

Tentative 3-year St. Paul settlement would raise key tops by \$150 a week

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Phone room solicitors are in top raise group

St. Paul—Top minimums for key inside and outside advertising, circulation and news jobs would increase by \$150 a week under a new three-year contract tentatively agreed to late Nov. 24 by bargainers for the Twin Cities Guild and the Knight-Ridder chain's Pioneer Press and Dispatch.

The \$150 increases—\$50 on the first day of each contract-year—would duplicate increases in key news and circulation top minimums in the early October settlement that brought an end to the local's strike against Cowles' Minneapolis Star and Tribune after four weeks. [Guild Reporters, Sept. 26 and Oct. 10.]

In the tentative St. Paul settlement—reached about 36 hours before a strike deadline—the \$150 increases would go to top minimums for classified and display telephone solicitors as well as to those for outside advertising salespersons, copy editors, photographers, reporters, promotion copywriters and artists and city and country circulation supervisors.

The three \$50 increases would take the top minimum for the news, outside ad sales and artist and copywriters' jobs to \$537 a week retroactive to Oct. 1, to \$587 next Oct. 1 and to \$637 on Oct. 1, 1982—the same minimums as those for key news jobs under the Minneapolis settlement.

Circulation supervisors' top minimum would go to \$492 a week retroactive to Oct. 1, to \$542 next Oct. 1 and to \$592 on Oct. 1, 1982, the same minimums as under the Minneapolis settlement.

Classified telephone solicitors' top minimum would go to \$337.75 retroactive to Oct. 1, then to \$387.75 and to \$437.75 on Oct. 1, 1981 and 1982 respectively.

Display telephone solicitors' top minimum would to \$442.50 retroactive to Oct. 1, to \$492.50 next Oct. 1 and to \$542.50 on Oct. 1, 1982. (Advertising employees of the Minneapolis papers do not have union representation.)

Key tops up \$120 in Akron Beacon-Journal pact3

The experience step-up minimums for the news and outside advertising jobs would increase by the same percentage as the top minimums in each year: 10.2669 percent, 9.3110 percent and 8.5179 percent.

Experience step-up minimums for the circulation and telephone solicitor jobs and all minimums for nearly all other job classifications would increase by 12 percent the first year, by just over 11 percent the second year and by somewhat more than 10 percent the third year.

The tentative settlement also would add \$6 a week to the publisher's payment for employee pensions, taking it to \$25 per employee per week and make possible a 50 percent increase in pension benefits, an actuary reported to the Guild.

The publisher's share of health insurance premiums is increased by 10 percent for single coverage, to 100 percent, while remaining at 90 percent for family coverage. (Continued on Page 2)

Nobel prize winner urges greater o'seas rights push

Washington—1980 Nobel Peace Prize winner Adolfo Perez Esquivel said here Nov. 19 that he would like to see the United States "broaden and deepen... not abandon" the international human rights policies begun during the Carter administration. He expressed concern about a Reagan administration.

An Argentinian and a member of the journalists' union in Buenos Aires, Esquivel spoke during a

press conference called by the Council on Hemispheric Affairs.

TNG President Charles A. Perlik, Jr., a member of the COHA's board, welcomed Esquivel to Washington and praised his devotion to human rights and nonviolence. He has "willingly suffered violence himself" for others who have been persecuted for their political and social beliefs, Perlik said, noting that the

(Continued on Page 2)

Two in N.Y. collar chain thieves

New York — Two Guild members here recently have drawn plaudits—and a few bruises—for chasing and catching young men who in separate incidents had snatched gold chains from the necks of women as they walked on this city's streets.

One—Basil G. Fray, who works on the publications desk in the New York Post's advertising department—was praised by a prosecutor late in October for "an act of high courage" for nabbing one suspect, helping apprehend an accomplice and presenting testimony that led to the conviction of both.

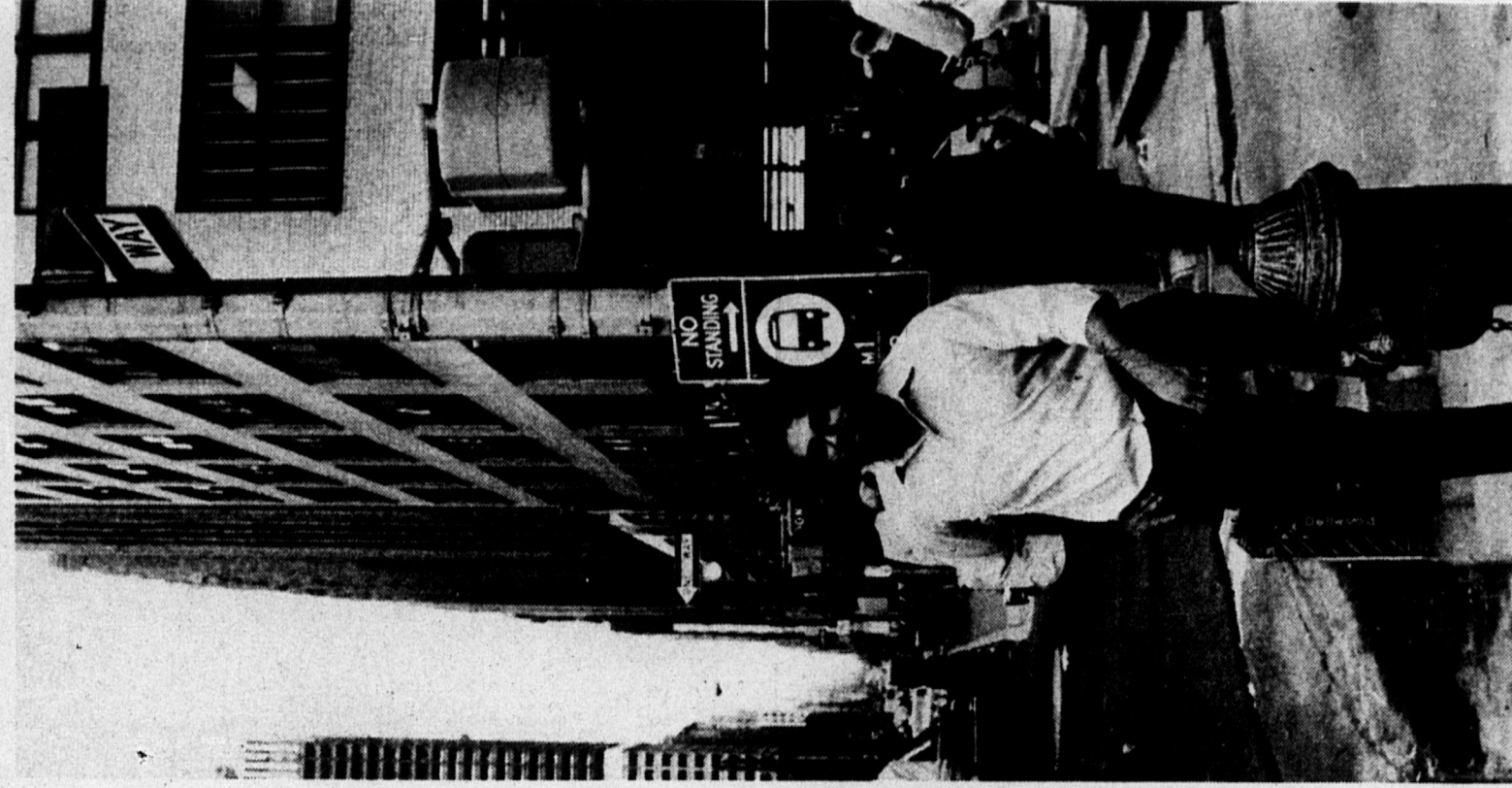
The other—John W. Gonzalez, an editor on the Associated Press general desk here, formerly with its Columbus bureau—settled for the cheers and handshakes of passersby after he caught and held in a bear hug an 18-year-old he saw tear a chain from a woman's neck while Gonzalez was on his dinner break.

The incident involving Fray occurred June 25. As he drove along he saw a woman chasing a youth, stopped his car and gave chase. When Fray captured the suspect, he was accosted by an accomplice. A security guard came to Fray's aid, however, and they held the pair until police arrived.

Gonzalez, in an "I-caught-a-mugger" feature for AP following the Oct. 6 incident, said he was "too upset to eat for some time afterward, but I'll never forget the cheers of my crime weary fellow pedestrians."

