

DMs ratify pact in Montreal; top to rise by \$248

Montreal—The membership of the Montreal Guild's outside circulation unit at the Montreal Gazette voted by 80 percent Feb. 22 to ratify a new three-year agreement that raises the top minimum for district managers by \$248, to \$760 a week.

The outside circulation unit was the last of the local's four units at the Gazette to ratify a new contract with the Southam-chain paper. [Guild Reporter, Jan. 29.]

The \$248 increase comes in five increments—with \$72 of the increase, taking the top minimum for district managers to \$584, retroactive to June 29; \$29, taking it to \$613, retroactive to Jan. 4; \$31, taking it to \$644, on June 28; \$77, taking it to \$721, on Jan. 3, 1983, and \$39 on Jan. 2, 1984.

The current \$613 top minimum for district managers produced by the settlement is the highest for that position in any Guild contract in Canada and third highest in the Guild.

Second highest in Canada is \$530.62 at the Vancouver Sun and Province under a Vancouver-New Westminster Guild contract that expires Feb. 28.

Higher top minimums currently are in effect for district managers only at the New York Times (\$678.11) and Daily News (\$637.81).

The \$760 final top minimum

for district managers at the Gazette is the second-highest such minimum yet to be negotiated in any Guild agreement. It is surpassed only by a \$767 top minimum in the New York Guild's contract with the Times, which is expected to be raised further under a cost-of-living adjustment mechanism in that contract.

The district managers' increase and key top minimum is identical to that in the editorial unit's agreement with the Gazette. The outside circulation unit rejected the proposed settlement when the other three units ratified in January, seeking additional improvements in hours and scheduling.

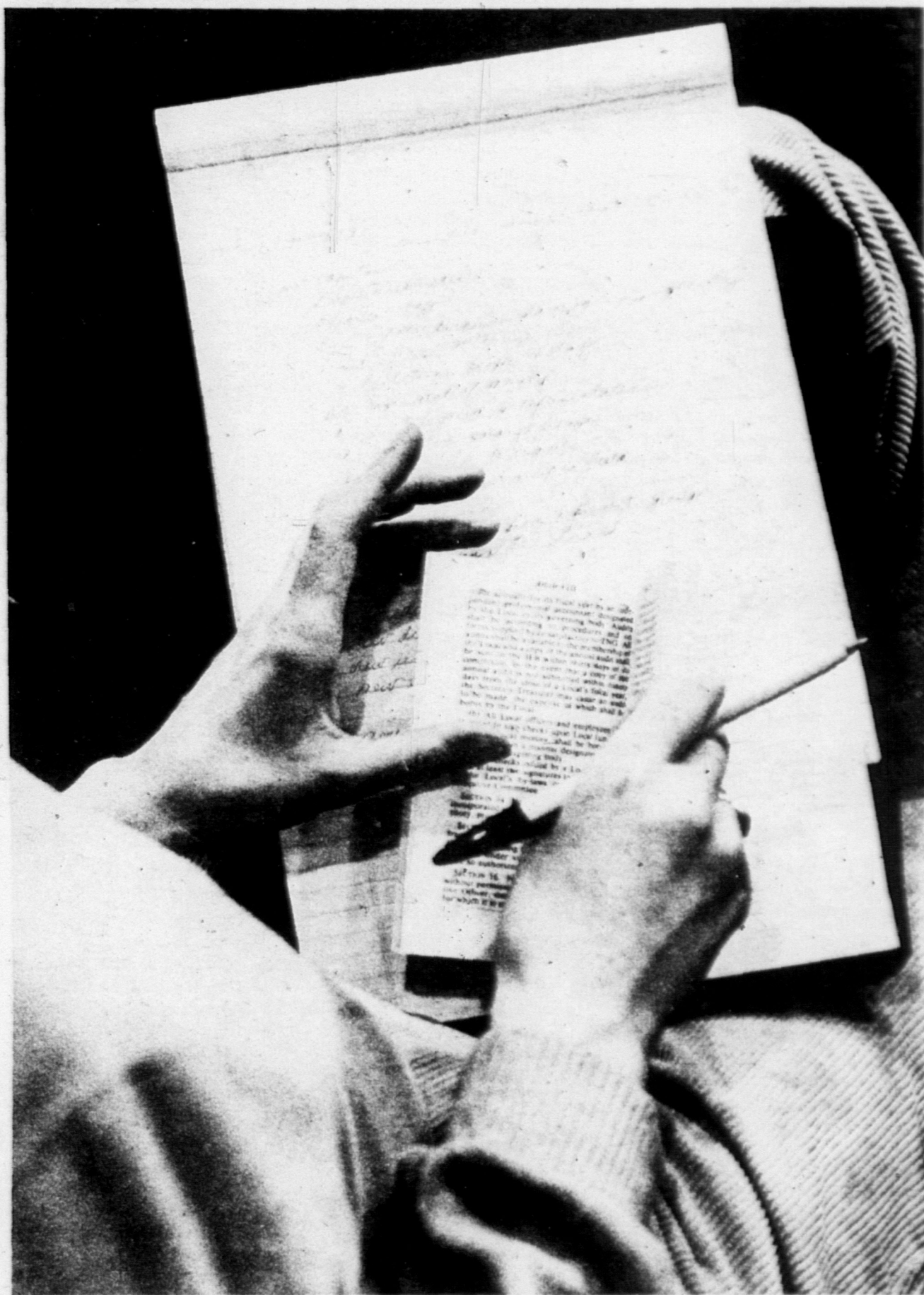
The five-day, 35-hour week continues in the new agreement, but split shifts were eliminated and provision was added guaranteeing district managers consecutive days off, with one of those days to be Saturday or Sunday, beginning May 1.

The mileage rate paid under all the agreements is raised to 22 cents per kilometer, which converts to the equivalent of 35.4 cents per mile. The rate will be adjusted by one cent for each 3.5-cent increase in the price of a litre of gas.

A daily vehicle allowance for swingmen is raised to \$35, up by \$10, with an additional \$5 added for Saturdays, taking it to \$40.

Under the agreements, the Guild is guaranteed jurisdiction over similar departments should the Gazette start an evening paper. Since the Montreal Star was closed, the Gazette has been this city's sole English-language daily

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FRANK ALEXANDER/Washington-Baltimore Guild

34 LOCALS REPRESENTED

First new officers' seminar draws 46

Silver Spring, Md.—Forty six local Guild leaders from 34 locals in the U.S. and Canada attended TNG's first residential seminar for new local officers at the AFL-CIO's George Meany Center for Labor Studies Feb. 12-15.

Participants, most of them local presidents and treasurers,

came from as far as Los Angeles and smaller locals in Great Falls, Mont., Eugene, Ore., Pueblo, Colo., and San Antonio, Texas. Other participants included local vice presidents, secretaries and executive committee members.

TNG subsidized, in part, room, board and travel expenses for one

participant from each such small local, under authorization of the 1981 Convention. Ten locals sent a second person, as well.

Following the seminar's conclusion, TNG President Charles A. Perlik, Jr., said that he would recommend to TNG's International Executive Board and this summer's convention that the seminar be continued on an annual basis.

In closing remarks, Perlik noted participants' expressions of enthusiasm at the seminar's content and said that their reward would lie in building stronger, fully organized locals with closer ties to the other unions.

"Our reward is your enthusiasm," he said, suggesting that future TNG staff members and officers could emerge from seminar participants—"perhaps even a future president!"

Albany Guild President, R.

Victor Stewart, a seminar participant, had made an impassioned plea shortly before the seminar ended for its continuation.

