SECOND AND FINAL REPORT OF THE HUMAN RIGHTS COMMITTEE

The Convention notes the glacial movement of most newspapers in integrating their work forces to reflect the racial diversity of our nations. As an example, today, 20 years after the Kerner Commission Report on Civil Disorders, about 56 percent of all U.S. dailies remain without a single minority employee on their editorial staffs. This picture is reflected in many other departments of U.S. and Canadian newspapers as well. It is time for a newspaper minority scoreboard.

The Convention recommends that TNG establish The Newspaper Guild "Lily White Publisher Award" for presentation at the 1990 Guild Convention to a daily newspaper publisher, or publishers, without minority employees on their editorial staff, other departmental staff or their entire staff.

BROTHER McFARLANE: The committee so moves.

CHAIRPERSON McLAUGHLIN: Second and Final Report of the Human Rights Committee has been moved and seconded. The mikes are open for discussion.

SISTER HOWARD (Portland): Marie Howard, unit chair, of the group that has been

seeking and struggling to get its first contract for two years.

I would like to have you look to the first report on paragraph two. Don't take this home and put it in a desk drawer somewhere. Please, I beg of you, comply with paragraph two. We need the information on age, sex, job classification—

CHAIRPERSON McLAUGHLIN: Where are we? I think you are on the first report.

SISTER HOWARD: Yes.

CHAIRPERSON McLAUGHLIN: I'm sorry. It has already been passed and seconded, and discussion is over on that one.

SISTER HOWARD: Send the information in. We need it to get this information on sexism. (Laughter and applause.)

CHAIRPERSON McLAUGHLIN: Okay.

SISTER HOWARD: We cannot tolerate sexism, sexual harassment in the work place. We need the information. Send it to Anna.

CHAIRPERSON McLAUGHLIN: Okay.

SISTER HOWARD: With it we can do the job.

CHAIRPERSON McLAUGHLIN: Thank you, sister. Thank you. (Applause.)

Discussion. Second and Final Report of the Human Rights Committee.

BROTHER HART: Joe Hart from Philadelphia. I have two questions, and I'm not sure to whom they should be directed.

I speak in full support of this report. I am curious, though, what the definition of "minority employees" would be, because some would consider women, some would consider blacks, some would consider gays, some would consider Hispanics—disabled, yes. The point being that it would be very difficult to find, I think, a publisher without any one of those.

BROTHER McFARLANE: I think the intention of this report was visible minorities, Hispanics, blacks, so forth, Asians.

BROTHER HART: Okay. Great.

Another question. Maybe you can stay there and answer me, brother. With such a dismal, horrible track record in our industry, on what criteria are you going to select one?

BROTHER McFARLANE: Not necessarily one. It could be half a dozen, and we will probably come up with a device like a wilted white lily in a nice box presented to the publisher, you know.

BROTHER HART: Thank you.

CHAIRPERSON McLAUGHLIN: Is

there any further discussion on the Second and Final Report of the Human Rights Committee? All those in favor of the report signify by saying aye. All those opposed say no. The Second and Final Report of the Human Rights Committee is adopted.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: I would now call on Beth Tamke, the chairperson of the Resolutions Committee, to come to the podium.

SISTER TAMKE (Memphis): This is on blue paper, "Trusteeing the Teamsters."

TRUSTEEING THE TEAMSTERS

The U.S. Justice Dept. filed a lawsuit Tuesday to oust the Int'l Brotherhood of Teamsters' officers and executive board and replace them with court-appointed trustees, charging that the union had made a "devil's pact" with organized crime. The AFL-CIO Executive Council has denounced the government's action. So do we.

If crimes are committed by union officers, they should be prosecuted. If racketeers are in union office, they should be removed—by the membership.

What should not be allowed is the immobilization of an entire union by government guardians.

A government-run union would have no more independence than a company-run union. The trustees of such a union would be responsible not to the interests of the membership but to the instructions of the government, or at best, the courts.

Would the trustees be in a position, or have the skill and knowledge to direct collective bargaining? Would they be in a position, or feel free, to approve a strike?

Elected union officers, no matter what abuses they may commit or countenance, must be responsible to their members. Government-appointed ones will be responsible only to those who appointed them.

Teamster members work with Guild members on many newspapers. If trusteeship paralyzes their union in the present bargaining climate, the interests of all will suffer.

Trusteeship for the entire Teamsters' union would establish a dangerous precedent, antithetical to the democracy in whose name it is being invoked. Government-run unions are a hallmark of authoritarian, not democratic governments.

The Newspaper Guild, accordingly, opposes any government move to trustee the Teamsters and calls on the Justice Dept. to stay its hand.

CHAIRPERSON McLAUGHLIN: The resolution, "Trusteeing the Teamsters," has been moved and seconded. The mikes are open for discussion.

BROTHER LEIR (Hudson County): Mr. Chairman, I rise reluctantly to speak in opposition to the resolution entitled "Trusteeing the Teamsters."

Mr. Chairman, many of us here wear two hats. One as a trade unionist and one as a journalist.

Mr. Chairman, journalists are in search of truth, and these truths cannot be colored by political sentiment or partisanship, no matter how difficult that may be at times. We have read in such newspapers as the New York Times, the Washington Post of Teamsters' members being deprived of legitimately earned pension benefits and of sweetheart deals perpetuated by corrupt and uncaring Teamster bosses, all resulting in weaker contracts or loss of jobs to the Teamster rank and file.

We have read of Teamster members being bullied or paralyzed into inaction by their leaders.

Mr. Chairman, how can we justify perpetuation of corruption at the expense of decent, hard working union members? Are we to ignore corruption by Teamster bosses, as the resolutions says, no matter what abuses they may commit or countenance? Mr. Chairman, I say no.

BROTHER PELLETTIER (Southern Ontario): I would like to move an amendment to the resolution.

CHAIRPERSON McLAUGHLIN: What is the amendment?

BROTHER PELLETTIER: It would go at the end of the resolution. **"In order to minimize the negative impact of these allegations on the whole labor movement, The Newspaper Guild requests that the AFL-CIO intervene on behalf of the members of the Int'l Brotherhood of Teamsters in an effort to guarantee free and fair elections of the top officers of the IBT as soon as possible."**

(Seconded by several.)

CHAIRPERSON McLAUGHLIN: The motion is seconded. Discussion?

BROTHER PELLETTIER: It seems to me that we can resolve the moral dilemmas

and the concerns that we have about the Teamsters union and be totally consistent with our principles by endorsing this resolution as amended. I don't think there is any doubt that any union and the union movement as a whole has to fight any attempt by the government to intervene in the affairs of workers in such a drastic way as taking over a trade union.

However, we also have to recognize the realities that are well known about the leaders of this union. And that problem, as the resolution says in the second paragraph, should be addressed by the membership, but the problem is that the membership of the Teamsters doesn't have a way of addressing that problem within current structures.

It is well known at their conventions—their top officers are elected at conventions; delegates to those conventions are hand picked by the current administration. In many cases there are not even elections of delegates to Teamsters conventions.

There is a very well organized and strong dissident movement within the Teamsters called the Teamsters for a Democratic Union, and they have been fighting for basic democratic reforms in their union for many years and facing violence at the hands of the hench people of the leaders of their own union. And I think that at the same time we are sending a message to the government, which is justified, we have to send a message of support to the members of the Teamsters' union. (Applause.)

CHAIRPERSON McLAUGHLIN: The discussion is on the amendment.

BROTHER BAILEY (Pacific Northwest): I rise to speak against the amendment and for the main motion.

I guess I am speaking not exactly as a journalist but at least as one who has practiced the reporting trade for some odd 30 years and has been active in the Guild for a number of years.

I think first that we must recognize that the suit brought against the Teamsters is not against a few possible criminals in the leadership. It is a libel against 1.6 million working men and women.

It is also a libel against a number of excellent union leaders in the Teamsters whom I have dealt with, reported on and sometimes crossed swords with over labor matters.

We haven't always agreed, but in the Western portion of the United States there are no allegations that I know of of criminality on the part of the Teamsters' leadership.

They aren't indicted. They aren't convicted. They are merely libeled by this suit, leaders like Arnie Weinmeister of Seattle. There are no allegations of criminal action against Arnie. There are no charges of corruption within the local he heads. There's nothing.

What's happened is, they are saying, "Because we have prosecuted a few people, all are guilty, and all should be removed." If there is one embezzler in this room, then we are guilty of the same thing that they are claiming against the Teamsters' leadership.

If the U.S. Government wants to indict those who are guilty of corruption, I say go right ahead, whether they are in the Teamsters' leadership or in the White House. (Laughter and applause.)

And let's understand one other thing. Let's understand the statute under which they are being prosecuted civilly—RICO (Racketeer Influenced and Corrupt Organizations). That's the conspiracy statute. That's guilt by association.

Now, we could take an organization that we know of where there have been criminal convictions and there are indictments pending and use that statute against it. And, again, that is the White House staff. The same charges that they are using against Arnie Weinmeister could be used against Ronald Reagan, and when the Justice Dept. does that, then I will believe that they are prosecuting equally, not in this case.

Now, yes, there may be problems in the Teamsters. If that is so, prosecute. Prosecute for the criminal acts that they claim have been committed. But to go after an entire union, to go after 1.6 million people, that to my way of thinking is criminal.

So I suggest that the AFL-CIO has only limited resources to force elections, and I don't know if that amendment can accomplish what it set out to accomplish. So I say, go back to the original resolution and let the honest, decent Teamsters—of which the vast majority of 1.6 million are—let them know that their fellow trade union people support them, wish them well, and hope that this kind of action will be defeated against the Teamsters and against any other union that the Reagan administration may wish to assault, including ourselves. (Applause.)

BROTHER PHILIP FAIRBANKS (Buffalo): Mr. Chairman, I just had a brief question. Is there someone here who can tell us what the position of the TDU is on the issue of trusteeship?

CHAIRPERSON McLAUGHLIN: TDU?

BROTHER FAIRBANKS: Teamsters for a Democratic Union.

(Cries of "They are opposed to it.")

BROTHER KUMMER (Detroit): I would speak against the amendment.

I have had many differences in the past with Teamsters' leadership in Detroit. But they run their locals and we run ours. We don't tell them how to stage their elections or how to write their bylaws. We shouldn't be telling them how to run their union.

Their bylaws have been challenged in the past and have been found to be legal. If the day comes when they want to change that procedure, then let them do it.

As far as the indictment and trying to use criminal laws to take over a union, any union would be vulnerable under those statutes.

The speaker today cited the Reagan administration and the indictments against it during its term, and yet they allow that government to stay in business, and in a union they want to take it over. So I think we have to pass the original motion and reject this amendment. (Applause.)

BROTHER MARTIN (New York): Speaking as a former Teamster who was in the Teamsters' union during the 1960s when Hoffa was being persecuted by the United States government and who stood up for Hoffa in those years, I am absolutely opposed to the amendment and in favor of the original motion.

We should not advocate the intervention of the AFL-CIO into any of our unions. We wouldn't want them to intervene in our union. And the government intervention in the union in the 1960s only led to one thing, more corruption and forcing the Teamsters' union into the hands of Ronald Reagan.

Now, I think that our convention should endorse the original motion as absolutely opposed to any government intervention.

I am all for the Teamsters' rank and file. I know many Teamsters who have fought hard to build their unions, who have struggled in the streets with the companies, and I think we owe them a lot of respect. And for our unit, it is particularly important for us to have friendly relationships with the Teamsters because they deliver all the magazines. And there is no corruption involved in that unit, I can tell you, no allegations of corruption.

We should not go off in the direction of the amendment, because I think it diverts us from what the real problem is, which is government

intervention in the labor movement. Because government intervention is just another management tool. (Applause.)

SISTER KUCERA (Twin Cities): Yes, I would urge people to vote against the amendment. I think it is probably not possible to do that under the AFL-CIO Constitution, and I would suggest that having the AFL-CIO interfere in the internal affairs of a union would be a serious matter that we would not vote on very lightly.

Thank you.

BROTHER PETRIE (Southern Ontario): I support the amendment.

I think that the amendment doesn't take away from the original motion. It simply recognizes a responsibility for the labor movement, the house of labor in the United States, the AFL-CIO, to insure that its affiliates are abiding by the principles of trade unionism.

And to suggest that the house of labor shouldn't interfere when their affiliates are not abiding by those principles of trade unionism, I suggest is outrageous.

If it wasn't for the fact that the AFL-CIO interfered a number of years ago to kick the Teamsters out of the federation, they would have still continued and the AFL-CIO would have been tainted with the brush that they were supporting the corruption that was going on in the Teamsters' organization.

This resolution merely suggests that the AFL-CIO should work with the members of the IBT, or International Brotherhood of Teamsters, to insure that their members get control of their own union and have full and free elections.

I don't think that's asking too much of the house of labor.

Thank you. (Applause.)

SISTER FOWLER (New York): I am unalterably opposed to the concept of guilt by association. If there are corrupt members in the Teamsters' union, they should be removed, but there are thousands of honest Teamsters in the United States, including my brother.

(Laughter and applause.)

Even the infamous Orrin Hatch of Utah yesterday on television declared his unalterable opposition to the indictment of the Teamsters' union. If it makes Orrin Hatch sick, it ought to make us sick, too. (Applause.)

BROTHER CAHILL (Pacific Northwest): I, too, am opposed to the amendment. I am in favor of the main motion. The Teamsters'

union may have problems, but what's happened by this action by the federal government is an action against all of organized labor.

Again I reiterate what other speakers have said. If there is wrongdoing in the Teamsters' union, if there are people that have committed crimes, they ought to be prosecuted for those crimes. But the millions of members of the Teamsters' union should not be guilty by association with each other. They are our brothers and sisters. We need them when we are in bargaining problems. We need all of organized labor together. We don't need Ed Meese running the Teamsters' union. (Laughter.)

BROTHER BERNOTAS (Wire Service): Before I move the question, I stand with those who are opposed to this amendment. Let's remember that the Justice Dept. here is moving against an AFL-CIO union. That means us.

Now, with due respect to my brother from my original local in Hudson County, they do have a pretty bad Teamsters' local, Local 560. I haven't decided myself yet whether it is a good idea that they are in receivership or not. But the Justice Department is not moving only against 560. They are moving against the AFL-CIO union, and it may be the Teamsters today and God knows who's coming next. I say let's vote this down. (Applause.)