His story continued:

"The thief picked a tall woman who was walking on Madison Avenue during rush (Continued on Page 4)



JOHN W. GONZALEZ ON 'HIS CORNER'
"The thief ripped the gold chain from her neck"

Post agrees to sex-bias terms

Washington—The Washington Post has agreed to a program intended to upgrade women employees in settlement of an Equal Employment Opportunity Commission charge of sex discrimination against the Post initiated eight years ago.

The program calls for the Post to make a "good faith effort" to fill with women one-third of the jobs the EEOC describes as "officials, managers and professionals" that become available in the editorial and commercial departments over the next five years.

It also sets a goal of filling 45 percent of the openings in outside sales jobs with women.

The Post will pay about \$104,000 in back pay to some 580

women who worked at the Post at least six months between 1972, when the sex discrimination charges were filed, and 1974, when the EEOC found "reasonable cause to believe" them true. Individual payments will range between \$50 and \$250.

An estimated \$100,000 is made available for three scholarships and two sabbatical leaves over the next five years for women employees who were at the Post in 1972. Recipients will each get \$5,000 plus payment for tuition, fees and books. The sabbaticals will be for up to one year to study journalism, business, commercial art or data processing, with half pay and tuition, fees and books.

The Post also will pay up to \$42,500 toward the charging parties' attorneys fees.

The Post pledges to "expand its general training and career development activities in all commercial departments" during the next five years and make them "available to all women on a non-discriminatory basis."

(Continued on Page 4)

IFJ leaders okay Latin America seminar

Oslo, Norway — The International Federation of Journalists' governing board has voted to "study the possibility" of helping to set up and conduct a seminar for journalists in Latin America similar to the week-long session held last summer in San Jose, Costa Rica.

The seminar, like last summer's, would be organized by the press department of the Inter-American Regional Organization of the International Federation of Commercial, Clerical, Professional and Technical Employees (IRO-FIET), the IFJ Bureau

said in a resolution passed during its fall meeting here Nov. 8-11. (TNG President Charles A. Perlik, Jr., IFJ second vice president, is a member of the bureau.)

IFJ would bring to the seminar "all its technical co-operation," the bureau's resolution said. It also called upon IFJ staff to contact the journalists and journalists' organizations that took part in the seminar IRO-FIET held in mid-July.

It was the San Jose Guild's acceptance of an invitation to send a representative to that seminar as an instructor that led to a

resolution by TNG's 1980 Convention early in July making it clear that strictures on TNG involvement in international trade-union activities apply equally to locals and members acting in the Guild's name [Guild Reporter, July 11]. At the same time, the convention authorized the San Jose Guild to keep its commitment at TNG expense. The strictures forbid use of government or corporate funds to participate in international activities.

William T. Davis, an at-large TNG vice president and longtime West Coast Guild leader,

and commercial circles" to "restrict free and comprehensive reporting and expression of opinion" in the Swiss press.

The bureau called for "binding guarantees for external and especially internal press freedom."

The resolution came in response to a series of occurrences in Switzerland over several months that have included dismissals of editors and reporters on at least two papers because of publishers' reported dissatisfaction with news and editorial policies and attempts by advertisers to influence coverage by withholding and withdrawing their accounts from at least one other paper.

Nobel winner urges larger rights push

(Continued from Page 1)

Guild long has been particularly concerned about the oppression of Latin American journalists.

Esquivel heads the Service for Peace and Justice in Latin America, an organization that seeks nonviolent correction of social and economic injustice throughout Latin America, working with social, labor and church-affiliated organizations. As editor of the organization's publication, he is a member of the Buenos Aires journalists' union.

His visit here was part of a week-long tour of the United States on his way to Oslo, Norway, where he will receive the Peace Prize for his work in Argentina. The day before he told the Associated Press Managing Editors' convention in Phoenix that newspapers, magazines, radio and television "sometimes fail to recognize" that part of their task is to report "peaceful, nonviolent ways" of dealing with human rights problems, as well as fatal bombings. He called for reporters to "underscore the silent work of many people who contribute to a more humane and just world."

At his press conference here, Esquivel condemned all forms of terrorism, saying that it is "not the path to the solution of any problem." He said he has fought against terrorism from all directions—"from the left, from the right, from above and below."

"No one can sow seeds with his fists," Esquivel declared, "to sow seeds one must open his hands."

Esquivel, who protested left-wing guerrilla violence in Argentina in the early 1970s, was imprisoned for 14 months without trial and tortured after Argentina's right-wing government took power in 1976 through a military coup.

The human rights policies enunciated by the Carter administration have produced "concrete" results in Latin America, and have prevented conditions there "from being worse," Esquivel said. At the same time, he called for an expansion of those policies to help transform "deep-rooted . . . injustices in Latin America."

The Nobel Peace Prize is seen as helping legitimize the human rights movement that the Argentine government has attempted to discredit and as aiding continuation of efforts to create peace and justice in Latin America.

TNG's Perlik said Esquivel "has the unstinted admiration of every member of The Newspaper Guild," noting that the Guild has long "agonized over the plight of our Latin American colleagues, imprisoned, kidnapped, tortured and killed by brutally oppressive governments and their extralegal terrorist death squads."

Knowing that governments with "no regard for opinion in their own countries often have a very real concern for international public opinion," the Guild makes every effort it can to "focus attention" on the plight of Latin American journalists and trade unionists who are imprisoned or disappear, Perlik said.

He pointed to protests the Guild has sent not only to Argentina, where 102 journalists are on the list of the missing and imprisoned, but also to the governments of Bolivia, Guatemala, Chile, Uruguay, El Salvador and Paraguay.

"We will not rest until we find out what has happened to those that have vanished and until those who are in prison are released," Perlik declared.

Tops would reach \$637 under St. Paul settlement

(Continued from Page 1)

Mileage payments for the first 100 miles per week are increased by four cents, to 21 cents, and by five cents, to 18 cents, thereafter. They also are to be adjusted annually hereafter.

Several publisher proposals for serious retrogressions were withdrawn in the settlement, including severe weakenings in the grievance provisions of the contract.

The company also dropped proposals to change the 7½-percent night differential to a flat dollar amount and a demand for an additional 30 exemptions from contract coverage was pared to three.

In addition, it was agreed that

all disagreements over any new jobs that may be created that the publisher feels should be contract exempt will be taken to arbitration for determination.

The membership of the 460-member Guild unit at the Pioneer Press and Dispatch will meet Dec. 1 to consider their bargainers' recommendation that they ratify the proposed settlement. Chief Guild bargainer here, as in the Minneapolis talk, was John Carmichael, the local's executive secretary.

Talks are continuing, meanwhile, between the papers and the St. Paul Typographical and Mailers' Unions. As during the Guild's bargaining, the unions are keeping the others informed.



MARK L. GOLDSTONE
TNG'S PRESIDENT PERLIK WELCOMES NOBEL LAUREATE
Adolfo Perez Esquivel, center, listens through interpreter.

3 Guild-edited papers win top ILPA awards

Washington—Three union publications edited by Guild members took top honors for general excellence in the International Labor Press Assn.'s competition for journalistic work published in 1979, the association has announced.

In Public Service, published by the AFL-CIO's Public Employee Dept. and edited by Michael B. Grace of the Washington-Baltimore Guild, took first place among 14 national and international union newspapers with less than 100,000 circulation.

The Guild Reporter placed second in the category; the ITU Review placed third.

The California AFL-CIO News, published by that state's union federation and edited by Glenn Martin of the San Francisco-Oakland Guild, took first place among central body papers published at least 17 times a year.

The Union Advocate of St. Paul, edited by Gordon Spielman of the Twin Cities Guild, placed second.

The Guild Forum, pub-

lished by the Washington-Baltimore Guild and edited by Raymond G. Dick of the local's staff, placed first among local publications with less than 2,500 circulation for the third straight year.

The judges said the Forum "boasts excellence in its layout, format, typography, writing and editing. A total achievement." Of the Guild Reporter, they said: "A professional journalistic job for professional journalists. Editing such a publication must be a strain, but the Guild Reporter's excellent layout and editing, its treatment of problems in organizing, negotiating and major technological change in the industry must be admired."

York Record suspends in lockout

(Continued from Page 1)

lost some \$400,000 during its fiscal year ended in August, but despite a written offer to allow an auditor selected by the unions to inspect its books, requests to do so have been refused.

The Guild represents employees in the circulation, display ad-

vertising and editorial departments, plus photoengravers, at the Record.