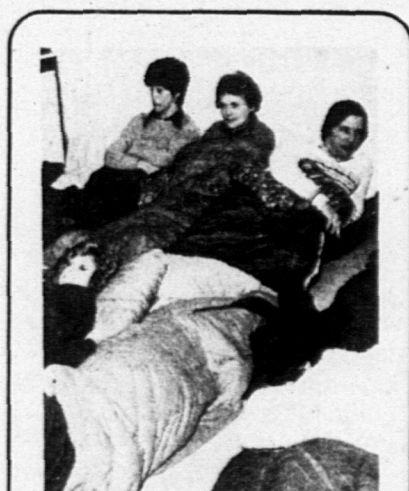
Last summer's convention debated the need for such a seminar, with opponents advocating grants to locals to subsidize the cost of local officers attending general labor education programs in their areas, with provision for pooling grants for those locals wishing to attend a TNG-sponsored forum.

The seminar was co-ordinated by TNG's Director of Administrative Operations Ellis T. Baker, who presided over it.

It opened Friday evening, Feb. 12, with a session providing an overview of the Guild, its purposes, policies and history.

Other sessions were devoted to organizing, collective bargaining, contract enforcement, local ad-

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Columbian camp in...6

Padia named to fill rights post

Washington—Anna M. Padia, a leader of the Pacific Northwest Guild for more than a decade and a classified telephone salesperson at Hearst's Post-Intelligencer, has been named TNG's new human rights co-ordinator.

Padia, who expects to begin her new duties in April, will replace Hannah Jo Rayl who is re-joining TNG's field staff as an international representative [Guild Reporter, Feb. 12].

Currently the vice chairperson of the Guild unit at the P-I, she has served as local president and secretary and P-I unit chairperson. She has been a member of the local's executive board for more than 10 years and a member of four of its bargaining committees. A delegate to several TNG conventions, she was chairperson of the organizing committee at last year's.

Padia was a TNG international

representative in 1974 and 1975 under a special organizing program.

She helped form the Coalition of Labor Union Women and is a delegate to its National Executive Board. For three years she was president of CLUW's Seattle chapter.

Acting under a CLUW-sponsored pilot project she was instrumental in developing a Seattle-

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THE SHORT

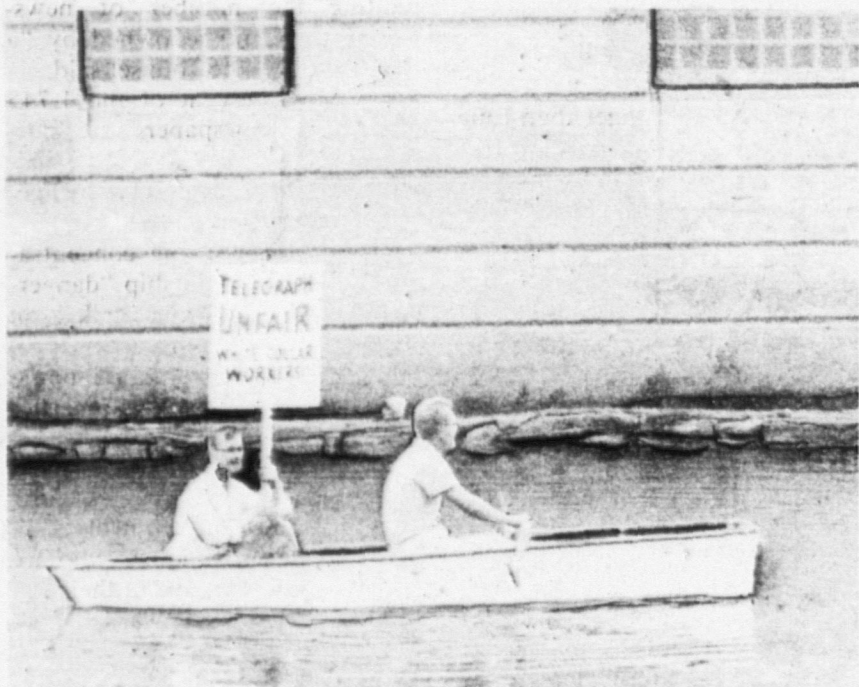


OF IT

THE SOCIETY OF Professional Journalists/Sigma Delta Chi has flunked the Reagan administration in openness in government in its freshman year. It got a passing grade on only one of 10 tests: opposing the effort in UNESCO to encourage government controls on news flow and to regulate journalists. It flunked on its moves to criminalize revealing CIA identities, its restrictive guidelines on compliance with the Freedom of Information Act, its proposals to amend the 15-year-old act, its efforts to cover more information under the "national security" classification blanket, and its efforts at plugging news "leaks." Reagan himself gained the distinction of holding fewer press conferences in his first year than any first year president in at least a half-century.

Job safety: The ANPA last fall called off funding a study of health and safety and VDTs. After its Environmental Committee met with officials of the National Institute for Occupational Safety & Health, the ANPA's board decided studies being planned by NIOSH probably would fit the bill. ANPA had estimated the bill for an independent effort could have been as high as \$500,000. . . . VDTs, computers, even electronic games are interfering with peoples' abilities to communicate, according to the assistant director of the Student Life Center at Whitworth College in Spokane. Kaye Via Mickelson said the machines respond instantly, while people don't. Days spent "talking" to computers affect people both physically and mentally. Workers end up "sitting on a lot of anger," she said. Typewritten words are just words on a page. Words on a screen are in lights that command attention and bring on a "zombie dimension," with people becoming mesmerized, she said.

Potpourri: Deadline for applying for a Bagehot Fellowship in economics and business journalism for the 1982-83 academic year at the Columbia University Graduate School of Journalism is April 9. A mid-career program, it aims at helping newspeople improve their knowledge of business, economics and finance. The fellowship provides a stipend that "covers living expenses." . . . The National Organization for Women has exempted the city of Miami Beach from its boycott of Florida for not having ratified the Equal Rights Amendment. All the city's elected representatives back the ERA. The rest of Florida remains off limits. . . . "I was happy to hear about your opposition to continued funding for the Legal Services Corp.," said a letter to the San Francisco-Oakland Guild from Sen. S.I. Hayakawa (R-Calif.). Trouble is, the local's letter to Hayakawa said just the opposite. . . . Agriculture Dept. researchers say yesterday's newspapers make good cattle feed. Trouble is, with so many being recycled, they cost too much. No protein, however, but "filled with carbohydrates."



From our past: When the Guild struck the Nashua (N.H.) Telegraph for a first contract in 1952, the young local's president and the picket captain (on the oars) set up a line in the river flowing past the paper's plant. Holding the sign, John M. Barry, now managing editor of the AFL-CIO News. The five-month strike was unsuccessful.

Counting-house: A new Associated Press bureau in Toronto is to develop in-depth stories about "burning issues" in Canada for U.S. newspapers, the Associated Press Managing Editors convention was told last fall. Seems a study showed "a number of specific topics on which interest in Canadian developments is very strong among some segments" of U.S. "readership." That readership? Executives and scientists in the textile and tobacco-based conglomerates who travel regularly to and from Canada, according to a report in Editor & Publisher magazine. . . . AP's operating budget for the current year is \$170 million, with \$23 million to go to modernization of its headquarters and worldwide bureaus, including a new, \$3-million "front end" system in New York. . . . Small-daily and weekly publishers are meeting in Washington March 10-13 for the National Newspaper Assn.'s 21st annual Government Affairs Conference. There'll be meetings with members of Congress, the Reagan administration, an assortment of columnists weighted toward the right, and briefings at six embassies, including those of the Soviet Union, Yugoslavia, Brazil and Japan.