CHAIRPERSON McLAUGHLIN: The mikes are clear. We are voting on the amendment. All those in favor of the amendment signify by saying aye. All those opposed signify by saying no. The amendment is defeated.

MOTION LOST

CHAIRPERSON McLAUGHLIN: We are back to "Trusteeing the Teamsters." Is there any further discussion on that?

BROTHER WINTON (Wire Service): Brother Chairman, **I have an amendment, concerning the second paragraph.** It's really just a clarification.

We are fully in support of the intent of the entire resolution as it stands. We feel there is a slight wording change that could be made because the second paragraph as it reads now might lead some people to conclude that the government should not go after criminal racketeers who are in the Teamsters as opposed to using the civil RICO statute to go after an entire international union, which is something we are very much in opposition to.

So the amendment I would propose would be to strike the words "by the membership" and insert the phrase "but not through civil RICO statutes."

CHAIRPERSON McLAUGHLIN: Is there a second to that motion?

BROTHER: Second.

CHAIRPERSON McLAUGHLIN: If the motion is carried, the second paragraph would read: "If crimes are committed by union officers, they should be prosecuted. If racketeers are in unions, they should be removed, but not through civil RICO statutes."

Is that correct?

BROTHER WINTON: That's correct.

CHAIRPERSON McLAUGHLIN: All right. It's been moved and seconded. Discussion? Discussion? No discussion. All those in favor of the motion signify by saying aye. All those opposed signify by saying no. The noes have it.

MOTION LOST

CHAIRPERSON McLAUGHLIN: We are now back on "Trusteeing the Teamsters."

BROTHER FAGAN (Philadelphia): I wanted to stand to speak for the motion, and the reason that I do so is because around me this entire week I have seen our brothers and sisters in the Canadian Brotherhood of Railway, Transport and General Workers Union do such a fabulous job. And I haven't seen such an honest, hard-working group of people as I have seen this week do such a diligent job to make sure that their brothers and sisters in The Newspaper Guild had a successful and smooth stay. They were fine hosts and representatives of not only the Teamsters but of their country. So I stand in support of this and thank my brothers and sisters in the Teamsters for an excellent time in Canada.

SISTER KNOX (Washington-Baltimore): I rise to support this resolution. Last year, although elected as a delegate to the convention, I was not in San Diego. I had just come off a six-day successful strike which was wonderfully supported by two Teamsters locals, one which represents our Mailers, one which represents our truck drivers. Again I urge passage of this resolution. Thank you.

BROTHER PELLETTIER: For the record, Mr. Chairperson, if the workers here are represented by the Canadian Brotherhood of Railway, Transport and General Workers—and I see nods that they are—that is not the Teamsters. That is a Canadian union. (Applause.)

BROTHER FAGAN: I stand corrected. I had asked one of the gentlemen that was doing the work what union he was with, and he had told me, and I asked him was that affiliated with the Teamsters, and he had told me "yes." If it is not so, I stand corrected. I still stand for the motion, and I still say thank you very much for all your help. (Applause.)

CHAIRPERSON McLAUGHLIN: Any further discussion on the motion, "Trusteeing the Teamsters?" All those in favor of the motion signify by saying aye. All those opposed signify by saying no. "Trusteeing the Teamsters" is accepted.

MOTION CARRIED

SISTER TAMKE: On this color paper, buff. "Universal Voter Registration."

UNIVERSAL VOTER REGISTRATION

For too many years, the United States has lagged far behind other Western democracies in the level of voter participation in national elections.

Out of a voting age population of 178 million in 1986, only 66 million U.S. citizens cast a ballot in the federal elections, a participation rate of 37.3 percent. That was the lowest rate in 44 years and the lowest level among democratic governments in the West.

In 1984, a presidential election year, the participation level was 53 percent in the United States. That same year, it was 76 percent in Great Britain, 78 percent in France, 81 percent in West Germany, 83 percent in Australia and 94 percent in Italy.

A major reason for the scandalously low participation rate is believed by many experts to be the difficult and varied voting registration requirements in effect throughout the country.

Fortunately, a remedy is at hand in the Universal Voter Registration Act of 1988, which has been introduced in both houses of Congress and has received bipartisan support.

Designed to simplify and standardize voting registration requirements, the legislation provides for election day registration at polling places, registration by mail and directly by government agencies as well as wide circulation of registration materials.

The Guild has long supported the widest possible participation of citizens in the affairs of their government, with particular emphasis on elections.

The Newspaper Guild Convention therefore strongly endorses S. 2061 in the Senate and H.R. 3950 in the House of Representatives and calls on the Congress to act on the legislation with dispatch.

SISTER TAMKE: Moved by the entire committee.

CHAIRPERSON McLAUGHLIN: The resolution, "Universal Voter Registration," has been seconded. Is there discussion? All those in favor of the resolution, "Universal Voter Registration," please signify by saying aye. All those opposed signify by saying no. The resolution, "Universal Voter Registration," is adopted.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: I call the chairman, Bill Davis, of the Finance Committee to the podium for the First and Final Report of the Finance Committee.

BROTHER HUTCHINSON (Victoria): Mr. Chairman, Mr. Chairman. I would move that we receive the introductory part of the First and Final Report of the Finance Committee as circulated and the chair only read the three recommendations.

BROTHER HATFIELD (Canadian Wire Service): I would like to move an amendment to that, that we could dispense with the reading of the names as well. They seem to be longer than the original.

CHAIRPERSON McLAUGHLIN: All right. We have an amendment to the first amendment, not to read the names.

BROTHER HUTCHINSON: I would consider that a friendly amendment.

CHAIRPERSON McLAUGHLIN: We have to vote on it anyway. First we will have a standing vote. (Applause.)

The amendment is to dispense with the reading of the names. Do I hear a second? (Seconded by several.)

CHAIRPERSON McLAUGHLIN: Seconded by many. All those in favor of dispensing with the reading of names signify by saying aye. All those opposed signify by saying no. All right. We will dispense with reading the names.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: That amends the motion. Now we proceed with voting on whether to read the body or not. All those in favor of dispensing with reading

the body signify by saying aye. All those opposed signify by saying no. All right.

MOTION CARRIED

BROTHER DAVIS: This is historic. It will be known as the John Hutchinson memorial motion.

FIRST AND FINAL REPORT OF THE FINANCE COMMITTEE

The Guild completed the 1987-1988 fiscal year in the contradictory position of having the largest Defense Fund in its history at the same time its General Fund suffered its highest deficit ever.

The Defense Fund hit \$8,624,069, contributing to the highest ever net worth of the Guild—\$9,010,070.

A General Fund deficit had been anticipated in the 1987-88 budget, but it was nearly double the projection, mostly because of escalating employer onslaughts from Puerto Rico to Northern California.

This year, the Guild again faces an anticipated significant deficit in its General Fund, while the Defense Fund remains healthy.

To tackle this dichotomy, the Guild must engage in a year of general operations belt-tightening while expanding its organizing efforts to bring more media workers under collective bargaining agreements.

A transfer of Defense Fund interest and investment income to the Special Organizing Fund would produce approximately \$900,000 over a period of 18 months. As the Officers' Report emphasizes repeatedly, it's organize or die.

The General Fund budget adopted in 1987 anticipated income of \$3,518,233 and expenditures of \$3,614,475. The latter estimate understated expenses by \$359,920. Income, however, was \$3,792,850, which was \$274,617 greater than projected.

The recommended budget for 1988-89 anticipates income of \$3,614,854 and expenditures of \$3,745,675, for a deficit of \$130,821. Regular per-capita dues-payers are projected at a monthly average of 27,900, down 786 from last year's actual figure.

(Future Officers' Reports will contain an expanded breakdown of actual and projected Canadian income and expenditures, on a motion adopted by the committee.)

To accomplish the cited goals of tighten-

ing operational expenses and expanding organizing efforts, the Convention:

1. Approves a fiscal-year General Fund income estimate of \$3,614,854, which assumes a monthly per-capita apportionment of \$9.638 for two months and \$9.95 for 10 months and which also assumes a monthly per-capita average of 27,250 and a monthly agency-fee payment average of 650.

2. Approves a fiscal-year 1988-89 General Fund budget of \$3,745,675.

3. Approves transfer to the Special Organizing Fund of interest and investment income earned by the Defense Fund during the period Jan. 1, 1988, through June 30, 1989; provided such transfer will be suspended during any period in which the liquid assets of the Defense Fund are below \$6,000,000.

Signed: William T. Davis, San Jose, chair; Joanne Ancheta, Hawaii; Bert Atkinson, New York; Morris Brown, Canadian Wire Service; John Bryant, Southern Ontario; Frances Burrell, San Antonio; Alice Busby, Vancouver-New Westminster; Wayne E. Cahill, Pacific Northwest; Michael J. Crowley, St. Louis; Philip Fairbanks, Buffalo; Joanna Felker, San Jose; Judy Hildner, Pueblo; Bob Hill, Montreal; Richard Hughes, St. Louis; John Hutchinson, Victoria (except 2); Eugene B. Jones, Philadelphia; Kevin Keane, Wire Service; Tom Keenan, New York; Robert A. Kemp, San Diego; John E. Kennedy, Youngstown; Mark C. Koch, Buffalo; David Krieger, Denver (except 2); George Laine, Los Angeles (except 2); Barry F. Lipton, New York; Doug Louth, Vancouver-New Westminster; Steve Lundy, Ottawa; Jerry MacDonald, Canadian Wire Service; Gerald M. Maraghy, Boston; Dianne Martino, San Jose; Faye McCracken, Memphis; Terry L. McKey, Twin Cities; Michael A. Millett, Portland; David Mulcahy, New York; Patricia Nuttall, Terre Haute; Robert V. Palmer, Rochester; Ralph Petrucelli, New York; Sandra Polaski, Washington-Baltimore; Carol Przybyszewski, Erie; Sam Reyenga, Southern Ontario; Jane Snow, Akron; Stanley J. Souza, Hawaii; Robert Speck, Toledo; Joe Steele, Sr., New York; Frank Sweeney, San Jose; Nicholas Tetrick, New York; Charles D. Walker, Providence; Dan Zeidler, Canadian Wire Service.

BROTHER DAVIS: Signed by the committee. **I move for adoption.**

(Seconded by several.)

CHAIRPERSON McLAUGHLIN: First and Final Report of the Finance Committee

has been moved and seconded. Will there be discussion?

BROTHER PELLETTIER (Southern Ontario): Question. What are the current liquid assets of the Defense Fund?

CHAIRPERSON McLAUGHLIN: John.

PRESIDENT DALE: The secretary-treasurer says it is roughly \$8.2 million. If you want the precise figure, he will get it for you.

BROTHER ROBINSON (Southern Ontario): In regard to Recommendation 3, my delegation supports the proposals before us wholeheartedly. The Southern Ontario Newspaper Guild put forward a very similar proposal at the 1981 convention in Memphis. It was not well received, and we are pleased to have the opportunity to pledge our convention strength to this one.

CHAIRPERSON McLAUGHLIN: Is there further discussion? The mikes are clear. All those in favor of the First and Final Report of the Finance Committee signify by saying aye. All those opposed signify by saying no. The First and Final Report of the Finance Committee is adopted.

MOTION CARRIED

BROTHER CARL B. SCHWAB (Wilkes-Barre): Please add my name to the Finance Committee report.

CHAIRPERSON McLAUGHLIN: Would Tim Schick, the chairperson of the Education-Political Action Committee, come to the podium for a report.

BROTHER SCHICK (Albany): This is the First Report of the Education-Political Action Committee—Education.

FIRST REPORT OF THE EDUCATION-POLITICAL ACTION COMMITTEE EDUCATION

As you organize, you educate—you can't organize without education. Organizing new members is what we have to do. Education is how you do it. For too long the general public has relied on the popular media for information on the role and purpose of unions. Many people only know of labor in the context of strikes and conflict, and not the many benefits unions provide.

Too many people have forgotten the proud, progressive traditions of the labor movement. We cannot rely on others to do our work for us in education. We must accept it as our own challenge.

The focus of our campaign must be all-encompassing. We must reaffirm the achievement and goals of the labor movements and the Guild and find new methods of getting our message across. The changing political climate on both sides of the border provide a great opportunity to turn back the conservative tide of recent years.

But before we can take advantage of the change, we must educate our members as to our goals and needs. Seven years ago TNG established a residential seminar for new officers of small locals. Participants of this program have gone on to become leaders on all levels of the Guild. Continuation of this program should be a high priority. Those locals that have not done so are strongly encouraged to send their best and brightest to ensure a knowledgeable cadre of performers in the future.

In the face of financial belt tightening caused by recalcitrant employers we must redouble our educational efforts so we are equipped to strike back. In short, education is the last place we should scrimp.

Broad participation in district and chain council meetings by local officers and activists is imperative. These councils offer unique opportunities for widespread education on developments and trends in labor relations.

As times have changed, so have methods of reaching and educating our members and the public. The new technologies must be employed for maximum results. A video tape library of seminars conducted by the Guild and its locals is a modest first step. As time goes on, and this library is expanded, it will become invaluable for spreading the word on key issues.

One has only to see the video presentations in the convention hall to realize the need for this effort. In the future, the video library will serve as a vital, historical record of the aspirations, concerns and achievements of Guild members.

Maximizing our efforts depends on making available additional educational material to locals and their leaders. In this day of professional union busters, we can no longer afford to fight back with untrained, though dedicated volunteers.

But educating our leaders is not enough. We must teach our members the lessons we have already mastered. A short video tape aimed at new members and potential members on the benefits and the achievements of the Guild will serve as an important or-

ganizing tool to supplement traditional methods.

Outside the Guild, an on-coming generation in schools, colleges and universities must be the union members of tomorrow. Guild members must be ready at all times to educate the public and the youth of our communities on the meaning, the traditions, the purpose of the trade union movement, a movement born of need and nurtured by struggle.

TNG and locals must create speakers' bureaus so that articulate officers and activists are available to speak to schools with information on the industry, the labor movement and the Guild.

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 effort to do so.

