

Five councils back IEB finance plan

Five district councils of Guild locals—Great Lakes, Midwest, New England, Southern and Western—have endorsed the comprehensive financial program TNG's International Executive Board is asking this summer's Guild convention to enact.

The finance program, aimed at simultaneously bolstering locals' and TNG's operating income, includes gradual increases over the next 11 years in both the Minimum Dues mandated for locals in TNG's Constitution and the mathematical factor by which locals' monthly obligations to

LAKES, MIDWEST, N.E., SOUTH, WEST,

TNG are determined [Guild Reporter, May 7].

Delegates to the Western District Council, meeting May 8-9 in Great Falls, Mont., voted without dissent to endorse the IEB's proposal on a motion by TNG Vice President Larry D. Hatfield of San Francisco-Oakland.

Meeting on the same two days, the New England District Council voted its endorsement of the

"concepts embodied" in the IEB's financial recommendations, including specifically a proposal to amend TNG's Constitution to require locals to be current in their per-capita payments to TNG in order to have a voice and a vote in the union's annual convention, beginning in 1984.

The New England Council, which met in Salem, Mass., acted on a motion by David C. Lang-

zettell of the Portland Guild.

The following weekend, at a joint meeting in Akron of the Great Lakes, Midwest and Southern Councils, delegates to each of the three councils in separate votes added their endorsements.

Delegates to the Great Lakes District Council, voting 14-to-3 on a motion by J. Stephen Hatch of Cleveland, endorsed the "principles embodied" in the IEB's

proposal. The votes against the endorsement were registered by the three delegates from the Detroit Guild. Delegates from the Akron and Toledo Guilds abstained.

Akron's representative at the meeting, Charles Montague, explained later that he abstained because he was not present for all of the discussion that preceded the vote.

Delegates to the Southern District Council also voted to endorse the IEB's proposal "in principle," on a motion by James

(Continued on Page 6)

AT CONVENTION

Session set to explore 'video' news

Washington—A workshop on Guild experiences with electronic news, advertising and information systems will be held on the evening of the opening day of TNG's 49th Annual Convention, June 21-25 in Los Angeles at the Biltmore Hotel.

In a letter to locals summarizing convention plans, TNG President Charles A. Perlik, Jr., is asking that delegates from locals with experience in electronic and cable distribution come prepared

Alert sounded on contract coverage of 'video papers' . . . 5

to discuss the operation of the systems as well as questions of jurisdiction, staffing, contract coverage and compensation arising from their introduction.

Earlier, TNG Secretary-Treasurer Charles Dale had reminded locals that U.S. law requires that delegates be elected by secret ballot to a convention that elects officers.

This year's convention will nominate candidates for at least one office, TNG Vice President from Region 1, and two local leaders have announced they are seeking the nomination: Thomas R. Hiltz of Boston and R. Victor Stewart of Albany.

Hiltz has picked up endorsements from the New England District Council and the Buffalo and Manchester locals [story, Page 6], while Stewart has been endorsed by the Mid-Atlantic

(Continued on Page 6)



DAVE ROSCOVER/Pueblo Guild

Explaining Pueblo's by-line 'strike'

Judy Hildner, secretary of the Pueblo Guild (second from right), tells a television reporter that Guild members in the newsrooms of the Pueblo Star-Journal and Chieftain have been withholding their by-lines and credit-lines from their work since the Guild's contract with the papers expired April 30 to show support for the Guild's bargaining committee in its quest for

an equitable new pact. With Hildner, Star-Journal and Chieftain Sunday editor, are Curt Chandler (beard) a photographer with the Chieftain, and Milan Simonich, a reporter with the Chieftain. Conducting the interview is George Rael of KKTV in Colorado Springs. Bargaining for a new contract began in mid-February. The membership now has taken a strike vote.

Washington gets new, controversial daily

Washington—Nine months and 10 days after the Washington Star was closed, this Nation's Capital became a two-newspaper town again when Vol. 1, No. 1 of the Washington Times hit the streets May 17 amidst a swirl of controversy over its financial backers, leaders of the Rev. Sun Myung Moon's Unification Church.

The 44-page broadsheet's lead editorial, its editor and publisher and its executive editor all asserted that the paper's policies are completely free of the church's influence, however.

The paper was started, and he signed on as its editor and publisher, to offer a conservative alternative to the Washington Post, wrote editor and publisher James R. Whelan, most recently editor of Richard Mellon's Scaife's Sacramento Union. His several other previous employers include John P. McGoff's now liquidated Panax chain. Both Whelan and executive editor Smith Hempstone

said they have contracts guaranteeing no interference.

Besides, says Hempstone, according to the Post, he's already "worked for a lot of publishers who thought they were God."

The paper published a special eight-page tabloid insert on each of its first three days describing the genesis of it and its staff and listing over the last three pages the names and thumbnails of 239

editorial, circulation, business-office and production employees, plus its executives.

A great many, particularly in editorial, circulation and production were veterans of the Washington Star, including six photographers, a receptionist who held that job nights at the Star for 17 years, and Hempstone, who left the Star in 1975. He had been its

(Continued on Page 2)

Guild certified for 34 at Maclean's

Toronto—Ontario's Labour Relations Board has granted an "interim certification" to the Southern Ontario Guild as bargaining agent for about half the 65-70 editorial employees of Maclean's news magazine for whom representation is being sought.

In granting the interim certificate May 14, the labor board said it will hold hearings on company objections to the Guild's certification for the remaining 30-35 persons.

The Guild petitioned for certi-

fication for the entire group on April 26 and subsequently filed membership applications from nearly 90 percent of the persons involved to demonstrate its majority status within the full group.

Maclean's, however, objected to inclusion in the bargaining unit of about 30 persons employed in the magazine's main offices here and to inclusion of persons in its bureaus in Vancouver, Calgary, New York, Halifax and Washington, D.C.

The labor board said it will

hold hearings on management's claims that the 30 Toronto employees are ineligible for union representation because they are variously managerial, confidential, free lances, or part-timers who work fewer than 24 hours per week. It also will consider whether out-of-province bureau employees are beyond the reach of the Ontario board's authority, as claimed by Maclean's. Management also is alleging that it is improper for the Southern Ontario

(Continued on Page 6)

'MERGER' IN MINNEAPOLIS:

As seen from inside . . . 5

...and from St. Paul . . . 8

Fall mobilization urged . . . 8

SENIORITY TO PREVAIL

News unveils plan asking 1,340 jobs

New York—Daily News management has proposed a plan to the New York Guild and the 10 other unions representing the paper's 3,800 full-time employees under which the paper's owner, the Tribune Co., would invest \$92 million in the paper through 1984 in return for the elimination of the equivalent of 1,340 full-time jobs.

The plan, outlined by News President and Publisher Robert M. Hunt, calls for about \$48 million to go to employee buyouts.

The remaining \$44 million would be spent to refurbish printing equipment and establish satellite printing plants on Long Island and in New Jersey.

Staff reductions sought are fewer than the equivalent of 1,600 full-time jobs Joe L. Allbritton was seeking from the unions before the Tribune Co. on April 30 terminated its conditional agreement on his acquisition of the News.

Also unlike Allbritton's proposal, the plan advanced by Hunt anticipates staff reductions in the Guild's 1,000-member unit in reverse order of seniority.

Allbritton had been insisting on choosing employees in the Guild's jurisdiction who would be dis-

charged in order to pare the unit by the equivalent of 298 full-time jobs and before talks broke off had turned over a list of employees slated to go.

Hunt said about 40 of the paper's 200 management employees would also be terminated.

The proposed staff reductions would produce savings of about \$55 million a year by 1984, Hunt told the unions.

The company did not set a deadline on reaching agreement, but mediator Theodore W. Kheel, who has been advising the Allied Printing Trades Council of unions, said Hunt spoke of a "target date" of July 1.

The plan calls for upgrading the News' Brooklyn printing facility and closing its unprofitable rotogravure plant in Queens, plus establishing the two satellite plants.

It anticipates eventually phasing out production work at the Manhattan plant.

Late last year, prior to the Tribune Co.'s sudden announcement Dec. 18 that the News was for sale, News executives are reported to have tried to persuade Tribune Co. officials to invest \$60 million to modernize the paper's production facilities.

Guild bargaining brings record gains for year

Washington—Guild bargaining in the past year produced record high average increases in key top minimums for the fourth consecutive year, TNG's International Executive Board is reporting to this year's Guild convention.

The average increase in the reporter top minimums in 33 settlements with daily newspapers, news services and news magazines was \$39.38, or 9 percent, in the first year of the agreements and \$39.67, or 8.3 percent, in the second, the board reports in the Collective Bargaining section of its Officers' Report to the convention.

Key top minimum increases averaging \$64.49, or 14 percent, in the first year and \$60.97, or 11.6 percent, in the second year of seven Canadian contracts "contributed mightily" to the record wage gains, the IEB pointed out.

It also noted that the Guild's first key top minimums of \$700 a week or more in a newspaper contract were bargained in the past year. The first of them—\$721.92 at the New York Times—took effect March 31.

The IEB is recommending that the convention call upon locals to intensify economic bargaining in order to achieve minimum salaries "that are and remain ahead of rising living costs."