Maternity pay for 15 weeks included in Montreal pact

Montreal—The Montreal Gazette will supplement unemployment-insurance payments to Guild-covered employees on maternity leave by as much as \$122.50 a week for 15 weeks under the three-year contract settlements reached with the Montreal Guild in January and February.

The settlements also contain wide-ranging improvements in provisions for the protection of covered employees' health and safety [Guild Reporter, Feb. 12].

The supplemental maternity-leave payments will mean a total payment of \$332.50 a week for persons on maternity leave who are eligible for the maximum unemployment-insurance payment under Quebec law.

Under Quebec law, the provincial government pays persons a flat \$240 for the first two weeks of maternity leave, after which they are eligible for a maximum of \$210 per week in unemployment insurance.

The Guild's previous contracts with the Gazette had simply provided for up to 26 weeks' maternity leave, with no copayment from the paper.

The settlements also contains a pledge by the Gazette to "encourage" the "integration" of employees in "traditionally segregated jobs, such as clerical, editorial

CORRECTION

The Montreal Gazette is owned by Southam, Inc. Its ownership was incorrectly ascribed to the Thomson chain in stories about the Guild's settlement with the Gazette in the Jan. 29 and Feb. 12 issues of the Guild Reporter. The Guild Reporter regrets the error.

desk [copy desk] and outside newspaper sales [circulation]."

And they add family relationships, sexual or affectional preferences and political activities or beliefs to the list of forbidden bases of discrimination in hiring and employment.

Also provided is one of the first mandatory educational leave provisions in a Guild contract in Canada. It mandates un-

Montreal DM top up \$248, to \$760

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and there have been persistent reports that it will start a new afternoon paper.

Also added is provision that new employees become Guild members on the date of hire.

The hourly rate for swingmen is increased by \$4.33, to \$13.33, over the term of the agreement.

paid leaves of up to 12 months for employees who have been awarded scholarships or fellowships, and also provides them for those with six years' service who request them "for job-related pursuits."

And another new provision bans company discrimination or discipline against Guild representatives such as shop stewards "for performing duties required of him/her by the Montreal Guild."

The settlements also guarantee that up to five members of the Guild units' bargaining committee will receive their regular wages and benefits when they must be absent from work for bargaining sessions.

Chief bargaining spokesperson for the local was Frederica Wilson, assisted in the final talks by TNG Canadian Director William H. McLeman.

Perlik to Botha: Don't license press

Washington — A proposal advanced by an official South African commission that would require the licensing of journalists and impose a code of conduct has brought a protest from TNG President Charles A. Perlik, Jr., to the head of the nation's government.

Calling the proposal from a commission headed by Judge Marthinus T. Steyn, a member of a provincial Supreme Court, "in sharpest conflict with the most elementary principles of freedom of the press and of free expression in general," Perlik called upon South African Prime Minister P. W. Botha to reject it.

"To license writers is to license freedom," Perlik wrote Feb. 12.

The draft law presented by the commission Feb. 1, calls for the creation of a council of journalists, initially appointed by the government, to license journalists. It also presents a code of conduct to be enforced by the council through fines of up to \$2,100 or license revocation, the New York Times reported.

Foreign journalists would also be subjected to the code of conduct and the licensing law, according to reports.

Perlik protests move to deport journalist

Washington — TNG President Charles A. Perlik, Jr., has called on the Canadian government to halt moves to deport Salvadoran journalist Victor Manuel Regalado Brito without disclosing the charges against him.

In wires to Canada's minister of employment and immigration and solicitor general, Perlik urged that charges against Regalado be made public so that he "can defend himself as an elementary human right."

Perlik wrote. "This makes it, if possible, even more intolerable," Perlik wrote.

The code calls for "due care and responsibility" to be exercised in writing about ethnic or racial matters and other subjects that "may detrimentally affect" the country's security or "international position."

The commission said that "normal first world journalistic approaches and practices, designed

for application in a homogeneous, democratic country" required adjustment for a "country with a first- and third-world population mix."

It cited the need to circumvent a Soviet campaign "to generate a white-black conflict" in South Africa.

News organizations enhance "political polarization" and "often encourage the revolutionary forces," the report said.

AFL-CIO council condemns South African abuse of labor

Bal Harbour, Fla.—The AFL-CIO Executive Council, joining with the International Confederation of Free Trade Unions, has issued a condemnation of South Africa's continuing imprisonment, detention and harassment of union leaders and their supporters.

Noting that its African American Labor Center has established a special unit to provide training, technical assistance and supplies

to South Africa's black labor unions, the council at its winter meeting called on affiliates to lend their support as well.

A workers' defense fund is also being created, it said, to provide legal assistance to black union leaders.

Such efforts "represent the best hope for a peaceful transition to a just and free society in South Africa," the council declared.

Padia named to rights job

(Continued from Page 1)

based referral and resource center to help women with employment and educational needs and problems.

She joined the P-I's classified department and the Guild in 1969 following graduation from the University of Washington where she received a degree in communication.

Padia was a candidate for international vice president from Region 4, the U.S. West, in last fall's TNG elections, registering 14 fewer votes than Larry D. Hatfield of San Francisco-Oakland.



ANNA M. PADIA



Veep before the AFL-CIO council

A spirited exchange of views marked the meeting of Vice President George Bush, center, with the AFL-CIO Executive Council in mid-February. Kirkland called the discussion that ensued between Bush and council members "civil and good-hearted," but he added,

however, that it "clearly brought out that there are fundamental differences. We simply disagree on many of the main, basic issues that face this country," Kirkland declared. At left is AFL-CIO Secretary-Treasurer Thomas R. Donahue.

Inside sales upgraded at Post

New York—An upgrading of inside classified solicitors at the New York Post, awarded by an arbitrator, has boosted their top minimum by \$55.35 a week, to \$466.40.

The award, retroactive to June 18, 1979, came under an agreement in 1978 bargaining between the New York Guild and the paper to submit the question of upgrading the inside classified solicitors to arbitration.

In awarding the upgrading, arbitrator Milton Rubin cited an increase in the quantity of display advertising handled by the inside salespersons, and said it made the job "closer" to that of the outside classified salesperson.

He also cited the comparability between the inside sales jobs at the Post and those at the New York Times and Daily News and the divergence from the historic similarity that had existed be-

tween the minimums at the three papers.

In fact, the "selling job is more difficult with the Post," he said pointing to its lower circulation.

He rejected the company's "ability-to-pay" argument. As an "active and competitive" daily in the New York area, the Post "should pay an equitably comparable salary for the jobs equatable with those in other publications," Rubin said.

Hertz: City driving costs average 47.3¢

New York—The average cost of driving and operating a new compact-sized car rose by 18 percent in 1981, to 47.3 cents per mile, 7.3 cents more than in 1980, according to the Hertz Corp.'s annual survey of driving costs in 20 major U.S. cities.

The costs of driving a compact car, like a Ford Fairmont, were highest in Los Angeles, at 57.9 cents a mile, and lowest in Detroit, at 42.0 cents a mile, the auto leasing firm reported.

It cited continuing increases in

automobile prices and "almost prohibitive interest rates" as key factors contributing to the rise in driving costs.

Since 1979 the average cost of operating a new compact-sized car in major U.S. cities has risen by 16.1 cents, or 51 percent, the study reported.

The current survey costs are for a 1981 compact car driven 10,000 miles a year and kept for four years. The cars are equipped with automatic transmission, air conditioning, power steering and

power brakes.