2. District councils and locals with the assistance of TNG, develop educational programs on topics of particular regional and local concerns. Locals are encouraged to bring 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, and that locals also make a special contribution to the fund in memory of Joseph Collis, a former TNG president from Wilkes Barre.

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

5. TNG should continue to work toward developing a video introduction to the Guild that would be made available to members and potential members explaining the benefits of belonging to the Guild.

6. TNG, locals and district councils are encouraged to videotape seminars and educational programs whenever possible for inclusion in a TNG library.

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

8. TNG sponsor a workshop on Canadian

issues, politics and labor relations, at the 1989 TNG Convention, the contents of which shall be determined in consultation with the Canadian District Council.

Signed: Timothy F. Schick, Albany, chair; James Boyd, New York; Daniel DuCille, Brockton; John F. Hagan, Cleveland; John H. Hill, Sheboygan; Edward Keiser, Portland; Paul Bilodeau, Southern Ontario; Lila Roisman, Philadelphia; Robert A. Steinke, St. Louis.

CHAIRPERSON McLAUGHLIN: The First Report of the Education-Political Action Committee—Education has been moved and seconded. The microphones are open for discussion.

BROTHER HUTCHINSON (Victoria): Mr. Chairman, I would like to move an amendment to Recommendation 1, that it be amended to read: "All locals be encouraged to appoint . . .", and then continue on with the rest.

CHAIRPERSON McLAUGHLIN: You are on the wrong report, John. We haven't got to that yet. We are on Education, and you are on Political Action.

BROTHER HUTCHINSON: Oh, I'm sorry.

CHAIRPERSON McLAUGHLIN: You're ahead of us, John. You're ahead of us. (Laughter.)

Question. All those in favor of the First Report of the Education-Political Action Committee—Education signify by saying aye. All those opposed signify by saying no. The First Report of the Education-Political Action Committee—Education is adopted.

MOTION CARRIED

BROTHER SCHICK: The Second and Final Report of the Education-Political Action Committee.

As I read this report, staff is distributing copies of voter registration information to the tables which you should take note of.

SECOND AND FINAL REPORT OF THE EDUCATION-POLITICAL ACTION COMMITTEE POLITICAL ACTION

"Among democratic nations, all the citizens are independent and feeble; they can do hardly anything by themselves . . . they all, therefore become powerless if they do not learn voluntarily to help one another. If men living in democratic countries had

no right and no inclination to associate for political purpose, their independence would be in great jeopardy . . ."

—Alexis de Toqueville, "Democracy In America."

1988 has the potential to be a watershed year in both American and Canadian politics. If Guild members fail to heed the warnings of de Toqueville of more than a century and a half ago, they stand to lose not only their independence, but the benefits and rights they have struggled to earn as union members.

We can no longer be silent. We must be heard. We must act.

Last year, this convention instructed the IEB to endorse a U.S. presidential candidate. Once that endorsement is made, we can spare no effort in communicating the impact of the presidential race on the future of labor and the working conditions of union members and journalists. Whether it is plant closings, closed meetings or deregulation, political action is the answer. The lessons of the past eight years must serve as a warning that political complacency by the Guild and its members is a suicidal path that only strengthens the hands of the employer.

We cannot stop with a presidential endorsement. Guild locals and members must participate in voter registration drives and campaigns to win contributions for the AFL-CIO's Committee on Political Education. Lobbying must be an on-going activity. Locals in state, provincial and national capitals have an added responsibility to support and propel labor's political agenda on behalf of its members.

Changes in U.S. labor laws must be made to protect newspaper carriers from exploitive working conditions. And district managers must be guaranteed inclusion under the protective umbrella of the National Labor Relations Act.

The Guild must continue its strong opposition to the free-trade agreement and other attacks by the conservative governments on labor. Canadian locals should push for an early federal election and support labor-oriented candidates. U.S. locals should register their opposition with their congressional representatives.

The convention recommends:

1. All locals appoint political-action committees and that those committees conduct continuing programs and political and legislative activity, meet regularly and re-

port 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 achieving their goals.

2. All U.S. locals conduct a drive to register their members to vote in the November Presidential election, familiarizing themselves with the registration requirements in their state and providing that information to their members as part of the registration drive, to be conducted by the political-action committee where it is in place.

3. U.S. locals seek innovative ways to spur COPE contributions, including setting 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.

4. U.S. locals and district councils make treasury contributions to COPE's Voter Education and Registration Fund and that Canadian locals consider making contributions to the candidates and parties responsive to concerns of the Guild and other unions.

5. Locals eliminate from their bylaws any prohibitions against political activity.

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

Signed: Timothy F. Schick, Albany, chair; James Boyd, New York; Daniel DuCille, Brockton; John F. Hagan, Cleveland; John H. Hill, Sheboygan; Edward Keiser, Portland; Paul Bilodeau, Southern Ontario; Lila Roisman, Philadelphia; Robert A. Steinke, St. Louis.

BROTHER SCHICK: Signed by the members of the committee. The committee moves adoption.

Will the members of the Education-Political Action Committee please come forward to the staff table over on the side.

CHAIRPERSON McLAUGHLIN: The Second and Final Report of the Education-Political Action Committee—Political Action has been moved and seconded.

BROTHER HUTCHINSON (Victoria): Mr. Chairman, is it time now?

On Recommendation 1, I would move that it read, "All locals be encouraged to appoint political action," etc., to the end of the recommendation.

CHAIRPERSON McLAUGHLIN: Is there a second to that?

BROTHER CHARTRAND: Northern Ontario seconds the motion.

CHAIRPERSON McLAUGHLIN: Do you wish to speak to the motion, John?

BROTHER HUTCHINSON: Yes.

Last year at the convention this very issue came up, and I spoke of a problem that we have in the Victoria Local. In our local our members have not, at this point in history, felt that we should be taking an active role in political action. That is a reality that we the leaders in the local face in Victoria.

Many years ago, I myself believed that it was not proper to be involved in political action, and I came to finally realize, of course, just how wrong I was.

As leaders in the locals, we must educate our members, and in Victoria we are continuing to do it.

The problem with the motion the way it is currently envisioned and why I seek the amendment is that it will just simply make a tough job for us that much tougher. "To be encouraged to . . ." allows all of the flexibility for the people who have no problems and makes it easier for me to deal with the members in the Victoria Local.

With that in mind, I would ask for the support of the convention for my amendment.

CHAIRPERSON McLAUGHLIN: Is there any other discussion?

VICE PRESIDENT MARIE SHELLOCK: I am a member of the Education Committee on the IEB, and this wording was brought before us, and we discussed it in committee, and the consensus was that the word "encouraged" adds nothing to the meaning.

The convention "recommends," as you all have read. The word "encouraged" does nothing but muddy the meaning, and I would point out that the language as it stands does not require the political action committees—and we do understand that certain locals in Canada have these concerns—but I don't see that this language causes the problem. And in the interests of clarity and clean writing I would urge defeat of the amendment.

SISTER DUSTON (Wire Service): As you may well know, the Wire Service Guild has always opposed, since 1973, the endorsement of a presidential candidate by The Newspaper Guild, and I would like to read for the record our statement.

CHAIRPERSON McLAUGHLIN: We are now on the amendment.

SISTER DUSTON: I'm sorry.

CHAIRPERSON McLAUGHLIN: We will get to the main body after that.

BROTHER SCHICK: If it is not clear from the tone of the report, it is the feeling of the committee that political action is an imperative. The amendment proposed I feel weakens what the committee felt was essential action. So I think the report of the committee should be left unchanged on this point, and I urge the defeat of the amendment.

CHAIRPERSON McLAUGHLIN: Is there any further discussion on the amendment? The vote. All in favor of accepting the amendment signify by saying aye. All those opposing the amendment signify by saying no. The amendment is defeated.

MOTION LOST

CHAIRPERSON McLAUGHLIN: We go back to the Second and Final Report of the Education-Political Action Committee, the main body. Is there a discussion?

SISTER DUSTON (Wire Service): You all heard me before, so let me just read for the record our statement on the endorsement of a presidential candidate by The Newspaper Guild.

"The Wire Service Guild is prohibited from endorsing political candidates due to a local policy adopted by the members through a referendum vote taken in 1973.

"The Wire Service Guild is also prepared to disavow itself from the endorsement of any political candidate.

"The Wire Service Guild delegation hereby disassociates itself from the convention's endorsement of any candidate for president of the United States."

Thank you.

CHAIRPERSON McLAUGHLIN: That is simply a statement. All right. Any further discussion on the motion? The Second and Final Report of the Education-Political Action Committee—Political Action has been moved and seconded. 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: I recognize President Dale.

PRESIDENT DALE: I would ask the following delegates to please take a position by

the door: Richie Brandow, Bill O'Meara, Mark Koch, Henry Collins, John Bryant and Jack Wallace. Each of you take a door because we are now about to do what we traditionally do right after a Political Action report is adopted. We are going to ask the members of the committee to go around and take up a COPE collection.

You gentlemen can't prevent them from leaving, but you can certainly discourage them from leaving until our collection is complete. We need money badly for political action this year.

Would the members of the committee now take those bowls and go around the hall. But before you do I want you to hear on this subject from Bob Steinke who wants to talk very briefly on this subject.

BROTHER STEINKE (St. Louis): There's all kinds of ways of taking up a collection, and the best way is to look around your table and make sure no one has left. If they have, write their name down because they are out in the men's rooms or ladies' rooms and won't come back.

Mary Kilzer, I would like you to sit down because we are taking up our collection now.

We need money, folks. That report calls for three bucks. We need at least three bucks from you. Three won't hurt any of you, and we are going into a presidential election in the United States, and we have got to have money.

We can't have George Bush. Jesus Christ. (Laughter.) We got to have somebody.

Our guys need money. The damned Republicans got money, but our guys don't have any dough. They are like you and me—they are all broke. So would you please give at least three bucks. You can afford that once a year.

I take my hat off to our St. Louis delegation. They are all on COPE checkoff. We won't bring them to a convention unless they are on COPE checkoff because we have it there.

So our committee is going to go around, get all the spectators, all the staff, all the officers. And anybody not in the room, when they come in you get them, say, "Hey, you were out. We need your three bucks."

Go get the money, folks. We had a banner year last year. Let's have a bigger year this year.

Okay. Let's go with it.

PRESIDENT DALE: Has anybody not anted up except Mulcahy? Dave, I will lend you 50 bucks. You can put it in and pay me

back tomorrow. The sooner you do, the sooner everybody is going to get to a drink and dinner.

VICE PRESIDENT MULCAHY: Mr. Chairperson, may I have the privilege of the floor?

(Cries of "No.")

CHAIRPERSON McLAUGHLIN: All right; go ahead.

VICE PRESIDENT MULCAHY: Last year—and I quote the statement: "Mr. Chairperson, fellow Republicans that are here tonight." (Boos.)

"In hopes that my friend, Brother Steinke"—

BROTHER STEINKE: Are we going to get the money?

VICE PRESIDENT MULCAHY: "... can find a Republican or two to support—and I am sure he can if it goes to the right party—I will be happy to make up the extra 37 bucks to take the COPE collection to \$700."

That was last year. You tell me what the total is now, and I will tell you how much more I'll give. (Applause.)

CHAIRPERSON McLAUGHLIN: Okay. We will do that the first thing in the morning.

The Convention is recessed until tomorrow at 9:30 a.m. (Cheers and applause.)

(The convention recessed at 5:45 p.m.)

FRIDAY MORNING SESSION

July 1, 1988

The Convention reconvened at 9:40 a.m., Chairperson McLaughlin presiding.

CHAIRPERSON McLAUGHLIN: In deference to those who were at the American party last night, I will speak very softly this morning.

I think the first order of business should be a happy birthday, Canada, on this Canada Day, the 121st birthday of Canada. (Applause.)

We have several items of business that need a special order to suspend the rules. I would ask for a motion to suspend the rules.

VICE PRESIDENT CLIFFORD (Canadian Wire Service): So move.

CHAIRPERSON McLAUGHLIN: All those in favor, aye. All those opposed, no.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: Dona Fowler from New York.

SISTER FOWLER: I yield to Bill O'Meara.

CHAIRPERSON McLAUGHLIN: Okay. Bill O'Meara from WPIX.

CHAIRPERSON McLAUGHLIN: You are not going to make that mike work unless you get on your knees.

BROTHER O'MEARA (New York): If everybody agrees, I would like to read this into the record. It should be on everybody's desk.

It is entitled "Don't Watch WPIX-TV."

DON'T WATCH WPIX-TV

It may have been April Fool's Day, but the action taken by WPIX-TV was no joke to Guild members. On April 1, 1987, WPIX management broke off Guild contract talks and declared an impasse, which the NLRB and an administrative law judge have ruled illegal. The company is defying the rulings.

The Guild unit is asking for moderate improvements in working conditions. But the company posted and continues to insist on a long list of give-backs that would render the Guild unable to protect the rights of its members.

We need your help. Don't watch WPIX on cable or microwave systems where it is carried. Don't watch the syndicated newscast "USA Tonight" on the stations in your hometown where it is shown. Call the stations and let them know you're not going to watch unless WPIX Guild members get a fair contract.

"USA Tonight" is seen on 115 stations across the United States, including: KTLA, Los Angeles; WGN, Chicago; and KWGN, Denver.

BROTHER JIM BOYD (New York): Jim Boyd, New York, Consumers Union Unit.

There is a resolution here—I would like to ask support for the Consumers Union. I will read the resolution.

SUPPORT FOR CONSUMERS UNION UNIT

Whereas, after 19 months of negotiations, the struggle for a Guild contract at Consumers Union continues, and;

Whereas, the NLRB has issued a complaint against management, alleging violations of federal law by CU, in that CU has harassed and threatened Guild members, and;

Whereas, the Consumers Union unit has addressed a letter to each delegate to this convention requesting that each delegate

write to a member of CU's Board of Directors;

Be it resolved that this convention supports the Guild's continuing efforts to win a decent contract and urges each delegate to write a letter as requested.

Signed: Local 3, New York.

CHAIRPERSON McLAUGHLIN: That is a resolution, and it needs a second.

SISTER FOWLER: Second.

CHAIRPERSON McLAUGHLIN: Seconded by Dona Fowler, New York. Any further discussion?