It represents editorial department employees and proofreaders at the Dispatch, where employees have been called in on overtime to produce the new morning paper.

Free lance data order is upheld

San Francisco—A federal appeals court has upheld a National Labor Relations Board ruling that the San Francisco-Oakland Guild is entitled to information about payments to free lances.

At the same time, the court remanded the case to the NLRB to clarify why it ordered that the Guild be supplied the total paid free lances rather than a per-piece accounting it had sought.

The dispute arose in 1976 when the Guild was preparing to bargain renewal agreements with the Richmond-Berkeley Independent & Gazette, the San Mateo Times, the Santa Rosa Press Democrat and the Vallejo Times-Herald. The Guild filed unfair labor practice charges against the four employers after they denied requests for listings of published articles produced by free lances and the amount paid for each.

The employers claimed the information was confidential and not relevant to bargaining, but the board disagreed, finding the information to be "relevant for the purpose of formulating unit wage proposals." It ordered the companies to supply the Guild the aggregate amounts paid free lances.

The publishers appealed to the court to overturn the board's ruling, and the Guild asked the court to review the ruling on grounds that disclosure of individual rather than aggregate payments should be required.

In returning the case to the board, the 9th U.S. Circuit Court of Appeals here said the board's rationale for ordering information on aggregate rather than individual payments was insufficient to provide a basis for review. The court said, however, that the board "seems to have determined that the employers' interest in confidentiality outweighed the Guild's interest in correlated wage data." But rather than speculate, the court said it would return the case to the board for clarification.



Akron reporters raised by \$120, to go to \$580

Akron, Ohio—The key editorial-department top minimum in the Akron Guild's contract with the Beacon-Journal is increased by \$120, to \$580 a week, in a new three-year agreement with the Knight-Ridder paper.

And, in a separate contract covering the maintenance department, the top minimum for maintenance mechanics is raised by \$104, to \$446 a week.

The \$120 top minimum increase for reporters, photographers, artists, copy editors and the chief librarian comes in three steps of \$40 each, with the first retroactive to Nov. 1, the contract's effective date, and the others on the agreement's first and second anniversaries.

Where feasible and on request, the contract calls for the employer to provide VDT operators with adjustable chairs and devices for adjusting keyboards and screen height. Shields or hoods to prevent glare are also to be provided where feasible, as are brightness and contrast controls on the machines.

A day's paid paternity leave and provision for a day of paid

leave on adoption of a child are added to the editorial contract.

Time limits are added on the retention of detrimental records in an employee's personnel file.

A full Guild shop provision—requiring all employees to join—is added in the editorial contract. It had required that 90 percent of full-time and the same percentage of part-time employees join the Guild.

The factor for computing pension benefits is increased. Surgical and vision plan benefits are upgraded to payment of usual, customary and reasonable fees, and a prescription drug plan will be added.

Life insurance coverage for employees paid less than \$250 a week will be increased by \$2,500, to \$20,000. Coverage of \$27,500 for other employees is unchanged.

The top minimum for chief artist, assistant chief photographer and various editors is raised by \$132, to \$638 a week. The chief of the copy desk is upgraded to this group, resulting in an increase of \$178 at the top minimum.

Other increases and resulting top minimums include:

Secretaries and news clerks—Up \$79, to \$315 a week, in increments of \$26, \$29 and \$24.

Copy runners—Up \$45, to \$213 a week, in three increments of \$15 each.

Library clerks—Up \$69, to \$315 a week.

Janitors—Up \$45, to \$241 a week.

\$326 is new top in Hazleton pact

Hazleton, Pa.—A new two-year agreement between the Hazleton Guild and the Standard-Speaker raised the top minimum for reporters and photographers by \$40, to \$326.71 a week.

The increase comes in two \$20 increments, with the first retroactive to Jan. 1 and the second on next Jan. 1.

Life insurance coverage is increased by \$2,500, to \$10,000.

The mileage paid employees who use personal vehicles on company business is raised by 2 cents, to 20 cents.

The top minimum for editorial assistants is raised by \$24.42, to \$199.42 a week, in two increases of \$12.21 each.

Employees paid over the top minimum will maintain their differential.

Steve sees trees, saws same; city sues

Minneapolis — A reporter on the Minneapolis Tribune has collected \$5 in nickels, dimes and quarters from his colleagues to purchase a "Tree for Israel" in the name of the editor of the Minneapolis Star, Stephen D. Isaacs.

Some staffers on the Tribune and a few on the Star have been heard emitting noises akin to those of a chain saw as they have passed Isaacs in the hallways of the plant that houses both Cowles dailies here.

These and other antics were inspired after Isaacs on Nov. 2, with the assistance of his 14-year-old son, took a chain saw to trees and shrubs on city parks property because, he has been quoted explaining, they blocked the view

their high property taxes as justification for his clear cutting. He was quoted elsewhere as pointing out that he pays "\$5,000 in taxes and I can't even see the damn lake."

The passerby who reported the incident reportedly was a policeman from Washington, D.C., who was jogging around the lake while visiting in Minneapolis. Isaacs worked for the Washington Post before coming to the Star.

Vancouver computer jobs to parity

Vancouver — Wage minimums for computer operators are upgraded to parity with the first five years of the six-year progression schedule of minimums for key news and advertising jobs.

Immediate effect is to increase the operators' top minimum by \$69.15 a week, to \$458.34, effective from Nov. 1. It will go up by \$16.09 more next July 1, to \$474.43 a week. At the same time, a year is added to the operators' progression schedule, taking it to five.

Net effect of the upgrading on the computer operators' top is to raise it by \$159.38 a week over

the contract's term, \$51.48 more than otherwise would have been the case.

The upgrades came in an agreement between the Guild and the papers on one of the issues left unresolved in the mid-June, 1979, settlement of an eight-month strike by five unions against the papers.

Without the upgrades, the top minimum for programmer-analysts would have increased by \$21.41 a week, to \$449.64, on Nov. 1, and that for computer operators would have gone up by \$19.46, to \$408.65.

Certified opportunity worker

Anna Padia of the Pacific Northwest Guild displays certificate recognizing her role in "Project Opportunity," a joint venture of the Coalition of Labor Union Women and the Center for Women and Work of the National Institute for Work and Learning. She and Faye McCracken of Memphis were Guild-leader participants in the project. With funds from the Women's Educational Equity Act Program, participants during the past 18 months established referral and resource centers in 10 cities across the United States to help women with employment and educational needs and problems. Experiences from these pilot projects serve as the basis of a handbook to guide other CLUW chapters and organizations in establishing similar programs. With Padia at Nov. 20 ceremonies in Washington are, from left, Kenneth Young, assistant to the AFL-CIO president; Addie Wyatt, executive vice president of CLUW and Willard W. Wirtz, former U.S. secretary of labor.

IEB urges law on call records

Washington — TNG's International Executive Board has called on Congress to enact legislation to give parties whose telephone records are subpoenaed an opportunity to object in court before any records are turned over.

Citing the failure of federal guidelines on subpoenas related to the press to prevent the secret subpoena of the telephone records of the New York Times' Atlanta bureau, the board said it appears that legal protections—not just guidelines—are necessary "if the flow of confidential information over telephone lines is not to be choked off."

Only a "federal privilege law protecting the sanctity of all newspapers' information and sources," will provide full protection the board noted. But, "until then," it called for a measure to protect those whose telephone records are subpoenaed as "the least that must be enacted."

The IEB urged early passage "in the interests of protecting privacy as well as a free press."

Pacific NW's president joins TNG's staff

Washington—Barbara G. Davis, president of the Pacific Northwest Guild, joined TNG's headquarters staff Nov. 17 as collective bargaining and research assistant.

Davis is on a leave of absence from the Seattle Times where she was a library research specialist.

She was a member of the Guild bargaining committee that recently concluded negotiations for new contracts with the Times and the Seattle Post-Intelligencer. President of the local since January 1980, Davis has also served as Times unit chairperson and chairperson of the Seattle Unit Council. She also chaired

the screening committee that selected a new administrative officer for the local earlier this year. Prior to beginning work at the Times in 1972, Davis worked in libraries in Oakland, Calif. and Toppenish, Wash.

Davis fills a position vacant since last March when Barbara E. Nelson was promoted to assistant editor of the Guild Research and information.

Pacific Northwest Guild Vice President Emmett Murray has assumed Davis' duties as president of the local until a new president is elected and takes office in January.