The cost of gas, oil, maintenance, license fees, taxes, insurance, loan interest and depreciation are included in computing the costs. Parking and toll costs are not included.

The Hertz study showed that the cost of purchasing a compact car ranged from an average of \$8,108, in San Francisco, to \$7,282, in Detroit, with most of the variation attributable to transportation charges, required equipment and sales taxes.

The costs of insurance, licenses and fees, on a per mile basis, ranged from a high of 18.1 cents per mile in Los Angeles, to 7.5 cents per mile in Dallas.

Maintenance costs were highest in San Francisco at 3.9 cents a mile; lowest in Atlanta at 2.4 cent, according to the survey.

Hertz reported that estimated average interest charges ranged from 9.6 cents per mile in Los Angeles, to 8.2 cents per mile in Washington, D.C.

Keeping a car longer than four years or driving more than 10,000 miles a year reduced the per-mile costs, Hertz noted.

The 47.3-cent average for the compact car is reduced to 35.9 cents if the car is driven 15,000 miles a year; driving 25,000 miles annually reduces it to 27.3 cents.

Keeping the vehicle 10 years lowers per-mile costs to 35 cents, on average, Hertz reported.

Trading the car yearly, raises costs to 52.4 cents a mile, the study shows.

The 47.3-cent major-city average is 2.7 cents less than Hertz' estimated nationwide average of 44.6 cents per mile. "The major city costs normally are higher than the nationwide average because of higher sales taxes and insurance premiums," the company said.

The nationwide average is up almost 50 percent over 1979, too, though, the firm reported. In 1979, it said, comparable costs averaged 29.8 cents per mile.

Bay Area rates escalate to 31 cents

San Francisco—Mileage rates have risen to 31 cents under the San Francisco-Oakland Guild's contracts with the San Francisco Chronicle and Examiner, the San Francisco Newspaper Printing Co., the Oakland Tribune, the Richmond Berkeley Independent and Gazette and the Santa Rosa Press Democrat.

The 31-cent reimbursement rate—up a half to a full cent—for employees who use their personal vehicles on company business comes under escalator provision; in the contracts tied to changes in the Private Transportation Index of the Consumer Price Index.

The rate under a similar provision in the local's contract with the San Mateo Times and News Leader reached 30 cents on Feb. 1, up one cent.

AFL-CIO sets path of new media unit

Bal Harbour, Fla.—The New AFL-CIO Institute of Public Affairs was set in motion by the federation's executive council during its winter meeting here as it outlined the institute's structure and defined its mission.

Creation of the institute was authorized by the council last fall and its financing was approved by November's AFL-CIO Convention.

The institute's goal is "to improve the ability of the AFL-CIO and its affiliated unions to take full advantage of the rapidly expanding technology of modern electronic means of communication," the council said in approving a report of its Public Relations Committee. TNG President Charles A. Perlik, Jr., is a member of the committee.

This will involve direct communication with union members and the public at large "to increase and improve their appreciation of labor's point of view on the crucial economic, political and social issues of the day." It will aim at countering what is perceived as domination of the media by conservative, anti-union and big business interests with superior financial resources.

The institute will operate as a nonprofit corporation with five of its 15 directors drawn from mass communications, public opinion research and allied fields. AFL-CIO President Lane Kirkland will chair the board.

The AFL-CIO's director of information, Murray Seeger, a longtime Guild member, will be president of the institute.

An executive director experienced in communications tech-

nology, program production and opinion research will head a small staff with expertise in those fields.

Specific institute objectives outlined in the report include:

✓ A labor-oriented television program available at a regular time to the maximum audience.

✓ Development of a new system for measuring public opinion, especially within labor's constituency, with application to a broad spectrum of issues.

✓ Compilation of market information as a base for developing the most cost-effective ways of reaching the largest possible audience.

✓ Training union officers and staff members in use of the full range of communications media.

✓ Co-ordination of existing media programs to enable the AFL-CIO and affiliated unions to most effectively reach a mass audience.

✓ Availability of the institute's services, expertise and counsel to all affiliates.

Study media concentration, AFL-CIO asks

Bal Harbour, Fla.—Congress should conduct a study of the concentration of newspaper ownership in the United States, the AFL-CIO Executive Council said during its winter meeting here, acting on a resolution forwarded to it by last fall's AFL-CIO convention.

At the same time, Congress should consider the advisability of limiting the number of newspapers that can be owned by "a single entity," the council said.

Sixty-five percent of the 1,745 U.S. daily newspapers are currently owned by a chain contrasted to 31 percent 20 years ago, the council noted.

Calling the growing concentration of media ownership "dangerous," the council also called on Congress to enact legislation prohibiting the ownership of newspaper and broadcasting properties by "the same entity."

Both the broadcast and print media in the U.S. are "rapidly coming under the control of a relatively few individuals who are primarily conservative in their beliefs," the council warned.

CORRECTION

It was reported erroneously in the Feb. 12 Guild Reporter that TNG's International Executive Board upheld its Appeals Committee's decision on two appeals by Philadelphia Guild members from the local executive committee's actions on charges and countercharges associated with last September's TNG elections.

As provided under TNG's Constitution, the IEB simply received a report from its Appeals Committee of the committee's action upholding the local executive committee's action.

Hertz's cost-per-mile estimates

City	Sub-Compact	Compact	Small mid-size	Intermediate	Full-size
Atlanta	32.0¢	43.6¢	45.0¢	46.8¢	48.9¢
Boston	34.8	46.3	48.9	51.0	53.2
Chicago	36.5	48.5	51.3	53.4	55.7
Cincinnati	32.2	42.9	45.3	47.2	49.2
Cleveland	33.8	45.0	47.5	49.5	51.6
Dallas	32.7	43.6	46.0	47.9	50.0
Denver	34.9	46.5	49.1	51.1	53.3
Detroit	31.5	42.0	44.3	46.2	48.1
Washington	33.5	44.6	47.1	49.1	51.2
Houston	34.9	46.5	49.1	51.2	53.4
Los Angeles	43.4	57.9	61.1	63.6	66.4
Miami	37.3	49.7	52.5	54.7	57.0
Milwaukee	34.4	45.9	48.4	50.4	52.6
Minneapolis	34.5	45.9	48.5	50.5	52.7
New York	42.5	56.6	59.8	62.3	65.0
Pittsburgh	34.3	45.7	48.3	50.3	52.4
St. Louis	34.9	46.5	49.1	51.1	53.3
San Diego	34.8	46.4	49.0	51.0	53.2
San Francisco	42.3	56.3	59.4	61.9	64.6
Seattle	35.8	47.6	50.3	52.4	54.6
20-city average	35.6	47.3	50.0	52.1	54.3
National average	33.5	44.6	47.1	49.0	51.1

Driving cost-per-mile for 1981 car driven 10,000 miles a year for four years.

Sub-compact is a car like a Ford Escort; compact is a car like a Ford Fairmont; small mid-size is a car like a Ford Granada; intermediate is a car like a Ford Thunderbird; full-size is a car like a Ford LTD.

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SEMINARIANS FILL MEANY CENTER CLASSROOM as TNG's William Blatz, standing rear, holds forth on organizing.



EILEEN PETERSON, ROCKFORD.



DARRELL G. SAPP, JR., PITTSBURGH.



BARBARA KUCERA, LAKE SUPERIOR (DULUTH).



CHARLES DALY, OTTAWA.



BERNICE NAGY, KENOSHA.

