

Ottawa top up by \$169 in 3 years

Ottawa—A new three-year contract between the Ottawa Guild and Southam's Ottawa Citizen raises the top minimum for circulation district managers, photographers and reporters by \$169.07 a week, to \$600.42.

The \$600 top minimum is the first for key jobs in a Guild newspaper contract in Canada and the \$169 increase is the highest ever directly negotiated for key jobs in any three-year Guild contract renewal, according to Richard J. Ramsey, executive secretary of

the IEB's Contracts Committee. (The recent settlement at the New York Times increases key top minimums by \$150.90 over three years, to \$766.)

The agreement, an early extension of one that was to expire July 20, is effective from its June 2 ratification date, reported Ottawa Guild Executive Officer Bridget Petersen, the local's chief negotiator.

The \$169.07 increase in the key top minimum comes in three increments; \$60.39 (to \$491.74

a week) from June 2, \$49.17 (to \$540.91) on July 21, 1982, and \$59.51 (to \$600.42) on July 21, 1983.

A sixth week of vacation is added for employees with service of 30 years or more and the service required for a fifth week is reduced to 18 years, from 19.

Provision is added for double-time pay for overtime worked in excess of four hours in a day or a week.

The rate paid employees who use their vehicles on company

business is raised by 5 cents, to 31 cents a mile or 19.2 cents per kilometer. The rate is to be adjusted as the price of unleaded gas changes.

Other increases and resulting new top minimums include:

Copy Editors—Up by \$177.35, to \$629.84 a week, in increments of \$63.35, \$51.58 and \$62.42.

Assistant news editor, chief parliamentary writer — Up by \$189.87, to \$674.31 a week, in increments of \$67.82, \$55.23 and \$66.82.

Senior clerks—Up by \$132.95, to \$472.16 a week, in increments of \$47.49, \$38.67 and \$46.79.

Collection clerks — Up by \$116.93, to \$415.27 a week, in increments of \$41.77, \$34.01 and \$41.15.

Office persons—Up by \$94.23, to \$308.03 a week, in increments of \$38.48, \$25.23 and \$30.52.

The first year's increases came to 14 percent, the second year's to 10 percent and the third year's to 11 percent.

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JOHN ZERTUCHE/AP Dept. /Wire Service Guild

While they stop the clock . . .

. . . for seven hours June 16 in Wire Service Guild-Telegraph Workers bargaining at Associated Press, Madge Kelly, chairperson of the Guild branch at AP world headquarters, holds open telephone line to Guild headquarters to

pass the word instantly if there is a strike or a settlement when the clock starts again. A tentative agreement was announced at 6:55 a.m., the richest in a decade, a Guild representative said. (Story, Page 3.)

Maximum effort by Guild urged in Solidarity Day

Memphis — TNG's executive officers are calling for "maximum" Guild participation in the "Solidarity Day" demonstration the AFL-CIO has set for Sept. 19 in Washington to protest the Reagan administration's attack on social and economic justice.

TNG President Charles A. Perlik, Jr., and Secretary-Treasurer Charles Dale said June 24 that they are recommending that TNG's International Executive Board call upon the Guild's 1981 Convention to pledge the union's full support for the effort.

The International Executive Board was to begin its annual pre-convention meeting here June 26 and the five-day convention was to convene three days later.

"Everything possible must be done to demonstrate to President Reagan that he does not have carte blanche to replace this nation's commitment to economic and social justice with a new feudalism," Perlik said.

"We must do all possible to help swell the ranks of the union members, human rights advocates,

Puerto Rico's Ramis challenging Sutton for Region 2 VP... 3

senior citizens and public interest organizations who are alarmed at the direction of the administration's cutbacks," Perlik said.

A demonstration of "grass-roots, rank-and-file support" for vital social programs, jobs and justice "will be the most effective response to the administration's claim that it speaks for the working people of America," said AFL-CIO President Lane Kirkland in announcing Solidarity Day June 17. Kirkland named the associate director of the federation's Committee on Political Education as the AFL-CIO's coordinator for the demonstration.

Perlik said he has designated Ellis T. Baker, TNG's director of administrative operations, as co-ordinator of Guild participation.

(Continued on Page 6)

Hill conferees view 'new feudalism'

Washington—TNG's first-ever tri-union legislative political conference was "an unqualified success" because members of the Guild, Typographical and Graphic Arts unions learned first-hand and together that what is happening on Capitol Hill and in the White House "is tied securely" to our bargaining tables back home, TNG President Charles A. Perlik, Jr., said June 10.

"It is a matter of the most compelling urgency to mobilize our members for the kind of grass roots lobbying" that can halt the "new industrial and social feudalism being brewed here," he said.

It poses as much of a threat to members of the smallest as to members of the largest unions, Perlik noted.

He made the remarks as he introduced Rep. David Obey (D-Wis.) to members of 15 unions meeting under the auspices of the AFL-CIO's Industrial Union Dept. after spending two days in smaller gatherings. (More about all three days, Page 2.)

The Kent hearings—transcripts a yard deep

Ottawa—Seldom, if ever before, have so many said and written so much about so few as during the ten months since the Royal Commission on Corporate Concentration in the Newspaper Industry began an investigation that only now is being completed.

And seldom, perhaps never before, has there been so deep a public probe of the corporate policies and operations of a nation's newspaper industry.

THE MANY: The more than 300 persons and organizations—including five Guild locals and TNG's Canadian

"The specter of a single newspaper chain controlling virtually all of Canada's daily press . . . is no longer a distant nightmare."

TNG's Canadian Region to the Kent Commission.

"I can't keep track. It's an unimportant figure."

Kenneth R. Thomson when asked by Kent Commission counsel to confirm ownership of 40 Canadian dailies and 12 weeklies.

office—that testified before the commission, producing 30 volumes of transcript measuring a yard deep, plus the more than 500 written submissions filed with the commission by as many organizations and persons, including

more than 300 who did not appear before it.

Much of what was said and written during the commission's 30 days of hearings in a dozen cities across Canada, in fact, may have enlarged the

scope of what was said in appearances before the commission by representatives of the few.

THE FEW: The 37 corporations that owned the 110 daily newspapers published in Canada in 1980; 99 of them in English and 11 of them in French.

Ten of the 37 corporations owned 83—75.5 percent—of the 110 dailies, and two of the ten, the Thomson and Southam chains, between them owned 54 of the 110, nearly 50 percent of all the nation's dailies and nearly 55 percent of those published in English.

(Continued on Page 4)

Labor's lobbyists send out S-O-S for grass-roots help

Washington—Unions and union members at the proverbial grass roots must immediately step up and regularize communication with their representatives in Congress if there is to be any chance of maintaining the rights and protections gained in recent decades.

That was the message brought to participants in the joint TNG-Typographical Union-Graphic Arts Union legislative-political conference here June 8-9 by a top aide to AFL-CIO President Lane Kirkland and the federation's No. 1 lobbyist.

"We cannot sit on the sidelines and see the progressive legislation enacted over the past 50 years go down the drain," said Kenneth Young, Kirkland's executive assistant and a Guild member for more than 30 years.

"The labor movement must carry the fight for a just society," he asserted.

"If there was ever a time we needed help at the grass roots, it's today," said Ray Denison, AFL-CIO legislative director, also a longtime Guild member.

For starters, Denison said, workers within and without the union movement, wearing collars of all styles and colors, must be mobilized to counter big business lobbyists on Capitol Hill.

There are 35,000 registered lobbyists on the Hill, he pointed out; only 70 of them come from the ranks of labor.

He emphasized the need for wage earners to write to their elected representatives to protest legislative retrogressions being telegraphed by the Reagan administration on a wide range of programs, including Social Security, occupational health and safety, education and food stamps.

"When we go on the Hill to testify for progressive legislation, we're met with the response, 'You don't represent your members,'" said Denison.

Senators and representatives have to be convinced they are wrong, he maintained.

Young pointed out that the AFL-CIO is prepared to work with Republicans, as well as Democrats, if Republicans also are prepared to work co-operatively.

Meanwhile, he said, organized labor has a better relationship now with the Democratic National Committee than in some time. He pointed to an arrangement under which labor has significant representation on various policy making committees of the party.

Reflecting on last year's presidential election, Young observed that he is not convinced that unions' memberships "suddenly turned conservative."

"Our members did not go to the polls to reduce Social Security, occupational safety and health standards, consumer and environmental protections," he declared.

A political analyst who spoke later agreed, but said that workers did elect both Jimmy Carter in 1976 and Ronald Reagan in 1980.

One-third or more of the "blue-collar" workers who voted for Carter in 1976 did not vote for him for a second term, said Alan Baron, publisher of the Baron Report newsletter. "They just did not vote for anyone," he said.