BARBARA G. DAVIS

Locals sent resumes

Washington—Resumes of 18 minority-group job candidates have been sent to U.S. locals and human rights chairpersons.

TNG Human Rights Coordinator Hanna Jo Rayl reminded locals of TNG's convention directive that locals not only transmit the data to employers, but also follow up to be sure that managements give the candidates serious consideration.

'My Guild' and Dillard Stokes remember

The Guild Forum
Washington-Baltimore Guild

Washington — Dillard Stokes, former Washington Post reporter now retired, has a storehouse of honors from his many years as a newspaperman, including the distinction of being called "one of the best" by no less a personage than the late Supreme Court Justice William O. Douglas.

But the Washington-Baltimore Guild's Front Page Awards dinner-dance on October 11 will be a special evening to remember, for, in his words, "My Guild Remembered."

Stokes was a guest of the local to receive a long-forgotten citation awarded by judges of TNG's 1947 Heywood Broun Award contest. [Stokes had won the Broun Award itself five years earlier for a series that exposed a Nazi propaganda network in the United States.]

Now 73, he was given a standing ovation by the more than 250 attending after he took them back into history and recounted for them what the Guild meant to him and his colleagues in his working days.

Stokes was invited to be among those honored after TNG officials called Administrative Officer Dorothy A. Struzinski and told her they had become aware that for some reason Stokes had never received his honorable mention citation for the 1947 Broun Award.

Judges of that year stated in the citation:

"Dillard Stokes, his brilliant reporting and penetrating analysis of Supreme Court decisions is without parallel in American journalism. Eighty-one stories were included in this entry. The collection constituted a new and unrivaled feat in legal coverage."

The Broun Awards contest at that time did not include honorable mentions. The judges, therefore, strongly urged that the Guild expand its awards contests for future years. And, because they were so impressed with Stokes' and five others' entries

that deserved "honorable mention," the judges raised the money themselves for special awards [of \$100 and citations to each].

The irony was that it took 33 years before Stokes actually received the citation.

However, time has not erased or diminished those judges' evaluation, for, even today, Stokes' excellent reporting is looked at as a goal for other reporters.

The late Justice Douglas in his book, "The Court Years, 1939-75," said the following:

"One of the best men covering the Court in my time was Dillard Stokes, who worked for the Washington Post. He was accurate and meticulous and neither pro-Black and pro-Douglas nor anti-Frankfurter."

"He had one trait, however, that cost him his job. At the end of each term he put into tables the production of each justice in opinions for the court. Frankfurter despised those columns, since they showed, truthfully, that he wrote fewer opinions for the Court than any other justice."

"He ranted and inveighed against Stokes: 'Cases are not fungible,' he would shout. Finally he induced Philip Graham, his former law clerk and publisher of the Post, to remove Stokes from his assignment."

In addition to his writing abilities, Stokes contributed much to the Guild as an activist.

He was chairman of his unit at the Washington Post. He



TOM STEVENS/Washington-Baltimore Guild Forum

DILLARD STOKES, RIGHT, SHARES HIS 33-YEAR-LATE BROUN CITATION
Admiring it are Mary Esslinger, Washington-Baltimore secretary; Lois Paul, wife of the local's counsel.

served two terms on the executive committee and was president of the then Washington Newspaper Guild in 1943. [He also was a delegate to the Guild con-

ventions of 1941 and 1942.] Dillard Stokes, his voice often breaking, brought tears to the eyes of many of those present at the Front Page Awards dinner standing ovation.

His Guild responded with a

Optimist publisher signs, pact ends strike

Delta, B.C.—The publisher of the Delta Optimist signed an initial contract with the Vancouver New Westminster Guild Nov. 19 to bring to an end a 4½-month strike against the weekly by the Guild's year-old unit there.

The three-year pact establishes minimum wages that range from \$5.15 an hour, for a beginning clerical employee, to \$8.34 an

hour, for reporters and printers with three years' experience. It also provides three increases of 8 percent each during the contract's term, a Guild representative reported.

Under the pact's 37½-hour work week, the initial hourly rates translate to \$193.13 a week for beginning clericals and \$312.75 a week for experienced

reporters and printers. Initial minimum for beginning reporters and printers is \$5.73 an hour (\$214.88 a week) and initial top minimum for clerical employees is \$6.91 an hour (\$259.13 a week).

Other provisions of the contract include:

- ✓ A full Guild shop for all employed at the paper except the publisher and three members of his family.

- ✓ Vacations ranging from two weeks after one year of service to five weeks after 12 years, plus 11 holidays.

- ✓ Time and a half for overtime and a four-hour minimum call-back guarantee.

- ✓ A dental plan, extended health care plan and longterm disability, with the employer and employees splitting the costs.

The settlement represents a "significant improvement" over terms of employment at the Optimist before the employees organized, said Patricia Lane, the Guild's executive secretary. She pointed to one woman employee who will get an immediate raise of \$2 per hour (\$75 a week). The strike was prolonged an extra two weeks while the Guild waited for the publisher, E. G.

Two in N.Y. collar chain thieves

(Continued from Page 1)
hour. In the shadow of the rectory of St. Patrick's Cathedral, on a corner crowded with people who are moving too fast to give you the time of day, the thief ripped the thin, gold chain from the young woman's neck. "From 15 feet away I heard her scream and saw her reach for the disappearing arm and body that had snatched her jewelry. She missed, but the thickness of the crowd slowed the thief's flight and a businessman pushed the young man onto the street, where I was able to pounce on him."

"I had to bear-hug the fellow for 10 or 15 minutes until the police came. Fortunately, the businessman knew an effective arm twist and helped me bring the chain-snatcher to his feet. "I endured a barrage of obscenities from the mugger, who had failed in what has become a trendy crime in New York. In the first eight months of 1980, nearly 2,000 chain snatchings were reported in the city's subways alone. Since April, police said, there have been an average of about 500 such robberies a month. "The woman immediately

others drew closer, starting new rounds of cheers and starting at the thief.

"The woman, impatient during the wait for police, stood nearby and toyed with her broken chain. I don't know whether she ever found the medal."

"Finally, a siren echoed among the skyscrapers. The blue and white squad car from a midtown precinct rolled up and officers with open handcuffs rushed to our aid.

"Police arrested the youth, and booked him on a charge of grand larceny."

"My 29-year-old body ached a bit from the ordeal but I was unharmed. As I moved quickly away from the scene, I felt some pats on the back and heard more applause from the construction workers and secondaries who were waiting for their buses.

"I got half a block away and the businessman jogged up behind me and insisted on shaking my hand. He thanked me for doing my civic duty."

"Minutes later, I was back on the job, thinking about Walter Mitty, the would-be hero."

thanked us and started looking for her chain, which lay by the curb. She couldn't find the medal that had been attached to it. "By then there was a crowd surrounding us, each person asking the other if the police had been called. A scrawny security guard from a nearby construction site came by and suggested we keep holding the fellow.

"The thief bucked and squirmed, demanding to be let go. "You ripped my chain from my neck. What did you do with the medal?" said the woman.

"His reply was in poor taste, but he never denied the woman's accusation.

"Several men who came close and asked 'Have you got him?' gave the thief a verbal tar-and-feathering."

"Someone yelled, 'We've got to fight back. We've got to stick together, New York. No more of this!'

"Let's give these men a hand! Look at how they got one!"

"After applauding, some of the passersby moved on and

Washington Post settles bias case

(Continued from Page 1)

that the Post had discriminated against women in salaries, hiring and promotions in all major departments.

The settlement agreement will not be effective until all the charging parties have signed it and releases have been obtained from 95 percent of the affected class of women. In settling the charge, the Post did not admit past discrimination and the agreement recognizes the Post.

that "substantial efforts have been made" by the Post since 1972 in providing equal opportunity for women.

The Post reported that while women made up 14.9 percent of the newsroom employees in 1972, they hold 25 percent of those jobs today. The percentage of women assigned as metropolitan reporters has increased from 15.7 percent in 1972 to 28.1 percent at the end of 1979, according to the Post.

28 from 23 locals meet on TNG dues forms

Washington—Twenty-eight delegates from 23 U.S. and Canadian 'locals', meeting here to review TNG dues-reporting forms, have urged the International Executive Board to undertake both a revision of existing dues forms as well as a long-range study of the costs of switching over to a new dues reporting system.

The Nov. 7-8 meeting was a result of a 1980 TNG Convention call for an ad-hoc committee to be formed from interested locals to review TNG dues reporting forms and submit recommendations to all TNG locals and to the January meeting of the IEB.