Seminar for new local officers draws 46 from 34 locals

(Continued from Page 1)

ministration, interunion co-operation, strikes and strike preparation.

Session leaders, in addition to Baker, were J. William Blatz, TNG's director of field operations, Richard J. Ramsey, executive secretary of TNG's Contracts Committee, and Secretary-Treasurer Charles Dale.

The local administration segment was divided into two separate classes. One for local treasurers, conducted by Dale, concentrated on financial reporting and record keeping, while the other, geared to local presidents, included structuring committees, developing shop steward systems, new-member programs and communications.

David J. Eisen, TNG's director of research and information, and Hannah Jo Rayl, TNG's human rights co-ordinator, led Saturday and Sunday evening sessions respectively on health and safety and human rights.

The contract enforcement session was augmented by a film, produced by the Bureau of National Affairs, which depicted an arbitration over a disciplinary suspension, narrated and analyzed by the arbitrator.

Labor troubadour Joe Glazer provided an evening of entertainment for participants, singing and

strumming a flock of labor songs—both old and new—many with lyrics adapted to the Guild.

Seminar participants were joined by members of TNG's field staff during the final sessions.

The seminar, as approved by last year's convention, was designed primarily for new officers

of locals without professional staff. It also was open to other active leaders, with attendance at this year's initial forum open to local leaders "with only limited experience in office," as well.

Its focus, as called for by the convention, was to provide the "basic tools" a new local officer

most immediately needs to build and lead a strong local.

Baker, in closing the seminar, quoted AFL-CIO President Lane Kirkland's recent reminder that organized labor's "age old mandate [is] to educate and agitate." Baker called upon seminar participants "to go home and do it."

Roster of TNG seminarans

Participants in the seminar for new local officers included:

Charles Daly, president, Ottawa Guild.

Patricia Smith, president, Terre Haute Guild.

Donald Chorprenning, treasurer, Los Angeles Guild.

Richard S. Grey, 1st vice president, Gary Guild.

Eileen Peterson, vice president, and Dwight Conrad, treasurer, Rockford Guild.

Elizabeth Kelso, president, Greensboro Guild.

Karen T. Cox, president, and David Gaddis Smith, treasurer, Peninsula (Newport News) Guild.

James Schaufenbil, vice president, and Barbara Stasz, treasurer, Manchester Guild.

William R. Oaks, president, and Marie A. Shellock, vice president, Youngstown Guild.

Darrell G. Sapp, Jr., executive committee member, Pittsburgh Guild.

R. Victor Stewart, president, and

Terry Brown, treasurer, Albany Guild.

Bert Lindler, president, Great Falls Guild.

John Pitaressi, president, and Frank Maurizio, Jr., treasurer, Utica Guild.

Carol Przybyszewski, recording secretary, and Rex Alger, vice president, Erie Guild.

James Griffin, vice president, Lexington Guild.

Ron Bellamy, president, Eugene Guild.

Barbara Kucera, secretary, Lake Superior (Duluth) Guild.

Jay Brakefield, president, San Antonio Guild.

Daniel R. Hauenstein, unit chairperson, and Mark Koch, executive committee member, Buffalo Guild.

Ernie Mercer, president, Eric Geist, treasurer, and Karen E. Woll, executive committee member, Washington-Baltimore Guild.

Judy Locorriere, president, Hudson County (Jersey City) Guild.

Andy Isaacs, 2nd vice president, Harrisburg Guild.

Philip W. Frame, president, Battle Creek Guild.

James B. Eichmann, vice president, Sheboygan Guild.

Steven Lawn, treasurer, Lynn Guild.

Clarence Scaife, president, Chattanooga Guild.

Kay Brookshire, president, Cincinnati Guild.

Beth J. Tamke, president, Memphis Guild.

Bernice Nagy, treasurer, Kenosha Guild.

Sara Sammetinger, executive committee member, Portland Guild.

Kenneth A. Kirchofer, editor, "Reporter 86," Peoria Guild.

Mike Fitzgerald, president, and Neal Perkins, treasurer, Pueblo Guild.

Karen Kuehn, president, Mountaineer (Morgantown) Guild.

John Belcarz, 1st vice president, Montreal Guild.



JAMES GRIFFIN, LEXINGTON; James Schaufenbil, Barbara Stasz, Manchester, and Karen Kuehn, Mountaineer (Morgantown).



ERNE MERCER, WASHINGTON-BALTIMORE'S new president, standing left. Seated foreground are Ron Bellamy, Eugene, Marie A. Shellock, Youngstown, Philip W. Frame, Battle Creek, Sara Sammetinger, Portland, and Beth J. Tamke, Memphis.



FOR TREASURERS ONLY: In foreground, from left, Dwight Conrad, Rockford, David Gaddis Smith, Peninsula, and Terry Brown, Albany.



TNG Secretary-Treasurer Charles Dale gave treasurers 'handy' tips



Joe Glazer plays and sings

Joe Glazer, known as "labor's troubadour," leads participants in TNG seminar for new local officers in old and new union songs the last evening of the three-day sessions. Glazer adapted many of the lyrics to the Guild. For one song—"Newspapermen," words and music by Vern Partlow, a member of the Los Angeles Guild in the '40s who was a volunteer union organizer up and down the West Coast—Glazer accompanied Albany Guild President R. Victor Stewart. When the two-hour songfest was over, TNG Secretary-Treasurer Charles Dale presented Glazer a TNG lapel pin.



MARG GERRARD CELEBRATES HER BIRTHDAY DURING 'OCCUPATION'
She's Columbian Guild unit secretary; at right, Lou Stevenson.



SOME FIND THEY HAVE A LOT OF TIME FOR CHESS
Roy Wood, left, and Doug Todd were among them.

'CAMP-IN' IN THE CAFETERIA

Columbian publishes again following four-day impasse

Coquitlam, B.C.—More than 200 members of four unions returned to work and the New Westminster Columbian resumed publication Feb. 12 after a four-day bargaining "impasse" which saw members of the unions "occupy" parts of the daily's plant while bargainers held marathon talks.

Participants in the "occupation" were members of Columbian unit of the Vancouver-New Westminster Guild, who "camped out" in the cafeteria, members of the Mailers' Union, who stayed in the mail room, and members of the Typographical and Graphic Arts unions' chapels at the paper.

Contracts of all four unions, plus the Pressmen's Union, had expired at the Columbian at the

end of November last year.

On Feb. 8, the unions became free to strike under provisions of provincial law requiring advance notice to the government. Earlier, Columbian management had become free to lock out the unions under the same statute.

The Mailers began holding study sessions in their work areas. The paper was published, however.

The next morning, management representatives said they were unable to meet to bargain with the unions' joint council, as had been scheduled.

As events unfolded, all 113 members of the Guild unit trooped up to the in-plant cafeteria, where many of them spent the next three days and others left but for brief periods, returning with sleeping bags, deck chairs, pillows, blankets, even guitars.