TNG PRESIDENT PERLIK GREETES FORMER IOWA SEN. CLARK
'Victim' analyzed coalition of 'moral majority,' new and old 'right'

Old, new right called formidable

Washington—Single-issue voters have joined with the old, conservative right wing of the Republican party and the religious zealots who seek to impose stringent moral standards on the public to form a political movement that is proving hard to beat.

That was the message that Dick Clark, former Democratic Senator from Iowa, brought to participants in the joint Guild-Typographical Union-Graphic Arts Union legislative-political conference.

And Clark should know. Defeated in his 1978 bid for a second term in the U.S. Senate, he is one of several liberal Democrats that this right-wing coalition has successfully targeted for defeat.

He shares that distinction with such other former senators as Birch Bayh of Indiana, George McGovern of South Dakota and fellow Iowan, John Culver.

In fact, this coalition of the "old" and the "new" right, coordinated by direct-mail fundraiser Richard Viguerie, "has hardly lost an election they've looked at," Clark told the gathering.

Not because the old and new factions are compatible—"they dislike each other enormously," Clark said—but because they bring together sufficient numbers of voters to win elections.

(Another conference speaker said that the coalition is a fragile one, however. Alan Baron, publisher of a bi-monthly newsletter on political trends, said that sharp differences between the three groups on issues like abortion and civil rights could cause "serious splits" within the Reagan administration and the Republican Party.)

Many of the single-issue voters "don't even know that they have

been taken over by the new right," Clark asserted.

He pointed to voters identified through the National Rifle Assn. or right-to-life organizations who can be mobilized on election eve to vote for or against candidates solely on their stand on one of these issues.

Many of these people have traditionally voted Democratic and some of them are union members, Clark said.

Unlike the new right with its "social and moral" concerns, the old right's primary concern is with corporate and business economic interests, Clark said.

He called for enhanced voter education to inform more people about what is really happening—"that a vote for a single issue is a vote for the far right."

"Unless something changes," the right-wing coalition will win again in the 1982 Congressional elections, Clark warned.

Obey predicts Reagan plan will prove costly

Washington—If it continues its present policies, there's not "a snowball's chance in hell" that the Reagan administration can deliver on its promise of a balanced federal budget in the next four years, U.S. Rep. David R. Obey (D-Wis.) told 350 members of 15 unions here June 10.

The union members, including 53 from the Guild, Typographical and Graphic Arts unions, met under auspices of the AFL-CIO's Industrial Union Dept. after two days of separate legislative-political conferences in preparation for visits to their U.S. senators and representatives.

Obey, chairman of the House Budget Committee's Task Force on Economic Policy and Productivity, predicted that President Reagan's economic program will increase inflation and damage productivity while increasing the tax burden on the middle class and the poor.

He was especially critical of Reagan's proposals to greatly increase military spending at the expense of social programs.

The Reagan budget, he noted, would allocate more than \$100 million for military bands.

Perhaps, he suggested, the United States should mass all its trombones on the Russian front and "om-pah-pah" the opposition into submission.

U.S. Sen. Howard M. Metzenbaum (D-Ohio) charged that the administration's "indifference" toward workers' health and safety is demonstrated by its proposals to cut the budget for the Occupational Safety & Health Administration.

"Doesn't the milk of human kindness extend to the workers of America," he asked, declaring that the Reagan budget is "cruel, inhumane, unfair and a perversion of justice to the middle class."

OSHA ex-head says Congress needs mail

Washington—Eula Bingham, assistant secretary of labor for occupational safety and health under the Carter administration, told participants in the joint Guild-Typographical Union-Graphic Arts Union legislative-political conference not to underestimate the power of letters by constituent to congressional representatives.

"The biggest thorn in my side" was letters to legislators from small business operators complaining about OSHA regulations, she said, declaring that "after a while congressmen and senators begin to believe what they read."

She urged participants to learn how their representatives vote on health and safety issues and to

voice their reaction to those votes. "If they are not in favor of health and safety, they are not in favor of people," she said.

The Reagan administration appears to be offended by the sight of sick people, Bingham said, pointing to her successor's order recalling an OSHA publication about cotton dust regulations that pictured on its cover a worker who later died from brown lung disease.

"Washington has become a rich man's town," where life is "a series of brunches in Georgetown. . . . That's not America," Bingham declared.

But "somebody voted" for this administration. And somebody voted for an administration that

has hampered OSHA regulations she said, citing:

- ✓ Postponement and then rescission of a rule that would have required pay for employees accompanying an OSHA inspector on a walkaround tour of a plant.

- ✓ Subjecting the cotton dust standard to a "cost-benefit analysis."

- ✓ Reopening consideration of a new lead standards.

- ✓ Withdrawal of a proposal that would have required content-labelling of containers that enter the workplace.

- ✓ Delay in a reduced noise standard.

- ✓ Withdrawal of a proposed conveyor belt standard.

massive cuts, will look acceptable," he warned.

"Maybe" that is what Reagan and budget director David Stockman "had in mind all along," however, he said.

The "harshest" of Reagan's recent proposals for cutting Social Security would fall on those who, mostly because of ill health or lack of a job, choose to retire at age 62.

While proposals for tightening qualifications for disability benefits would slash that program by one-third, at the same time funding for rehabilitation programs is being eliminated, Seidman said.

Acknowledging that Social Security "faces financing problems" because less money is going in due to high unemployment while more money is going out due to high inflation, Seidman said that Reagan's proposals would cut "twice as much as needed," leading to the "inescapable" conclusion that "Reagan wants to reduce benefits not just meet financing problems."

He said that although the administration points to retirees who collect federal pensions as well as Social Security benefits in arguing for elimination of the minimum Social Security payment, only 15 percent of those paid the minimum benefit fall into this category.

Widows who collect benefits tied to their husbands' wages at the time of death would be the "hardest hit," he said.

Other budget cuts proposed by the administration would result in the "destruction of social programs that it took a half century to develop," despite Reagan's assertion that the "safety net will be preserved and maintained," Seidman declared.

The working poor would be hard hit by proposed cuts, he said, as would the unemployed, deprived children and pregnant women.

Moreover, programs designed to help people find jobs would also be deprived of funds under the administration's proposals, he said.

"Social programs are not an expendable luxury," Seidman said, and cautioned that the country "must not return to the intolerable conditions that brought about the enactment of these programs."

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Printing jobs in jeopardy, panel warns

Washington — Thousands of jobs in the printing industry will be in jeopardy unless the scheduled phase-out of the Copyright Act's "manufacturing clause" is reversed, participants in a panel told members of the Guild, Typographical and Graphic Arts unions attending a joint legislative-political conference here June 8-9.

Panel members, including representatives of the book manufacturing industry, the Typographical Union, the Allied Printing Trades Council and the printing industry explained that the provision in the copyright law that now gives unqualified copyright protection only to materials printed in the United States and Canada is due to expire July 1, 1982.

A bill to eliminate the phase-out of the manufacturing provision was introduced in the House of Representatives June 17.

The phase out was included in a 1976 revision of the Copyright Act. Supporters of the bill to reverse that action warn that failure to do so will open up contracting of printing work to overseas shops, costing the jobs of many workers in the U.S. and Canada.

Foreign printing shops would gain an unfair competitive advantage, the panel participants said, pointing to a 1966 agreement in which the U.S. government pledged not to impose tariffs on imported books or other cultural or educational materials.



Garage sale profits

Linda Foley, president of the Lexington Guild, and executive board member Peter Panych count the proceeds from the local's annual garage sale. Profits from the event totalled \$200.

Regina Guild certified for 36

Regina, Sask. — The newly chartered Regina Guild was certified as the bargaining representative for the circulation department employees of the Regina Leader-Post June 9.

The local, chartered by the IEB during its spring meeting, had petitioned the provincial labor board for certification May 4 after a "very substantial majority"

of the paper's 36 circulation department employees signed requests for Guild representation.

The Leader-Post, one of two Saskatchewan dailies owned by the Armadale group, is a 65,500-circulation evening paper. No other group of Leader-Post employees is organized. Armadale's other daily is the Saskatoon Star-Phoenix.

Settlement at AP 'richest in decade'

New York—The Wire Service Guild, bargaining jointly with the United Telegraph Workers, reached a tentative agreement on a new two-year contract with the Associated Press June 16, nearly seven hours after the unions had stopped the clock on a midnight strike deadline.

The tentative agreement, coming after seven months of talks between the Guild and the wire service, would raise the top minimum for newsmen, photographers and programmers by as much as \$89.40 over the term to \$563.50 a week. Minimums for other jobs also would be increased substantially.