In the main report from the session, the IEB is called upon to modify existing TNG dues forms to provide more space for locals to report the amounts of full regular dues paid by individual Guild members. The revision also would eliminate reconciliations of the amounts of higher dues remitted to TNG by the Locals.

A study is urged of the cost of switching TNG's long-standing dues reporting system to one under which locals would receive preprinted forms from TNG and would be required to note only additions, adjustments and exceptions. Dale explained that under the system envisioned by the proposal, TNG headquarters staff would take over the bulk of the dues reporting work now being done at the local level. It would, in effect, be a billing system, according to Dale.

In the only vote taken at the two-day session, the committee voted 11 to 9 (with 2 abstentions) against leaving to local option reporting on TNG dues forms the amounts of "2(d) dues" payments by members. Part of the committee held that the TNG dues report forms, also used by many locals as their own record of membership dues payments, should note only that the member has paid full regular dues, leaving up to the local whether it wanted to include the amount actually paid by the member. The majority held that the amount paid by the member should be reported alongside the member's name on the form submitted to TNG.

Ten of the participating locals, while joining in the principal report issuing from the meeting,

The U.S. price elevator

The table below records the ascent of the Consumer Price Index in the United States over a 24-month period following a 2.2-point rise in the index in October, to 254.1, up 28.5 points from October, 1979, and 53.4 points from October, 1978. The first column lists the index for each of the last 12 months, the second the percentage increase over the same month of the preceding year, and the third, the percentage increases over October 1978. The Urban Wage-Earners' and Clerical Workers' Index is the source.

	Index*	Percentage over	
		Same month prior year	Oct. 1978†
November, 1979	227.6	12.8	13.4
December	230.0	13.4	14.6
January, 1980	233.3	14.0	16.2
February	236.5	14.2	17.8
March	239.9	14.6	19.5
April	242.6	14.5	20.9
May	245.1	14.4	22.1
June	247.8	14.3	23.5
July	248.0	13.0	23.6
August	249.6	12.7	24.4
September	251.9	12.6	25.5
October	254.1	12.6	26.6

*1967 = 100

†Index = 200.7



ROBERT A. STEINKE/ST. LOUIS

TNG SECRETARY-TREASURER CHARLES DALE MAKES A POINT AT DUES-FORM FORUM

Alongside him: Anita Rynning, office manager; Dianne Severn and Patience Jacklin, office staffers. Foreground: Larry Bretts, Gary; Diane Martino, Manchester.

also prepared for submission to locals and the IEB a report of their own asking IEB consideration of the "fiscal burden imposed on locals" in reporting individual dues paid by members when TNG is in a full regular dues period. Their report asks the IEB to give consideration to having TNG assume the financial burden for reporting this information if the individual dues amounts are needed at TNG headquarters.

All TNG locals were invited to participate. Twenty-three sent 28 representatives to take part. Attending were: Paul McClellan of Buffalo; Cecil Reed, Canadian Wire Service Guild; David Whitmer, Columbus; Dora Abercrombie, Denver; Don Kummer, Detroit; Irene Reed, Erie; Larry Bretts, Gary; Diane Martino, Manchester.

Also, Fred Dunham, Montreal; Gene Bergen, New York; Richard V. Sabatini, Philadelphia; Harry Tkach, Pittsburgh; Donald Russell, Portland; Charles Walker, Providence; Roberto Serrano, Puerto Rico; Robert A. Steinke, St. Louis; John Edgington, San Diego; John Lowe, Dennis Rob-

inson, John Bryant and Lisa Judge, Southern Ontario.

Plus, Phil Ballard and Doug Louth, Vancouver-New Westminster; Lillian Munch and Pat Turnbull, Victoria; Dorothy Struzinski, Washington-Baltimore; Lee Diestler, Wire Service Guild, and Jack Kennedy of Youngstown.

TNG's Dale convened and

chaired the sessions. Other participants included TNG office manager Anita Rynning along with Diane Severn and Patience Jacklin of TNG's office staff and Gerry Palermo of Eastern Systems Management Inc., the computer firm with which TNG contracts for computer time and services.

Waukegan top hiked to \$491

Waukegan, Ill.—The top minimum for reporters, photographers and rewrite employees is increased by \$101.25, to \$491.25 a week, in a new three-year Chicago Guild contract with the Waukegan News-Sun.

The \$101.25 increase comes in three steps, with \$35.10 retroactive to March 1, \$31.90 on next March 1 and \$34.25 on March 1, 1982.

A dental insurance plan is to be added, with the company paying the full premium for em-

ployee coverage and half the cost of dependent coverage. Beginning in March 1981, the company will pay 65 percent of the cost of dependent coverage.

The health insurance plan is to be improved by increasing lifetime major medical maximum to \$1 million, and \$10,000 of life insurance is added for all employees.

The mileage rate paid employees who use their cars on company business is increased by 4 cents, to 20 cents per mile, and a mechanism for adjusting the

mileage rate as the price of gas changes is added.

Other increases and new top minimums include:

Copy editors—Up \$103.25, to \$496.25 a week, in increments of \$37.10, \$31.90 and \$34.25.

Librarians—Up \$82.45, to \$369.30 a week, in increments of \$33.80, \$23.45 and \$25.20.

Clerk-typists—Up \$57, to \$276.60 a week, in increments of \$19.75, \$17.95 and \$19.30.

Employees paid over the top minimum for their classification will maintain their differential.

Ad, news top to go to \$419 in Brockton

Brockton, Mass.—The key advertising and editorial top minimum in the Brockton Guild's contract with the Enterprise and Times is raised by \$60, to \$419.25 a week in a new two-year agreement.

The \$60 increase comes in three steps, with \$30 retroactive to April 30, and increases of \$15 each next May 6 and on Feb. 3, 1982, three months before the contract expires.

The top for district managers is raised by \$53.70, to \$375.30, in increments of \$26.85, \$13.45 and \$13.40.

Employees paid above the top minimum for their job will maintain the differential over the top minimum.

Other increases and resulting top minimums include:

Clerks, bookkeepers, keypunch operators and telephone operators—Up by \$33.20, to \$232.15 a week, in increments of \$16.60, \$8.30 and \$8.30.

Maintenance persons—Up by \$47.80, to \$334.10 a week, in increments of \$23.90, \$11.95 and \$11.95.

Social representatives and assistant layout persons—Up by \$49, to \$342.20 a week, in increments of \$24.50, \$12.25 and \$12.25 a week.

Vallejo strike paper now a 5-day

Vallejo, Calif.—The Vallejo Independent Press, the strike newspaper produced by members of the five unions striking Don-roy's Vallejo Times-Herald, has increased in frequency of publication to five days a week, from four.

In October all but two mem-

bers of the Vallejo Board of Realtors pulled their ads away from the struck Times-Herald and began running a full page ad in the V.I.P. at least weekly, the San Francisco-Oakland Guild reported.

The V.I.P. has a circulation of about 32,500.

Members of SFONG's Vallejo

9 lay sex bias to Sunpapers

Baltimore—Sex discrimination charges have been filed with the Equal Employment Opportunity Commission against the Baltimore Sun papers by nine inside classified salespersons.

The employees charged the papers with violating the Equal Pay Act by paying higher wages to outside classified salespersons than to classified salespersons working inside. They also charge the papers with discriminating against women in wages and promotions in violation of Title VII of the Civil Rights Act.

All the inside sales jobs are

held by women while the outside sales staff is predominately male, the women charged. They alleged that the wage disparity is illegal since performing either job "requires the same skill, effort and responsibility with the only exception being that the inside sales personnel use telephone contact and the outside sales personnel use personal contact."

The Washington-Baltimore Guild's contract with the Sunpapers covers both the inside and outside sales jobs. TNG's Collective Bargaining Program calls for wage parity between inside and outside sales jobs.

Reporter avg. hit \$413 on Oct. 1

Washington—The average top minimum for daily newspaper reporters in effect under Guild contracts on Oct. 1 was \$413.17 a week, TNG's Collective Bargaining Dept. reports.

The average was \$6.76 higher than that of Aug. 1 and \$13.11 higher than that of June 1. Over the four months since June 1, the average was increasing at an annualized rate of 9.9 percent.

\$547 TOP MINIMUM

ITU gets initial pact for Press ad group

Pittsburgh—The Typographical Union's first contract for the 200-plus advertising employees of Scripps-Howard's Pittsburgh Press establishes minimum wage schedules that go to \$547 a week for experienced outside salespersons and could, over its term, raise individuals' weekly wages by as much as \$274 over their present settlement rates.