It also is recommending that locals be urged to reject any proposed contract retrogressions and that locals be encouraged to seek joint or co-ordinated bargaining with other unions in their shops.

The IEB also again is recommending that the convention direct locals to increase efforts to protect jobs through adequate jurisdiction clauses.

And it is calling upon the con-

vention to reaffirm TNG's policy of refusing permission to sign any proposed contract settlement that contains any discriminatory wage or other provision unless it informs the employer that immediately upon signing the Guild will initiate legal action to eliminate the discriminatory provision.

Washington gets new, controversial daily

(Continued from Page 1)

associate editor and editorial page chief.

About 60 percent of the 122 persons listed in the editorial department had experience on dailies here and elsewhere.

Many of the others had worked on the News World or the Spanish-language Noticias de Mundo, dailies connected with the Unification Church in New York City.

Experience on wire services, magazines and broadcasting stations was listed for still others. No work experience was listed for a few.

Noticeably missing from the staff list were ad salespersons. The paper will not attempt to sell advertising until after it has established a circulation base.

The five-day-a-week paper was being sold primarily through bright orange vending boxes in the city and suburbs, and at some stores' news stands. It said it would offer home delivery after a few months' publication.

In a Page One announcement its third day, it said it had sold out all 150,000 copies the previous days and was adding more press capacity to print more. Late that day, however, copies of that morning's edition remained unsold in many street boxes.



RAY BLAICH/Vallejo unit/San Francisco-Oakland

V.I.P. 'SuperStars'

A Vallejo, Calif., high school student, Bill Ortega (center), accepts trophies for his team's coming up winners in a Cancer Society benefit athletic competition sponsored by the Vallejo Independent Press, daily published by the five unions that struck the DonRey chain's Vallejo Times Herald in June 1978. Teams from four area high schools competed in 11 events—including a half-mile race run while carrying 25 pounds of sand and two-person

paddle races on air mattresses—after securing citizens' pledges of contributions to the Cancer Society. Pledges totalled \$1,000-plus, according to Linda Zalesky (left), of the Cancer Society. Also pictured (from left): Vallejo Guild member Gordon A. Shaffer, V.I.P. special events co-ordinator; Vallejo Mayor Terry A. Curtola, Jr., and Navy Lt. Comdr. Ken Dunning, chairperson of the event. Marines also assisted with the event.

Reuters Canada key up \$187

Toronto—The top minimum for reporters and desk employees under the Canadian Wire Service Guild's contract with Reuters of Canada is raised by \$187.86 a week, to \$697.56, in a new three-year agreement.

The \$187.86 increase comes in three increments, with \$76.09 retroactive to April 1, \$55.65 due next April 1 and \$56.12 due on April 1, 1984.

The service required for a fourth week of vacation is reduced from six years, to five, and a dental plan is upgraded.

The agreement also calls for the creation of a joint Guild-management health and safety committee.

The reimbursement rate for auto use is raised by 5 cents, to 35 cents a mile, and effective

April 1, 1983, by another 5 cents, to 40 cents a mile.

Technicians are upgraded, with their top minimum raised by \$218.98 a week over the contract's term, to \$560.36, for those with more than four years' experience; \$129.20 of the increase is retroactive to April 1, with additional increases of \$44.70 and \$45.08 on April 1, 1983 and April 1, 1984.

A flat minimum for senior editors-reporters is increased by \$186.70, to \$742.63 a week, in increments of \$67.71, \$59.24 and \$59.75.

The top minimum for news assistants is raised by \$78.22, to \$330.70 a week, over the contract's term, and that for news dictationist is increased by \$68.30, to \$288.77 a week.

Reuters reports profits up 334%

New York—Reuters, the British news agency, has announced that its net earnings for 1981 more than quadrupled.

After-tax profits rose to \$25.6 million, from \$5.9 million in 1980, while revenues of \$254 million for 1981 were up 54 percent.

Company executives attributed the outstanding earnings gains to "generally buoyant markets" for its news service and a decline in the value of the British pound against the U.S. dollar.

The Times reported as many as 100.

Both papers reported that about 2,700 guests attended, that catered food such as caviar in coconut, kiwi in cantalope, crab claws and lobster were in profuse supply. They also agreed that music was played by the Strolling Strings, but while the only song the Post mentioned by title was "God Bless America," the Times identified several, including "Moon River."

Some public figures were reportedly refusing to talk to Times reporters.

"The Rev. Moon can buy a newspaper, but I can't buy the idea he's a newspaperman," said Chris Matthews, administrative assistant to House Speaker Tip O'Neill, the Post reported.

Its third day of publication, the Times carried the Associated Press' story on Moon's convictions on charges of conspiracy to evade income taxes. The story ran above the fold on Page One under a two-line, two column head.

There could be no doubt from its first three issues, that the Times' editorial pages offer conservative fare. Among its columnists: Ralph de Toledano, who has been closely associated with

the so-called Right-to-Work Committee, Thomas Sowell, an economist at the Hoover Institute, and Jenkin Lloyd Jones.

Bo Hi Pak is president of News World Communications, Inc. which, as the Times itself put it, "technically" publishes all three dailies connected with the Unification Church. He also is quoted in the Times as saying that "we have spent millions already" on the new Washington paper.

John Morton, the newspaper investment analyst, estimated that the Times' startup and balance-of-1982 costs could run as high as \$12 million, the Post reported.

The church, however, is committed to supporting the newspaper "forever," if need be, the Post quotes Whelan as saying.

Whelan announced a nine-member editorial advisory board which includes his old boss at Panax, John P. McGoff, who once tried to buy the Washington Star.

The Guild Reporter (ISSN: 0017-5404) is issued semimonthly, except monthly in July and December, at 1125 15th St. NW., Washington, D.C. 20005. \$15 a year. Second-class postage paid in Washington, D.C. and additional mailing offices. Printed in U.S.A.
Postmaster: Send address changes to The Guild Reporter, 1125 15th St. NW., #835, Washington, D.C. 20005.

CLUW sets sights on women and technology

Los Angeles — The Coalition of Labor Union Women's second biennial convention set CLUW's sights on the effects of computer-based technology both on so-called "traditional" women's jobs and on women's ability to move into nontraditional jobs.

The ever expanding applications and uses of computers seem to be reinforcing, rather than helping break down, the traditional patterns of job segregation by sex, even in the computer industry itself, the convention noted. As many as 96 percent of the people working in support jobs are women, it pointed out,

while nearly 80 percent of those in computer specialist jobs are men.

The convention called both for a special task force to study the issues and for CLUW's National Executive Board to consider calling a national conference on the matter.

More than 900 delegates, alternates, observers and visitors from 20 countries attended the convention, held here April 29-May 2 under a banner proclaiming: "A past of progress and a future of promise."

CLUW President Joyce Miller —also a vice president of the

AFL-CIO and of the Clothing & Textile Workers' Union—opened the meeting by tracing CLUW's growth since 1979 from 30 local chapters to 65 and from 8,000 members to 16,000.

But, she said, while women have come "a very long way" at the level of national union leadership and while CLUW has become "a valued representative voice" for union women worldwide, "boy, do we have a long way to go" still.

Outlining CLUW's progress, she pointed to model organizing projects in Washington-Baltimore and Houston, a CLUW educa-

tion and research center in Washington, work for the Equal Rights Amendment, for child care, on the problems of older women, on inequities in Social Security, on sexual harassment and for pay equity.

She also announced the publication of a new CLUW book, "New Nightingales," the hiring of CLUW's first national organizer and the impending publication of a handbook on "Empowerment of Women" in unions.

But, Miller said, she has deep concern about whether there is a "future of promise" for working women under the programs and policies of the Reagan administration, which she called both "anti-worker" and "anti-woman."

Reagan's answer to high unemployment, she charged, "is for all women to stay home." In its first year, she continued, the administration has "decimated" employment opportunity requirements for federal contractors, reduced back pay awards, weakened the Equal Employment Opportunity Commission and the U.S. Civil Rights Commission, encouraged the defeat of the ERA and appointed "a vicious enemy of equal rights" as Solicitor General.

She called on CLUW members to show the administration that they "totally oppose" its economic policies with their votes in November's elections.

Miller's concern for the future of working women under the Reagan administration was echoed by several other speakers, including:

✓ Former U.S. Rep. Yvonne Burke of California, who warned that erosion of rights, such as those for equal employment opportunity, affect not only women and minorities, "These rights affect the validity of our constitution," she said.

✓ William Lucy, president of the Coalition of Black Trade Unionists and secretary-treasurer of the State, County & Municipal

Employees, who charged that the Reagan administration "has made an unholy alliance with the new right and big business" to put women and minorities back in "their place."

During the convention, about 500 participants — escorted by police and dogs and monitored by helmeted security guards—demonstrated outside the Beverly Hills headquarters of Litton Industries to show their support for the dozen unions that repeatedly have been thwarted in organizing and bargaining at the firm by its anti-union actions over the past two decades.

Delegates also elected the following to CLUW's expanded National Officers' Council: Miller, president; Addie Wyatt of the Food & Commercial Workers, executive vice president; Gloria Johnson of the Electrical, Radio & Machine Workers, treasurer; Elinor Glenn of the Service Employees, corresponding secretary; Lela Foreman of the Communications Workers, recording secretary.