The unions and their members, mindful that the Columbian is

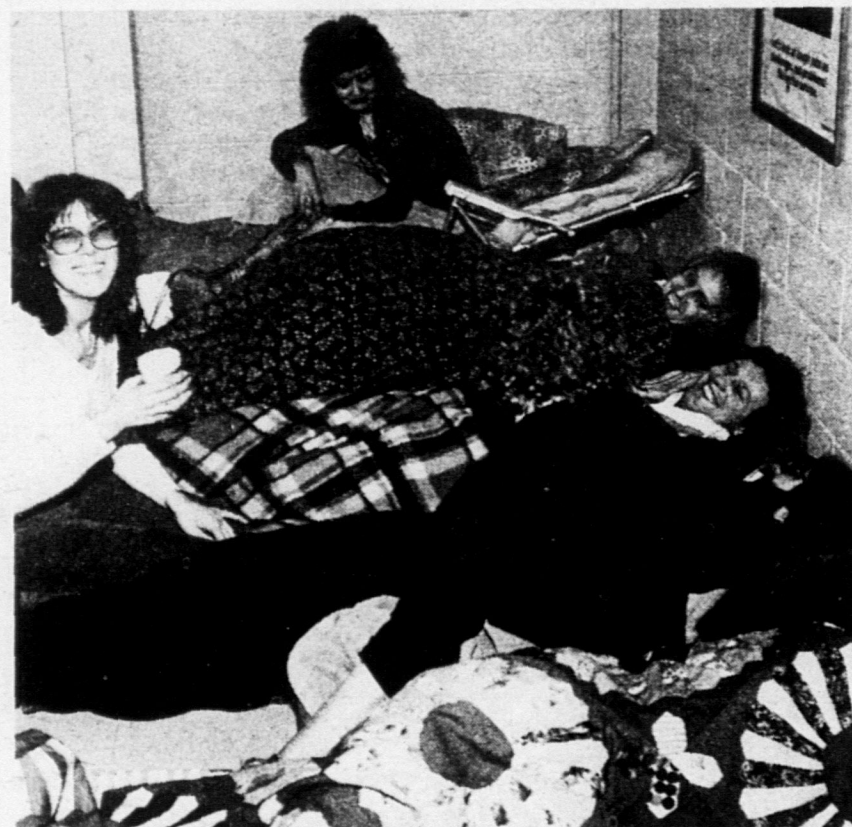
one of the few dailies left in Canada not owned by a chain, didn't want to see bargaining positions hardened by a formal lock-out, or strike, said Terry Glavin, chairperson of the Guild unit.

Management representatives had said it would not be "feasible" for publication of the 120-year-old paper to be continued if it was struck, the Vancouver Sun reported.

The independent contractor that operates the cafeteria kept it open and stocked with food for the union members throughout the period after the Guild said it would pick up the tab.

During the three days, members in the cafeteria kept occupied by playing cards and chess, reading books and holding song fests, led by the guitarists among them. The situation attracted extensive television coverage.

When the talks came to an end late Feb. 11, the unions had tentative agreements.



OVERNIGHT IT RESEMBLES A SLUMBER PARTY
Seated, left, Dianna Rienstra, at rear, Jan Naslund. In the 'sacks,' Andy Ross, Paul Marck and Chris Rose.

Murdoch says Post will publish Sundays

New York—New York Post publisher Rupert Murdoch has announced that the paper will begin publishing on Sundays before the end of the year.

Citing a circulation gain of 410,000, to 900,000, in the past five years, Murdoch told the Brooklyn Chamber of Commerce that the paper will start a Sunday edition to better serve the "growing, literate, articulate public out there ready and willing to purchase, read and enjoy newspapers."



Bakersfield

Sybil Alger, president; Cianne DeMarah, vice president; Kathy Freeman, secretary; Ray Mitchell, treasurer.

Denver

George Utley, president; Jim Hulac, 1st vice president; Ed Vigil, 2nd vice president; Sharon Stewart, secretary; John Hickman, treasurer.

Eugene

Ron Bellamy, president; Dave Harding, vice president; Diane Pishoneri, secretary; Mike Stahlberg, treasurer.

NLRB orders rerun vote

Washington—The National Labor Relations Board has ordered a rerun of an election conducted last March 17 at the Altoona (Pa.) Mirror to determine whether the Newspaper Guild should be the bargaining representative for the paper's advertising, credit, circulation, editorial and mail-room employees.

The board called for a second election in upholding Guild charges that the company engaged in illegal pre-election conduct by threatening employees

with more onerous working conditions and loss of benefits and employment if a majority voted for the Guild as their collective bargaining agent.

The final tally of votes cast in the first election produced 60 votes for the Guild and 63 for "no union" after counting the ballots of 10 employees whose voting eligibility had been challenged at the polls. The ballot of one challenged voter, who was held to be a supervisor, was not counted.

Guild gets counted out at R.I. weeklies

Providence, R. I.—The Providence Guild lost its bid to represent some 50 employees on three weekly newspapers owned by the Wilson Publishing Co. when the National Labor Relations Board counted the votes of five of ten employees whose voting eligibility had been challenged.

The initial tally of votes fol-

lowing an Aug. 25 NLRB-supervised election among all employees of the three papers produced 22 votes for the Guild and 18 for "no union," plus the 10 challenges.

The five challenged ballots counted produced no further votes for the Guild, making the final outcome 22 to 23.



AFTER THREE DAYS, THE 'OCCUPATION' ENDS
Frank Luba, bottom, and Ken Lindsay exit smiling.

CRAIG HODGE/Vancouver-New Westminster Guild

Sense (and dollars) seen in 'electronic papers'

By DONALD F. WRIGHT
President, Los Angeles Times

NEWSPAPER entrance into electronic information delivery makes sense, both as a defensive and an offensive strategy.

Defensive because while the newspaper business today is healthy and its prospects remain good, there are some trends—such as advertising linage and share, and materials and operations costs—that should give us cause for some concern.

Offensive because electronic publishing—with its increasing advertising volume and decreasing computer-storage and transmission costs—is an attractive new opportunity.

To take advantage of this new business, however, there are measures we should take to preempt others or to establish prece-

This "essay" is reprinted, with permission, from the February issue of "presstime," membership publication of the American Newspaper Publishers' Assn., to give Guild members a look at the kind of advice their employers are receiving on entering the fledgling "electronic newspaper" industry. The editors of "presstime" noted that the piece was adapted from a presentation by Wilson to the Institute of Newspaper Controllers and Finance Officers.

dents that will favor us. For example:

✓ We should establish our newspapers as the foremost information providers in our local markets.

✓ We shouldn't let others use our data base before we consider how we could use it to our own advantage in future services that may develop.

✓ We shouldn't allow ourselves to become shackled with compensation rules that will limit

our ability to compete freely and cost-effectively. We should pay for creating or obtaining information but not for multiple uses in other forms.

There is still time for newspapers to establish their position.

First of all, we already have systems in place for processing information. With electronic libraries that are coming into use, we are developing knowledge in data-base management, although there is some question about how

closely normal newspaper operations and electronic systems should be linked.

Secondly, people currently engaged in electronic publishing have been described as "niche publishers" who have carved out a very small market segment and developed it. There is evidence that most electronic publishers have found commercial customers, not consumers, to be their market.

FURTHERMORE, no critical mass has yet been established; i.e., a combination of services that makes an electronic information system sufficiently valuable to a user to give it mass appeal. What it takes to constitute the critical mass is undetermined, but at least we have an opportunity to participate in its early development.

Another timing factor in our favor is that no comprehensive systems approach has yet been developed. This gives us an opportunity to have some influence on that development.

But how does this technology compare with the kinds that transformed our newspaper industry over the last 10 to 15 years?

The most obvious difference is that when we managed that last wave of technology for improving internal operations, we were in control of our own timing. Now we are subject to market forces we don't control and which may determine the timing for us.

Before, we dealt with union constraints. Now we are dealing with competitors who can do whatever they want.

Before, we could weigh the benefits in relatively predictable improvements in operating costs against an equally predictable investment. Now we need to predict the response of a market, as yet undefined, and weigh it against the investment in a system that can't be designed without knowing what it will have to do.