The three-year agreement, ratified late in October, is retroactive to Jan. 1, 1980. Top minimums effective from that date range from \$168 for the lowest-paid clerk group to \$447 for general and retail salespeople.

Payments of retroactivity due individuals range as high as \$3,800, with 90 percent of covered full-time employees due more than \$1,000 and nearly a third due more than \$2,000.

Minimum and general increases effective Jan. 1, 1981, range from \$20 to \$40 a week, while additional raises on Jan. 1, 1982, range from \$25 to \$35 and final minimum and general increases on July 1, 1982, range to \$27 a week.

Total minimum and general increases during the contract's term range from \$52 to \$100 a week. Individuals' raises over present settlement rates by the contract's expiry will total more than \$100 for 91 percent of covered full-timers, \$140 or more for 59 percent.

A cost-of-living provision could add another \$10, \$13 or \$18 to employees' wages in the contract's last month.

The paper's advertising employees voted by 101 to 88 on Aug. 9, 1979, for bargaining rep-

resentation by the Pittsburgh Typographical Union. The employees perform advertising services for both the Pittsburgh Press and the Block chain's Post-Gazette under a joint publishing agreement between the two papers.

TNG and the Pittsburgh Guild, which represents editorial employees of the Post-Gazette, assisted the Typographical Union in the organizing effort and the group's bargainers were provided with Guild contracts and other bargaining materials.

The highest raise and most retroactivity under the settlement go to a woman outside classified salesperson who had been paid \$241 a week after 6½ years on the job. When her weekly wage and the top minimum for the job go to \$497 July 1, 1982, her negotiated raises will total \$256 a week. The addition of a possible maximum cost-of-living raise on Dec. 1, 1982, would push her total raises to \$274.

Other terms of the settlement include: a prohibition against discrimination because of age, color, race, religion, sex or national origin; a 37½-hour week; a procedure for posting of openings and a seniority-based preferential bidding system; vacation bonuses ranging from \$50 to \$250, depending on years of service; a provision that the company require employees to join the union, and full company payment of medical, dental and hospitalization insurance.

New appeal is made for funds for Poles

Washington — Posters seeking support for the AFL-CIO's Polish Workers Aid Fund have been sent to Guild locals with the suggestion that they be posted on shop bulletin boards to encourage individual contributions. The IEB last month voted a \$2,500 contribution to the fund and a number of locals also have made contributions.

Contributions should be sent to TNG for transmittal to the AFL-CIO.

A surfeit of reasons for keeping newspapers on newsprint forever

By JANE GOODSELL

ACCORDING to statistics, the average person spends six hours a day watching television, and a lot of people are saying that TV will eventually replace the daily newspaper.

This is patently ridiculous. Newspapers are essential to civilization as we know it and our way of life cannot function without them. Television will never take the place of the daily paper. How could it possibly?

You can't wrap up the garbage in it. You can't hide behind it at the breakfast table. You can't cut clippings out of TV to send to your relatives or to paste into a scrapbook.

You can't chew it up to make spitballs. Or cut it out to make paper dolls. Or fold it to make paper airplanes to sail across the room. You can't trace a pattern on it. Or spread it on the floor when you're painting a bookcase. You can't crumble up TV to start a fire. Or roll it up to swat a fly.

When you get right down to it, you can't do anything with TV except look at it. It's no good for anything else. You can't dump the contents of a vacuum cleaner bag onto it. Or wrap a fish or a bunch of flowers in it. You can't hold it

over your head when you're caught without an umbrella in a sudden rainstorm.

In a world without newspapers, how could you housebreak a puppy? What would you use to line a parrot cage? To empty a pencil sharpener? TV is no use at all when you're packing a barrelful of china and glassware. Or to spread under little kids when they're messing around with fingerpaints and modeling clay.

IF WE DIDN'T have newspapers, what would we crack nuts and shell peas on to? How would we find out what the date is today?

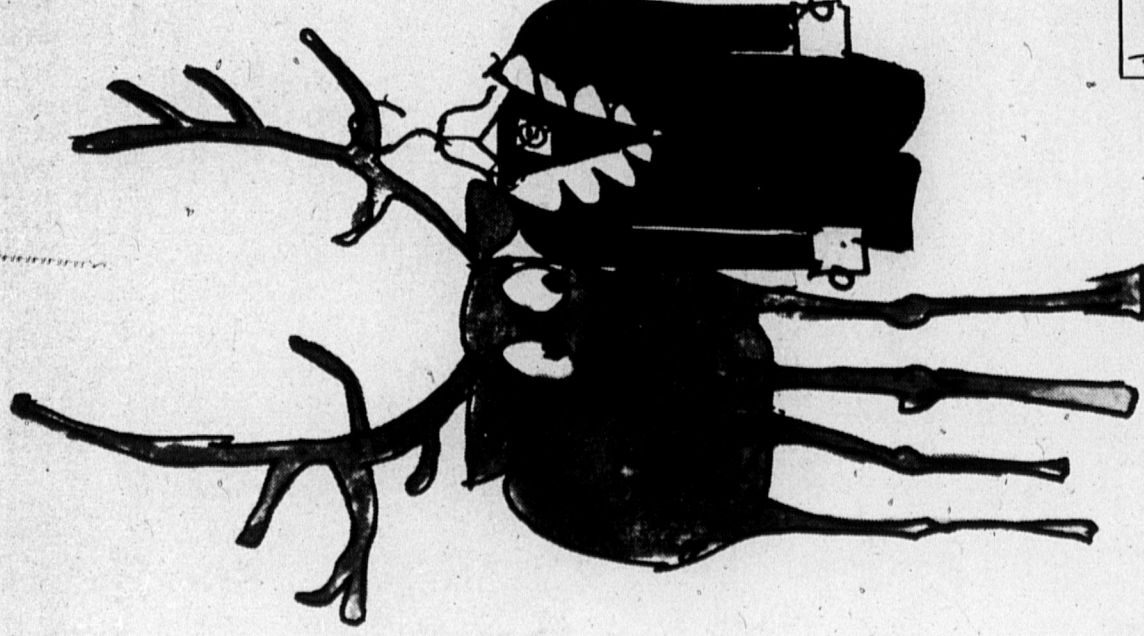
Not only that, we'd have to pay out good money to buy rubber bands which are now delivered free to many doorsteps around a rolled-up newspaper.

See what I mean? We can't survive without newspapers. So let's not hear any more loose talk about them going the way of the auk and the dodo bird.

Unless we ourselves become extinct (and if we're actually watching six hours of TV a day, we just might) newspapers are here to stay.

With permission of Press Associates, Inc.

On Dancer, on Prancer . . .



If union Santas don't look for the union label, who will?



Independent pact raises all by \$80

Wilkes-Barre, Pa.—All mini-mums are increased by \$80 a week under a new three-year agreement between the Wilkes-Barre Guild and the Sunday Independent.

The increase will take the top for reporters and display salespersons to \$459.75, while the starting minimum for office messenger, copy and proof personnel—the contract's lowest minimum—will go to \$326.60.

The \$80 increase comes in three steps, with \$30 retroactive to June 22, another \$25 on Dec. 28 and \$25 on Dec. 27, 1981.

The full cost of dental insurance for employees and their dependents will be paid by the company. It had been paying \$1.50 a week toward the cost of each employee's insurance.

The company's payment to a supplementary pension plan is increased by \$3, to \$10 a week.

The rate paid employees who use their vehicles on company business is increased by 6 cents, to 20 cents, and provision is added for increasing the rate as the price of gas rises.

Other top minimums produced by the \$80 increase include: \$345.10 for typists and clerks and \$367.75 for bookkeepers.

Buffalo seeks \$225,000 damages

Buffalo—The Buffalo Newspaper Guild has filed a \$225,000 damage suit against Kenneth W. Kostolecki and former Guild member William L. Ball charging both with maliciously filing meritless unfair labor practice charges against the Guild.

The suit also charges Kostolecki and Ball with having conspired to cause the Guild and its president, Richard Roth, embarrassment, injury and expense.

In September the National Labor Relations Board rejected charges by Kostolecki that the Buffalo Guild and several employers had conspired to deny him employment. Shortly after the board dismissed Kostolecki's

charges, Ball withdrew a charge he had filed claiming that the Guild had failed to process his grievances.