Also, all vice presidents: Odessa Komer of the Auto Workers; Georgia McGhee, of the State, County & Municipal Employees; Clara Day of the Teamsters; Pat Halpin of the Teachers; Gwen Newton of the Office & Professional Employees; Evelyn Dubrow of the Ladies' Garment Workers and Joycelyn Thomson of the Machinists.

Fifty-eight delegates and 57 alternates also were elected to the National Executive Board. Elected by a caucus of Guild members were Anna Padia, TNG Human Rights Co-ordinator, delegate, and Hannah Jo Rayl, international representative, alternate.

Besides Padia and Rayl, Guild members attending included Cadgia LeGerrette of San Diego and Barbara Wicklund and Connie Kopelov, both of New York.

CLUW's next convention will be in 1984 in Chicago, site of its founding.



BOB GLASS/New York Guild

A Guild welcome (back) at the Times

A bouquet from "friends in the Guild" welcomes Jane Weston Linsky back to the New York Times and her job as an editorial assistant and two-day-a-week editor on the Sunday Times' tabloid "Guide" to leisure activities. An arbitrator ordered her reinstated after

holding that her discharge for having "hidden" a large portion of copy in the paper's computer during a pay-rate dispute was too severe a penalty, given her unblemished performance record during 16 years with the Times [Guild Reporter, May 7, Page 3].

End media abuse, Argentines told

Washington — TNG President Charles A. Perlik, Jr., has called upon the Argentine government to end its abuse and harassment of reporters and other media employees covering the Falklands crisis.

In a cable to Argentine president Leopoldo Fortunato Galtieri, he cited the abductions of two television crews and the expulsion of a Newsweek reporter and two Norwegian journalists.

He also called on the government to release three British journalists it is holding in jail and to drop espionage charges brought against them.

Meanwhile, Britain's Conservative government was criticizing the British Broadcasting Corp. and some British newspapers for their coverage of the crisis.

"I understand that there are times when it seems that we and the Argentines are being treated

almost as equals and almost on a neutral basis," Prime Minister Margaret Thatcher complained.

Rupert Murdoch's tabloid, the Sun, entered the debate on the side of the Tory government editorializing that "there are traitors in our midst. . . . A British citizen is either on his country's side —or he is its enemy."

BBC Managing Director Richard Francis, responding to the

criticism while speaking to the International Press Institute in Spain, declared that "the BBC needs no lesson in patriotism from the present Conservative government. . . . It is not the BBC's role to boost British troops' morale or to rally British people to the flag," but rather to provide factual and reliable information about "confusing and worrying events," he explained.

TNG's Polish Aid Fund nears the \$3,000 mark

Washington—Contributions to TNG's Polish Journalists' Aid Fund climbed to a total of \$2,935 as of May 17 as Guild members and one Typographical Union member began using Guild Reporter contribution coupons to add their personal donations to

the fund, set up this spring.

A contribution from a fifth Guild local—\$100 from San Jose—also has been received by TNG for the fund, Secretary-Treasurer Charles Dale reported.

Earlier, contributions had been received from the St. Louis, Philadelphia, Cleveland and Cincinnati Guild locals.

A contribution of \$100 also has been received from the Society of Professional Journalists/Sigma Delta Chi.

The fund was established by TNG late in March after Poland's military government dissolved the Polish Journalists' Assn., part of the Solidarity union movement, and TNG learned through European sources that PJA members had lost their jobs and were "in many cases driven underground," and faced severe shortages of food for themselves and their families. The fund is dedicated to help alleviate those needs.

Merger units meet, swap proposals

Colorado Springs—TNG's and the International Typographical Union's merger summit committees met here May 11 as scheduled to exchange proposals on issues outstanding between the unions when merger talks broke off in April, 1981.

Under the timetable set by the summit committees at a meeting early this April, they next will meet June 9 in Washington to try to "resolve differences in the proposals" exchanged May 11. The committees issued no report on the May 11 meeting.

Members of TNG's summit committee are President Charles A. Perlik, Jr., Secretary-Treasurer Charles Dale and J. William Blatz, director of field operations.

Members of the ITU summit committee are President Joe Bingel, 2nd Vice President Robert L. Wartinger and 3rd Vice President Allan J. Heritage.

Clip & Mail

SOLIDARNOSĆ

The independent Polish journalists' Solidarity-affiliated union has been officially dissolved by Poland's military regime on grounds that it acted "against state and social institutions of public information."

Through European sources, the Guild has been informed that many in the banned union have been driven underground and that they and their families are sorely in need of the necessities to maintain life.

Enclosed, therefore, is my contribution of _____ to TNG's Polish Journalists' Aid Fund.

(Name) _____

(Address) _____

(City & State/Province) _____

(Guild Local) _____

TNG/POLISH JOURNALISTS' AID FUND
c/o The Newspaper Guild, AFL-CIO/CLC
1125 15th St. NW — #835
Washington, D.C. 20005

Clip & Mail

Fear, the bottom line and the Star

By MARILYNN J. TAYLOR
Twin Cities Guild

THE TERMINATION OF THE Minneapolis Star was a self-fulfilled prophecy.

When Stephen Isaacs arrived as the new editor of the afternoon daily in the spring of 1978, he loudly proclaimed the paper "terminal" and proceeded to drill that diagnosis into the newsroom staff while paradoxically trying to inspire it to save the Star by making it "glow in the dark."

The Star did, indeed, have all the symptoms of the afternoon-daily syndrome which has resulted in closure of the Philadelphia Bulletin, the Washington Star and others. Nevertheless, when Isaacs came the Star had a circulation of almost 240,000 and supremacy over its co-owned morning rival, the Minneapolis Tribune, in metropolitan penetration and advertising volume.

Isaacs prescribed intensive radiation therapy: turn what was a gray, rather stodgy paper into a daily news-magazine that would cover tomorrow, not yesterday, and do it with pizzazz.

The Star became the Encyclopedia Britannica of papers, with stories 60, even 100 inches long as daily fare. It could be bold, energetic and occasionally brilliant. But it also could be weak, irrelevant, downright silly.

Many readers were confused, annoyed, even angered by the changes, especially since they were made almost overnight and with barely a whisper of promotion. Circulation continued to fall.

But the grand experiment might have worked, had it been given enough time and a consistent flow of resources. By the time the Star published

THE MINNEAPOLIS

STAR

its last edition, it had begun to find a more reasonable balance of news and features. And though circulation was down to about 168,000, it seemed to be leveling off.

As radical, excessive and audacious as the resuscitation attempt was, it did not kill the Star. Fear and the bottom line did.

Publisher Don Dwight called the merger of the Star with the Tribune a "pre-emptive strike" because, while both papers were still making a profit, costs were rising faster than revenues. The military jargon was not lost on the staff, which called the merger a "termination with extreme prejudice."

For weeks before the merger was announced, company executives and editors adamantly and arrogantly refused to comment on the maelstrom of rumors of it swirling through the community. Tribune editor Charles Bailey, who became editor of the merged paper, later justified the secrecy by saying that a premature announcement would have resulted in a hemorrhaging of the Star's circulation and advertising. To the staffs of both papers, this argument was specious: The Minneapolis Star and Tribune Co. runs the only game in town. Where else were readers and advertisers to go?

Two days before the announcement, a Tribune reporter got the story, in accurate detail, of what was going to happen. But Bailey killed it, saying "we aren't going to scoop ourselves." In doing so, he also ignored an editorial policy advocated by his staff, and to which he had agreed, mandating that treatment of the Minneapolis newspaper owners be the same as for any other company.

ON THE EVE of the announcement, Tribune staffers and advertising and circulation employees were told to attend meetings at 9:30 the next morning. Star managers, however, didn't bother to inform their people until an hour before the announcement. Here was a company in the communications business displaying all the signs of blatant disdain for communication with its employees.

Dwight personified this attitude when he finally made the announcement from the Star city desk, but refused to take questions from the staff. Instead, they could attend a press conference he was holding for other media representatives, said Dwight, a former Massachusetts politician.

Conspicuous by his absence from the newsroom was Isaacs, who was vacationing in Arizona. Some said they'd heard he had been ordered to stay away, but it was difficult to believe that this brazenly defiant and prideful man was meekly following orders. No, this was another betrayal.

At last, the agony of not knowing for sure was over, but it was replaced by greater, more personal

Taylor was in her second term as chairperson of the Twin Cities Guild's Star and Tribune unit when the Star was merged into the Tribune April 5. She had worked on both the "old" and the "new" Star for a total of nearly 11 years, three as a secretary and the last eight as a news assistant, section editor and reporter. When the merger came, she opted for the enhanced severance pay offered and is moving on "to new and better things," as she put it.

uncertainties. Layoff lists were passed out and people huddled together over them, trying to absorb what was happening to them and their friends.

The Twin Cities Guild was the union hardest hit by the merger: 31 editorial, 19 support and 19 circulation employees would have to go. Most of the newsroom victims were Star people, since the paper had been hiring almost right up until the end. But all on the layoff list would have to endure an excruciating limbo for the next 2½ weeks because the company was also offering an enhanced severance pay plan that would mean one fewer person would be laid off for every one who volunteered to leave.

And some of those assured of jobs were getting very clear messages through their new assignments that they were no longer needed or wanted.