BROTHER BOYD: Yes. I would like to point out what we handed out today. It is a letter with a little flyer we use in our picketing activities when we picket the board of directors.

Also at the tables over here, for those of you who haven't already read about this ongoing struggle, there is a four-page history of labor relations at Consumers Union.

I would point out that Consumers Union is in the best financial shape it has ever been and currently has \$52 million in liquid assets and a net worth of over \$10 million dollars.

Last year it paid management raises averaging 7.8 percent. Its offer on the table to us is 2.25 percent, 2 percent and 2 percent for general increases.

When the management raises leaked and they appeared on Guild bulletin boards, the response of the company was to sue me and another unit officer. We filed a complaint with the NLRB, a charge with the NLRB, and the NLRB has issued a complaint against them for harassing us.

Thank you. (Applause.)

CHAIRPERSON McLAUGHLIN: The resolution has been moved and seconded. All those in favor signify by saying aye. All those opposed signify by saying no. The CU resolution is adopted.

MOTION CARRIED

SISTER FOWLER: I rise for the purpose of introducing a resolution to the convention.

It is on your blue sheets if you have it. It is kind of long. You may want to read it instead of listening.

MANAGEMENT STALLS AT NOTICIAS DEL MUNDO

On March 9, 1988, the National Labor Relations Board certified the votes of editorial workers at Noticias del Mundo and

their election of The Newspaper Guild of New York as their collective bargaining agent. NDM, a Spanish-language daily produced in New York City, is the first newspaper published by the Unification Church ever to be organized by any union. During the election campaign, management had threatened voters with reprisals if the Guild won and hinted at rewards if we lost. Those actions are now the subject of charges by the New York Local.

Following certification, the company, instructed by its union-busting law firm, launched an insidious campaign to reverse the effect of the vote by actions that included filing spurious objections to the election and refusing to come to the bargaining table. That refusal has been declared a violation of labor law by the NLRB and the Guild is looking forward to the trial of the board's charge.

But the most vile of the publisher's tactics has been its attack on in-house Guild organizing committee member Juan Salazar, accusing him of misconduct in the election campaign.

Juan was a unique man, an incredibly energetic, honorable and effective organizer whose love for our union was inspiring and infectious.

Juan died three days after the election. One month later, the company tried to amend its objection to the election by adding charges that Juan had illegally bribed workers to vote "yes." The NLRB refused to allow the amendment, but the company filed an appeal that reaffirmed its attacks on our dead brother, and enlisted management toadies to try to substantiate its baseless claims. The Guild is still awaiting the Washington board's action on the company's appeal.

In the meantime, still refusing to bargain, the publisher has granted a 10 percent wage hike and has offered promotions and further salary increases to organizing committee members and other Guild supporters, if they would accept transfer outside the bargaining unit.

Those action, too, are the subject of Guild charges against the company, even though the bribes were refused.

The Guild convention declares its full support of the New York Local's fight to defend its election victory and to bargain a Guild contract.

We strongly condemn Noticias del Mundo's union-busting tactics and call on

publisher Phillip Sanchez to stop the paper's stalling tactics, end its contemptible attacks on Juan Salazar, recognize the expressed will of its editorial employees as freely expressed in their votes in the NLRB election, and get to the bargaining table with the New York Local—now.

Signed: Local 3, New York.

CHAIRPERSON McLAUGHLIN: Do I hear a second to the resolution?

BROTHER JOHN WARD (New York): Second.

CHAIRPERSON McLAUGHLIN: Seconded by John Ward, New York. All those in favor of the resolution signify by saying aye. All those opposed signify by saying no. The resolution is passed.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: I will call on the chairperson of the Resolutions Committee, Beth Tamke.

SISTER TAMKE (Memphis): Start with the pink. "The ERA—Unfinished Business."

THE ERA—UNFINISHED BUSINESS

The National Organization for Women has renewed the call for passage of the Equal Rights Amendment to the United States Constitution. It is the most basic piece of unfinished business to guarantee women full legal equality.

As it has since 1970, the Guild reaffirms its support of and commitment to ratification of the ERA.

Only this time, we call for a public debate that rises above the distortions, misrepresentations and dire predictions of the last campaign. Instead, we would reference the court decisions, congressional legislative history and intent, the experience of state ERA's and the analyses of constitutional law now available for a more rational, fuller discussion of what the ERA is and isn't and what its probable impact will be on employment, education, families, marriage, military service and criminal justice.

The ERA in its entirety reads:

Section 1. Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex.

Section 2. The Congress shall have the power to enforce, by appropriate legislation, the provisions of this article.

Section 3. This amendment shall take ef-

fect two years after the date of ratification.

It's time to get ready. Bring out the old ERA files, because we're in for a long campaign on one of the most fundamental, complex and controversial legal issues of the '90s. This time, working in coalitions, let's get the job done.

CHAIRPERSON McLAUGHLIN: "The ERA—Unfinished Business" has been moved. Do I hear a second?

SISTER JOHNSON (Memphis): Second.

CHAIRPERSON McLAUGHLIN: Is there discussion? All those in favor of the motion signify by saying aye. All those opposed signify by saying no. "The ERA—Unfinished Business" is adopted.

MOTION CARRIED

SISTER TAMKE: On buff paper, "Free Trade Is Not Free."

FREE TRADE IS NOT FREE

The so-called free-trade agreement between the United States and Canada is more than a cruel misnomer. It is a pact with potentially disastrous consequences for working men and women and the labor movements on both sides of a friendly border marked by mutual respect that has long been the envy of many nations.

The signers of this agreement, President Ronald Reagan and Prime Minister Brian Mulroney, would have us believe that the pact's agenda of eliminating nearly all trade barriers between the two countries over a 10-year period would be of great benefit to the average worker by reducing costs and promoting more efficient production and distribution of goods.

The fact that signers of the pact have shown no previous concern for the well-being of workers and little more than contempt for their representatives in the labor movement is not conclusive proof of chicanery. But it does shift to them the burden of proving that the pact has benefits for workers that outweigh the damage it will do, a burden they cannot bear.

For the plain facts are that free trade is not free. It would come at a very high cost in further concentration of economic power with widening disparities in wealth and income, loss of jobs, reduced wage levels and diminished benefits and social services that would follow the strengthening of anti-labor forces.

The bilateral and multilateral trade

agreements of the past cannot be said to have crippled trade between the United States and Canada. Each country is the other's largest trading partner despite the difference in size of the U.S. and Canadian economies, and more than 75 percent of that trade is not subject to tariffs under those carefully negotiated agreements.

The ink on Reagan and Mulroney's signatures was hardly dry when prominent features of the agreement were seen as unacceptable by equally prominent erstwhile supporters.

The Newspaper Guild voiced its opposition at the 1986 convention to the talks that led to the trade pact. The agreement is opposed by the AFL-CIO and the Canadian Labour Congress as inimical to the interests of workers.

Although some of the effects of the trade pact may not be apparent immediately, the opportunity to keep the pact from going into effect will not last very much longer.

In view of these urgent circumstances and the deep and divisive economic and social dislocation threatened by the free trade pact, the 55th Annual Convention of The Newspaper Guild reaffirms the Guild's opposition to the free-trade agreement, and has approved a contribution of \$5,000 to the Canadian Labour Congress' campaign against the agreement.

The Convention urges the U.S. Congress to reject the agreement and its implementation and calls on the government of Prime Minister Mulroney to put the free-trade issue before the Canadian electorate by calling an election to let Canadians decide.

The Convention further urges all locals and Guild members to register their opposition in contacts with their governmental representatives.

CHAIRPERSON McLAUGHLIN: The resolution, "Free Trade Is Not Free," has been moved. Is there a second?

VICE PRESIDENT CLIFFORD (Canadian Wire Service): Second.

(Seconded by several.)

CHAIRPERSON McLAUGHLIN: Seconded by many. Will there be discussion?

BROTHER BRYANT (Southern Ontario): I won't belabor this because we are very pleased at the reception that has been given the fight against free trade.

I just want to point out again—and it has to be said time and time again—that this is not legislation or a trade deal for the working

people of both countries. It is a deal for the rich and nobody else but. It's a vehicle to allow capital to flow across borders without restrictions.

Capital knows no boundaries, no loyalties, and no citizenship.

This is what it's all about. It's to make the rich richer and the poor poorer, and I hope you adopt this resolution. (Applause.)

SISTER JAN O'BRIEN (Vancouver-New Westminster): I just want to add a little bit to what John said because the group of working people that will be very, very deeply affected by this are working women. There's been some studies done by the National Action Committee in Canada to show that.

The jobs that are going to be affected by free trade are in the textile, clothing, book, food processing, electrical and electronic products areas. Women in these jobs are mostly immigrants and older, and they are not likely to be retrained.

In the service sector, where the majority of women work, jobs are threatened because many laws restricting the provision of services from outside the country will be removed. When these laws are canceled, many clerical jobs will disappear.

And finally, in the agricultural industry, many women's jobs are at risk because some of these agricultural industries are at risk.

As John has said, obviously, free trade is not just a women's issue, but I think it is important to realize that it is the people who are already at the lowest end of the wage scale and who can least afford to lose their jobs that will suffer under this pact.

So in Canada the labor movement has joined with other groups to try to get an election called before January of 1989 so that we can defeat this bill.

Thank you. (Applause.)

BROTHER PETRIE (Southern Ontario): Brothers and sisters, I don't think it is just enough to stand here or to come here to a convention and voice our opposition to such a horrendous deal that will obviously affect workers.

I think it is more important that we carry that message back to our local unions, and I would suggest that perhaps in the spirit of this particular resolution that the international office send out kits to all the locals, both in Canada and the United States, apprising them of what this free-trade deal is all about, how it's going to affect workers in general and particularly newspaper workers.

And I also suggest that the kits include some post cards, mail-in cards, to political leaders in the United States and Canada indicating our opposition to this free-trade deal.

I think that's the kind of action that we should be taking in order to make sure that this free-trade deal doesn't go through.

Thank you. (Applause.)

CHAIRPERSON McLAUGHLIN: Thank you. The mikes are clear of discussion. All those in favor of the resolution, "Free Trade Is Not Free," signify by saying aye. All those opposed signify by saying no. The resolution, "Free Trade Is Not Free," is adopted.

MOTION CARRIED

SISTER TAMKE: On yellow paper, "ABC—Act for Better Child Care Services."

ABC

ACT FOR BETTER CHILD-CARE SERVICES

Ask employed Guild parents and they will tell you of their child-care stresses and concerns for the cost, availability, health, safety and quality of their child care arrangements.

These are basic elements to the growing child-care problem in the United States. It is a problem requiring a multi-faceted solution—more intensified bargaining between employers and the Guild and initiatives by employers, unions, parents, providers, advocates, schools and policy makers at all levels of government, including federal legislation.

Of the many child-care bills pending in Congress, no bill introduced in the 100th Congress is better than the Act for Better Child-Care Services, S. 2084 and H.R. 4002, introduced by Sen. Christopher J. Dodd (D. Conn.) and Rep. Dale Kildee (D-Mich.) last November.

The Act, also known as the ABC bill, is being reviewed by subcommittees of both the House and Senate and has over 160 House and 37 Senate co-sponsors. It would help make child care more affordable, strengthen the quality, increase the number of child-care facilities and providers and coordinate child-care resources.

More specifically, ABC would:

- Provide funds to increase the supply of high-quality child care for low and moderate income families by authorizing \$2.5 billion for fiscal year 1989 and such sums as are necessary in the following three years. States would be required

to match the federal share by 20 percent, and to assure that the funds would be used to supplement, not supplant, existing federal or state child-care funds.

- Require states to earmark 75 percent of their allotment to help families earning up to 155 percent of the median income of the state's residents.

- Establish federal government regulations on the staff-child ratio, group size, health and safety requirements for providers and children, parental involvement and child-care provider training and qualifications.

- Ensure quality by regulating the maximum number of children allowed, the maximum number of infants allowed, the minimum age for providers and health and safety regulations for family child-care providers and children.

The Newspaper Guild urges the immediate enactment of ABC, asks that all U.S. Guild locals send a copy of this resolution to their congressional representatives and, further, encourages locals to join with and support the collaborative effort of the Alliance for Better Child Care operating in each state until the children of our nation have safe, affordable, accessible and quality child care.

CHAIRPERSON McLAUGHLIN: The resolution, "Act for Better Child Care Services," has been moved. Do I hear a second? Second? Who was the seconder?

SISTER HAMMOND (Portland): Second.

CHAIRPERSON McLAUGHLIN: Is there discussion? All those in favor of the resolution, "Act for Better Child Care Services," signify by saying aye. All those opposed signify by saying no. The resolution, "Act for Better Child Care Services," is adopted.

MOTION CARRIED

SISTER TAMKE: We go to the pink paper, "In Memory of Joseph F. Collis."

JOSEPH F. COLLIS

For 17 consecutive years, from 1945 to 1962, Joe Collis served with enormous energy, industry and contagious affability as a member of the Int'l Executive Board of The Newspaper Guild.

For six of those years, he served with great skill and grace in the post of president (as the office was then titled) of what was then called the American Newspaper Guild.

He was always a formidable vote getter.

His first Guild convention was in 1938, placing him among the founding Guild leaders, and he was so honored at the 50th Anniversary Convention of the Guild in 1983. Watching Joe work a convention and direct strategy on behalf of his proposals was something of a treat for connoisseurs of convention politics.

His burly bulk was immediately recognizable on the picket line, where he was a familiar figure.

When he left the board in 1962, it was to become managing editor of the Wilkes-Barre Record. He served his craft with the same enthusiasm and distinction that he served his union, holding various offices, including president of the Pennsylvania Associated Press Managing Editors. Somehow, he also found time to champion the cause of miners who were the victims of black-lung disease and promote the passage of "sunshine" legislation in his state, requiring public bodies to conduct their affairs in public.

But that was Joe. He always found time. After he retired, and the Wilkes-Barre Guild set up a strike paper during a strike against the Times-Leader, Joe was back in harness writing editorials for the Citizens' Voice, the union's strike paper, and moving copy on Sunday for the Monday morning papers so that another Guild member might have the day off.

Joe once observed that among the chief reasons the Guild had survived and grown in stature was that "many hands and brains were dedicated to making it succeed" and because of "individual sacrifices of time and money." Among those hands and brains, none were more dedicated than Joe's. All Guild members are heirs to his legacy.