Another difference is that we can't transfer the experience of other newspapers to our own situation as readily as we did before, because now we're dealing with market characteristics rather than internal newspaper processes.

In view of these differences, we have to learn to behave as entrepreneurs, which may not be as easy as it sounds.

Most of us work for newspa-

pers that were in existence long before we joined them. Except for the application of some new technology in very recent times, we are doing the same thing we've been doing for decades. There are a few new twists like special sections, zoning, color printing and preprint delivery to address market changes, but they are relatively minor. We've used computer technology and offset printing to make the operation more efficient, but that is a change in how we do it, not a change in what we do.

Many of us could fall into the trap of trying to manage our entry into the electronic field with an effort that is underfunded, understaffed and managed by people without experience as entrepreneurs. There's a lot to be said for establishing a separate group of people, adequately funded, with the single objective of developing a new line of business.

Some informed observers say the way to succeed in this new business is to form partnerships. A separate organization could deal more effectively with potential partners on a basis that involves the newspaper only to the extent that it makes sense to the new enterprise, without forcing things into a shape that makes sense from a strict newspaper perspective. Furthermore, involvement with electronics could lead to some forms of regulation which we would not want applied to our newspaper operations. Again, separate management might be advisable.

HERE are some important guidelines to keep in mind:

✓ Our newspaper business is strong, but some of the trends are not encouraging.

✓ A top priority should be to strengthen our print newspaper business, not only for its own sake, but also to give us a better platform from which to approach electronic opportunities.

✓ As entrepreneurs, we must join forces with others where it makes sense, meaning we have to get out and deal with them.

We are on the threshold of electronic information delivery. On the other side lie great opportunities for someone, including newspapers if we choose, and great threats if we do the wrong things. In my opinion, one of the wrong things would be to do nothing.



Photo courtesy Broadcasting magazine

PUBLISHER TRIES OUT 'ELECTRONIC NEWSPAPER' AT ANPA SEMINAR

At the keyboard, John Winsor, Canton, Ill.; pointing, Matthew Borow, Dow Jones representative.

CABLE, VIDEOTEX HOLDINGS GROW

ANPA educating its membership

Washington — Representatives of some 35 newspaper companies gathered here for a two-and-one-half-day seminar examining the field of "electronic publishing."

The Jan. 26-28 session was the second in a series being conducted for its members by the American Newspaper Publishers' Assn. The first was held in Dallas in September and a third was to meet in Denver Feb. 24-26.

As the seminar series is being conducted, more and more newspapers—both large and small—as well as large nonpublishing corporations are moving into the "electronic publishing" field through the use and acquisition of cable and videotex systems.

In one recent example, Times Mirror, owner of the Los Angeles Times, Denver Post and other newspapers, formed a joint venture with Informat—owned jointly by Torstar Corp. and Southam Inc. of Canada—to market videotex in U.S. markets.

In another, the New York Times and the Toronto Globe and Mail have begun marketing each other's electronic data services.

Knight-Ridder's TKR Cable Co., held jointly with Tele-Communications Inc., has announced

purchase of a cable system serving 21 northern New Jersey communities and 42,000 subscribers. The joint company expects soon also to acquire systems now owned solely by TCI serving another 38,000 subscribers in New Jersey and New York. Total value of the properties is some \$89 million.

Elsewhere, meanwhile newspaper companies continue to acquire cable television systems at a furious pace.

A list of newspaper companies' cable holdings published in the November issue of "presstime," the ANPA's monthly magazine—in its regular "telecommunications" section—included, among others:

Times Mirror Co. with 53 cable systems in 15 states; Capital Cities Communications with 51 systems in 16 states; Newhouse Newspapers with 72 systems in 16 states.

Also the San Francisco Chronicle Publishing Co. with five systems in two states; McClatchy Newspapers with three systems in California, plus majority interests in 15 other systems.

Also, the E. W. Scripps Co.—

through its majority interest in Scripps-Howard Broadcasting Co.—an interest in six systems in five states; the Toledo Blade Co. with three systems in two states.

Magazine and newspaper publisher Time Inc. with 125 systems in 33 states; the Providence Journal Co. with 14 systems in six states; Field Enterprises, publisher of the Chicago Sun-Times, with four systems in California.

And more.

The Bakersfield Californian, meanwhile, has also joined with Informat to produce an electronic agribusiness information service.

And CompuServe, one of the pioneers in the electronic publishing field, has added classified advertising to its "menu."

The St. Louis Post-Dispatch, in September, became the first newspaper to add classified advertising to the data it provides the CompuServe network.

Nonpublishing corporations exploring the electronic publishing field include CBS and the American Telephone & Telegraph Co.

Together they plan to launch a telephone-based videotex service to serve 200 households in Ridgewood, N.J. this fall on a trial basis without charge, "presstime" reported.