The Star's religion editor, who had covered that beat for almost 40 years, was to move to general assignment reporting. A few months before, he had refused to take early retirement. Apparently, this time the company wanted to guarantee that this offer would be one he couldn't refuse.

A veteran Tribune reporter, who had successfully brought a discrimination charge against the company, was assigned to a suburban beat, traditionally an entry-level slot. And there were others.

IT WAS UP TO the Guild to accept or reject the buyout plan, and negotiations assumed the proportions of a crucial week in contract talks. The trade-off for the Guild was it would have to give up its right to arbitrate the economic necessity for the staff cuts and the company's interpretations of the contract's seniority provisions, over which there was significant disagreement.

All of this carrot-and-stick manipulation, along with the persistent uncertainty about the future—who would be staying, who would be going, and what life after the merger would be like—only intensified the suspicion and mistrust.

At the bottom of the staff's resentment was indignation over not having had even the smallest voice in a decision that so profoundly affected its members' personal and working lives.

Minneapolis

Tribune

The company's refusal to involve the staff through the most logical and available forum—the worker participation committees that had been functioning almost 11 years on both papers—dealt a serious blow to that participatory effort, an effort that has benefited management as much as the workers. It didn't kill it, but there has been damage, though how much and how permanent probably won't be known for months.

The exclusion of staff participation also meant that the company was not dealing with an accurate deck when it was planning the merger. If it had been communicating and soliciting co-operation, it might have avoided some of the false assumptions it made about employee response and some of the implementation problems that plagued the merger from the very beginning.

For example, management had assumed that no more than a dozen editorial employees would willingly leave their jobs. Throughout negotiations, the Guild bargaining committee maintained that as many as 36 would opt for the severance plan. If this happened, there would have to be some way of deciding which 31 would get the buyout. The company had not anticipated the need for such a method nor the possible additional cost. (A 10-

year veteran who opted to leave would cost the company 40 weeks of top minimum or higher pay; those on the layoff list had been there less than three years, which would mean only 26 weeks pay, and most were below top minimum.) At the Guild's suggestion, seniority, in what had to be one of its most ironic uses in the history of collective bargaining, became the factor determining who would get to give up their jobs.

THE COMPANY also failed to consider other significant questions, such as what the people on the layoff list were supposed to do between April 5, the first day of the merged paper, and April 9, when they were scheduled to be severed. And there was a serious issue of sex discrimination arising out of the company's proposed method of applying the seniority clause. (The most blatant individual cases were resolved, but the ratio of men to women at the level of assistant city editor or higher continues to be better than 6 to 1.)

In the meantime, something akin to the Treaty of Versailles was being imposed in the newsroom. Four of the Star's top editors had been fired, the two who remained were demoted. Only a few vestiges of the newspaper itself had survived: the page one logo, its columnists, a couple of section titles, Dear Abby and a page of comics. The new paper looked like the Tribune, read like the Tribune and approached the world with the more cautious feet of the Tribune.

This was as much a union of the two papers as the merger of a bug with a windshield, quipped one Star reporter.

Like all gallows humor, it wasn't really funny. The anger was palpable. So was the fear among Star survivors that they were being singled out for special treatment, that the Tribune management was the victor and they were the vanquished.

And the Tribune's managers certainly gave cause for these feelings. Bailey and the Tribune city editor first insulted the Star reporters, a fairly young group, by attempting to relate to them with drug jokes. Then they proceeded to tell the staff through implication and, later, a more direct five-page memo that they were now going to learn how to be real reporters, that everything they had been doing was something less than true journalism.

Management's lack of sensitivity to the impact of all this upheaval on the staffs of both papers was astonishing. More than 230 people were now working for a new paper, many in new jobs, with new editors and a new editorial philosophy, and with former competitors. [The company for decades had maintained completely separate news staffs for the Star and the Tribune, purposefully encouraging each to treat the other as a truly competing daily, even to the extent of building walls between the newsrooms—Editor.] The resulting stress was met with surprise and irritation by management, if it was recognized at all.

All of this contributed to many people's decisions to leave. The numbers stunned management: 37 editorial and 20 support personnel signed up for the buyout, a total of seven over the limit. This meant there were no layoffs from the newsroom. However, in circulation there were 16.

NOW, MORE THAN a month since the merger, things are settling down. There's a newspaper to get out every day. People are getting on with their lives and their work. The Guild members of the worker participation committees, now merged too, have met with management, castigating it for its duplicity and its exclusion of the participation process in effecting the merger. But they've also stated their determination to repair the process, and management, responding with some contrition, has sought the committee's help in defining the goals and direction of the new paper.

Still, few people feel comfortable or secure. The fear of more layoffs breeds rumors of more layoffs, and continuing flux in the internal structure of the newsroom feeds the apprehension.

The toll has been enormous, with trust and respect the greatest casualties. For months, management lied to the employees, treating them with disregard and disrespect. The cost will be far greater than any loss of revenue from a hemorrhage in circulation or advertising. And it may never be fully recovered.

Minneapolis

STAR

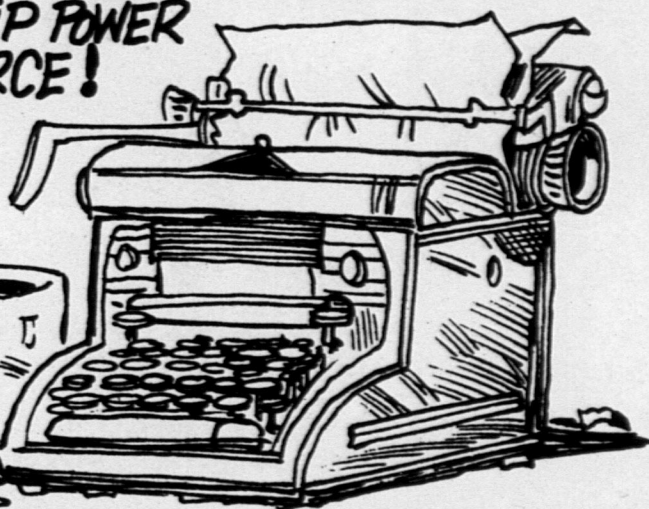
and

Tribune

HAVING VDT PROBLEMS?

TRY THE NEW, IMPROVED WORD CREATOR®

WITH "E-Z READ" DIGITAL KEYBOARD, MANUAL CONTROL MODULES AND ENERGY-SAVING FINGERTIP POWER SOURCE!



GOES ANYWHERE—INSTALLS ANYWHERE
APPROVED BY GUILDS EVERYWHERE

ERIC SMITH—PUB. AUY.

ERIC SMITH in Publishers' Auxiliary

IEB issues call for organizing in electronic delivery field

Washington — TNG should "make certain" that employees involved in the electronic distribution of information who are not already covered by a Guild contract be given that opportunity, the International Executive Board declares in the Organizing section of its Officers' Report to this summer's convention.

To implement that goal, it is recommending that the convention call on locals to survey their communities and pass on to TNG all information about developments in the new methods of gathering, processing and distributing advertising, news and other data.

And, expanding on the call of last year's convention to intensify efforts to sign into membership the more than 6,500 "free riders" among the 40,000 employees Guild locals represent, the board also is recommending that this year's convention endorse the con-

cept of "systematic campaigns" conducted by TNG and its locals to bring "free riders" into the Guild.

Additional personnel are currently working on new organizing projects and utilizing new techniques, the IEB says, noting that last year's convention enacted—and the members subsequently affirmed—a 50-cent-a-month dues increase "for the purpose of expanding the field staff."

Among new techniques being applied to some "free rider" problems in the United States, is the "sweep technique" which has been used so successfully in basic organizing in Canada, the IEB reports.

The board also is asking the convention to encourage the exploration of joint, co-ordinated and simultaneous organizing campaigns.

It points to "a massive leafletting campaign" conducted by the

Northern California Newspaper Organizing Committee (NocNoc) at the Contra Costa Times in Walnut Creek, Calif.

TNG is reimbursing the San Francisco-Oakland Guild for the salary and expenses of two Guild representatives working full-time on NocNoc activities.

NocNoc is a joint organization composed of six newspaper unions in the San Francisco Bay Area. In addition to the Guild, other unions include Typographical Union Printers and Mailers, the Pressmen and two Teamster locals.

IEB says end Medicare for union busters

Washington—The U.S. Dept. of Health and Human Services immediately should reverse its policy of permitting hospitals to use Medicare funds to pay for consultants to help defeat union organizing drives, the International Executive Board declared during its spring meeting.

Under what the IEB called "the most outrageous policy . . . of this or any other administration," up to \$30 million a year of federal funds could be used to thwart hospital employees' efforts to organize and bargain—a right set forth in federal labor law as public policy, the IEB noted.

Nothing can justify this "slap in the face to both America's deprived sick and its miserably underpaid hospital employees," the IEB charged.

It called for Health and Human Services Secretary Richard S. Schweiker to reverse the policy and notify the nation's hospitals "that they cannot engage in union-busting on a federal dole."

Push for low-level radiation probe urged

Washington—The Guild's 1982 Convention is being asked to add its voice to TNG's in a push for government research on the biological effects of the low-frequency radio frequency radiation that is characteristic of video display terminals and cathode ray tubes.