The Collis family has requested that memorials to Joe be in the form of contributions to the Irving Leuchter Scholarship Fund to the Harvard Trade Union Program. The Newspaper Guild has already received several contributions to the fund in his memory.

We dip our pens to Joe's memory, and we urge Guild locals to join in honoring it with a contribution to the Harvard Trade Union Scholarship Fund.

The Newspaper Guild wishes to express its gratitude to the Collis family for its request along with its heartfelt condolence

on the death of a dearly remembered colleague.

SISTER TAMKE: Signed by the entire committee.

CHAIRPERSON McLAUGHLIN: The resolution, "In Memory of Joseph F. Collis," has been moved and seconded. Will there be discussion? All those in favor of the resolution, "In Memory of Joseph F. Collis," please signify by saying aye. All those opposed signify by saying no. The resolution, "In Memory of Joseph F. Collis," is adopted.

MOTION CARRIED

SISTER TAMKE: On yellow paper, "John H. Thompson."

JOHN H. THOMPSON

Many hands must join to form a union. In Boston, one of those hands was John H. Thompson's. He was a reporter and copy editor for the old Boston Traveler and served the Guild in many capacities. He was president of the Boston Guild from 1949 to 1957 and again in 1964-65. He was first chair of the Joint Council of Boston Newspaper Unions, a member of the New England District Council's policy committee and served on the executive board of the Boston CIO.

He held the office of Region I Vice President from 1951-1959, being elected without opposition for four consecutive terms.

John died in Concord, New Hampshire, on April 11, 1988, at the age of 78.

He will be missed.

CHAIRPERSON McLAUGHLIN: The resolution headed "John H. Thompson" has been moved and seconded. Is there any discussion? All those in favor of the resolution signify by saying aye. All those opposed signify by saying no. The resolution is adopted.

MOTION CARRIED

SISTER TAMKE: On the blue paper, "Gordon H. Cole."

GORDON H. COLE

Gordon H. Cole, a former at-large vice president of The Newspaper Guild as well as a former president of the Washington Guild (now the Washington-Baltimore Guild #35), died April 29 of cancer at the age of 76 in Clifton, Va..

He retired for the first time in 1976, from the staff of the Machinists union where he had been editor of the Machinist newspaper and director of public relations since 1947.

Cole had retired for a second time in 1986 after nine years as an adjunct professor of communications at the George Meany Center for Labor Studies, where he taught journalism skills to more than 500 editors of union publications.

He was founding president in 1962 of the Int'l Labor Press Assn., an organization of union publications and other communications instruments that now is named the Int'l Labor Communications Assn. He served on the ILPA Executive Council for 12 years.

TNG extends its condolences to his family and friends.

CHAIRPERSON McLAUGHLIN: The resolution headed "Gordon H. Cole" has been moved and seconded. Is there discussion? All those in favor of the resolution signify by saying aye. All those opposed signify by saying no. The resolution is adopted.

MOTION CARRIED

SISTER TAMKE: On blue paper, "I. L. Kenen."

I. L. KENEN

I. L. (Si) Kenen was a political editor at the old Cleveland News when he helped found the Cleveland Guild in 1933—the first local chartered by the then American Newspaper Guild.

He was a delegate to the Guild's founding convention in December 1933, and ANG vice president from 1938-40.

After leaving the News and the Guild in 1943, Kenen was a founder and executive director of the American Israel Public Affairs Committee, the nation's largest pro-Israel lobbying organization.

Kenen also founded and was the longtime editor of the Near East Report newsletter and was a member of the first Israeli delegation to the United Nations.

The Newspaper Guild honored Kenen at the 50th Anniversary Convention in Cleveland, but now he is gone.

His accomplishments on behalf of so many, however, will never be forgotten.

CHAIRPERSON McLAUGHLIN: The resolution headed "I. L. Kenen" has been moved and seconded. Any discussion? All those in favor of the motion signify by saying aye. All those opposed signify by saying no. The resolution is adopted.

MOTION CARRIED

SISTER TAMKE: On pink paper, "Honoring Charles Thornton."

HONORING CHARLES THORNTON

Charles Thornton, a longtime, loyal member of the Memphis Guild while he worked for the Commercial Appeal and the Press-Scimitar, was killed in Afghanistan in 1985 while covering the conflict for the Arizona Republic.

Thornton was in Afghanistan to report on the efforts of French and American doctors to treat wounded Afghan freedom fighters. He died as a result of a Soviet ambush of a convoy carrying the American journalists.

Because of Thornton's commitment to accurately cover events inside Afghanistan, and because of the Guild's long-standing commitment to journalists' right to cover the news wherever it happens, The Newspaper Guild supports efforts now underway in the U.S. Congress to award Brother Thornton the Medal of Freedom.

CHAIRPERSON McLAUGHLIN: The resolution headed "Honoring Charles Thornton" has been moved and seconded. Will there be any discussion? All those in favor of the motion please signify by saying aye.

I'm sorry. Are you at the mike?

BROTHER SCHICK (Albany): There are several people here, not only from Memphis but from other locals, who worked with Charles Thornton. He was a guy who was a real pleasure to work with. He had a way of helping new people, new reporters, get used to the system and to educate them in a gentle way which is so seldom seen in the newspaper business these days.

I recall him once telling me, as he was editing a story, "A preposition is a horrible thing, Tim, to end a sentence with." (Laughter.)

It is a lesson that I have always remembered.

Charlie was in Afghanistan not out of any sort of political conviction but in search of the truth, and it was for that reason the Soviets deliberately ambushed his convoy—to take out an American journalist.

CHAIRPERSON McLAUGHLIN: Are there any other discussions on this motion. Hearing none, all those in favor of the motion headed "Honoring Charles Thornton" please signify by saying aye. All those opposed signify by saying no. The resolution headed "Honoring Charles Thornton" is adopted.

MOTION CARRIED

SISTER TAMKE: Green paper, "In Memoriam."

IN MEMORIAM

Through the 55 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 55th Convention of The Newspaper Guild is saddened to report the following brothers and sisters have died during the year:

Williams Fogarty, St. Louis; **Mary Marter**, St. Louis; **Harold J. Tuthill**, St. Louis.

CHAIRPERSON McLAUGHLIN: Will there be additions to the "In Memoriam" resolution? I would ask that after you have given these to please print the names out and bring them up to the recording secretary.

BROTHER BERNOTAS (Wire Service): Will you please add the names of these Wire Service Guild members:

Dick Joyce, **William Hudson**, and **William Langzettel**, who was the founder of our local.

BROTHER THOMAS GIBBONS (Chicago): I would like to add the name of **Harry Golden, Jr.**, Chicago Sun-Times, past president of the Detroit Guild, and a friend of the Guild in Chicago.

BROTHER LIPTON (New York): Unfortunately we have several, including two longtime Guild members at the New York Post, **Ike Gellis**, retired sports editor, who was a Guild member for 44 years, and **Ralph Blumenfeld**, who was a Guild member both in the Cleveland Local and New York Local for over 30 years.

At Consumers Union, **William Snyder** and **Anita Patria**.

At Time Inc., **Arturo Yanez**.

At the New York Times, **Richard Maddocks**, **John McGee** and **David Bird**.

At the Daily News, **Bob Marino**, **Tony Marino** and **Larry Cole**.

Noticias del Mundo—**Juan Salazar**.

At Standard & Poor's, **John C. Mitchell**, **Frances Reilly**, **Anne Ruebhausen**, **Beatrice Travis**, **Henry "Hank" Hengeveld**, **Mildred Rowe**, **Helena Ingalls**, **Alice McCann**, **Edward Simpson**, **Edward Barnes**, **Kenneth Barnes**, **Barrett Brown**, **Franklin Gompay**, and **Bernadine Schillberg**.

BROTHER MEACHUM (Denver): We'd

like to add the names of **Thomas Pederson** and **Marjorie Barrett** and our former administrative officer, **Richard Wanek**.

BROTHER FRED DUNHAM (Montreal): Please add the names of **Susan Kalefleish-Carson** and **Nick Powell**.

BROTHER McFARLANE (Canadian Wire Service): Please add the names of **Tom Egan**, former reporter at CBC Radio in Toronto; **Robert Abra**, former reporter for CBC from Ottawa; **Erwin Fricke**, retired editor from CBC Radio, Vancouver; **John Penny**, editor at CBC Radio in Corner Brook, Newfoundland; **James Mulcahy**, retired from CBC Radio, Halifax; **John Marsh**, former reporter and editor of CBC Radio in Windsor, Ont.

BROTHER EUGENE B. JONES (Philadelphia): Please add the names of **Karen Ludin**, **Roberta Bailey**, former IEB member, **Eleanore Gaynon**, **Joan Larkins**, **Shirley Pecorsky**, **Clement Strawley**, **Ernest Walker**, **John Farson**, **Dorothy MacBain**, **Frances Geller**, **James Taylor**, **James Murray**, **Madeline O'Brien**, **William McKinney**, **Lillian Hunter**, **Elsie G. Rutter**, **Suzanne Gallagher**, **Dianna Lees**, **James J. Amoroso**, **Margaret Flack**, **Marie Halligan**, **John F. Boyle**, **Frank Thornhill**.

SISTER DOROTHY LEWIS (Twin Cities): We'd like you to join us in paying tribute to **Richard Conlon**, former member of the Twin Cities and the Lake Superior Guild locals when he worked for the Duluth News Tribune and the Minneapolis Star-Tribune in the 1950s.

In the past two decades he had been staff director of the Democratic Study Group in Washington. Mr. Conlon died June 19 when he fell from a sailboat and drowned in the Chesapeake Bay.

We would like to express our heartfelt condolences to his friends and family.

BROTHER BRYANT (Southern Ontario): Will you please include the name of **Peggy Barnett**.

BROTHER LAJINESS (Toledo): Please add the names of **Marjorie Marshal**, **Ernie Onosky** and **Bernice Bourdeau**.

VICE PRESIDENT SOUZA (Hawaii): Will you please add the names of **Pat Hunter** from the Honolulu Advertiser and **Joe Jackson** from the Hawaii Newspaper Agency.

BROTHER SCHWAB (Wilkes-Barre): Please add the following members of Local 120 who were retired: **Gertrude McNelis**,

Helen Donnelly, and Merle R. Edwards.

BROTHER THIBEAULT (Manchester): Please add the name of a longtime president, **John Barker**, who served many years with the Guild.

VICE PRESIDENT McCracken (Memphis): Please add the names of **Elise Prophet, Freddie Brooks** and **Bill Leap-trott**.

SISTER ALESİ (Los Angeles): Please add the name of **Elaine Lastie** from Los Angeles.

BROTHER DUERING: Please include the names of **William Goff** and **John Kiffney**, former vice president.

SISTER YOLANDA RAMIREZ (San Antonio): Please add the following names: **Ned Sweet, Paul Trench, John Rogers, Don Haig, Harry Burkholder, Bert Wilkins, John Dunsmore**.

SISTER THOMAS (Gary): Please add the name of **Jessie Hill**.

BROTHER COLLINS (Salem): Please add the name of **Frank X. Murphy**. Frank was a charter member and one of the founders of Local 105 in Salem. He served terms as president and vice president, several terms on the executive committee, and in the 1970s, when the Guild was having trouble electing officers, he went back on the board and served for two more years to help us reorganize.

Also please add the name of **Roland Corneau**, who was a former Guild member who rose to be managing editor of the paper.

BROTHER ALFANO (Scranton): Please add the name of **Paul McDonough**.

BROTHER O'MEARA (New York): Please add the name of **George Regis** with a special notation. George has been missing for the past five years. He is presumed dead by the authorities at this point, but nobody really knows, and we'd like his name added to the list.

BROTHER LEIR (Hudson County): Please add the name **Robert E. O'Brien**, former president of Local 42, and longtime member, from the Jersey Journal, Jersey City.

BROTHER HATCH (Cleveland): Please add the name of former Local 1 president, **Dolly Kaczor**, and of **Roxanne Mueller**.

BROTHER ANTHONY H. ROTHWELL (Youngstown): Add **Carl Davis** from Youngstown and **James Reese** from Youngstown.

Also **Alva Rose**, who was active on the organizing committee at the Warren Tribune

and Chronicle and had signed a membership card and intended to become a Guild member.

SISTER ELINSKY (Buffalo): Please add the name of **George Meola**, Tonawanda News.

BROTHER WILLIAM BRESLER (Detroit): Please add the name of **Eleanor Graham** of the Observer & Eccentric unit.

SISTER KNOX (Washington-Baltimore): Please add the name of **Mike Stewart**, a former local representative from our local. Thank you.

SISTER BUSBY (Vancouver-New Westminster): Please add the names of **Lavinia (Andy) Banman** and **George Hughes**.

BROTHER PHILLIPS (San Jose): Please add the name of **Esther Walker**.

CHAIRPERSON McLAUGHLIN: Are there any further additions to the "In Memoriam" list?

I think it would be appropriate at this time to rise for a moment of silence in honor of our departed brothers and sisters.

(The audience rose and observed a moment of silence.)

MOTION CARRIED

SISTER TAMKE: I will continue with white paper, "In Favor of Family and Medical Leave."

IN FAVOR OF FAMILY AND MEDICAL LEAVE S. 249 and H.R. 925

It is a disgrace that the United States lags behind the rest of the world in family and medical leave policies.

The Family and Medical Leave Act, currently pending in Congress, would right that wrong.

H.R. 925 and S. 249, though they are different in detail, would assure covered workers a right to take time off without pay on the birth or adoption of a child, to care for a seriously ill child and in the event of their own serious illness.

The employer would be obligated to reinstate the worker to the same or equivalent position after the leave of absence and to continue any health insurance during the period of the leave on the same basis as if the employee were still working on a regular job.

Further, the legislation would not reduce the existing benefits of any workers, such

as paid sick, maternity or paternity leave provided under Guild contracts.

A study conducted in 1988 by the Institute for Women's Policy Research shows that the cost to families and society of not providing family leave far outweighs the cost of providing it.

The federal government has an important role in providing leadership and specific policies responding to the changing labor force. This legislation does just that. It is a responsible response to the changing needs of workers and has the continued support of The Newspaper Guild.