The local said the settlement, if ratified, would produce "the best dollar and percentage increases for Guild-covered employees in at least a decade."

The tentative pact also calls for the creation of "economic differentials" in the key classification, under which employees in cities with higher living costs—New York, Los Angeles, San Francisco, Boston and Washington—and AP-radio employees would be covered by the \$563.50 key top, while the key top minimums in three other groups of cities would be lower by from \$5 to \$15.

The top minimum for all employees in the key jobs would be raised by \$25.90, to \$500 a week from Jan. 1. Increases ranging from \$10 to \$30 a week on Nov. 1, would create the "economic differentials." Additional increases next Jan. 1 would be \$33.50 a week at the top minimum in the highest-cost cities group and \$38.50 in the three other groups. Most experienced newsmen

would be covered by the highest key minimum, the local reported.

Progression schedules for minimums for all noneditorial jobs lower than the key minimums would be reduced by one year on Nov. 1, resulting in increases of as much as 23 percent for some employees in 1982, the local reported.

A package of health and safety protections would require that regular maintenance be performed on cathode-ray-tube equipped terminals, would establish lighting guidelines for AP bureaus, would call for regular meetings between the Guild and the company to discuss health and safety matters and would confirm the right of terminal operators to take periodic rest breaks.

A committee would be established of Guild, UTW and company representatives to explore alternative health insurance plans and the company's payment toward the cost of health insurance would be changed from a dollar, to a percentage formula.

Three days of paid paternity leave and leave for family emergencies would be added.

The rate paid employees who use their vehicles on company business would be raised to 30 cents a mile.

Other increases and resulting new top minimums include:

Computer maintenance controllers and tabulators—Up by \$54.58, to \$390.94 a week, in increments of \$15.48 from Jan. 1 and \$39.10 next Jan. 1.

Telephone operators, stenographers and receptionists—Up by \$47.61, to \$300.29 a week, in increments of \$11.70 and \$35.91.

New dictationists—Up by \$48.23, to \$341.34 a week, in increments of \$12.32 and \$35.91.

Key punch operators, equipment records clerks and stock clerks—Up by \$47.61, to \$306.76 a week, in increments of \$11.70 and \$35.91.

Bookkeepers—Up by \$48.23, to \$329.67 a week, in increments of \$12.32 and \$35.91.

The agreement also would retain coverage and checkoff provisions as in the prior contract, without change, despite efforts by the company to expand its right to assign Guild-covered work to excluded employees and to exempt part-time and temporary employees from the option of having Guild dues checked off, the local reported.

The negotiations were the first in which the Guild and the UTW bargained jointly with the AP. Guild leaders were profuse in their praise of the joint bargaining experience, the UTW's repeated rejections of management efforts to separate the unions and the solidarity of both memberships.

Perlik will address GAU's convention

Washington — TNG President Charles A. Perlik, Jr., has accepted an invitation to address the Graphic Arts International Union's 1981 Convention in mid September in Honolulu.

In his invitation, GAU President Kenneth J. Brown noted that the relationship between TNG and the GAU "over the years has been warm, fraternal and productive, as evidenced most recently by our joint legislative conference."

Ramis challenges Sutton; 9 VP contests

San Juan, Puerto Rico—Charles (Charlie) Ramis, vice president of the Puerto Rico Guild and chairperson of its San Juan Star unit, announced June 18 that he will be a candidate for the TNG vice presidency elected from the U.S. South and Puerto Rico in this summer's TNG elections.

The incumbent, Carlos J. Sutton, president of the Washington-Baltimore Guild, announced during the spring meeting of the International Executive Board that he will seek re-election to a second term.

The contest set up by Ramis' announcement was the third in the offing for the seven TNG vice presidencies elected regionally going into TNG's 1981 Con-

vention, June 29-July 3 in Memphis.

Contests also loomed for the six TNG vice presidencies filled from among the membership at large.

Under TNG's Constitution, candidates for international office are nominated at convention. Any contests are decided by membership referendum late in the summer, except that when more than two persons are nominated for any office—more than 12 for the at-large vice presidencies—votes by convention delegates pare the field to two nominees for each office.

Ramis, 46, helped organize composing room employees of the Star, where he is employed, into the Puerto Rico Typographical Union in 1960, served on its first bargaining committee and later served two terms as secretary-treasurer of that union.

Since the Star's composing room employees came under Guild representation in 1972, he has served as a shop steward and on the Star Guild unit's bargaining committee. He currently is in his first term as Star unit chairperson and in his second two-year term as vice president of the Guild local.

Sutton, 42, defeated Faye McCracken of Memphis for the Region 2 vice presidency by 956 to 929 in 1979.

A programmer at the Washington Star, he also has been a member of the Guild since 1972 and has been a member of the Pressmen's union since 1958. He previously worked as a pressman

at the Star, the Washington Post and other papers.

A former Star unit chairperson and vice chairperson, he has served on several bargaining committees and is in his third term as president of the Washington-Baltimore Guild.

Previously announced candidacies set up the following other prospective regional IEB races:

✓ Region 4, the U.S. West—Anna M. Padia of Pacific Northwest is challenging incumbent Vice President Carla W. Beck of Great Falls.

✓ Region 3, the Midwest—Richard M. Peery of Cleveland is challenging Vice President John B. Mitchell of Gary.

Going into the convention, there were eight prospective candidates for the six at-large vice presidencies.

Five of them were incumbents: William T. Davis of San Jose, Robert C. Holt, Jr., of St. Louis, David M. Mulcahy of New York, Floyd Tucker of San Francisco-Oakland and Joyce Walker-Tyson of Detroit.

Three were nonincumbents: Richard J. Roth of Buffalo, Diane M. Martino of Manchester and Frank Prosnitz of Providence.

Tucker, meanwhile, announced that he would be seeking re-election as an independent after twice being elected on the Unity Slate (see letter, Page 6).

A ninth candidate announced earlier, R. Emmett Murray of the Pacific Northwest Guild, has taken himself out of the running

as he began a six-month unpaid leave from the Seattle Times staff and withdrew as one of his local's delegates to the convention, other leaders of his local said. He planned to spend the leave in Europe.

Also announced as seeking reelection, with no announced challengers going into the convention, were:

TNG President Charles A. Perlik, Jr., Secretary-Treasurer Charles Dale and International Chairperson Harry S. Culver, plus:

Regional Vice Presidents Patrick Rushton of Wilkes-Barre, the U.S. Northeast, John M. Lowe of Southern Ontario, Canada East, and Roger L. Stonebanks of Victoria, Western Canada.



CARLOS J. SUTTON
Region 2 VP seeking second term



CHARLES RAMIS
Challenges for Region 2 IEB seat

Kent hearings—transcripts a yard deep

(Continued from Page 1)

The 54 Thomson and Southam dailies accounted for more than 49 percent of the total circulation of dailies in Canada and 60 percent of the English-language circulation.

MOVED BY Thomson and Southam late last August that rounded off their holdings in four major cities provided the immediate impetus for appointment of the royal commission—popularly known as the Kent Commission, after its chairman, Thomas Kent, a former newspaper editor, now a college dean. (The other two commissioners are Borden Spears, a senior editor retired from the Toronto Star, and Laurent Picard, former president of the Canadian Broadcasting Corp., now a university dean.) Other actions by Thomson and Southam earlier in 1980 undoubtedly also helped convince the government that a new investigation of newspaper ownership concentration was in order. [See summary below on this page.]

Not surprisingly, a major portion of the submissions and testimony of the commission was concentrated on the Thomson and Southam chains.

Along the way the testimony and submissions were so highly critical of Thomson's operations, that when Thomson's turn came near the end, John Tory, president of Thomson Corp., Ltd., castigated the commission for not requiring witnesses to appear under oath, charging that many had made "unfounded, irresponsible and, in some cases, slanderous statements."

Thomson had come under attack almost from the first day of the commission's hearings. A brief by the Ottawa Guild charged that, in its opinion, the closure of the Journal "was not necessitated merely by economics."

The brief, presented by Bridget Petersen, the local's executive officer, pointed out that the term "loss" was a "misnomer for funds in the millions of dollars which had been put to positive use to improve the product" in the first two phases of a three-year program to make the Journal succeed.

"The Journal's losses in 1979 and 1980 are attributable more to its aggressive marketing campaign than to a continuing poor market outlook," the brief said, pointing out that the Journal's circulation goals were being met and that a market analyst had forecast profitability by 1983 "on the basis of circulation figures that were lower than the Journal's actual 1980 figures."

The Journal's former controller, Jim Young, testified that after Thomson took over the paper early in 1980, it never asked for a forecast of the paper's expected performance.