"RF radiation in the 15-to-125 kilohertz range is the one type that has been verified as being emitted from some VDTs at levels higher than that produced by background or traditional workplace factors," the International Executive Board notes in the Safety and Health section of its Officers' Report to the convention.

"Scientists believe it has no biological effects for theoretical reasons, but there is no research to either support or oppose that conclusion," the board points out.

This is the first year that the Officers' Report has contained a separate Safety and Health section. It was added to the IEB's various annual reports to provide material for consideration by the separate committee on Safety and Health established for this year's convention upon the recommendation of last year's, the IEB notes.

The 1981 Convention recommended the committee to "provide a forum for full discussion and exchanges of information on oc-

cupational health and safety issues."

The report also notes that TNG expanded its safety and health efforts during the past year "significantly beyond the area of VDTs, its primary focus for several years."

In that vein, the report points out that TNG expects to distribute to locals this spring "a detailed memo on the organization and operation of local safety and health programs."

The manifold health concerns and problems VDTs have generated have maintained them, however, as the Guild's "principal area of health and safety concern," the report points out.

It points to a second printing in April of 5,000 copies of the VDT health manual published jointly by TNG and the International Typographical Union, just about four months after the manual's initial printing of 5,000.

Demand for the manual has been great both inside and outside the two unions, it noted.

Locals should continue to use materials available from TNG, particularly the new VDT health manual, to acquaint their officers and members with health and

safety problems involved with VDTs and similar equipment and with methods for resolving them, the IEB said.

Locals also should consult with TNG before requesting investigations and surveys of VDT problems by government and other agencies, "other than routine radiation tests," so that co-ordination of Guild activities in the area can be facilitated.

The convention also should call upon locals to "do their utmost" to assure that employees are protected against other work hazards, such as carbon monoxide, construction and electrical wiring, through local and unit health and safety committees, contract enforcement, plant surveys and appropriate government, labor and other agencies, the IEB said.

Federal safety bill in Canada backed

Washington—A comprehensive occupational safety and health law to cover workers in federal jurisdiction is "sorely" needed in Canada, TNG's International Executive Board said during its spring meeting.

And it called for early enactment of a legislative proposal to fill the need that has been presented in detail by the Canadian Labour Congress.

The CLC's legislative proposal

would apply without exception to all worksites under federal jurisdiction, would affirm the right of individual employees to refuse to perform hazardous work and would provide for establishment of joint labor-management health and safety committees.

It would also "establish employees' right to know about job dangers and call for minimum standards governing health hazards," the IEB noted.

Times unit's 'clarification' settled

New York — The New York Guild's unit at the Times has approved a negotiated settlement of the status of some 415 jobs raised by the New York Times more than four years ago when it filed a unit clarification petition with the National Labor Relations

Board's regional office here.

The Times had claimed the jobs should be Guild-exempt as managerial, supervisors or confidential and on other grounds.

Under the settlement, about 287 of the jobs will continue to be covered by the Guild's con-

tract with the paper, while another 29 will be "red circled," i.e. the jobs will continue to be covered by the contract as long as the incumbents hold them.

The unit approved the settlement by a vote of 279 to 177.

Among the jobs that will continue to be covered by the contract are plant guards, while guard supervisors will be in the "red-circled" category.

Earlier, the unit had rejected a proposed settlement primarily because of its exclusion of three columnists and the guard supervisors.

The columnists remain in the bargaining unit under the ratified agreement, although William Safire is exempted from the requirement of Guild membership.

TNG International Representative G. Richard Pattison assisted the local in negotiating the settlement.

CWSG hires second staffer

Toronto—Marc Bastarache, a former treasurer of the Canadian Wire Service Guild, has joined the local's staff as its assistant executive officer.

Bastarache, 34, came to the position from the Canadian Broadcasting Corp., where from 1971 into 1977 he worked variously as a reporter and editor in

Moncton, N.B., and Toronto and since September 1977 as a Guild-exempt executive producer.

From 1973 until taking the producer position he also was the local's liaison officer for the Francophone membership at CBC. In 1973 he was chairperson (national councillor) of the Guild's unit at CBC in Toronto and was the local's treasurer in 1974 and 1975.

Bastarache started working out of the Canadian Wire Service Guild's office here on May 3.

Nestle boycott reaffirmed, two others endorsed by IEB

Washington — TNG's International Executive Board reaffirmed its endorsement of a boycott of Nestle products and added its endorsement to two other labor-backed boycotts during its spring meeting.

Added to the boycott list were Kosmos Cement and the Halifax-based Central Trust Co. Two days after the board acted, however, the Canadian Labour Congress called off its boycott of Central Trust Co. following settlement of a strike against the financial institution.

In reaffirming its support of the Nestle boycott, the IEB said that "contrary to the company's high-powered publicity blitz announcing its adherence to World Health Organization marketing standards, the fact is that Nestle has not halted its campaign to persuade Third World mothers to abandon breast feeding and switch to Nestle's powdered formula for their infants."

Widespread malnutrition and disease have resulted from the unsanitary conditions that "make it virtually impossible for Third World mothers to use the formula properly," the IEB pointed out.

It urged TNG to continue to

co-operate with the Infant Formula Action Coalition, an international coalition of consumer, labor, women's and religious groups that is co-ordinating the boycott.

It also called on Guild locals and members to continue to boycott Nestle's products—including Nestea, Nescafe, Tasters' Choice, Stouffers, Libby's and L'Oreal cosmetics—until the company's marketing practices are truly in line with those established by the World Health Organization's International Code of Marketing for Breastmilk Substitutes.

In endorsing the boycott of Kosmos Cement, the IEB noted that 178 employees represented by the United Cement, Lime, Gypsum and Allied Workers have been on strike against the company, located in Kosmosdale, Ky., since last May.

It urged Guild members and their families not to buy the company's products—including Kosmos Portland Cement, High Early Cement, Air Entraining Cement and Masonry Cement—until the company changes its anti-union stance and comes to terms with the union.

Kosmos Cement is sold in Kentucky, West Virginia, Tennessee, Illinois, Ohio and Indiana.

SONG certified, hearing is set

(Continued from Page 1)

(Toronto) Guild to represent employees in the Ottawa bureau; that they should be represented by the Ottawa Guild, if anyone.

The interim certification covers 30 employees at Maclean's main offices here and four in the Ottawa bureau. More than 97 percent of the group has applied for Guild membership and designated it their bargaining representative.

Under the interim certification the Guild can begin bargaining for a contract to cover the 34.

The day before the labor board's May 14 hearing, Peter C. Newman, editor of the magazine the past 12 years, announced that he is resigning to write books full time. The announcement came within hours of reports in the area's daily and weekly press of the overwhelming size of the majority of the magazine's employees who had applied for Guild

membership. Both Newman and members of the firm that owns Maclean's denied suggestions that his resignation was a result of the magazine staff's organizing.

Maclean's, which has a weekly circulation of about 640,000, is owned by Maclean Hunter, which also owns Chatelaine magazine, the weekly Financial Post and about 60 trade publications and is moving toward control of Toronto Sun Publishing Corp. Sun publishes morning tabloids in Toronto, Calgary and Edmonton and owns 80 percent of United Press Canada. Only Guild contract with the lot is at UP-Canada. Pressmen and printers are organized at the Calgary Sun.

Maclean's generates \$25-\$30 million a year in revenue as a weekly, vs. \$2 million as a monthly in 1971, and last year made its first profit, about \$200,000, the Financial Post said.

Five district councils support finance plan

(Continued from Page 1)

Griffin of Lexington.

Midwest Council delegates voted to endorse the IEB's financial package on the motion of Robert A. Steinke of St. Louis.

Under the board's proposal, the minimum monthly local dues would be raised from the current 5 percent of one week's regular compensation, plus \$1.50, in a series of steps beginning this Aug. 1 and extending through Jan. 1, 1993, when they would reach 7 percent. The \$1.50 would be absorbed.

The factor used each April 1 to calculate locals' per-capita payments to TNG, meanwhile, would be increased by a total of one-quarter of one percent in a series

of steps ending with the per-capita determination made in 1993.

Other elements of the IEB's financial proposal call for reapportionment of per capita between TNG's General Fund and Defense Fund to put 85 percent, up from 80 percent, into the General Fund, and reimbursement of the General Fund from the Defense Fund for the salaries of TNG staff members assigned to strike

or lockout situations.

The board is also recommending that the Defense Fund reimburse the General Fund for compensatory time accumulated by two former international representatives while they were assigned to the Wilkes-Barre strike.

Currently, the expenses, but not salaries, of TNG staff as-

Honoring an 'exile'

Janet Scott, 78 (seated foreground), poses with present and other past presidents of the Albany Guild, plus TNG President Charles A. Perlik, Jr. (background, center), during a cocktail party honoring her service to the local in its early years. Scott was a founder of the local, TNG #34, and its secretary for many years before being elected its president in 1945. She was fired from the Albany Knickerbocker News in 1953 upon refusing to testify before the House Un-American Activities

Committee and never found a newspaper reporting job thereafter. Perlik presented her with a past-president's gold Guild pin during the event, held in conjunction with the Middle-Atlantic District Council's spring meeting. Others are, clockwise from lower left: R. Victor Stewart, Albany's current president; John Funiciello, '73-'79; John Klucina, '70-'71; Edward Healy, '55; Francis Rivett, '51, '52, '58; Howard Lewis, '65; Ben Danforth, vice president 40 years, and Chester Vanderbilt, '62-'64.