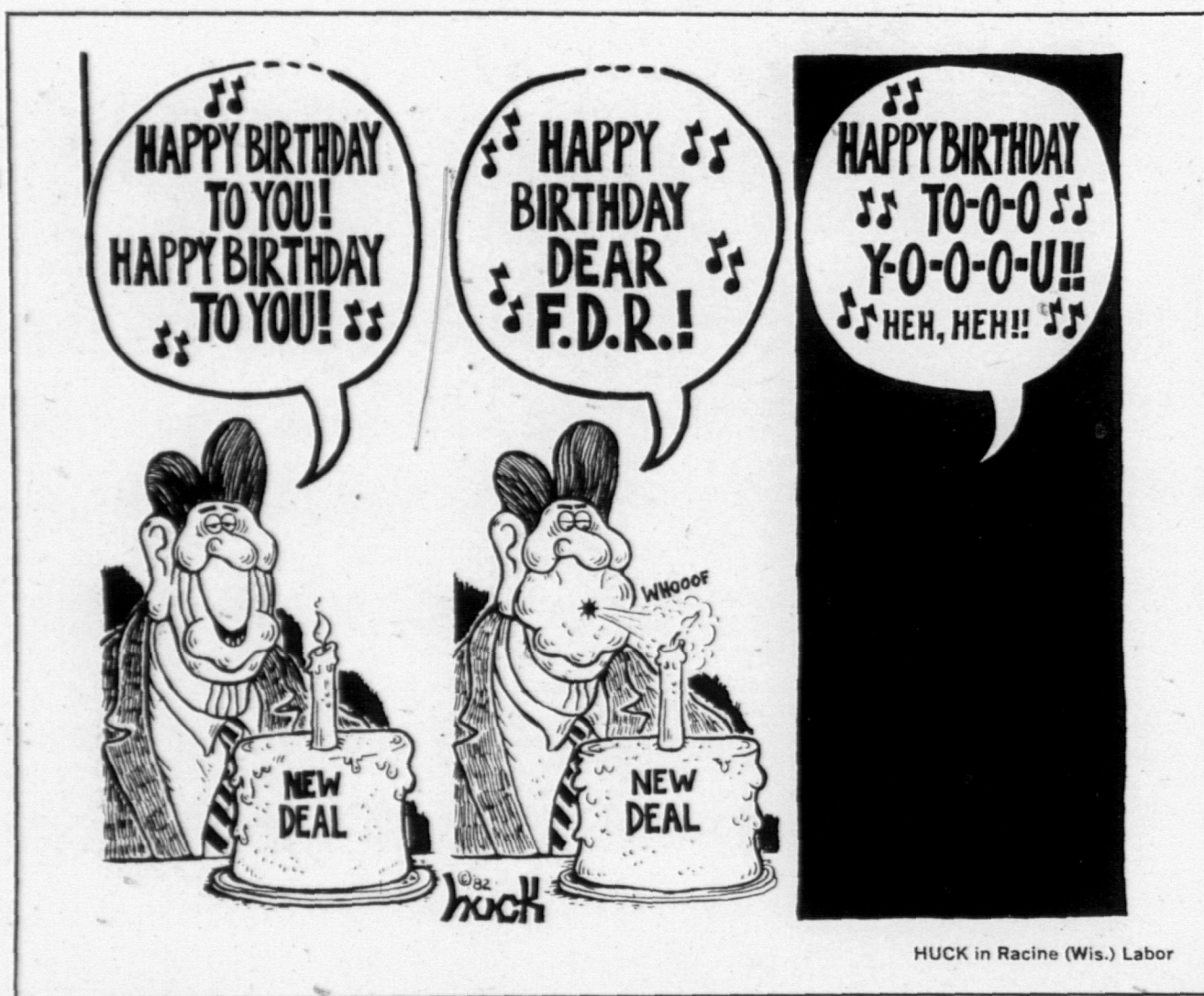
The U.S. price elevator

The table below records the ascent of the Consumer Price Index in the United States over a 24-month period following a 1.0-point rise in the index in January, to 282.1, up 21.4 points from January 1981, and 48.8 points from January 1980. 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 January 1980. The Urban Wage-Earners' and Clerical Workers' Index is the source.

	Index*	Percentage over	
		Same month prior year	Jan. 1980†
February, 1981	263.5	11.4	12.9
March	265.2	10.5	13.7
April	266.8	10.0	14.4
May	269.1	9.8	15.3
June	271.3	9.5	16.3
July	274.6	10.7	17.7
August	276.5	10.8	18.5
September	279.1	10.8	19.6
October	279.7	10.1	19.9
November	280.4	9.4	20.2
December	281.1	8.7	20.5
January, 1982	282.1	8.2	20.9

*1967 = 100

†Index = 233.3



Senate urged to again reject Van de Water as NLRB head

Bal Harbour, Fla. — Nothing has emerged since November to dispute the strong evidence that John R. Van de Water is unfit to head the National Labor Relations Board and his nomination for the position again should be rejected, the AFL-CIO Executive Council said Feb. 16.

President Reagan in January for the second time asked the Senate to confirm Van de Water as the new chairman of the NLRB, the quasi-judicial body responsible for enforcing and administering federal labor law.

Reagan's second request, like the first, has been referred to the Senate Labor Committee, chaired by Sen. Orrin G. Hatch (R-Utah). The committee on a pair of 8-to-8 votes Nov. 19 rejected the first nomination in the face of extensive evidence that Van de Water since the early 1960s has made a thriving business from advising managements on tactics to thwart employees' rights to organize and bargain, rights protected under

the law the NLRB oversees.

In a speech to a group of West Coast employers in 1973, Van de Water virtually boasted that unions had lost all but 5 of "the last 130 [representation] elections I've personally been involved in" as a management consultant [Guild Reporter, Oct. 23].

"The record of Van de Water's activities as an anti-union consultant is replete with declarations that unions are an evil which management should fight. Such a view directly contradicts the very basis of the National Labor Relations Act, the law that Van de Water would be sworn to uphold if confirmed," the AFL-CIO Executive Council pointed out.

When Van de Water provided only "fragmentary and incomplete" information sought by the Senate committee in the face of last fall's disclosures, the committee correctly refused to recommend his confirmation, the council noted.

It should do so again, the council said, and so should the full Senate if the Van de Water nomination comes before it. Following the committee's vote last year, its chairman, Sen. Hatch, tried to bring the nomination directly to the full Senate anyway.

Van de Water, meantime, has continued to serve as NLRB chairman since he was appointed and sworn in last August during a Senate recess.

Pay for two more weeks ordered in Star closure

Washington — Guild-covered employees working for the Washington Star when it was closed Aug. 7 are entitled to two additional weeks of notice pay, an arbitrator has ruled. He ordered Time Inc. to make the payment.

The provision of the Washington-Baltimore Guild's contract with the Star calling for four weeks notice of economy dismissals applied in the case of a complete shutdown, arbitrator Howard G. Gamser held.

In doing so he rejected company arguments to the contrary, but he said the company had satisfied half of its notice obligation

when it issued news releases announcing its intent to close the paper two weeks before the closure.

The contract did not specify what form notice of dismissal should take, Gamser pointed out.

The 480 employees in the Guild's jurisdiction also received severance pay under the local's contract.

Robert Paul, counsel to the Guild local, estimated that the additional notice pay required under Gamser's ruling will cost Time Inc. \$1 million.

Scaife buys out McGoff at Union

Sacramento — Richard M. Scaife has acquired John P. McGoff's half interest in the Sacramento Union, making Scaife the sole owner of the paper.

McGoff bought the paper from the Copley chain in December 1974, allegedly with funds supplied by the South African government.

Scaife bought a half interest in the paper three years later. He also publishes dailies in Greensburg, Lebanon and Monroeville, Pa.



International Executive Board, spring meeting, April 26-30, TNG headquarters, Washington.
Middle-Atlantic District Council, spring meeting, May 1-2, Ramada Inn, Albany, N.Y.
Great Lakes, Midwest and Southern District Council, joint spring meeting, date to be determined, Akron.
49th Annual TNG Convention, June 21-25, 1982, Biltmore Hotel, Los Angeles.
50th Annual TNG Convention, 1983, Cleveland.
51st Annual TNG Convention, 1984, Puerto Rico.
52nd Annual TNG Convention, 1985, Pittsburgh.

As they put it

Where the buck stops

The following is reprinted from the AFL-CIO News.

In the Harry S. Truman Library, visitors can see the medallion that graced that president's desk; the one that carried the motto: "The Buck Stops Here."

It's time to return it to the Oval Office in the White House. Its lesson needs re-learning.

Mr. Reagan seems to have forgotten that he is now the president and that his stewardship must be measured on performance rather than campaign rhetoric.

Just a year ago, on Feb. 18, 1981, he called on Congress to put the nation on the path to prosperity by enacting his economic program compounded of tax cuts and budget cuts, the shedding of federal responsibilities along with "burdensome" regulations.

An accompanying "White Paper" made clear that the most important cause of the nation's problems was "the government itself."

Congress gave the president almost everything he sought. It hewed closer to the White House script than any Congress since the heyday of the New Deal.

When conditions got worse instead of better and the administration last September came back for a second round of budget cuts, Congress met it at least part way. A few more strands were cut from the already skimpy safety net for the nation's needy.

As for "burdensome" regulations supposedly stifling business, the foxes put in charge of the chicken coops saw to them.

Now we hear from this president that the rise in unemployment and the slump in economic growth must be attributed to the mistakes of his predecessors, to "problems that have been building for more than four decades."

In recent campaign-style travels across the country, President Reagan has been even more agile in shifting the blame.

In one of his more outrageous comments, he suggested that readers be skeptical of news stories of hardships caused by his spending reductions. Some disgruntled government employee is probably behind it.

As he put it: "At times such as these there are those in government employ who will possibly sabotage and deliberately penalize some individual who is not supposed to be penalized in order to get a story indicating the programs are not working."

How nice to get away from those "puzzle palaces on the Potomac," and to return to the "real world," he says.

But the unemployment lines are long in the real world, and those standing in them are not simple-minded.

The "buck" has sure traveled a long distance since it left President Truman's desk at the White House.

In this administration, who knows where it will stop next.

The Guild Reporter

CALM
ACPS

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

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