Young told reporters afterward that Thomson stands to pay more in close-

Public to get report sometime in August

Ottawa—The Royal Commission on Corporate Concentration in the Newspaper Industry will file its report with the Canadian government as scheduled on July 1, but it will be another four-to-six weeks before copies are available to the public, according to Nicholas Gwyn, commission secretary.

The government will get typed copies. It will take another month to six weeks, or more, for the document to be translated into both official languages, typeset and run off the presses, he explained.

ing costs than it would have paid to keep operating the Journal. He estimated it will cost Thomson \$10 million to get out of a long-term lease for the building the Journal occupied while Journal losses were projected at \$9.5 million through 1982, after which the Journal had a good chance of breaking even. In addition to the lease cost, Thomson paid \$3.5 million in severance pay, \$500,000 in accumulated vacation pay and \$300,000 to cancel other contracts, Young said.

Thomson's Tory subsequently told the commission that the Journal's future was so bleak that the company had offered it to nine others who might keep publishing it, but could get no taker, even for \$1.

The top officer of one of the companies cited by Tory—Donald Campbell of the multi-million dollar media company, Maclean Hunter, Ltd.—denied knowledge of the Journal's availability and said he'd have been interested in either the Journal or the Winnipeg Tribune. Similar interest was expressed to the commission by at least one other newspaper chain executive—Arthur Irving of the Irving newspapers of New Brunswick.

The brief to the commission by TNG's Canadian Region included the text of a story written for Thomson's Winnipeg Free Press reporting that the Canwest Capital Corp. had expressed an interest in buying the Tribune and that if its closing had been announced before the fact, the firm would have had "an awful lot of interest" in acquiring its assets.

"For some inexplicable reason, the story was killed," the brief noted. When the hearings moved to the West, there was more heavy sledding for Thomson, particularly in Victoria, where the chain's merged Times-Colonist was severely criticized for cutbacks in coverage of general local news and Parliamentary coverage by government officials and citizens as

well as the Victoria Guild and the press gallery of the B.C. Parliament.

The company also has discouraged outlying circulation, the Guild charged, pointing to elimination of home delivery in some communities and carrier premiums in others, including Nanaimo "where the Daily Free Press—coincidentally owned by Thomson—is the main newspaper."

Guild President Herbert Beyer and Vice President Norman Gidney told the commission that Thomson had cancelled the London Observer and Manchester Guardian news services, "greatly impoverishing" the editorial and op-ed pages, consequently "restricted almost entirely to a wholly American-slanted output."

Earlier deadlines made it exceedingly difficult to get news into the morning edition after 9 p.m., they said, though Beyer, a city hall reporter, noted that as the hearings approached he got five late city-council stories into the next morning's paper.

"It was almost like working for a daily again," he said.

Before the Times and the Colonist were combined, there was a total editorial staff of 72, the pair noted. It was cut to 51. For general news, there used to be a total of 23 reporters, now there are 13. And the new paper publishes seven days a week instead of six, as before the consolidation.

A LEGISLATIVE press gallery brief said that last fall for more than a week Victoria readers had to rely on Vancouver papers for provincial-government news when the only CP reporter and the lone Times-Colonist staffer were on vacation simultaneously.

Times-Colonist publisher Colin McCullough admitted to the commission that the Times and the Colonist were profitable before Thomson merged them, but said they were not profitable enough. Under questioning by the commission's counsel, he refused repeatedly to reveal profit figures, however, but answered "yes" when asked if the profit had improved steadily in the years just before the merger.

(The chain had before tax profits of \$62.5 million from its Canadian operations in 1980, a return of 22.8 percent on revenues of \$274.4 million.)

TNG Canadian Director McLeman subsequently told the commission that the kind of low-budget news coverage described by the Victoria Guild was not atypical in the Thomson chain.

He pointed to the Sudbury Star, the "flagship" of Thomson's Canadian dailies before it bought out FP, where "as recently as last November there were only five fulltime reporters covering 'hard' news within 100 miles" of the

newspaper's plant on McKenzie Street.

Two years ago, the company said it could not afford to assign a reporter to each day of hearings into one of the largest uranium expansions in Canadian history, at Elliot Lake, also in Northern Ontario, McLeman related.

A reporter was to determine by phone which hearings would be significant.

Just a few months ago, a management order was issued forbidding reporters from making long-distance calls in covering a story without first obtaining an editor's signature on a requisition form, McLeman noted.

About the only Thomson paper mentioned during the hearings that was not criticized as a penurious operation was the Toronto Globe and Mail, a former FP paper.

Its publisher, Roy Megarry, assured the commission that the paper has complete editorial autonomy, despite Thomson's many other holdings. In fact, he said, it was Thomson's being financially robust that made it possible for the Globe and Mail to become Canada's only national daily.

When asked to whom he is responsible in the Thomson organization, Megarry said he's "not really sure, and I really don't want to find out."

Thomson's other holdings—oil properties in the North Sea, Mississippi and Louisiana and trucking firms, plus particularly the Hudson's Bay and Simpson's department stores—drew repeated criticism as potential weapons in a competitive battle with other newspapers.

Representatives of the Canadian Daily Newspaper Publishers' Assn. were asked about the applicability of a CDNPA code of principles adopted in 1977 that says newspapers should not participate, nor appear to participate, in outside activities that pose a possible conflict.

Paul Wilson, publisher of the Owen Sound Sun-Times and chairman of the association's government affairs committee, said newspapers are not bound by the code and it is up to their owners and readers to judge if outside activities compromise newspapers' credibility.

In an apparent reference to Thomson, Southam's brief to the commission pointed out that it "has financed its growth from within and... avoided the conflicts of interests that almost inevitably flow from commercial activities outside the industry."

Thomson's union relations came under fire several times as well, most notably at a mid-April hearing when the commission's counsel, Don Affleck, presented Thomson Newspapers President Margaret Hamilton a copy of a letter warning the circulation managers of the chain's papers to "guard against" hiring ex-factory workers because they might be pro-union.

Interviews should be "pleasantly" terminated with applicants who ask about minimum wages, union rates, fringe benefits and regular step-up increases, Don Brander, the chain's Eastern advertising consultant was quoted as saying in the June, 1979, letter.

"Our experience has indicated housewives are the very best prospects" for outside circulation work, said the letter.

"They are available at the ideal hours; they are anxious to earn a little extra money without being tied to a time clock... they can use their husband's car... and therefore no extra expense is necessary for extra vehicles," the letter said.

It also listed postal workers as good prospects, but said managers should "avoid" people looking for temporary

work during strikes and students looking for part-time work.

"Most important, guard against factory workers who will agitate for union rates and conditions," it said.

Hamilton questioned the letter's authenticity, but commission officials said they had "no doubt" it was genuine.

Hamilton also labelled as unfounded reports that Thomson papers generally have poor labor relations.

Reporters from Canadian Press told the commission that CP editors in Toronto had once ordered the role of Thomson headquarters in chain papers' labor problems to be played down. They also said that for a time Thomson and Southam had succeeded in suppressing the use of the word "chain" in CP news stories.

The brief by the Guild's Canadian office expressed concern that Thomson and Southam papers "have the voting strength to control operations" of the CP news co-operative. "While, to our knowledge, such power has not been abused, it could be," the brief warned.

In contrast, much of the critical discussion during hearings involving Southam and its papers was "general in nature and directed to the entire industry," as Deborah Dowling put it in the Financial Post.

Most intense were exchanges as the commission questioned Southam President Gordon Fisher about sale of the Winnipeg Tribune's plant and equipment to Thomson's Free Press without offering it for sale to others.

Southam's brief, presented by Fisher, said the company took the action because it had concluded that "Winnipeg did not offer an opportunity for profitable publication of the Tribune" and because Southam was aware of "Thomson's inability to sell the Ottawa Journal."

Saying that Southam had lost \$16 million in five years in Winnipeg and saw another \$4 million loss in 1981, Fisher said that "the stakes simply became too high when it became increasingly obvious that the shrinking market would not support the two existing newspapers."

Commission counsel Affleck pointed out that Maclean Hunter's chief executive had said that his company and the Toronto Star had abandoned a proposal to jointly start a new paper in Winnipeg when they learned that the Tribune's presses and plant had been sold to Thomson.

Fisher replied that Maclean Hunter's Campbell had never asked Southam about the Tribune's assets.

"He didn't ask you because he didn't know the Tribune was going to

close—you hadn't told anybody," Affleck retorted.

Most criticized papers, next to Thomson's, were the five English-language dailies in New Brunswick—all owned by members of the Irving family, which also has extensive holdings in petroleum, timber, pulp and paper, shipping, trucking, food processing and broadcasting.