TOM LaPOINT/Albany Guild

signed to strike situations are paid from the Defense Fund.

TNG President Charles A. Perlik, Jr., explained the IEB's proposals to delegates to the New England District Council, while Secretary-Treasurer Charles Dale did so to the Western District Council as well as to the tri-council meeting in Akron.

Victoria dues rate retained

Victoria, B.C. — The membership of the Victoria Guild has voted to continue paying dues at the rate of 2.1 percent per week at least until the local's next round of bargaining with Thomson's Times-Colonist.

The members had voted last spring, when higher dues for TNG's Defense Fund were lifted, to continue paying the rates with the proceeds directed to the local's defense fund through Times-Colonist bargaining recently concluded. [Guild Reporter, April 23.]

At the same April 15 meeting at which they ratified the new contract, the membership voted to retain the higher rates until the local's next bargaining, in about 18 months. If higher TNG dues become necessary in the interim, the extra local levy will be suspended.

NEDC endorses Hiltz for IEB

Salem, Mass.—Delegates to the spring meeting of the New England District Council of Guild locals here May 8-9 voted to endorse Thomas R. Hiltz, president of the council and vice president of the Boston Guild, for election as TNG vice president from Region 1, the U.S. Northeast.

Following the council session, a membership meeting of the Buffalo Guild also voted its endorsement of Hiltz [see letter, page 6], as did the Manchester Guild's executive committee.

The New England endorse-

ment, on a motion by TNG Vice President Dianne M. Martino, Manchester Guild President, came on a unanimous vote of delegates to the meeting.

Hiltz and R. Victor Stewart, president of the Albany Guild and secretary of the Mid-Atlantic District Council, both announced in April that they will be candidates for the remaining year in the term of the vice presidency, vacant since last summer.

The Mid-Atlantic Council the week before had voted its endorsement of Stewart's candidacy.

As Hiltz had the Mid-Atlantic meeting, Stewart attended the New England Council meeting.

The New England Servicing-Organizing Program's board and Financial Objectives Committee also met in conjunction with the New England Council's session.

The board named Hiltz permanent chairperson of the committee and the committee scheduled its first full-scale working meeting for June 6. The committee is composed of the vice presidents of the five locals that participate in the program.

Session set to explore 'video' news

(Continued from Page 1)

District Council and his own local [Guild Reporter, May 7].

Unless only one candidate is nominated there will be a referendum after the convention.

Speakers at the convention will include Los Angeles Mayor Thomas Bradley, who is running for governor on the Democratic ticket with labor's support, plus current Governor Jerry Brown, a candidate for the U.S. Senate seat from which Republican Sen. S. I. Hayakawa is retiring.

Forums set to meet prior to the convention's opening include:

✓ The Canadian Policy Conference beginning Saturday, June 19, at 2 p.m.;

✓ The Conference of District Councils, noon, Sunday, June 20;

✓ The "Freshman Forum," for first-time delegates, at 3 p.m. on Sunday, and

✓ The pre-convention meeting of TNG's International Executive Board, beginning at 9:30 a.m. on Friday, June 18.

Locals have also received packets of material and hotel registration cards as well as information about professional child-care services that will be available.

IT SEEMS TO US

New York retiree agog over Bagdikian article

NEW YORK, N.Y.

Editor:

Thanks for your vigilance in picking up Bagdikian's excellent article calling for a union voice in the election of editors, of long-range news policy and budget-making.

His detailed picture of how corporations already control more than half the newspapers, radio-TV stations, magazines and books that are published left me, and others, I am sure, blinking. Congratulations!

OLIVER PILAT
Retired
New York Guild

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.

38-year Detroit member retires and says 'thanks'

DETROIT, MICH.

Editor:

As I retired March 1, 1982, from the Detroit Free Press after 38 years—always in the circulation department, also with 38 years membership with the Newspaper Guild of Detroit, May 1, 1944-March 1, 1982—I wish to

thank The Newspaper Guild for all the help and benefits I received. Your officers always worked hard at negotiating time to get everyone the best possible benefits. I have appreciated this.

As an added note, as I don't do as much reading as I used to, I would like you to remove my name from your mailing list, thus saving some postage.

As soon as I can, I will send a contribution to my local Guild office.

Thank you.

PEARL C. DRYJA
Retired
Detroit Guild

P.S. I have my first Guild membership card, dated 1944.

Membership in Buffalo backs Hiltz, Buil reports

BUFFALO, N.Y.

Editor:

At a local membership meeting in May, the Buffalo Newspaper Guild voted unanimously to endorse the IEB candidacy of Tom Hiltz.

Even from the other end of Region 1, Buffalo can see the responsible and dedicated leadership that Tom Hiltz afforded the Guild in New England. We commend his candidacy to all Guild members in Region 1.

WILLIAM N. BUIL
President
Buffalo Guild

IEB: Political climate makes bias bans more vital

Washington—Contractual guarantees against discrimination in employment are more important than ever in view of the "sweeping attempts" underway, especially in the United States, to wipe out the gains of decades, TNG's International Executive Board declares in its Human Rights report to the 1982 Convention.

While Guild locals are to be applauded for past gains, they now must "become even more determined" to strengthen and enforce to the fullest contract protections against patterns and prac-

tices of discrimination against women, minorities and mature workers, the IEB exhorts.

The report accuses the Reagan administration of "insensitivity to human rights."

It is "evidenced," the report declares, by the administration's "assault" on the Voting Rights Act, its "attempts to remove enforcement powers" from agencies charged with administering anti-bias laws and its insistence that enforcement be based on "intent instead of the effects of systemic discrimination," and more.

The report also calls upon the convention to remind locals that contract provisions addressed to job posting and promotions are as important as those on hiring and placement since they are "the key to upward mobility for women and minorities."

At the same time, the IEB is calling for locals to intensify their efforts to achieve guarantees of equal pay for equal work, or for work of equal value, and to establish parity for all employees in key jobs in advertising, business, data processing, electronic maintenance, circulation and editorial departments.

Locals also must continue efforts to eliminate sexual harassment which, the report says, "remains a serious workplace stress."

Locals also should advise TNG

of harassment of employees aged 40 and more and take appropriate action to "halt this insidious bias," the report says.

The report's other recommendations include:

- ✓ Intensified efforts for on-the-job training and retraining programs, supplemented where indicated by formal classes.
- ✓ Continued support and utili-

zation of the Job/Scholarship Referral Service published by Howard University for the Minorities and Communications Division for the Assn. for Education in Journalism, "the most effective industry-wide clearinghouse for minority persons."

- ✓ Increased Guild participation at all levels in such organizations as the National Commit-

tee on Pay Equity, the Coalition of Labor Union Women, the Coalition of Black Trade Unionists, the Labor Council for Latin-American Advancement, Frontlash, the A. Philip Randolph Institute, the NAACP, the National Council for Senior Citizens, the Martin Luther King Center for Social Change, the Urban League and the Urban Coalition.

Degrading treatment of Haitians deplored

Washington—The U.S. government should end the "degrading concentration camp conditions" in which Haitian Boat People are being held and "process them as immigrants as swiftly and humanely as possible," the International Executive Board said during its spring meeting.

The U.S. Immigration and Naturalization Service's policy toward Haitians seeking refuge is "a reprehensible abandonment" of its traditional policy toward political refugees, the IEB observed.

"Particularly," the board said it deplored the "racist implications" of the government's policy toward the Haitians.

New Jersey shield law upheld in libel case

Trenton, N.J.—The New Jersey Supreme Court has ruled that the state's shield law protects reporters and news publications being sued for libel from forced disclosure of confidential sources and "editorial processes leading to publication."

In a pair of six-to-one decisions on libel suits against the New Jersey Monthly magazine by Resorts International and a former state senator, the court overturned a lower tribunal's order to disclose sources as well as the editorial decision-making process.

The high court held that a newperson's privilege under the state shield law is "absolute" in a civil action for libel, after first finding that no "countervailing constitutional right" limits the shield law in such actions.

The State Supreme Court earlier had ruled that in criminal cases a newperson's privilege is not absolute, however, due to the defendant's countervailing constitutional right to a fair trial. This could enable a defendant to successfully obtain confidential information on a showing that it was vital to defense arguments and unobtainable elsewhere.

An attorney specializing in constitutional law told the New York Times that the State Supreme Court's ruling in the libel case could have significance in other states with shield laws "because of the manner and clarity" with which Justice Morris Pashman, who wrote both decisions, "analyzed the competing interests of personal reputation on the one hand and assurance of a free

flow of information to the public on the other."

While the plaintiffs had argued that "editorial processes" were not protected by the shield law, the court disagreed on grounds of legislative intent.

The magazine in a 1979 article had described then State Senator Joseph A. Maressa as "calous, stupid, devious, sneaky and unprincipled." In another article the same year it had referred to Resorts International as an "unscrupulous, mob-tainted company with the morals of an alley cat."

The plaintiffs were seeking disclosure in an effort to show that the articles had been published with the knowledge that they were false or with reckless disregard for their truthfulness.