Kostolecki did not appeal the board's action.

The suit alleges that Kostolecki and Ball knew the charges were false and initiated them to harass and annoy the Guild. As a result of "the false and perjurious charges," the Guild "was compelled to retain legal counsel to

defend the meritless" actions the suit said.

Kostolecki and Ball have been summoned to respond to the suit, filed in New York state court, or pay \$65,000 in default.

The day after he was served with the summons, Ball filed another unfair labor practice charge against the Guild claiming that it was retaliating against him for having engaged in activities protected by labor law.

Oswego strikers start interim daily

Oswego, N.Y.—Business office, classified and editorial department employees represented by the Service Employees International Union and Typographical Union printers are striking Thomson's Oswego Palladium-Times and publishing a daily strike newspaper.

The strike paper, The New Oswego Messenger, was launched Oct. 13, two days after the 16 employees represented by the SEIU struck the Palladium-Times.

Six printers, who initially honored the SEIU's picket line, joined the strike Oct. 29 after the Palladium-Times is continuing to publish using imported strike breakers.

San Diego Women's Week honoree

The San Diego Guild honored its vice president, Michele C. Davis, at its October meeting as part of the area labor movement's observance of the city's Women's Opportunities Week. Davis was singled out by the local for her work on grievances and arbitrations, bargaining, as secretary of the local and in organizing efforts. Area unions' participation in the city-wide week was aimed at showing that women are "equal members of the labor movement," as the president of the local chapter of the Coalition of Labor Union Women put it.



Boss no proper sub for staff—arbitrator

Washington—The Washington Star cannot reduce the size of its Guild-covered makeup department by transferring work to an exempt supervisor and production employees outside the Guild unit, an arbitrator has ruled.

Arbitrator Seymour Strongin found that after the Star dismissed a makeup clerk and eliminated overnight staffing of the department the amount of bargaining unit work performed by the department's exempt supervisor "substantially increased... indeed doubled," and that non-unit production employees were required to perform Guild work with some frequency during the hours when no Guild employee was assigned.

The assignment of Guild work to non-unit employees violates the Washington-Baltimore Guild's contract with the paper the arbitrator ruled. He held that although the contract gives the company the nonarbitrable "right to discharge for economy," that "does not include 'the right' to discharge when the necessary consequence... is a wrongful violation of the agreement."

He noted that a practice had evolved over the years where the exempt supervisor performed some Guild-covered work even though the contract "appears to

confine unit work to the bargaining unit employees," but said that "this ongoing acceptance of a modification of the basic agreement... cannot be equated to giving the supervisor carte blanche to perform unit work for the entire week as a regular condition of employment."

Strongin also held that the issue of the economic discharge was arbitrable and that it too was without just cause, stating that "the record leaves no room for doubt that the work formerly performed by grievant is still being performed." The Star was able to eliminate one employee and reduce hours in the Guild-covered department by assigning the work to others, he said.

The grievant was reinstated and returned to work three weeks after the arbitrator's award, but it appeared a second arbitration may be needed to settle the issue of back pay, the local reported.

GAIU pact makes member a director

Berkshire, Mass.—The eight members of the Graphic Arts International Union who staff the composing room at the Berkshire Courier have elected one of their members to sit on the board of directors of the company that owns the paper under a provision in a new contract between the union and the paper.

Alan Copland, president of the Berkshire Media Group and publisher of the Courier, told Editor & Publisher magazine he thinks it will be a good way to keep employees informed about the company's fortunes.



1980 TNG Constitution booklets available

The Newspaper Guild
AFL-CIO, CLC

CONSTITUTION



Including
Collective Bargaining Program
and
Bargaining Recommendations

Adopted by the
47th Annual Convention
June 23-27, 1980

Copies of newly printed 1980 TNG Constitution booklets have been distributed to principal officers of all Guild locals. The booklets contain all the constitutional amendments enacted by the 1980 TNG Convention as well as revisions in the Collective Bargaining Program and Convention Recommendations on Bargaining.

As in the past, additional copies of the booklets are available in quantity through TNG's Research & Information Dept. Since 1976, the constitution has required that locals make a copy of the constitution available to each member.

Price of the booklet is 50 cents each, in quantity; single copies are free.

Experience credit award produces \$5,500

New York—An arbitrator has the employee was hired—"knowing what, where and who to look for in the area of broadcast news—his magazine experience is clearly comparable work." The Post had given the reporter credit for only three months' experience.

House found that the Post had followed "no consistent policy" in granting experience credit for "comparable work" as required

by the local's contract. He ordered the New York Post to give a reporter covering television experience credit for his seven years of work covering the same beat for a magazine and awarded the employee more than \$5,500 in back pay.

Arbitrator Daniel House, upholding a claim by the New York Guild, said that for the purpose

Higher copy editor pay in 52 daily pacts

The weekly top minimums for copy editors are higher than those for reporters under 52 Guild contracts and rewrite persons' top minimums are higher under 14 of the 52, according to a compilation by TNG's Collective Bargaining Dept. of rates in effect Oct. 1.

Under 63.5 percent (33) of the contracts with copy editors' differentials, and 42.9 percent (6) of those with rewrite differentials, less experience is required to receive the higher weekly minimum than is required to receive the reporter top minimum.

Under an additional six contracts, top minimums for all three jobs—copy editors, rewrite and re-

porters—are the same but less experience is required for copy editors and/or rewrite persons to receive them than for reporters, the listing shows.

Highest copy desk and rewrite differentials are under the Washington-Baltimore Guild's contract with the Baltimore Sunpapers—\$54.80 a week in each instance. Second highest differential is that for copy editors under the Pittsburgh Guild's contract with the Thomson chain's Monessen Valley Independent—\$45 a week—with the copy editor differential under the Kenosha (Wis.) Guild's contract with the News close behind at \$39 a week.

Lowest copy editor differential is \$2 a week, at

	Top minimums—amounts		Differentials
	Rewrite After	Copydesk After	
Allentown Morning Call and Call-Chronicle	\$376.96—1 yr.	\$370.88—4 yrs.	\$6.08
Baltimore Sun and Evening Sun	\$526.80—5 yrs.	472.00—5 yrs.	\$54.80
Battle Creek Enquirer and News	339.00—5 yrs.	336.00—5 yrs.	3.00
Brantford Expositor	401.48—2 yrs.	393.05—6 yrs.	8.43
Brockton Enterprise	376.15—1 yr.	359.25—4 yrs.	16.90
Buffalo Courier-Express	459.79—4 yrs.	449.58—5 yrs.	10.21
Buffalo Evening News	470.06—5 yrs.	464.71—6 yrs.	5.35
Chicago Sun-Times	524.21—5 yrs.	506.97—5 yrs.	17.24
Denver Post	489.00—5 yrs.	479.00—5 yrs.	10.00
Denver Rocky Mountain News	484.00—5 yrs.	479.00—5 yrs.	5.00
Detroit News	464.67—4 yrs.	453.67—4 yrs.	11.00
Eugene Register-Guard	482.25—5 yrs.	461.25—5 yrs.	21.00
Fall River Herald-News	396.62—1 yr.	388.21—4 yrs.	8.41
Jersey City: Jersey Journal	397.64—flat	380.55—4 yrs.	9.72
Kenosha News	467.00—5 1/2 yrs.	428.00—5 1/2 yrs.	39.00
Lansing State Journal	394.32—5 yrs.	393.60—5 yrs.	10.72
Lowell Sun	347.04—1 yr.	326.00—4 yrs.	21.04
Lynn Item	345.15—1 yr.	339.50—5 yrs.	5.65
Manchester Union Leader and New Hampshire News	399.00—6 mo.	389.00—3 yrs.	10.00
Monessen Valley Independent	280.00—3 yrs.	235.00—5 yrs.	45.00
Monterey Peninsula Herald	420.00—6 yrs.	410.00—6 yrs.	10.00
Montreal Gazette	513.00—5 yrs.	490.00—5 yrs.	23.00
New Brunswick Home News	374.25—1 yr.	366.75—4 yrs.	7.50
Ottawa Citizen	452.49—2 yrs.	431.35—5 yrs.	21.14
Pawtucket Times	375.03—1 yr.	370.62—4 yrs.	4.41