TYPICAL WAS the story of a free lance who had worked eight years on the Saint John Telegraph-Journal. He told of the paper's eight-column headline and extensive coverage of work by Irving-owned shipping interests to clean up a major oil spill there.

Only knowledgeable readers, however, could tell that the "good guy" Irvings were cleaning up a mess created by one of their own operations, he pointed out.

George R. Prentice, a former Telegraph-Journal editor, told the commission that staff on Irving papers "learned long ago to produce, with few questions, the required brand of journalism."

(Mark Farrell, former publisher of the Montreal Gazette, was most graphic in his characterization of conformity by publishers of chain-owned papers.

[With rare exception, Farrell said, a publisher working for a chain "is such a brown-noser, both to head office and the establishment in his community, that all that can be seen are the soles of his shoes."])

When the Irving brothers—Arthur, James and John—appeared before the commission—complaining of harassment—they said they did not try to influence their papers' content and that they didn't want anybody else to try either, including the government.

When the three top executives of Thomson's Canadian operations made their appearance—Kenneth Thomson himself, No. 2 John Tory and No. 3 Margaret Hamilton—they concentrated on defending the quality of the chain's papers and detailing the chain's methods of operations.

Thomson said he hopes that "eventually we'll be able to make people realize that we are producing good newspapers... within the social and economic context of the communities in which they are published."

Thomson insisted there is no interest conflict between ownership of newspapers and other properties, particularly department stores. If there was, "I'd sooner divest myself of these companies and get out of it because life wouldn't be pleasant for me any more," he said.

In answer to questions about the newspapers' dependence on his continued presence in the chain's top spot, Thomson said he thought there'd be no change if his plane crashed tomorrow, explaining:

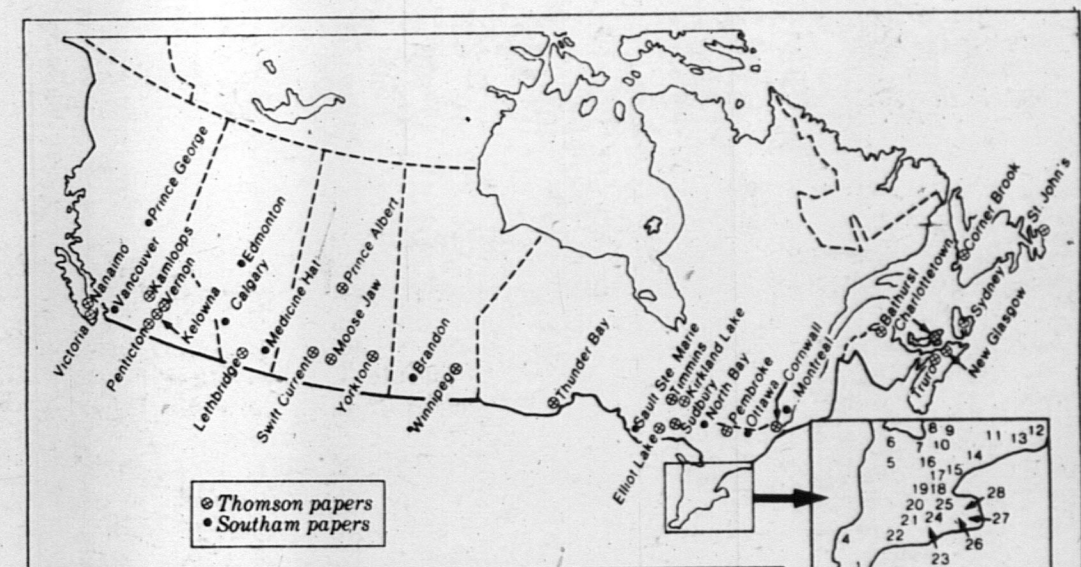
How many is too many? Not yet, Thomson says

RECOMMENDATIONS from citizens, newspaper owners and concerned organizations to the Kent Commission ranged across the spectrum—from "break up the chains" to "get off our backs."

While most newspaper-chain executives seemed to take the latter position, not all did. Southam President Gordon Fisher told the commission he would favor a process for reviewing whether mergers and purchases would be in the public interest, as recommended by a special committee of the Canadian Senate ten years ago.

Thomson chain executives said, however, that they'd be able to tell when it had too many papers, and that time has not yet arrived.

Creation of an ownership review board was, in fact, perhaps the single most commonly suggested step, though



Share of English-Language newspaper circulation by ownership

	1970 %	Share 1980	Share Change
Independents	40.7%	25.8%	-14.9%
Southam	21.5	32.8	+11.3
Thomson	10.4	25.9	+15.5
Sun Group	—	8.3	+ 8.3
Irving	2.7	3.0	+ 0.3
Others	2.9	4.3	+ 1.4
FP Publications	31.8	—	-31.8

Share of French-Language newspaper circulation

	1970 %	Share 1980	Share Change
Independents	51.0%	10.1%	-40.9%
Quebecor	11.0	40.5	+29.5
Desmarais	38.2	28.8	- 9.4
Unimedia	—	14.7	+14.7

Reproduced and adapted from Maclean's magazine

THOMSON'S PAPERS in 12 of the cities shown above are published weekly, bi-weekly or tri-weekly. The chain publishes two dailies each in Thunder Bay, Ont., and Charlottetown, N.B. The weeklies are in Bathurst, N.B., Yorktown, Sask., and in Ontario at Leamington, Hanover, Collingwood, Georgetown and Dunnville. Bi-weeklies are in Swift Current, Sask., and in Ontario at Elliot Lake, Midland and Orangeville, with a tri-weekly in Trenton.

"We're running a business organization; they happen to be newspapers. And they're very important to their communities and they are sort of a public trust and all that sort of thing. But they are going to continue to be run as businesses whether I'm here or not."

He estimated that about 20 percent of his time is directed toward the newspaper business.

He spoke proudly of the company having converted 10 weeklies to dailies and having spent more than \$37 million in five years on plants and equipment.

All three Thomson executives insisted that the publishers of each of the chain's papers are given complete editorial freedom and encouraged to run their papers as though they owned them.

When Thomson headquarters shut down the FP news service after buying that chain last year, it did so without consulting any Thomson chain publishers, however, because Thomson and Tory knew the views of the publishers and knew they didn't want

or need the FP service, the pair told the commission. It cost \$800,000 a year, they said.

Hamilton said "young reporters" influenced by the Guild were largely responsible for criticisms that Thomson was committed to making money but unconcerned about editorial quality.

Hamilton, Thomson's chief operating officer, also said there is no fixed editorial/advertising ratio in the chain and that the head office does not set profit objectives for its papers.

Each publisher is required, however, to file monthly 37-page forms "toting up everything from profits to the use of quarter-inch Scotch tape," as Robert Lewis put it in Maclean's magazine.

When Tory objected to the commission that he was concerned that Thomson was not getting a fair shake in the hearings because many of the unsworn witnesses had "axes to grind," Chairman Tom Kent replied:

"We are well aware that most of you, all of you, have axes to grind, and I think that we are capable of judging which axes are relevant."

The Thomson-Southam chronicle

Jan. 30—Thomson Newspapers bought control of FP Publications, Ltd., and its eight dailies for about \$130 million. The purchase included FP's option to buy into Southam's Montreal Gazette. Four of the FP dailies were in cities with full direct competition from others' dailies—in Toronto, Winnipeg, Ottawa and Calgary.

April—Thomson bought the rest of FP for about \$34 million.

June—Thomson sold the Montreal Star plant, acquired in the FP deal, to Southam for \$16 million and bought into Southam's Montreal Gazette for \$13 million.

July 31—Thomson completed the sale of the Calgary Albertan, a former FP paper, to the Toronto Sun Publishing Corp. Thomson kept the plant.

Aug. 1—Thomson announced merger of the Victoria Times and Colonist, former FP papers, into the

all-day Times-Colonist, effective Aug. 31.

Aug. 26—Thomson closed the Ottawa Journal, another former FP paper, leaving Southam's Ottawa Citizen as the only English-language daily published in the nation's capital. Thomson kept the Journal's equipment.

Aug. 27—Southam closed the Winnipeg Tribune, leaving Thomson's Free Press, another former FP paper, without any immediate challenge as the city's No. 1 daily. Thomson bought the Tribune's plant and equipment for \$2.25 million.

Aug. 27—Southam bought Thomson's 50 percent interest in Pacific Press, Ltd., making Southam sole owner of the Vancouver Sun and the Province. Thomson had acquired its interest in Pacific Press in the FP purchase.

Aug. 27—Southam bought Thomson's one-third interest in the Montreal Gazette.

Six-year 'free look' added to TNGIPP

Washington—Employers joining The Newspaper Guild International Pension Plan in the future will have a six-year "free look" at its operations and benefits.