June trial is set for Southam, Thomson

Ottawa—A June trial date has been set on Canadian Justice Dept. charges that the Thomson and Southam newspaper chains conspired to limit daily newspaper competition in four major Canadian cities and illegally created monopolies in three of them.

The charges, made under the Combines Investigation Act a year ago, stem from the simultaneous closing on Aug. 27, 1980, of Thomson's Ottawa Journal and Southam's Winnipeg Tribune, leaving Thomson with the only daily in Winnipeg—the Free Press—and Southam with the only English-language daily in Ottawa—the Citizen.

At the same time, Thomson sold Southam its half interest in Pacific Press Ltd., publisher of the Vancouver Sun and Province, and its one-third interest in the Montreal Gazette, along with its option to run the newsroom if Southam revived the Montreal Star or started another afternoon paper in Montreal.

Together, the two chains own 50 percent of Canada's daily newspapers and control 50 percent of the daily Canadian circulation.

The chains are charged with conspiring to restrict competition in Montreal, Ottawa, Winnipeg and Vancouver and with unlawfully creating monopolies in Vancouver, Winnipeg and Montreal.

A charge was also brought against Southam senior vice president William J. Carradine for allegedly obstructing the government's investigation by "tearing, mutilating and attempting to destroy and attempting to hide documents" sought by government investigators.

Three other officials were named in the conspiracy charges against the companies, but not individually indicted — Southam President Gordon N. Fisher, John A. Tory, a Thomson official, and George N. Currie of the former F. P. chain, bought by Thomson in January of 1980.

N.Y. referendum backs rerun

New York—Lawyers for the U.S. Labor Dept. were moving to drop the department's request for a court order for a new election, under Labor Dept. supervision, for all New York Guild offices that were contested in voting that took place in December, 1980.

The move came after the local's membership voted by 1,647 to 926 in a May 6-7 referendum to affirm an agreement for a supervised, rerun election that was signed last August by the local's executive vice president and secretary-treasurer after Labor Dept. investigators agreed that a new election was called for.

That agreement subsequently had been disavowed by the local's executive committee and representative assembly, which also said the local should oppose any government action to order a rerun election.

A petition signed by 1,002 local members then triggered the referendum, which also forbids

expenditure of dues money for "any legal action with respect to opposing or modifying" the agreement for the rerun election.

After the executive committee and representative assembly had disavowed the agreement, the Labor Dept. asked the U.S. District Court here to order a new election [Guild Reporter, Dec. 18].

All of the actions grew out of complaints about the conduct of the 1980 election filed with the Labor Dept. last May by five losing candidates. Four months before, two of the five had filed a protest with the local's elections committee, but it had not acted on their complaints.

At issue in the rerun election will be 20 of the 24 seats on the local's executive committee, all except those of executive vice president, secretary-treasurer and representative-assembly chair and vice-chair.

In a local-wide election for delegates to TNG's 1982 Conven-

tion, conducted simultaneously with the referendum, the candidates on a "democratic coalition" slate were elected over those listed only on a "Membership Slate."

Top vote-getters in the election were Executive Vice President Edwin R. Egan and Daily New Unit Chairperson Thomas Pennacchio, both listed on both slates.

Secretary-Treasurer Barry Lip-ton was the top vote getter among the candidates listed only on the winning slate, polling 1,478 votes. Top vote getters among those listed only on the losing slate were Robert F. Carroll of the Daily News unit and Key Martin of the Time Inc. unit, both with 1,090 votes.

The winning slate also included TNG At-Large Vice President David M. Mulcahy, 1,465 votes. The "Membership Slate" included New York Guild President Betsy Wade, 1,085 votes, and TNG Region 5 Vice President Barbara Yuncker, 1,079.



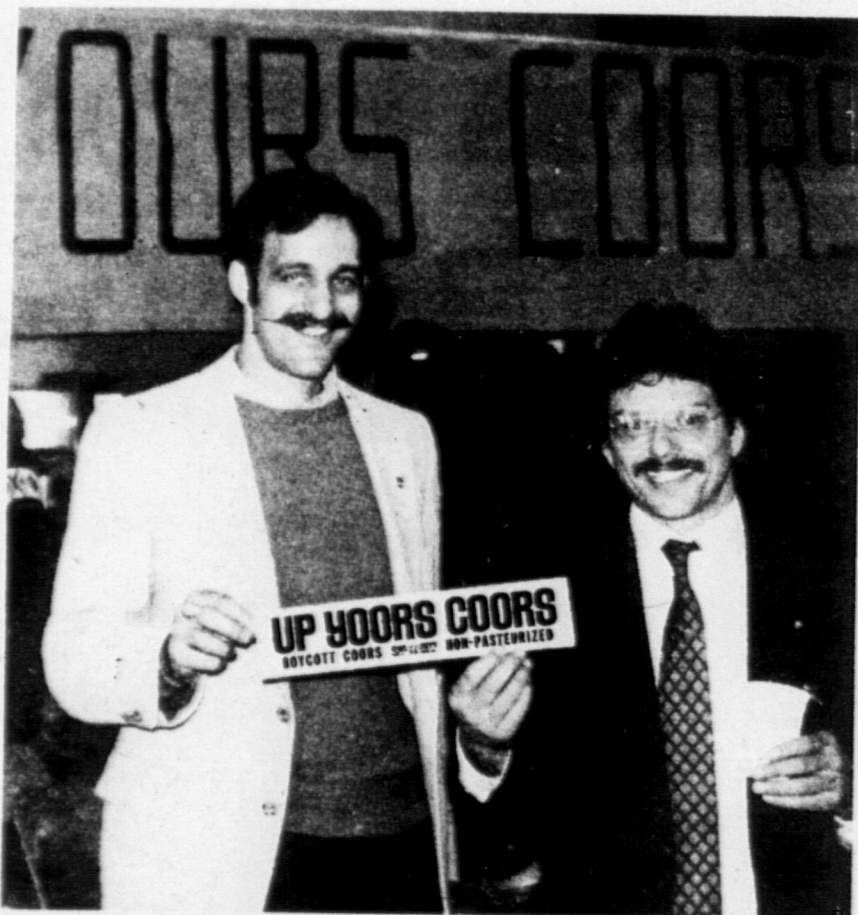
ANN NEMOYES in the Pacific Northwest Guild's PNNG Bulletin

'Roy Thomson Hall' really Guild hall?

Toronto—A \$4.5 million contribution by the family of the late Roy Thomson to help build Toronto's new concert hall really came from "the hundreds of thousands of reporters, secretaries and typesetters that the Thomson chain has exploited in Canada for years and years," according to Toronto Alderman Dorothy Thomas.

Debating a recommendation before the council that the name of the Roy Thomson Hall be changed to the Toronto Concert Hall, Thomas asserted that the hall would better be named "Newspaper Guild Hall," since the money is coming from the people that the Thomson family "have not paid adequately over the years."

The recommendation on the name change was tabled.



Coors boycott message

Supporters of the AFL-CIO-backed Coors beer boycott gather in a former Brewery Workers' union hall in Golden, Colo.—home of Coors—for a "union beer taster." Displaying a boycott bumper sticker are AFL-CIO Field Representative Steve Bieringer and Victor Ciuccio, administrative officer of the Denver Guild. Since the boycott began in 1977, Coors sales have plummeted in several states that had been its "strongholds," the Brewery Workers report. In California, for example, its market share has fallen from 50 percent to 16 percent.

IEB urges locals, members to join labor mobilization for fall elections

Washington — TNG's International Executive Board is calling upon U.S. locals and members to participate in the labor movement's mobilization for this fall's Congressional elections in even greater numbers than they joined in last September's Solidarity Day demonstration in Washington.

And, in the Political Action section of its Officers' Report to this year's convention, the IEB also is asking delegates to add their voices to that exhortation.

Some 275 members from 15 Guild locals joined a half-million persons from other unions and organizations for Solidarity Day, organized by the AFL-CIO to protest Reagan administration economic and social programs. The numbers were unprecedented both for the Guild and for political protest demonstrations in the nation's capital in general.

The Congressional elections—as well as those for state legislatures and governors—"will inevitably be a referendum" on the Reagan administration's policies and programs, the IEB observed.

It pointed to administration moves to "dismantle" the programs aimed at helping low-in-

come citizens, others that would result in the tethering of unions and still others that would muffle the press' ability to fully inform the citizenry of their government's actions.

At the same time, the board said the White House seems bent on "turning over the rest of the government, lock, stock and barrel, to occupants of the corporate board room."

The Reagan administration "strikes at us in the Guild . . . as it strikes at the rest of the labor movement—and, indeed, at the majority of U.S. citizens everywhere," the board stated, adding: "We cannot afford to be laggard in this, our first effective opportunity to defend ourselves against it."

While Reagan's conduct during his first 16 months in office indicates that he "will help . . . he can't do it alone," the IEB said, calling for the Guild to join labor's overall effort to strengthen the growing opposition to Reagan programs and policies in the U.S. House and to "erode" his "control of the Senate."

The board called upon U.S. locals to "make every effort" to in-

crease contributions to the AFL-CIO's Committee on Political Education.

COPE, the board pointed out, is the "primary instrument" for labor's mobilization for an Election Day that will be "the equivalent of last fall's Solidarity Day."