U.S. Locals are urged to elicit a strong grass-roots lobbying effort to make S. 249 and H.R. 925 the law of this land and to send a copy of this resolution to their congressional representatives.

CHAIRPERSON McLAUGHLIN: The resolution, "In Favor of Family and Medical Leave," has been moved. Do I hear a second?

(Seconded by several.)

CHAIRPERSON McLAUGHLIN: Seconded by many. Will there be discussion? All those in favor of the resolution signify by saying aye. All those opposed signify by saying no. The resolution, "In Favor of Family and Medical Leave," is adopted.

MOTION CARRIED

SISTER TAMKE: Buff paper, "Thank You, Vancouver-New Westminster."

THANK YOU VANCOUVER-NEW WESTMINSTER

We could go on at length with words of praise for the way Vancouver-New Westminster has hosted the 55th Convention of The Newspaper Guild. But we believe the delegates can do it even better than mere words and we urge you to rise to the occasion with a heartfelt thank you Vancouver-New Westminster.

(The audience rose and gave prolonged applause and cheers.)

CHAIRPERSON McLAUGHLIN: I wanted to extend the convention a week, but I was told that that wasn't in my authority. (Laughter.)

BROTHER: So move.

CHAIRPERSON McLAUGHLIN: Conventions don't just happen. And I have watched Doug Louth at IEB meetings, and I have seen the minutes of convention meetings. The work that was put into it was tremendous. A lot of times you work and things

don't come out 100 percent right. I think for us things have come out 100 percent right.

I don't think there could have been a better convention, and I would like to extend my personal thanks to all those people from Vancouver who worked on this convention. (Applause.)

PRESIDENT DALE: Hear, hear.

CHAIRPERSON McLAUGHLIN: Now, we do have a resolution, "Thank You, Vancouver-New Westminster." It 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. The resolution, "Thank you, Vancouver-New Westminster," is adopted.

MOTION CARRIED

SISTER TAMKE: The Final Report of the Resolutions Committee. (Applause.)

FINAL REPORT OF THE RESOLUTIONS COMMITTEE

The Resolutions Committee considered 23 resolutions presented to it. Of these, three were referred to various committees, and 20 were adopted.

One resolution, relating to alternative strategies for Cincinnati, was tabled at the request of the Local.

A second resolution relating to AFL-CIO affiliations also was tabled. The committee recommends that The Newspaper Guild urge the AFL-CIO to promote fuller participation and affiliation of member unions in local and state central labor bodies.

The committee initiated two resolutions.

Signed: Beth Tamke, Memphis, chair; Kimberly Hill, Buffalo; Dennis Robinson, Southern Ontario; Hilda Somerville, Vancouver-New Westminster; Robert Townsend, Brockton; John Ward, New York.

CHAIRPERSON McLAUGHLIN: The Final Report of the Resolutions Committee has been moved and seconded.

BROTHER STEINKE (St. Louis): I would like to amend it. The second last line, reading "fuller participation and affiliation of member unions." At that point put a comma and say, "in particular the United Auto Workers, in local and state central labor bodies."

And the reason for that is—I am going to quote Shirley Carr, here. She said, "Press awareness."

CHAIRPERSON McLAUGHLIN: Just a moment. It needs a second.

VICE PRESIDENT RICHARD BRANDOW (New York): Second.

CHAIRPERSON McLAUGHLIN: All right. It's been seconded. Discussion?

BROTHER STEINKE: The reason I bring that to you is many people don't know that the United Auto Workers do not belong to the AFL-CIO state feds and local bodies. The United Auto Workers have refused to join the AFL-CIO in every city in the United States except Reading, Pa., and Los Angeles.

Now, you know many cars are made in Detroit, many cars are made in Kansas City, St. Louis, etc. The United Auto Workers belong to only five state bodies. In only one of them, did they reaffiliate all their members, and that was in Michigan in the state body. They did it there so they could take over the state body. The president, secretary-treasurer, right out of the Auto Workers.

In the other four states where they did affiliate some members—Minnesota, New York, Wisconsin, Illinois—they have between 10 and 20 percent affiliated, none of the others are affiliated, and I think we should start asking the United Auto Workers questions at local body meetings, why they don't belong.

That is why I urge you to adopt that very small amendment.

CHAIRPERSON McLAUGHLIN: It's been moved and seconded. Is there further discussion on the Steinke amendment? All those in favor please signify by saying aye. All those opposed signify by saying no. The ayes have it. The final report of the resolutions committee is amended.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: We will now vote on the Final Report of the Resolutions Committee as amended. Do I hear further discussion on that? All those in favor of the report signify by saying aye. All those opposed signify by saying no. The final report of the Resolutions Committee is adopted.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: And Beth Tamke's work is done. She's spent more time up here than I have. (Applause.)

BROTHER SCHICK (Albany): Following in Brother Steinke's shoes there, I want to remind people that on your tables you have some voter registration material for use on bulletin boards, newsletters and leaflets. Get it around to your members. Get the people

out to vote this November in the U.S., and let's change the complexion of the White House.

CHAIRPERSON McLAUGHLIN: Would the chairmen of the committees who are present stand up for a moment. Keeble McFarlane, would you stand up for just a second.

I would just like to say that your work has not gone unrecognized, and you certainly made it a much smoother convention. You certainly did a hell of a job, and I want to extend my thanks and the thanks of the convention for all the work you did. (Applause.)

The chair now recognizes President Dale.

PRESIDENT DALE: Brothers and sisters, this week, towards the middle of the week, I was given a letter and told that I was to read it, or I was asked to read it to the convention after now-retired President Chuck Perlik left. So they are now gone, and I am going to read the letter.

It's addressed to me, and it says:

"Dear Chuck.

"Recently Marnie and I refreshed and updated our wills. Mine now contains the following paragraph: I hereby give and bequeath to The Newspaper Guild, for the sole and exclusive use in and funding of the Irving Leuchter Scholarship Fund, the sum of \$25,000.

"Should the Irving Leuchter Scholarship Fund not be in existence on the date of my death, this bequest shall be extinguished and \$25,000 shall pass to my heirs.

"While this bequest is clear and unequivocal, it is my strong desire that it shall be used as an inducement to put more money to work immediately on behalf of this important Guild activity. Therefore, despite the will's terms I will match, dollar for dollar, any donations made by TNG, its locals, its members or its other friends to the Leuchter Fund on or after the date of this letter, until the maximum amount of the bequest has been paid to TNG, either before or upon my death.

"It is my further strong desire that The Newspaper Guild open this matching grant program with a sizable contribution of new money in the immediate future.

"Sincerely and fraternally, Charles A. Perlik, Jr."

I draw this to your attention. And at this stage, I would suggest that those locals that have made contributions in the past to the Irving Leuchter Scholarship Fund, hopefully, continue to do so and give some serious thought to increasing it. And those locals that haven't made contributions to the Irving

Leuchter Scholarship Fund give serious thought to doing so.

And taking over your prerogative, Pete, I recognize Jerry MacDonald of the Canadian Wire Service Guild.

BROTHER MacDONALD: As the latest recipient of the Irving Leuchter Scholarship, I strongly urge that we continue to support this great institution. The program is of great benefit to unions throughout Canada and the United States.

I am pleased and honored to have been the first Canadian selected for this award. I urge others to apply for it. It is worthwhile.

I urge you all to contribute to it. I urge my alumnae fellows to convince their locals to send money in to keep this fund going.

Thank you. (Applause.)

BROTHER BERNOTAS (Wire Service): Bernotas of the Wire Service Guild local, which continues to use Irving Leuchter's law firm to represent us, the executive committee has just voted to contribute \$300.

CHAIRPERSON McLAUGHLIN: Thank you. (Applause.)

Anybody else at the microphone?

The chair recognizes Jack Wallace of Wilkes-Barre for his annual report. (Laughter.)

BROTHER JACK WALLACE (Wilkes-Barre): Good morning, everybody.

My name is Jack Wallace, and I'm a pain in the ass. (Cheers and applause.)

Mr. Dale, Mr. Edgington and Cardinal McLaughlin. You sounded like a priest up here—didn't he—a couple of times.

"Everybody say aye." (Laughter.)

Good job, Pete. It's a good thing you had Richie around to make you alive that first morning or you probably would have died of a heart attack up here.

Kanes and wahinis—is that right—I bring you my aloha according to my grandfather, Roy Kruse. It means love and best wishes, and from the rest of the Hawaiians it means Mahalo nui loa.

Thank you very much.

To the Canadians, happy Canada Day. To the people from the United States, have a good Monday.

Let me take the sad notes up first. Bill Brown, who is our international rep in Wilkes-Barre, is ill in the hospital, and he is very ill. For those of you who know how to pray, please pray for him.

I notice in this convention the word "God" hasn't been mentioned once except when Steinke got up and said, "Jesus Christ." (Laughter.)

All right, Stinky. I still love you. It is "Stinky," isn't it?

And also on Joe Collis, I thank you very kindly for remembering Joe Collis. For those of you who are too young to remember, he was the man who kicked my behind, fed me my pabulum, changed my proverbial diaper and taught me how to be a Guildsman, and that was a long time ago.

My first convention was 1958 in San Jose, Calif., and Collis was the president of the Guild. He told me, "When you get to the convention, all you do is watch and do whatever two guys from Toledo, Ohio, do." (Laughter.)

And that was Kenny Rieger and Jim Richardson. So I approached them, and I said, "I'm Jack Wallace from Wilkes-Barre."

"Okay, kid. What the hell do you want?"

I said, "Well, Mr. Collis and other people at home who have been to conventions told me to follow your lead and do whatever you told me."

"Okay." Rieger says to me, "Do you drink?"

I said, "No."

He said, "Get the hell out of here." (Laughter.)

I didn't drink then, I don't drink now, but I thank all those people who did teach me how to be a Guildsman for many, many, many years. I thank Joe Collis, and God rest his soul. He was a good Guildsman.

I want to thank all the other people in the Guild who have supported us in our 10 years of strike against Capital Cities, and I know how all of you feel about your publishers, but don't worry they have a special place reserved in hell for them, so don't worry. They will all be there together.

We all have our heroes, and three of them are sitting at this table up here now, many of them are sitting in the audience, many of them are everywhere, and if I made the whole list of everybody I am supposed to thank for all the things they have done for us for the past 10 years, I would be up here for hours and hours and hours.

Leo Ducharme is one of them who really came to our aid and Bill Brown, Orcutt and everybody in the whole international, everybody.

And before I continue, I want to point out somebody who makes the Wilkes-Barre Local go, pays the bills and does the real backbone

work. Carl Schwab, stand up and take a bow. (Applause.)

When you get home, Stinky, please say hello to Marty Goldman for me and wherever Marshall Schiewe is, please God, take good care of him. He has been a good friend.

And Larry Hatfield I have to tell you, you may look like Ernest Hemingway and you may look like Peterson and you may be able to write and you have some good jokes, but I still love you anyway. You are still my friend even if you didn't pay your dues. (Laughter.)

There are a lot of missing faces today, and I am sorry for those that aren't here. Please go home and say hello from Wilkes-Barre to all those people who are no longer delegates. They have been our supporters and good friends over the years.

And I told you last year that you probably wouldn't see me any more up here, and everybody applauded and was thankful that they might not see me here again, but we are still not publishers. We haven't received the word from the SS—you know, that's Hitler's SS that now goes by the initials IRS.

They are still battling us. They are still giving us the shaft, but in the immortal words of Mr. Kurtz—Mr. Kurtz always said, "Screw the publisher." So we will screw the IRS, a bunch of pains in the ass.

It's been 10 years, 3,650 days or 87,600 hours that we have been on strike. That's a long time, and Capital Cities has lost more than \$70 million because of it. (Applause.)

You don't see any shine on these knees. As I said before, and I will say it once again, I would rather stand tall with empty pockets than be on my knees to any publisher with pockets full of gold.

They have the money. We have the pride. And I only get \$295 a week, and I have been getting that for 10 years. But who the hell do you know right now that earns \$295 that can be at a convention in Vancouver. (Laughter.)

As you see, I have the best life of anybody I know, and the reason I say that is because I belong to the Guild, and I have a job as a reporter that I love to do, and I haven't had to kiss anybody's ass. (Applause.)

And those of you who are dealing with King and Ballow, let me tell you, they're liars and liars and liars. Don't believe one word they tell you, and you tell that little bastard (name unintelligible)—I call him a bastard, forgive me, Lord, because he lies.

Anything he says to you across that table,

make him put it in writing, make him sign it, get an affidavit and have it notarized. And that's the only way you will ever get that guy to tell the truth because he will have to tell the truth in the courtroom.

Don't believe him, Philadelphia, San Diego, wherever that guy is. Don't believe King and Ballow. They're liars. We know. Ten years ago it happened to us. But, you see, we're still here, and I haven't lost a pound in 10 years. (Laughter.)

I forgot. I'm sorry. I want to say good morning to the baseball cheerleaders, Dan and David, and the rest of the gang. I forgot that. I'm sorry.

I have to tell you—and this is a terrible joke, but I learned it from Jerry McDonald so you know the source of it.

You heard about the Yuppy. He went out and bought himself a \$140,000 BMW, and he was driving it down the road and turned it over, smashed it up. It fell apart, caught on fire, was destroyed. He's lying there on the side of the road and he's crying, "My BMW, my BMW, my BMW."

The paramedics came and took care of him, and a guy said, "What the hell are you saying? BMW. For God's sake, your arm is off. Your left arm is severed. It's gone."

"Oh, Jesus, not my Rolex, too! Not my Rolex, too!" (Laughter.)

Did I tell it right, Jerry?

Now, for all of those who have any kind of sexual preference, this is not directed to you. This is a joke, understand? (Laughter.)

I like the three Irish mothers that got together for lunch one day. You know what an Irish mother is? An Irish mother thinks her son is God.

Anyway, three Irish mothers were going to get together. Two of them showed up early, and one said to the other, "Did you hear about my son?" "No, I didn't hear about your son."

"He is now first vice president of ABC."

"Really? That's wonderful. My son has become first vice president of NBC."

"Well, that's great. Now, look, when the third mother gets here, don't say anything because, you know, her son is a homosexual. He didn't make it so good in life, so please don't say anything about our two sons."