A no-risk trial, free of liability if the employer leaves the plan within six years of coming into it, was one of several amendments approved by the trustees of the Guildwide plan June 4. Effective immediately, the amendments implement options for assessing employer withdrawal liability under the U.S. Multi-employer Pension Plan Amendment Act.

By adopting the "free look" option, the trustees "took the most generous course that the law allows," noted TNG President Charles A. Perlik, Jr., co-chairperson of the trustees with David J. Willett, president of Associated Newspapers, Inc., of suburban Detroit.

The six-year "free look" provision is designed to encourage greater participation in multi-employer pension plans, such as TNG's, by allaying employer qualms about liability and providing new employer participants a no-risk opportunity to become familiar with the plan's administration and benefits.

Under the law, the free trial provision is available only to multi-employer plans with assets at least eight times greater than the amount of annual benefit payments. TNG plan assets of \$2,181,533 on June 1 were more than 86.9 times the annual amount of monthly benefits, totaling \$2,091.20 on the same date.

The "free look" provision is permitted under the multi-employer pension plan amendments only to plans empowering trustees to cancel benefits based on service before the employer joins the plan. TNG's plan has contained such provision from its inception in March 1977.

TNG plan trustees also selected the "attributable" method to determine the amount of liability for an employer leaving the plan. Under this method, the withdrawing employer (other than one withdrawing without liability during a free trial) will be responsible for paying to TNG's plan the amount of unfunded vested benefits attributable directly to the employer.

By assessing liability to an employer withdrawing from a multi-employer pension plan, the remaining employers are not burdened with paying for the withdrawn employer's liability.

The method was selected consistent with the trustees' "preference that each unit stand on its

own two feet," in Perlik's words, over the other permissible statutory methods for calculating withdrawal liability by prorating or pooling unfunded nonforfeitable benefits.

The trustees voted to allocate unattributable liability, if any, on the ratio of the number of weeks of contribution payments made by the withdrawing employer in the five years before withdrawal, contrasted to the number of weeks of contribution payments to all remaining employers over the same period.

Unattributable liability is the amount of unfunded vested benefits, such as those accrued by service with an employer that left the plan before April 28, 1980, when the legislation took effect, that cannot be assigned to current participating employers.

TNG's plan has no unattributable liability.

Trustees agreed to apportion assets to an employer leaving the plan on the basis of the total of the employer's payments into the pension fund minus benefits paid on behalf of the employees of the withdrawing employer, with the sum adjusted for interest earnings.

The law requires multi-employer plans to have a deductible, foregoing collection of withdrawal liability of the lesser of under \$50,000 or up to three-fourths of one percent of the plan's unfunded vested liability. While the deductible could exceed \$50,000, the trustees opted for the lowest deductible permitted by the law.

The trustees also approved provision for lump sum or monthly payment of liability due the fund by a withdrawing employer. In event of monthly payment, the trustees directed that the amount be equal to the withdrawing employer's highest payment per employee to the fund in the 10 years preceding withdrawal multiplied by the average number of payments per employee in the three-year period during the preceding 10 years, in which the payment per employee was highest.

Three other plan amendments were adopted, subject to approval by the Pension Benefit Guaranty Corp. They provide that:

✓ Benefit levels be calculated as of the date of employer withdrawal rather than as of the end of the plan year prior to withdrawal, when benefit levels might be lower as a result of the employer's increased payments to the pension fund since the plan year began.

✓ A withdrawal by one of a chain of newspapers from the plan be treated as a total withdrawal of the unit leaving the



88 years of newspapering

Wilkes-Barre Guild members Edward J. Burke, left, and Janet Evans, center, look over a copy of Wilkes-Barre strikers' daily Citizens' Voice, with publisher Jack Williams as the Wilkes-Barre Guild enters its 45th year. Evans, who

works in the paper's circulation department, marked her 45th anniversary in the newspaper industry and the Guild May 30, while Burke passed his 43rd year as a reporter and Guild member on Father's Day, June 21.

plan, rather than as a partial withdrawal as set forth in the legislation. Liability for partial withdrawal may be prorated or shifted to the chain or another participating paper of the chain under the law.

✓ A partial withdrawal be calculated, as having occurred at the beginning of the plan year rather than the end, as mandated by the law.

Provision was added to the plan to charge liquidated damages of 20 percent on delinquent payments, including withdrawal lia-

bilities, in addition to interest, attorney's fees and collection costs, as already provided in the plan. Trustees agreed to use the U.S. Internal Revenue Service's interest charge, currently 12 percent, on delinquent payments from continuing employers. Interest on delinquent payment from a withdrawn employer will be based on the prime interest rate charged by Chase Manhattan Bank as of the initial date of delinquency.

In calculating liability, the trustees authorized the actuary to use

its "best estimate," based on the plan's assumed mortality rate and retirement age, with no allowance for plan expenses. Plan assets will be taken at market value as of the date of withdrawal. Investment earnings will be determined by PBGC tables on rate of return on investments.

The multi-employer pension plan amendments require that the plan charge interest on withdrawal liability in the amount of the plan's actuarial assumption for return on investments, which is 5.5 percent for TNG's plan.

Terre Haute NLRB hearings end

Terre Haute, Ind.—Hearings before a National Labor Relations Board administrative law judge on unfair labor practice charges brought by the Terre Haute Guild against the Tribune and Star concluded June 4.

Hearings on the charges, including one over the company's notifying Guild-covered strikers that they had been permanently replaced, took 13 days spread over four months.

The Guild's advertising department unit struck the paper Feb. 27 over the company's unfairly harassing, intimidating and threatening members of the unit because of their Guild activity.

Guild members from the local's business, circulation and editorial unit are supporting the unfair-labor-practice strike.

Teamster-represented drivers, who struck the paper Feb. 21 and later reached agreement on a new contract, are also honoring the Guild's picket lines.

The local, meanwhile, reported contributions to its strike fund from other unions, Guild locals and district councils totalling \$6,560 on June 23, including:

St. Louis Guild	\$200
San Jose Guild	300
Puerto Rico Guild	100
Cincinnati Guild	50
Buffalo Guild	450
Canadian Wire Service Guild	900
Portland Guild	50
Central California Guild	100
Lexington Guild	25
Cleveland Guild	200
Philadelphia Guild	200
Pacific Northwest Guild	125
Chicago Guild	150
Vancouver-New Westminster Guild	250
Peoria Guild	50
San Diego Guild	100
New York Guild	100
Erie Guild	25
Providence Guild	100
Washington-Baltimore Guild	100
Toledo Guild	250

Pawtucket Guild	25
Los Angeles Guild	75
Ottawa Guild	75
San Francisco-Oakland Guild	250
Montreal Guild	150
Scranton Guild	50
Sioux City Guild	50
Manchester Guild	100
Gary Guild	50
Akron Guild	100
Southern Ontario Guild	300
Kenosha Guild	50
Midwest District Council	100
Great Lakes District Council	100
Columbus Guild	25
Pittsburgh Guild	50
Memphis Guild	100
Boston Guild	100
Mountaineer Guild	25
Hawaii Guild	250
Great Falls Guild	10
Hudson County Guild	50
United Mine Workers Local 1423	500
Steelworkers Local 12009	50
Aluminum Workers 103	50

In addition the local reported contributions from other donors of \$681, bringing the total funds received to \$7,241.

Last Guild bargaining with the Tribune Star was May 21. Another meeting has been scheduled for July 6.

Solidarity Day supported

(Continued from Page 1)

More than 250 delegates from 75 percent or more of the Guild locals in the United States, Canada and Puerto Rico were expected to participate in TNG's 48th annual convention at the Rivermont-Holiday Inn Hotel here June 29-July 3.

Among the recommendations before them from the IEB's spring meeting will be a call for a major new bargaining effort to push the average top minimum for reporters to \$500 a week by the end of next March.

It stood at \$436.77 on June 1. On April 1, it was \$432.33, up

by \$35.95 over the prior year, the highest dollar increase in the Guild's history.

The gain was "outstripped," however, by the "ravaging" increase in the cost of living, the IEB noted at its spring meeting.

The convention also is being asked to give its full support to an intensified campaign to remedy the problem of "free riders" in Guild bargaining units, to approve TNG's conducting a residential seminar for new local officers early next year and to back a new effort to identify the factors that hinder some locals' efforts at eliminating bias in employment practices.

VP Tucker adds name to listing in May 22 GR

OAKLAND, CALIF.

Editor:

The Guild Reporter of May 22, by failing to mention me among vice presidents attending the tri-council meeting, invites Guild members to assume I spent the weekend of May 8-10 some place other than Denver.

The record should be set straight for several reasons, not least of which is the fact that Marilyn Tucker is one of the Guild members who might be misled by your report.