COPE faces the task of raising enough money to overcome the effect of the "vast amounts" being raised by the rapidly multiplying political action committees set up by corporations, business groups and their right wing allies, the board noted.

"It is an uneven battle," it added, pointing out that in 1980 all labor committees spent "only \$25 million" while the others spent \$65 million, according to the Federal Election Commission.

The federal-election expenditures of just two of the others—\$7.9 million by Sen. Jesse Helms' National Congressional Club and \$7.7 million by the National Conservative Political Action Committee—"dwarf the \$1.1 million spent by COPE," the IEB pointed out.

It called upon U.S. locals to seek bargaining clauses providing for payroll checkoff of political action contributions, alerting members to the advantages of them, and to conduct \$2 Drives among their members where the clauses are not in effect.

The board also called upon U.S. locals themselves and district councils of locals to make treasury contributions to COPE's voter registration and educational funds.

Canadian locals also should consider making contributions to provincial political education committees, the board added.

In addition, U.S. locals should make a "concerted effort" to identify and contact members who are not registered to vote, encourage them to register and then to vote in all city, county, state and federal elections.

FROM ST. PAUL—REFLECTIONS ON STAR MERGER FALLOUT

City life seen distorting reporters' perspectives

By DENNIS M. ANDERSON

PRIMARY AMONG problems plaguing America's afternoon newspapers is that they keep folding, disappearing like furniture from a time gone by, gossip benches in a video world.

Depending on your perspective and the source of your paycheck, this may or may not be a big deal. The press and electronic media think it is, but their opinion is colored by an inflated sense of self-importance and therefore is valueless, at least as far as objectivity goes.

This is no diatribe against the press, though I could easily write one. And if I hear another remorseful newspaperman refer to the "young, talented" writers laid off by the merger of the [Minneapolis] Star and Tribune, I probably will. It is, after all, the stuff of indigestion. While most who lost jobs were indeed young, it's likely their writing was somewhat shy of extraordinary. Newspapers sometimes attract talented writers, but not often. And when they do they rarely keep them, because newspapers don't tolerate talented writers and talented writers don't tolerate newspapers. The two are incompatible. Talented reporters are another matter, and it's a safe bet many of those laid off in Minneapolis could be described as such. But talented reporters—like talented welders, teachers and computer programmers—are not particularly rare.

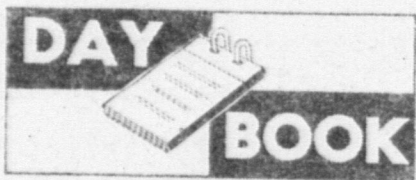
AS MENTIONED earlier, it's only a reporter's inflated sense of self-importance that elevates him above people in other professions. If you doubt this, check Thursday's Pioneer Press or Tribune. Keep in mind only 35 editors and reporters and 19 newsroom-support people were laid off. Then, try to find a story about the 54 production and circulation employees who'll lose their jobs. You'll look long and hard, because there is none.

What of these people? Even if some have yet to be specifically

Anderson, 31, is a member of the Twin Cities Guild and the outdoor writer for the Knight-Ridder chain's St. Paul Pioneer Press, from which this is reprinted with permission. Before joining the Pioneer Press four years ago he was editor of the weekly Miner in Ely, Minn., located within the Superior National Forest and near the Boundary Waters Canoe Area.

named—and apparently some have not—their collective story is important, or at least it should be. They, too, have families, mortgages and car payments, and one would think theirs a story worth telling. But apparently not, at least not to today's journalist—the average of whom is relatively young, relatively affluent, relatively hip and, at times—as with many of his generation—acutely myopic.

Which brings me to my point, a point many editors who work with young reporters and many executives who work with young MBA underlings echo every day, and that is that our educational system, our society, is producing hordes of educated idiots, people who, because of their limited life experiences, also have limited perspectives on life. Which in part explains why the stories of non-news personnel didn't appear in Thursday's papers: It's quite



International Executive Board, pre-convention meeting, June 18-19, Athenian & Grecian Rooms, Biltmore Hotel, Los Angeles.

Canadian Policy Conference, June 19-20, Galleria Room, Biltmore Hotel, Los Angeles.

Conference of District Councils, June 20, Cordoba Room, Biltmore Hotel, Los Angeles.

49th Annual TNG Convention, June 21-25, 1982, Biltmore Hotel, Los Angeles.

International Executive Board, post-convention meeting, June 25, Athenian & Grecian Rooms, Biltmore Hotel, Los Angeles.

beyond the perspectives of many of today's journalists to empathize with, among other things, the plight of the blue-collar worker.

What's this got to do with the outdoors? Plenty, if your appreciation of it extends beyond catching walleyes and shooting mallards.

If it does, you appreciate things natural because they're the cornerstones of the world as you see it. Arguably, they're the cornerstones of the world as everyone should see it, because they provide a balanced perspective, a clue to the relationships upon which all things are dependent.

Any outdoorsman worth his compass understands how wild-life responds to the rising sun and how one species preys on another, before itself falling victim to predators. Such understanding is valuable—vital—not only for what it teaches about nature and the countryside, but for what it teaches about its antithesis, the city: about the schizophrenic, unpredictable, chaotic and wholly unnatural urban mess we've made of things.

HERE'S PUTTING it another, simpler way: You can't appreciate how distorted urban life has become until you contrast it with life in a more natural setting.

I was reminded of this when I saw Thursday's Pioneer Press and Tribune. In story after story, picture after picture, the demise of the Star was detailed. And in most instances the story was the same: Laid-off reporters and editors, lamenting their plight, hoped to find similar jobs at similar newspapers in similar cities.

Such, I thought, is the condition of urban man. Cut from his lifeblood in one metropolis, he seeks another.

Jeezo, these people should take the ball and run—and not to another city. It's an intriguing world, with fun and adventure available on an equal-opportunity basis. The collapse of a newspa-

per is tragic, but one needn't go down with the ship—physically, psychologically or spiritually.

Take off, Bolt. Head for the hills. Build a cabin. Buy a horse, a dog, a pickup. Read the book you've been meaning to read. Write the book you've been meaning to write. Take a shot at the unknown, at a life punctuated by experiences, not by deadlines.

But it's probably out of the question.

As I said, they lack perspective.

The Guild Reporter



JAMES M. CESNIK, Editor

BARBARA E. NELSON, Assistant Editor

Published by The Newspaper Guild (AFL-CIO, CLC) twice monthly (generally second and fourth Fridays, occasionally two other Fridays after published advance notice), except monthly in July and December. \$15.00 per year. Single copies, 75 cents.

Guild Reporter deadlines at 1125 15th St. N.W., Washington, D.C. 20005. News, Monday before publication; features and letters, Friday before publication. Letters limited to 200 words by TNG convention action.

POSTMASTER: Notice to Publisher Form 3579 should be sent to The Guild Reporter, 1125 15th St. N.W., # Washington, D.C. 20005. Publication #231

ISSN: 0017-5404

Vol. XLIX, No. 10

May 21

The Newspaper Guild

1125 Fifteenth St. N.W., Washington, D.C. 200

Area Code 202—296-2990

INTERNATIONAL CHAIRPERSON: HARRY S. CULVE

PRESIDENT: CHARLES A. PERLIK, JR.

SECRETARY-TREASURER: CHARLES DALE

AT-LARGE VICE PRESIDENTS: William T. Davis, 4950 Cherry Ave San Jose, Calif. 95118; Robert C. Holt, Jr., 433 Dickens Ave., St. Mo. 63122; Dianne M. Martino, 12 Fieldstone Dr., Londonderry, N.H. David M. Mulcahy, c/o Standard & Poor's Corp., 25 Broadway, New York, N.Y. 10004; Richard J. Roth, 28 Blantyre Rd., Buffalo, N.Y. 14211; M. Walker-Tyson, 19736 Littlefield, Detroit, Mich. 48235.

REGIONAL VICE PRESIDENTS: Region 1—Vacant; Region 2—Ramis, 276 San Alfonso St., Ext. College Park, Rio Piedras, P.R. Region 3—Richard M. Peery, 2886 Chadbourne Rd., Shaker Heights 44120; Region 4—Larry D. Hatfield, 16 Jewell St., San Rafael, Calif. Region 5—Barbara Yuncker, 361 W. 22nd St., New York, N.Y. 10011; Region 6—John M. Lowe, 126 Park St., Toronto, Ont. M. West—Roger L. Stonebanks, 407-1571 Mortimer St., Victoria, B.C. V.

DIRECTOR OF FIELD OPERATIONS: J. William Blatz.

DIRECTOR OF ADMINISTRATIVE OPERATIONS: Ellis T. Baker.

EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Richard J. Ramsey.

CANADIAN DIRECTOR: William M. McLeman.

DIRECTOR OF RESEARCH & INFORMATION: David J. Eisen.

HUMAN RIGHTS CO-ORDINATOR: Anna M. Padia.

INTERNATIONAL REPRESENTATIVES: Janet David, Leo J. Ducharme, Willard Hatch, Harry L. McCormick, Luis Montanez Jr., Hannah Jo Rayl, G. Richard Pattison, Marshall W. Schiewe, Frederica Wilson.

910000248 7
XEROX UNIT
MICROFILM
300 N ZEEB ROAD
ANN ARBOR MI 48106