So the third mother showed up, and the two mothers said, "Oh, how are you?"

"Fine."

"How's your son?"

"Good."

"What's he doing?"

"Well, he has a beautiful apartment on Fifth

Avenue, well furnished. He has a BMW, all kinds of money in the bank, and he just got two new roommates. They're vice presidents at ABC and NBC." (Laughter and applause.)

Oh, well.

Oh, yes. Sara Hammond from Portland, I apologize for drinking Coca-Cola. I am a Coke-aholic, have been for many, many years, and that's C-o-k-e made by the Coca-Cola Co., you understand. She gave me hell the other day for ordering a Coke in the airport. Sorry about that, Sara.

You understand this everybody? You know, a member of the board of directors of Coca-Cola is also on the board of directors of the International Paper Company where they are on strike, and please forgive me for drinking a Coke. Last night I had Pepsi, and it tasted like hell.

David, I didn't forget you. Those of you who know me know I think there is only one lawyer in the whole damned world worth anything, and that is him sitting over there.

I have to tell you a story, those of you who weren't here before, about the three clergymen and the lawyer on the boat. The boat was hit by a wave, and they all fell into the sea. Sharks came over and ate the three clergymen and picked up the lawyer and threw him back up on the boat.

They rejected him. They threw him back, and a seaman said, "Did you see that? Did you see that? My God, I don't believe it. They ate the clergymen and threw the lawyer back on the boat."

The captain said, "There is nothing wrong with that. That's just a matter of professional courtesy." (Laughter.)

Always remember that there are sins that cry to heaven for vengeance, and most of them are committed by publishers. Just take heart that you are working, you are healthy and you are enjoying life.

Publishers have to worry about what we're doing here, and they're going to be scared to death when you get back to the bargaining table. So let them worry. Remember, you are the people, and when God handed down the beatitudes, he said that the people shall inherit heaven, not publishers. Always remember that.

The working man is the man and the Guild member is the guy and girl that's going to heaven, simply because we are the good guys, and if we always remember that, we'll make it.

Thomas Murphy—God forgive me for curs-

ing—Thomas Murphy is the president and chairman of the board of directors of ABC/Capital Cities, and last year Thomas Murphy got paid \$6.5 million personally. That's his salary, his bonuses, his stocks, everything; \$6.5 million for one man.

I made \$15,000, and Thomas Murphy stole my pension. He stole the pensions of 204 people in Wilkes-Barre, and he moved the money out of Wilkes-Barre, and we took our case to the United States Supreme Court, and those people wouldn't even listen to us.

Do you remember what I said about the sins that cry to heaven for vengeance? I'd rather be in the shoes of Jack Wallace than Tom Murphy any time because this temporary inconvenience will only last a short time. Imagine what eternity will be for Thomas Murphy, for the Gannetts or the Hearsts or all the rest of the bastards. I would hate to be in their shoes. They are the losers in the long run, gang. We are temporarily inconvenienced—period.

I won't be a hypocrite about it. I just hate publishers, and I don't intend to be one in Wilkes-Barre if we can convert, which we hope to convert, which we should have converted before now if it wasn't for the lousy IRS.

On the lighter side, Adolphe, I have to congratulate you on the chairmanship of the collective bargaining. You have now won the title. Jim Woods of St. Louis was always considered to be the fastest gun in the west, but you are now the fastest gun in the west. And you have rewritten the rules of Robert's Rules of Order. But you did a hell of a good job.

And, cardinal, take good care of yourself. We went to New York. Cardinal O'Connor was being installed in St. Patrick's Cathedral in New York, and who the hell do you think was in charge of the press corps? McLaughlin.

And when the reporters from Wilkes-Barre arrived at the scene, McLaughlin was standing there, and he says, "City?"

"Wilkes-Barre."

"What paper?"

"Citizens' Voice."

"Oh, yes. Right this way. Right up to the front, front row. Okay."

A short time later another Wilkes-Barre reporter comes in.

"What paper?"

"Times Leader."

"Oh. Come with me, scabs, to the back of the church." (Laughter and applause.)

I visited my second home recently, that's

Ireland. And again, a striker 10 years and I have been in Ireland each of the last 10 years. Imagine, if you will, how many times were Murphy and the rest of his gang in Ireland. Let them all suffer.

Anyway, while in Ireland I was passing Cleary's Department Store in Dublin, and there is one picket walking in front of that store. The store front runs maybe three-quarters the length of this room. There was one picket in front of that store. Nobody crossed that picket line, not one person—no shopper, no worker. That's what I call unionism.

About 2 o'clock on a Friday afternoon the bus drivers decided to have a strike. They left all the buses in the middle of the streets. The taxicab drivers figured, "What the hell, we can't get through," so they left the cabs in the middle of the street. (Laughter.)

Boy, I love that country. I love the way they handle it. (Applause.)

Now, there's a conspiracy going on in Washington, D.C., and it's not the Pentagon and it's not in Meese's office—well, there probably is one going on in there—but there is a conspiracy going on in the whole United States, and that is that we are all going to get together in November, and we are going to throw that son of a bitch out of the White House, and we are going to put a good Democrat in that White House. (Applause.)

You Canadians mentioned the other day about Fantasy Land here in Canada. Well, we call it the White House in Washington. (Laughter.)

And thank God for the astrologer. At least somebody is making some decisions down in that place. (Laughter.)

You know, Reagan is our shepherd. Everybody knows that, and you know the poem about the shepherd. Reagan is our shepherd, and he's got a closetful of crooks. Come on, gang. Settle in on that one.

Okay. And I think the Canadians would be very foolish if they didn't nominate Shirley Carr to be their new prime minister. I think Miss Carr, Ms., whatever it is, would make a good prime minister up here, and maybe you should do that.

Anyway, gang, you are sick and tired of looking at me. You don't want to hear any more from me, so let me get out of here.

Let me put it this way to you. When they take up the collection today—and normally they take up one for Wilkes-Barre—we would appreciate very much your putting a lot of money in that collection. We always ap-

preciated the donations that you would make to Wilkes-Barre, but this year we are going to ask you to do something. When you put it in the collection and when it's all tallied up, please give it to the victims of greed in Northern California. Don't give a penny to Wilkes-Barre this year. (Applause.)

And always remember that God is in charge. I know Stinky knows that. He just uses his name once in awhile, but God is in charge always.

And I will give you the Irish saying that I love very much, and it says, "May the saddest day of your future be no worse than the happiest day of your past."

Thank you very much.

(The audience rose and applauded.)

PRESIDENT DALE: Jack, typically, has generously set the stage for the next item on our agenda today, and that is a report on what's going on at the Sacramento Union. We have with us—we introduced her yesterday—Georgia Canfield from the Sacramento Union, one of the Sacramento four, the victims, as well as Vice President Hatfield.

Georgia Canfield and Larry Hatfield. (Applause.)

VICE PRESIDENT LARRY HATFIELD (Northern California): As young as I am, I am not going to follow Jack Wallace at this microphone, so please welcome Georgia Canfield. (Laughter.)

(The audience rose and applauded.)

SISTER CANFIELD (Northern California): Well, all I can say is thank you. And I wish that Ana [Sandoval] and Bob [Saucerman] and Sue [Harper] could be here for this. It's been really one of the most exciting times of my life.

And this victory that we have just received, really we owe it all to you and the members you represent for all your support. I never imagined that being fired from my job would win me so many friends and so much satisfaction.

I don't wish it on anyone, but it certainly is turning out to be quite an experience.

I don't need to tell you that the publisher of the Sacramento Union is what I would call a maniac, and I hope that none of you have to go through what the employees on the Sacramento Union have had to endure these last two years. But we have already had another bargaining committee fired in Cleveland, so who knows.

Union-busting seems to be the in thing

these days, so the Guild's struggle is not getting any easier.

As for the Victims' Fund, it's really been quite something to watch the contributions come in every week. As of last week, we have had enough money, and all along, to pay the four of our salaries since we were fired in October. We have weekly pledges from individuals that amount to \$867 so far. Those come in \$1, \$3, \$5 each, and that's just from people, all over the United States and Canada. And 41 locals in the U.S. and Canada have donated a total of \$17,606 so far.

We would just like to thank you all very much for keeping us alive, keeping our struggle alive. Thank you. (Applause.)

BROTHER HATFIELD: Now comes the hard part. The buses for Fresno will be loading outside the hotel. (Laughter.)

I'm sorry. Wrong speech.

First of all, you know that I and others from Northern California are here this week without a delegation. As far as I know, that's the first time in 53 years of our local's existence that that has happened.

Just as an aside to the Reverend Jack Wallace, the Northern California people who are here at the convention, including President Dale and Vice Presidents Hatfield and Turner, are in good standing. President Steven Michael was here at his own expense but seems to have been taken away by the American party. (Laughter.)

As I mentioned, Vice President Turner is over there, having broken his three-day fast on behalf of the Stockton Record last evening.

Georgia, of course, is here, and at least some of the time I am here, and we all want to make a promise to you. We will be back next year in Albany, and we will have a delegation. (Applause.)

And the year after that, in New York and Montreal and Chicago, we are going to be there.

Let me tell you a little bit about why we are not here this week. In his speech earlier this week John Edgington quoted the opening line in Charles Dickens' "Tale of Two Cities." In our case the line has been rewritten because we are indeed in the worst of times and we are in the worst of times.

We are fighting for survival in the same kind of dual society Dickens wrote about, with the masses, on the one hand, struggling for a decent and honorable life and a little bread, while the greedy rich, on the other hand, are saying, "Let them eat cake."

These days it's Brian Mulroney and Nancy Reagan who are giving us that message. The guise of the message has changed—it comes in guises like free trade—but the message is the same. The rich want to get richer on the labor from our backs.

Northern California is a local that covers something like 16,000 square miles and is about 250 miles between units on opposite corners. We are dealing with the same kind of media lords all of you are, but I think I am safe in saying that we may have a few more of them than most of you do.

We have C. K. McClatchy, we have Gannett, we have Hearst, we have Dean Singleton, we have the New York Times, we have Robert Maynard, we have the San Francisco de Youngs and we have Richard Mellon Scaife, he of the Pittsburgh Mellons, so you know I am talking about long-term robber barons. (Laughter.)

And I don't think I have heard a union-busting, anti-people law firm mentioned here that isn't practicing economic terrorism in Northern California. We, too, have King and Ballow, we have Seyfarth, Shaw, we have Gannett's Wendell Van Lare and we have a San Francisco law racket called Mendelson, Littler, Falstiff & Tichy. Or, as they are known in the California labor movement, Mengela, Hitler, Fascist and Touchy. (Laughter.)

But I am here today to talk about Richard Mellon Scaife. He was described by Georgia as a maniac. I think that is probably insulting a class of people. (Laughter.)

He has waged against his employees and their union and their community a vicious war now for several years. And God, Jack, if Ed Meese wants to stop lawbreakers, why doesn't he indict Scaife instead of the Teamsters and then turn himself in. (Laughter.)

You all know the story of the Sacramento Union victims, and I am not going to repeat it. I am here to make a simple appeal, and that is to keep your hearts where they have been since the beginning of this fight and also to keep your treasuries where they have been since the beginning.

Despite the victory we won in California yesterday, that fight is not over by a long shot. The victims are still victims. Scaife's hired guns have already announced they will appeal. And the victims are still out of their jobs, and they will be at least until the appeal is filed, and I hope the court throws it out on July 27. How long that will take, however, is anybody's guess, and I don't expect them to go back to work on July 28.

So far, over the many months of their exile, we have been able to pay their salaries and benefits through, as Georgia has told you, generous donations from many locals and individuals. The loyal locals are as far flung as Montreal to Hawaii. The Canadian locals have been exceedingly supportive—strike that. Eliminate the “exceedingly,” because I don’t want you to feel that I think there is a ceiling on what your support should be. (Laughter.)

Locals on both coasts, like New York and San Jose, and everywhere in between have been very supportive, and the individuals who continue to support the victims with checks and encouragement are as diverse as Dave Mulcahy and practically anybody else I could name. (Laughter.)

But I want to especially recognize one particular group of Guild members who have been a regular contributor to the victims since they were put out on the street, and that is the Guild in Bristol. A tiny unit deep in its own fight for survival, the people there recognized that our struggle is their struggle and their struggle is ours. And that’s the message I want to deliver here.

We will be back, and the message we will be carrying to you is that Northern California will never go away, and the message we, The Newspaper Guild, will be delivering to the Scaifes, McClatchys, Thomsons, Grahams and their henchmen, like King and Ballow, is that The Newspaper Guild is never going to go away.

We in Northern California thank you for helping us deliver that message in the past, and we thank you for helping us to carry it into the future.

Thank you, brothers and sisters.

(The audience rose and applauded.)

PRESIDENT DALE: TNG staff is now going to start circulating around the room with some silver buckets. I do not want to hear the tinkle of change. I want to hear nothing more than the rustle of bills, large bills. While they are circulating with the silver bowls, we are prepared to hear from as many as possible—pledges, donations from every local in this room, starting at this microphone here.

BROTHER MacDONALD: Canadian Wire Service Guild will be sending Jack Wallace’s \$1,000 to Northern California.

BROTHER KRUSE (Hawaii): Mr. President, I would like to say a few more words than just a contribution. First of all, I would like to say something in Hawaiian.

Lokahi ame hana lanakila ala hilahila ma-ka ahanui. Which means, “In unity and hard work we will win, win against the shameful and wicked acts of the company.”

Let me tell you, the labor movement has taken too long to unite in many instances. When President Reagan took on the people who used to schedule all of our flights, we should have gone out on a nationwide strike.

We should always remember to unite, and I say to unite in back of something like this is something that we must do now. We cannot wait. And every local in this union should come up with a donation because this is not going to end tomorrow. These people are not going to go back to work until all the company’s opportunities to protest it and to move into the next court are heard.

Our local has a check here for \$750 for the fund, another check, and we urge all of you to donate.

Thank you.

BROTHER GORDON WOODWORTH (Albany): We are going to recommend to our executive board a donation of \$400 to the fund.

BROTHER TOM PENNACCHIO (New York): The New York delegation and executive board will gladly give another thousand dollars that is similar to the previous contribution we made a month ago. The check is here. You can pick it up.