I did attend the tri-council meeting and I did participate in the IEB reports.

I also told delegates I have decided to seek re-election to the

IEB as an independent candidate after twice running as a member of the Unity Slate.

FLOYD TUCKER
TNG Vice President At Large

Editor's note: The Guild Reporter apologizes for its inadvertent omission of Brother Tucker from its listing of the vice presidents who attended the meeting in Denver.

N.Y. retiree lauds column by Winsor for May 22

NEW YORK, N.Y.

Editor:

Disclosure by Hugh Winsor, always excellent [Guild Reporter, May 22], that only St. John's, Calgary, Edmonton and Toronto, among Canadian cities, have two

By TNG convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue. Deadline, Friday before publication.

Letters relating to elections or referenda to appear in the issue immediately preceding distribution of ballots and subsequent issues preceding the voting shall contain no new charges.

or more newspapers, was valuable. Wish somebody would give us comparable information on U.S. cities.

OLIVER PILAT
New York Guild
Retired

IT

SEEMS
TO US

PEORIA LAUNCHES NEWSLETTER

Non-Guild daily a 'circus,' refugee recalls

By ANON

A PERSON who works for a nonunion newspaper is a lot like the fellow working in the circus who follows elephants around, picking up their droppings in a bucket.

He was intelligent, articulate and neatly dressed in a three-piece suit, and he walked with an erect carriage.

A stranger visiting the circus noted these traits one day and asked the man why he didn't quit such a demeaning job.

"What? And leave show business?" the elephant sanitation engineer indignantly asked.

While no two nonunion newspapers are alike any more than two union papers are, the differences become apparent after working for both types. As someone who has worked for two non-union papers before coming to the [Peoria] Journal Star, let's compare some of the differences.

First, there are advantages to working at a nonunion paper.

- ✓ No union dues.
- ✓ No written contract to get in the way of initiative.

These are valid pluses in some ways, but let's take a look at some of the minuses.

- ✓ Starting pay is almost guaranteed to be lower. In my case, at the last paper there was a \$60 per week difference between their starting pay and the beginning pay for a Journal Star reporter. Union dues are just a fraction of the extra \$240 per month the union contract brings.

- ✓ There was no written contract to get in the way of management's initiative.

- ✓ There also was no job security, overtime pay or regular days off (we had to work every Saturday morning as well as Monday through Friday during the day and two or three nights per week).

Verbal promises of time off for extra hours were seldom heeded by management. When the compensating afternoon off came around to make up for working two nights extra, for example, there was always something else to do.

If management decided it didn't like the way you blew your nose, you could get the boot with no recourse except a lonely, lengthy National Labor Relations Board proceeding. That is, of

This article is reprinted with permission from the April issue of the Peoria Guild's new newsletter, "Reporter 86," where it was described as "the first in a periodic series by Guild members recalling what life is like at a non-Guild newspaper (for those who have forgotten or who have never had the pleasure)."

course, if you felt like hanging around with no pay for a few years.

Because there was no overtime pay, a job that would pay \$5 per hour based on a 37½-hour week actually paid about \$3.17 per hour when figured on an average work week of 60 hours.

DURING MY couple of years at the paper, I saw two employees fired from the newsroom.

One was fired when he dared to verbally disagree with the publisher on an editorial stance.

The disagreement took place behind closed doors and concerned an order from the publisher to never mention a certain organization (a publicly funded local conservation group) in the news space. The individual dared to question whether this wasn't contrary to good journalistic practice.

After the man was fired the publisher assembled the staff and told us his answer:

"Yes, it is contrary to standard journalism, but I'm the publisher. I own the paper. If you disagree with my orders you're gone. I hope you all get the message!"

I certainly did. That's when I increased my job-hunting effort.

The other person found out she was fired when she called in to the paper one election night and her replacement answered the phone.

"Who are you?" the ex-employee who didn't know she was an ex-employee asked.

"I'm the family section editor," the new employee answered, not aware she had replaced a person who didn't know she had been fired.

"But I'm the family editor," the ex maintained.

The ex raced into the paper to find out she had been canned. Great stuff to fuel the ego.

At least with a union you have someone to bat for you. It's nice

REPORTER 86

PEORIA NEWSPAPER GUILD



VOL 1 NO 1

AFFILIATED WITH THE AFL-CIO AND CLC

APRIL 1981

MEET YOUR NEWSLETTER

Welcome to the first issue of Peoria Newspaper Guild's new newsletter. It is envisioned as a monthly publication whose purposes will be:

- To inform members of the Guild about their rights under the contract.
- To inform employees in editorial what's going on in circulation.
- To inform employees in circulation what's going on in editorial.
- To inform other crafts at the paper what's going on in the Guild.
- And, I hope, to inform Guild members what's going on in other JS crafts.

There will be room for your letters lambasting the Journal Star, the newsletter, the Guild and even me.

Other JS crafts are invited to submit material, too.

The membership appropriated \$50 at our February meeting for the first issue.

JS Editor Ken Kirchoefer and I have

been working on it ever since.



PRESIDENT STEVE OLIN

Peoria's Vol. 1, No. 1

The Peoria Guild, TNG Local #86, has launched a membership newsletter, titled "Reporter 86," that its leadership has "envisioned as a monthly publication . . . to inform members . . . about their rights under the contract, to inform employees in editorial [about] what's going on in circulation . . . employees in circulation [about] what's going on in editorial, other crafts at the paper [about] what's going on in the Guild, and . . . Guild members [about] what's going on in other crafts." Local President Steve Olin and editor Ken Kirchoefer have solicited criticisms, suggestion and ideas.

to suppose that management would treat you the same without a contract, but my experience, at least, refutes that.

Men were paid more than women. If you kissed enough butt you could get occasional days off without explanation to the other workers who had to pick up your slack. When they graciously gave you a \$5 raise, they told you that you were their best employee and don't tell anyone else. You felt pretty good until you found out your buddy just got a \$15 per week raise and the same speech.

The Guild at the Journal Star is not perfect. Dues are hard to pay, and hopefully reduced dues will be permanent now. And sometimes the Guild seems blundering, incompetent and powerless. But it must be remembered that a company's first priority is

to make money. Without that there would be no company and no jobs.

As with electricity, management will follow the path of least resistance to make that money. If there is no union the path is much easier, as the individual's pride and feelings won't impede management.

DON'T BE fooled into imagining you are so valuable to the newspaper that it would treat you exactly the same with or without a contract. Human nature simply doesn't work that way. It would be just as foolish to believe the USSR would respect the USA just as much if we didn't have a military.

I have as much of an urge to go back to servitude at a nonunion paper as I do to speak Russian and pick up after elephants.

ANPA plans study of VDT safety

Atlantic City, N.J. — The American Newspaper Publishers' Assn. is planning its own study of the occupational safety of video display terminals, participants in the ANPA Research Institute's Production Management Conference were told here June 8.

The ANPA also is preparing to hold an "environmental symposium" in November where health and safety aspects of VDTs as well as noise, carcinogens and other matters will be discussed, Richard J. Warren, chairman of the ANPA's Envi-

ronmental Committee, told a conference workshop.

Calling the VDT studies conducted by the National Institute for Occupational Safety and Health (NIOSH) in the San Francisco Bay Area "employee attitude surveys," Warren said the ANPA's board has instructed appropriate committees to develop criteria for exploring the causes of employee complaints about eye problems and to establish guidelines to consider "performance standards, ergonomics and human factors."

These activities, "with further

Perlik defends Uruguayan cartoonist

Washington — TNG President Charles A. Perlik, Jr., has called upon the president of Uruguay to permit Francisco Lorenzo Pons to come to the United States to receive this year's Assn. of American Editorial Cartoonists' Distinguished Foreign Cartoonists' Award.

Pons is in a Uruguayan prison

serving a 6½-year term on charges that have never been publicly specified.

"An empty chair at that convention would speak more loudly in condemnation of the Uruguayan government than any cartoonist's voice," Perlik wrote Uruguay President Aparicio Mendez Manfredini.

Sioux City's key minimum goes to \$402

Sioux City, Iowa — A new three-year agreement between the Sioux City Guild and the Hagadone chain's Journal raises the top minimum for reporters and photographers by \$73.98 a week, to \$402.73.

The increase comes in three increments with \$23.01 retroactive to March 25, \$24.62 on next March 22 and \$26.35 on March 21, 1983.

The formula for computing pensions is improved and the mileage rate paid employees using their vehicles on company business is raised by one cent, to 22 cents a mile. Provision for adjusting the mileage rate as the price of gas changes is improved to call for semi-annual, rather than annual, adjustment.