	Top minimums—amounts		Differentials
	Rewrite After	Copydesk After	
Pittsburgh Post-Gazette	459.00—3 yrs.	455.00—4 yrs.	4.00
Portland Press Herald, Express and Telegram	393.20—3 yrs.	387.00—4 yrs.	6.20
Pottstown Mercury	427.86—flat	401.40—5 yrs.	26.46
Providence Journal and Bulletin	455.00—2 yrs.	446.00—5 yrs.	9.00
St. Louis Post-Dispatch	536.36—5 yrs.	523.86—5 yrs.	12.50
Salem (Mass.) News	386.20—flat	367.72—4 yrs.	18.48
San Antonio Light	331.76—2 yrs.	325.76—5 yrs.	2.00
San Juan: El Mundo	288.00—5 yrs.	282.00—5 yrs.	6.00
Scranton Times	383.61—flat	371.11—4 yrs.	12.50
Seattle Post-Intelligencer	458.85—5 yrs.	453.85—5 yrs.	5.00
Seattle Times	458.85—5 yrs.	453.85—5 yrs.	5.00
Sioux City Journal	341.10—2 yrs.	328.75—4 yrs.	12.35
Tacoma News-Tribune	457.60—3 yrs.	449.60—5 yrs.	8.00
Toledo Blade	479.48—2 yrs.	457.91—5 yrs.	21.57
Toronto Globe and Mail	482.66—5 yrs.	472.66—5 yrs.	10.00
Toronto Star	502.25—5 yrs.	482.25—5 yrs.	20.00
Victoria Times	464.66—2 yrs.	444.48—5 yrs.	20.18
Washington Post	565.95—4 yrs.	539.00—4 yrs.	26.95
Washington Star	487.23—flat	471.12—3 yrs.	16.11
Waterbury Republican and American	335.00—1 yr.	317.91—4 yrs.	17.09
Waukegan News-Sun	393.00—flat	390.00—5 yrs.	3.00
Wilkes-Barre Times-Leader	377.25—1 yr.	369.75—4 yrs.	7.50
Wilkes-Barre Sunday Independent	352.25—1 yr.	344.75—4 yrs.	7.50
Winnipeg Tribune	444.00—4 yrs.	405.00—4 yrs.	39.00
Woodbridge (N.J.) News	362.20—2 yrs.	348.00—4 yrs.	14.20
Woodstock Call	313.51—5 yrs.	310.30—5 yrs.	3.21
York Dispatch	324.68—flat	312.40—4 yrs.	12.28
York Daily Record	341.50—flat	330.50—5 yrs.	11.00

* Applies to hires after 12/31/78. Minimums for rewrite and copydesk employees as of 12/31/78 are \$530.51 1/1/80; reporters \$514.40 1/1/80.

Headline: 'Sen. Hatch offers olive branch to labor'



Royal commission must find ways to encourage new dailies

By HUGH WINSOR, Southern Ontario Guild

WHERE TWO or more newspapers exist, not only do they goad each other to superior performances, but their best reporters (which is to say, their most fractious, burdensome and uppity reporters) if worse comes to worst can walk across the street and take the story their own bosses won't print along with them.

So wrote Walter Stewart, editor of the recently published book "Canadian Newspapers, the Inside Story," in an article about Black Wednesday, the day the Thomson and Southern newspaper chains wiped out competition in three of Canada's largest cities. For Thomson and Southern there is only one side of the street and so competition is a concept that is rapidly going out of fashion in the newspaper business.

Although it seems like loading a pop-gun when howitzers were called for, the federal government has begun an investigation of the

deals under the combines legislation. Officers have visited the chains with search warrants—an action which Southern's president, Gordon Fisher, candidly admitted he was expecting—and presumably was prepared for.

But the government also appointed a royal commission under the chairmanship of Tom Kent, a former editor of the Winnipeg Free Press, to look at the broader aspects of the newspaper closures and how they fit into the new communications technology that is already upon us.

IT IS NOT the role of royal commissions to prosecute criminal charges in the unlikely event that some may emerge from the combines investigation. But if the Kent commission is to amount to anything more than an attempt to smother a contentious issue, it must provide answers or guidance on three important questions.

With its power of subpoena and research resources, the commission should provide a definitive analysis of the deaths of the Ottawa Journal, the Winnipeg Tribune and the Montreal Star, including the roles that corporate greed and labor-management obstinance played in their demises.

But that really is to determine the lessons of history. More important is the guidance the commission can offer for the future of quality journalism in a situation dominated by a handful of men at the top of two huge conglomerates.



TNG Special Merger Committee and TNG Special Negotiating Committee, meeting, Jan. 8-12, Washington.
Middle-Atlantic District Council, winter meeting, Jan. 31-Feb. 1, Philadelphia (tentative).
Western District Council, winter meeting, Jan. 31-Feb. 1, Seattle.
Midwest District Council, winter meeting, Feb. 21-22, St. Louis.
International Executive Board, winter meeting, Jan. 26-29, TNG headquarters, Washington.
International Executive Board, spring meeting, April 27-May 1, TNG headquarters, Washington.
48th Annual TNG Convention, Rivermont-Holiday Inn Hotel, Memphis, June 29-July 3, 1981.

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Guild Local

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At least the Thomson people are direct. They operate newspapers for the unabashed pursuit of profit. They know monopolies are more profitable than competition and therefore seek out monopolies.

The people who run the Thomson papers (with the exception of The Globe and Mail, which seems to have kept its distance from Thomson's suffocating style) do not waste their breaths talking about the quality of journalism.

But Mr. Fisher is more deceptive. He has been going around the country arguing that he and his opposite number at Thomson are friendly executioners who have done journalism a favor.

Monopolies will provide more resources to the survivors to improve their product, he argues.

Deeds speak louder than words, however. Although the Ottawa Citizen and the Winnipeg Free Press have enjoyed quantum leaps in circulation and advertising rates, none of those additional resources has gone into editorial budgets. The Free Press, for instance, has two fewer reporters on its staff today than it had a year ago when it was in competition with the Tribune.

THE KENT COMMISSION has an obligation to put the Fisher nonsense about monopolies to permanent rest. It should show how the public interest is tied to the vigor of competing voices in such convincing terms that its report can form the basis for new legislation to promote those competing voices.

While direct subsidies are unworkable and politically unhealthy, the commission should look for new methods to encourage the sprouting of new newspapers without interfering in their editorial content.

Some form of differential taxation or incentive capital for new competing enterprises may be one answer. Preferential access to newsprint or other production facilities may be another. But some way must be found to encourage and protect new voices until they can challenge the monopolies.



As they put it

No time to 'hide out'

This is taken from remarks by AFL-CIO President Lane Kirkland at installation of Postal Workers' officers Nov. 8.

This election will bring a great many people to Washington—from the White House to the Congress to many levels of bureaucracy in between—who were elected, or appointed, because their campaigns overflowed with promises to restrict government spending and to curb so-called government waste and inefficiency.

Unfortunately, some of these people mistakenly believe that the way to cut government spending is to take it out of the workers' hide.

The labor movement has no intention of tucking in its tail and hiding out for four years, nor even of simply trying to hold on by our fingernails in the hope that the next election will bring in more sympathetic administrators.

In the public sector, we are prepared to co-operate in constructive efforts to solve this country's social and economic problems, and to solve them in the best interests of all the citizens of this country, not just a privileged few.

The labor movement will continue to play its traditional role in national affairs as an advocate of workers' rights, an advocate eager to inform and educate Congress, the administration and federal officials, to provide them with information and an understanding of the point of view of workers which we believe is essential to their ability to govern in a democracy.

The AFL-CIO offered this co-operation to Ronald Reagan in our telegram of congratulations on his election.

And we have also made it clear that the American labor movement intends to vigorously pursue its responsibility to serve as the aggressive advocate of workers and their interests.

We are all facing partly uncharted seas in the prospect of a conservative administration, a Republican-controlled Senate and a conservative-tinged House.

This is a time for the labor movement to exercise the strength and confidence that comes from our unity, and from our conviction that the course we set for ourselves is true, right and just.

Women, poultry and chicken feed

Have you ever noticed how often women are referred to as poultry? Young women are chicks. . . Mothers watch their broods. Child rearing ends with the empty-nest syndrome. Run-away wives have flown the coop, while stay-at-home housewives feel cooped up. . . Married women feather their nests. . . "She's no spring chicken," say men about a mature woman. To be feminine is to be chicken. Is it just a coincidence that so many women's wages are chicken feed?

—From 'The Chickenization of Women,' by Anne Jeanne D'Arcy, in 'The Feminist Special,' Spring 1980.

The Guild Reporter



17 YEARS



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