SISTER KILZER (Chicago): I am going to recommend to our executive board a donation of \$250.

BROTHER LAJINESS: Toledo is authorized to pledge a hundred dollars.

BROTHER DARGAN (St. Louis): In addition to our regular contribution we are going to have another check for \$250.

BROTHER BELL: Ed Bell of Pittsburgh. We will recommend a donation of \$250.

BROTHER JOHN E. KENNEDY (Youngstown): We have a check here for \$200.

BROTHER HUTCHINSON: Victoria has a check for \$150 for Wilkes-Barre and another \$200 for adopt-a-victim.

BROTHER FRANK SWEENEY (San Jose): The San Jose Local is going to continue its monthly support: \$150 a month to the victims; \$150 a month to the McClatchy Defense Fund; and \$100 a month to Wilkes-Barre, as long as it takes. (Applause.)

BROTHER BRYANT (Southern Ontario): Our delegation will recommend we send a thousand dollars.

PRESIDENT DALE: Very good.

SISTER SIMMONS (Knoxville): We pledge \$100.

BROTHER CUNNINGHAM (Los Angeles): We will recommend a donation of a hundred dollars.

SISTER GILLIN: Philadelphia will recommend a donation of at least \$500.

BROTHER SANTAFEDE: Providence pledges \$500.

BROTHER PALMER: Rochester pledges a hundred dollars.

VICE PRESIDENT LOUTH (Vancouver-New Westminster): We will be going back to our executive to make a recommendation for \$2,000. (Applause.)

BROTHER MILLETT (Portland): I have a check here for a hundred dollars, and the Portland Local pledges its continued support to Wilkes-Barre as well.

BROTHER HATCH (Cleveland): Despite the bad shape of our treasury and the fact that we have some victims of our own, we will recommend a hundred dollars.

SISTER SNOW (Akron): I have a check here for \$200.

BROTHER KOCH (Buffalo): I have a check for \$250 for the Victims' Fund, and we also pledge \$150 to the McClatchy Defense Fund and \$100 to Wilkes-Barre.

BROTHER CAHILL (Pacific Northwest): I have a check here from our local for \$200, and our delegation has ponied up a little on the side.

VICE PRESIDENT ROUSSEAU (Manchester): We have the majority of our executive board here, and I have a check for \$400 for the Victims' Fund.

BROTHER LUNZER (Twin Cities): We will recommend \$500 to our representative assembly.

BROTHER DU CILLE (Brockton): I would like to pledge \$200 to the victims and continue our monthly donation to Wilkes-Barre.

BROTHER FOLGA (Erie): Erie donates a hundred dollars.

BROTHER KEMP (San Diego): We hope not to be in the same situation in the months to come. In the meantime, while we can still afford it, we will continue our monthly donation and in addition will recommend another \$200 to our executive board.

VICE PRESIDENT McCracken (Memphis): We will recommend \$300 to our executive board.

BROTHER WALLACE (Wilkes-Barre): If anyone has brought a check made out to Wilkes-Barre and has it with them, we will re-endorse it over to Northern California. So please give us the checks so we can endorse them right over to Northern California.

PRESIDENT DALE: Thank you, Jack. (Applause.)

VICE PRESIDENT JACKSON (Detroit): We will recommend \$300 to our representative assembly.

BROTHER ANTHONY (Milwaukee): I will recommend \$100.

PRESIDENT DALE: The mikes are clear, folks, and we still don't have enough money. I don't know how much we have, but we don't have enough money yet.

Those of you who have checks, you can bring them up to the front and either give them to the Secretary-Treasurer John Edgington or to Larry.

I think actually you have been very generous. We can get a count for you very soon, before this session ends.

In the meantime, do we have a count from yesterday on the COPE collection, John? Because we still don't know how much Dave Mulcahy is supposed to ante up.

SECRETARY-TREASURER EDGINGTON: The COPE collection yesterday was \$626. Where is Brother Mulcahy? The one time we didn't put Richie in front of the door.

VICE PRESIDENT BRANDOW (New York): No, no. Just a moment. Brother Mulcahy may not be present, which is a blessing, but he did leave a note saying, "If COPE comes up before I return, I will contribute enough to make the next hundred dollars. Dave Mulcahy."

So whatever it is to the next hundred, Dave will make it up. What was it?

BROTHER OLDFIELD (Canadian Wire Service): \$601. (Laughter and applause.)

CHAIRPERSON McLAUGHLIN: Does the body agree that it was \$601?

(Cries of "Yes.")

CHAIRPERSON McLAUGHLIN: Okay. It's \$601.

BROTHER HATFIELD: Again, thank you very much. (Applause.)

SISTER CANFIELD: Thank you from Ana, Bob, Sue, and myself. I just can't say "thank you" enough. Thank you. (Applause.)

CHAIRPERSON McLAUGHLIN: Let's stand easy for a minute.

VICE PRESIDENT MULCAHY: Mr. Chairperson, if we are in session, may I pray the indulgence of the chair to ask a question?

CHAIRPERSON McLAUGHLIN: You may.

VICE PRESIDENT MULCAHY: While I was out of the room on an errand of mercy, I heard a vile rumor that somebody fudged the COPE collection so that the collection was \$601. Am I correct?

CHAIRPERSON McLAUGHLIN: Brother Mulcahy, do you come to a microphone and say that somebody fudged a COPE collection? Would we do that?

VICE PRESIDENT MULCAHY: Yes.

CHAIRPERSON McLAUGHLIN: When the minutes of this proceeding are published, you will see that the COPE was \$601.

BROTHER MacDONALD (Canadian Wire Service): In truth, it was \$600.25.

CHAIRPERSON McLAUGHLIN: We boosted it up to the even dollar.

VICE PRESIDENT MULCAHY: All right. Mr. Chairperson, in view of my commitment, I will contribute \$99 to COPE to make it \$700. (Cheers and applause.)

I would like to go on record, however, as requesting that our COPE people see that some support is given to Republican members who are supporting labor, such as Claudine Schneider from Rhode Island and Tom Ridge in Erie, Pa. (Applause.)

Thank you.

CHAIRPERSON McLAUGHLIN: All right. Those are the only two worthy Republicans you can find in the whole Congress.

The chair recognizes Brother Edgington.

SECRETARY-TREASURER EDGINGTON: I know we are winding down here, but please give me just a couple of minutes of your time. I would like to read the statement of the judges for the 1988 Guild Service Award.

The 1988 Guild Service Award for outstanding work at the local union level goes to Darren Carroll of the Lake Superior Newspaper Guild.

Carroll was selected for his virtuosic role in bringing a largely inactive and demoralized local into the status of "one of the year's success stories," as described at a recent meeting of the Knight-Ridder Council.

Although the judges were unanimous in choosing Carroll for the award, the selection process was made exceedingly difficult by the

fact that all four of this year's candidates had set so high a standard of leadership and service to their locals.

The example set by Carroll was one of great personal effort and involvement in the task of transforming his local from a relatively unassertive bargaining unit and indifferent contract enforcer into a local that began taking the initiative on a wide variety of fronts, focusing on a successful year-long drive to win a new contract.

Carroll, who had previously served as local secretary, participated in TNG's annual Residential Seminar for New Local Officers shortly after taking office as president in January 1987.

Fortified by what he had seen and heard—he said the seminar ought to be subtitled "Or How to Make A Union Rambo"—Carroll quickly went to work building up his local's muscle.

Membership had dwindled to well below a majority of the bargaining unit since the local lost the Guild shop in the mid-1970s and won a decertification vote by a single ballot.

Carroll rounded up nearly half the remaining members for a membership committee in a campaign organized around issues to sign up free riders. At the same time, he continued using personal appeals and persuasive techniques, going so far as to house a new employee from out of town in his living room for a couple of weeks until the newcomer was able to find suitable lodging elsewhere.

Carroll's efforts led to a hefty increase in the dues-paying membership that approached his first target of a majority of eligibles.

But that was only the beginning. Long dormant or defunct committees were reactivated and new ones created.

Contract enforcement was stepped up with a grievance committee that pursued more grievances than the total of three prior years. A health and safety committee investigated the dangers of an asbestos removal project at the workplace, winning agreement on advance notice and monitoring of the procedures used.

To add sinew to the bargaining committee, Carroll created a unity committee to plan and conduct a series of in-plant events, informational pickets, boycotts of company outings and other activities to respond to company bargaining proposals, often gaining the participation of non-members, some of whom later signed up.

A human rights committee launched a

payroll analysis to determine whether the News-Tribune discriminates against women employees, planned a review of the company's affirmative action plan and took up complaints of harassment in the workplace.

Inter-union cooperation took a giant stride forward in Duluth as Carroll initiated formation of a unity council composed of all the unions at the News-Tribune. The council developed a common economic proposal and common positions on other issues faced by all the unions in the plant.

Members of the Pressmen's union bargaining committee were so impressed with Carroll's leadership that they submitted a letter supporting his nomination for the Guild Service Award.

They credited Carroll with bringing "renewed respect" to a Guild local that had been perceived as a weak union and with having the "drive and determination to get things done."

Carroll, they said, "has been able to lead his membership in the fight for a better contract, to solidify all the unions in the plant and to provide the necessary support for the other unions whenever asked."

At Carroll's urging, the local also rejoined the AFL-CIO Duluth central labor body.

All the while he was providing leadership for the transformation of his local. And despite the urgent demands of bargaining for a new contract, he somehow found time for seemingly countless hours of patient counseling and consultation with individual members during daylight hours before reporting for his night shift at the paper.

In its nominating letter, the Lake Superior Local observed that it is likely to remain "relatively little known and relatively small." But Carroll, it said, had done something of great significance for those who work at the News-Tribune.

"He has taught us," the letter said, "that despite the fact that our little paper is controlled by a huge corporation thousands of miles away, we can make a difference in the quality of our own working lives."

The judges share the local's estimate of that significance. That's what the Guild is all about.

The judges also commend the other three nominees for the 1988 award: Tim Schick, president of the Albany Guild; John Corcoran, unit chair of the Chicago Guild's Waukegan News-Sun unit; and Jeff Andrew, chairperson of the Southern Ontario Guild's Metroland unit. The distinction with which they served

and the dimensions of their accomplishments made the judges' task all the more difficult.

The judges were Gene Turner, Richard J. Brandow and Phil Kadis.

Brother Carroll is not here today. He was not able to attend because of local finances and grievance proceedings, but I would certainly ask you to join me in giving him a round of applause for his accomplishment.

(The audience rose and applauded.)

BROTHER KRUSE (Hawaii): Mr. Chairperson.

CHAIRPERSON McLAUGHLIN: The chair recognizes Roy Kruse, Hawaii.

BROTHER KRUSE: Before we adjourn, let me say the conventions have been set up for the next four years, and next year we are going to make an announcement. All I can tell you, in 1993 please plan for an overseas voyage. Thank you. (Applause.)

CHAIRPERSON McLAUGHLIN: There is an announcement that will keep you active until 1993. (Laughter.)

BROTHER SCHICK (Albany): Two announcements. First, we have some of these buttons left. Any people who buy these for a dollar today, we will take the money and donate it to the Northern California victims. We want to get rid of the buttons. We have heard of this zero tolerance policy. We can't take them back across the border.

The other thing is, we welcome you to Albany next year. Come there so you can hear the invitation for that overseas trip. (Applause.)

BROTHER SCHAUFENBIL (Manchester): Brother Chairperson, I would like to make a motion noting simply the abilities of the new chair.

(The audience rose and applauded.)

BROTHER PENNACCHIO (New York): I would like to second that, Pete.

CHAIRPERSON McLAUGHLIN: Is there an amendment? (Laughter.)

No, you can't take it back.

Thank you very much. It really is me that should be applauding you. This week went smoothly because you made it go smoothly, and for that I thank you very much. For being up here, I thank you very much; so thank you. (Applause.)

I recognize President Dale.

PRESIDENT DALE: Sacramento Victims Fund, you really were very generous. In checks that are actually in hand, a total of

\$1,000; cash that was collected, \$1,524.02. I don't believe the two cents. For a total of \$2,524.02. Would somebody over there contribute 98 cents to round it out, please.

CHAIRPERSON McLAUGHLIN: Where is Dave Mulcahy?

PRESIDENT DALE: Jim Schaufenbil, you did something that I had intended to do, but I am going to do it anyway.

These conventions don't just happen, as everybody is well aware. There is an awful lot of planning that goes into them and an enormous amount of work.

The planning begins well, well, well before the convention actually gets started, and we have thanked the hard-working people in Vancouver for the efforts they put in to make this convention what it is.

There are an awful lot of people who work very hard. Some of them you see out in your locals, some of them you see wandering around this hall distributing papers; in your committees you hear from them, giving advice, answering questions from the delegates on a lot of subjects. Some you don't see because they are back doing all of the paper work without which these conventions could not function.

I would like to ask this convention to extend to some of these people, all of these people, as a matter of fact—I am going to identify some of them because you don't know a few of them—extend to them the appreciation of the delegates for the work they have done.

You are all aware of field staff. On the office

staff, Buzzie Davis, not only a longtime employee of The Newspaper Guild (applause), but is also our chief adversary in OPEIU negotiations. She is chief steward.

Also with TNG and who has been with us for the last three or four conventions, I guess, Debbie Campbell from TNG staff. (Applause.)

We have somebody from Vancouver this year who joined us last Sunday and has made a tremendous contribution to getting the paper work out, Gail Waters.

Our office manager, Mary Aldrich, who saw that it was all put together. (Applause.)

To all of that staff over there, to all the geniuses who keep this union functioning, to John Edgington, who put a hell of a lot into this convention, to the chairperson, who surprised everybody except himself and me and to Lenore Hayes, who has been with us since 1942. And come back again, Lenore.

Thank you all. (Applause.)

CHAIRPERSON McLAUGHLIN: **Do I hear a motion to adjourn the convention?**

(Moved by several.)

CHAIRPERSON McLAUGHLIN: I'd like to discuss that awhile, too. All those in favor signify by saying aye. No? The ayes have it. The convention is adjourned.

MOTION CARRIED

CHAIRPERSON McLAUGHLIN: Thank you very much.

(The convention adjourned at 11:45 a.m.)