Provision for eye tests for employees regularly working at video display terminals is continued with provision that two tests be made a year apart and that checks be made for visual acuity, cataracts, glaucoma and other abnormalities.

Results of examinations are to be made available to the employee and the Guild, as well as the publisher.

Other increases and resulting new top minimums include:

Desk persons—Up by \$76.77, to \$417.87 a week, in increments of \$23.88, \$25.55 and \$27.34.

Circulation city district persons—Up by \$71.60, to \$389.80 a week, in increments of \$22.27, \$23.83 and \$25.50.

Stenographer-clerks—Up by \$40.03, to \$217.93 a week, in increments of \$12.45, \$13.32 and \$14.26.

Janitors—Up by \$38.07, to \$207.22 a week, in increments of \$11.84, \$12.67 and \$13.56.

Employees paid over the top minimum for their job will maintain their dollar differential as minimums are increased.

Guild holiday survey

Washington—Most Guild contracts call for at least nine holidays each year, a recent survey by TNG's Collective Bargaining Dept. shows.

Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a 2.1-point increase in the index in May, to 233.2, up 25.6 points from May, 1980, and 43.5 points from May, 1979. 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 increase over May, 1979.

	Index*	Percentage over	
		Same month prior year	May 1979†
June, 1980	209.9	10.1	10.6
July	211.5	10.1	11.5
August	213.5	10.7	12.5
September	215.4	10.7	13.5
October	217.3	10.9	14.5
November	220.0	11.2	16.0
December	221.3	11.2	16.7
January, 1981	224.1	12.0	18.1
February	226.4	12.2	19.3
March	229.4	12.5	20.9
April	231.1	12.6	21.8
May	233.2	12.3	22.9

*1971 = 100

†Index = 189.7

board review and support" would "lead toward an industry-sponsored study of VDTs," predicted Warren, assistant publisher of the Bangor (Me.) Daily News.

Noting that NIOSH's San Francisco reports recommended regular work breaks for operators, Warren warned that "rest periods represent a loss of productivity to the newspaper industry of between 12.5 and 25 percent. In dollars that translates to over \$100 million annually," he said.

Illinois VDT bill delayed

Champaign, Ill.—A bill to establish minimum safeguards for employees who operate video display terminals has been introduced in the Illinois legislature, but consideration of it has been deferred until next year's session.

The proposed bill is nearly identical to one considered in the Maine House of Representatives. That body voted to indefinitely postpone action on the legislation. [Guild Reporter, May 22].

'This oughta slow 'im down, huh?'



AFFABILITY SEEN AS MASQUE

Reagan ushering in 'Age of Spite'

By BEN ALBERT
AFL-CIO Unit

Washington-Baltimore Guild

AN AFFABLE President who radiates good humor and personal warmth is leading the nation into an Age of Spite.

What else to call it when its root premise is this:

The answer to our economic problems—inflation, high interest rates, a declining industrial base and high unemployment in traditional basic industries—is: *Let's punish someone.*

Whom shall we punish? Those least able to absorb it and least able to resist it—needy people and working people.

And how shall we do this? By slashing programs that help them, like food stamps, Medicaid, unemployment compensation—thus cutting back "big government," saving money and balancing the budget.

This attitude is summed up briefly and coldly by President Reagan's budget director, David Stockman, who said on a recent network television program: "I don't think people are entitled to any services" from the federal government. By that he did not mean there *should be* no services; it's just that no one is *entitled* to them.

The statement repudiates commitments embodied in many programs enacted the past five decades—to help feed the hungry, house the poor, protect workers' rights, provide educational opportunity for our young people, safeguard the health of those unable to afford the care they need.

Nothing in the President's speeches or in his demeanor suggests the spiteful nature of his programs. For the most part his

Albert is director of public relations for the AFL-CIO's Committee on Political Education (COPE) and editor of its newsletter, *Memo from COPE*. This is reprinted, with permission, from the May 18 issue of the newsletter.

speeches are stuffed with the generalities that have carried Reagan through nearly 20 years of public life.

They never fail to summon the "best" that is in us as Americans.

Whereupon the programs that follow the speeches summon the worst.

FOR IT surely cannot be the "best" we have in us to carve huge chunks out of the two programs that most effectively serve the neediest among us—food stamps and Medicaid. Or to cut back on unemployment benefits affecting millions of Americans. Or to renege on commitments to create jobs and to train people for jobs.

The only thing new about the Age of Spite is that it has arrived. It's been waiting to make it for decades. Though circumstances are different, there is not much separating Reagan's approach and Stockman's quotes from this statement made in December 1935—during the worst of the Depression — by the National Assn. of Manufacturers:

"Federal expenditures for relief [of the poor, of stricken communities] should be confined to relief of an emergency character only. . . ."

Or this statement, made in 1930 by then NAM President John Edgerton, responding to the

concern of a senator who pointed out that workers could not live on one or two day's wages per week (which is all many workers got during those years) and that the poor and jobless needed federal help:

"Why, I've never thought of paying men on a basis of what they need. I pay men for efficiency. Personally, I attend to all other things, social welfare stuff, in my church work."

The fact is, the Reagan program—punitive in nature—has pulled together a whole chorus of voices which echo not the "best" but the worst from our past—the voices that bayed against adopting a Social Security program, or the Wagner Act, or the CCC or WPA, or Medicare.

The difference now is they seem to have a wider audience.

Suddenly, a Sen. Jesse Helms is not merely a carping voice from the outer realms. He's chairman of the Senate Agriculture Committee in charge of cutting the food stamp programs, something he's been hankering to do for years.

STROM Thurmond is no longer just another right-wing senator speculating about maybe killing off the Voting Rights Act. He's chairman of the Judiciary Committee and might just try to do that.

It's important to keep something else in mind: The Reagan proposals are independent of, and preceded the economic conditions he says they are aimed at correcting. He was saying exactly the same things nearly 20 years ago when the inflation rate was at 2 percent and unemployment and interest rates were low.

It has to be concluded that the Stockman quote could have come as easily from Reagan—that the needy, workers, the sick, the hungry have no entitlement to any federal assistance.

Next GR July 17

The Guild Reporter will be published on the third and fifth Fridays of July under a schedule change made to accommodate coverage of TNG's 1981 convention, June 29-July 3.

Consequently the next issue will be July 17; then the 31st.

Editorial

On progress, challenges

The past year was one of welcome—in many instances unprecedented—dollar gains for the Guild and its members.

As the new fiscal year began April 1, TNG's Defense Fund—which had been more than \$3 million in debt two years earlier—stood at more than \$4 million, debt-free, the largest Defense Fund in Guild history.

All loans had been paid off, all scrip redeemed and strike benefits increased. On May 1 reduced dues were restored after 32 months of higher dues, and strike benefits were increased again.

TNG's General Fund, from which the union's operating costs are paid, operated at a surplus, and as of April 1 the union's net worth stood at an all time high of \$4,309,789.

Guild contract settlements negotiated during the fiscal year yielded more dollars than in any year in our history.

The average dollar increase in wages and fringes at the reporter top-minimum level—\$70.38 over two years—set a record for the third straight year. As of April 1, reporter top minimums of \$500 or more a week were in effect in almost four times as many Guild contracts as a year earlier, and during the year the average reporter top rose by a record \$36, to \$423.33.

Bargaining rights were won for eight new units during the year, and initial contracts completed for seven units. Contract settlements contained significantly fewer retrogressions, and wage parity for inside-advertising salespersons with other key classifications was achieved for the first time.

TNG and the Mount Sinai School of Medicine initiated a comprehensive study of the health effects of operating VDTs, and the International Executive Board issued a policy statement defining Guild jurisdiction over "electronic newspapers" and asserting the Guild's right to share in the fruits thereof.

And, while TNG and ITU merger committees reluctantly terminated their discussions without a merger agreement, the two unions pledged to continue to co-ordinate bargaining and to undertake new co-operative activities, the first of which, a joint legislative conference with the Graphic Arts International Union, was held in Washington in June.

Rising costs, however, remained a problem for both the union and its members. Escalating costs could easily have turned the General Fund surplus into a deficit. Guild wage settlements, high as they were, did not keep pace with the cost of living. Newspaper closings and mergers and employer attacks on established units again took their toll in members and money. Despite improved contract settlements, the number of free riders covered by Guild contracts reached disturbing proportions.

And so, for all the progress of the past year, the new year, as always, brings new challenges. If we meet them with the same understanding and determination that we met the crisis in our Defense Fund, we can be sure that we will surmount them equally successfully.

—From the Introduction to the Officers' Report to TNG's 1981 Convention.

The Guild Reporter

JAMES M. CESNIK, Editor
BARBARA E. NELSON, Assistant Editor

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