

At last, FOI comes to Canada on April 1

By Hugh Winsor

Canadian Wire Service Guild

Toronto—The Canadian government will finally proclaim its Access to Information Law on April 1, putting into effect long delayed and much amended freedom of information legislation that will mean massive internal changes for a governmental system that until now always officially has favored secrecy over disclosure.

The proclamation culminates a decade-long struggle to persuade Pierre Trudeau's Liberal government to open its files.

The Liberal politicians and especially the bureaucrats working for them have long been hostile to legislation compelling access, but were finally shamed

With this report, Winsor resumes his association with the Guild Reporter, suspended since early last year when he left the Globe and Mail for CBC-News, where he is national affairs correspondent for CBC Journal, the nightly news and public affairs program. Winsor also will resume writing the Guild Reporter's "Dateline: Ottawa" column, which he inaugurated in 1975.

into the concept by the short-lived government of Conservative Joe Clark.

Shortly after the Conservatives took power, they introduced freedom of information legislation, but the Clark government was defeated in the House of

Commons before the bill was passed.

When the Liberals returned to power, they could not turn back the clock in the face of an articulate and powerful lobbying effort by the Canadian Bar Assn. and specialized FOI groups, acting with Guild encouragement.

The bill does not go as far as American FOI legislation, especially in areas such as law enforcement and national security, and much of the focus in journalistic circles has been on the bill's shortcomings. The American and Canadian laws also are dissimilar in many aspects because of the differences between the congressional and parliamentary systems of government.

Nevertheless, the Canadian bill represents a fundamental change in both

the legality and practice of the government and its agencies with regard to providing reports and other information.

The most significant aspect of the bill is the creation in Canadian law for the first time of the citizen's right to government information (contrasted to laws requiring the government to report specific information to Parliament) even though that new right is limited by many exemptions.

With the presumed right to information unless proven otherwise, comes an expensive set of rules for civil servants who, more than the politicians, control the flow of information.

Whereas in the past civil servants were sworn on oath not to reveal any

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The

GUILD REPORTER

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February 25, 1983

\$100,000 BACK PAY, BENEFITS?

Contract-out claim held a subterfuge

Walnut Creek, Calif. — The people employed in a suburban circulation office here are covered by the San Francisco-Oakland Guild's contract with the San Francisco Newspaper Agency (Printco), an arbitrator has ruled and awarded them three years of back pay and benefits that could total as much as \$100,000.

Despite a subterfuge under which the company contracted with an independent circulation dealer to maintain what it termed a telephone answering service for independent dealers, arbitrator Donald H. Wollett found that "in any practical, down-to-earth sense of the word," the persons working in the Walnut Creek office were employees of Printco.

And, because the work performed by the suburban office employees was the kind of work customarily performed by Guild-covered employees of Printco, the employees are covered by the Guild contract, Wollett said.

Printco handles the commercial and printing operations for the San Francisco Chronicle and Examiner under a joint operating agreement.

Not only was the suburban office rented by Printco, but it supplied much of the equipment used there and the hiring, firing and assignment of work there was

performed "to a large extent" by the company through a circulation road employee assigned to the area, the arbitrator observed.

Through an arrangement with Printco, the independent dealer meanwhile handled the payroll and paid associated taxes. Some 20 independent dealers handling papers in Contra Costa County each paid \$35 a month toward the cost of operating the telephone answering service.

The company argued that the grievants were employed by the dealer, but Wollett asserted that "one would have to be blind . . . to reality" to reach that conclusion.

Although the office was established in 1961, it was not until 1981 that the Guild learned of its existence. The company rejected the Guild's demand that contract coverage be extended to the em-

(Continued on Page 6)



LARRY HICKS/New York Guild

ON FREDERICK DOUGLASS BOULEVARD IN NEW YORK . . .

. . . Guild strikers maintain their picket line at the Amsterdam News. Story, Page 3.

Seminar for new officers draws 44

Silver Spring, Md.—Forty-four leaders from 32 Guild locals in the United States and Canada participated in TNG's residential seminar for new local officers at the AFL-CIO's George Meany Center for Labor Studies here Feb. 18-21.

Eleven of the 32 locals were represented at the seminar for the first time, bringing to 45 the total number of locals to have participated in the seminar in its first two years.

And that, TNG President Charles A. Perlik, Jr., pointed out in remarks to this year's concluding session, means that 75 percent of the smaller locals for which it is especially intended have taken advantage of it.

Last year's seminar was attended by 46 persons from 34 locals, a total of 90 persons in the two years.

Local presidents, vice presidents and treasurers accounted for more than 60 percent of this year's participants. Others included local secretaries, bargaining and executive committee members. They came from as far as Eugene, Ore., and Sudbury, Ont., and from locals as small as Battle Creek (Mich.) and Yakima (Wash.).

Perlik, in presenting certificates of participation to the seminarians,

also expressed the hope that participants in this year's sessions will find them as useful as one local president recently said she found the first year's.

He read from a letter from Karen Kuehn, Mountaineer (Morgantown) Guild president, transmitting the registration for this year's participant from that local.

Kuehn characterized the "inspiration and information provided" as "invaluable, especially to a local like ours." The more locals that participate in the seminars "the stronger we will become," she wrote. Several of this year's participants informally offered similar comments.

(Continued on Page 4)

New seal marks TNG's 50th year

Beginning with this issue and for the rest of 1983, the Guild Reporter's Page 1 flag is carrying a specially designed seal marking 1983 as the 50th anniversary year of TNG's founding.

The same seal, right, also has been added to TNG's stationery.

In addition, it is expected that later in the year a medal will be struck with the 50th anniversary seal on one side and TNG's regular seal, reproduced at left here, on the other side of the medal, or medallion.

It is part of the anniversary observance, "appropriate to the occasion and to our means," authorized by the International Executive Board in January.

The union's existence is dated from a meeting in Washington on Dec. 15, 1933.



VP Roth resigns
IEB, Guild . . . 3

Bay News unit strike
wins initial pact . . . 8

Poles say 'thanks'
for funds' aid . . . 2



Unions OK trims in Oakland

Oakland, Calif.—The first step was all but finally cleared Feb. 24 for the Oakland Tribune to be purchased from the Gannett chain by a group headed by Robert C. Maynard, its editor and publisher.

The memberships at the Tribune of the six unions that represent employees of the 109-year-old daily during the previous two days had voted their approvals of a series of cost-saving steps bargained jointly by the unions with Maynard. They include five-year contracts and an 18-month wage freeze.

The locals of at least two of the unions—the San Francisco-Oakland Guild and the San Francisco Millers' Union—also had voted their approvals and the remainder were expected to do so before the end of the weekend.

Those actions would finally clear the way for Maynard to seek approval of the cost-cutting measures from Gannett "and other lenders," as provided in the tentative agreement announced by Gannett Feb. 2 to sell the paper to Maynard.

The San Francisco-Oakland Guild's Tribune unit approved the five-year agreement by a vote of 67 to 25 at the conclusion of a 4½-hour meeting on Feb. 23.

The two union locals yet to take it up were the Bay Area Typographical Union and Pressmen's Local #4 of the Printing & Graphic Communications Union. Their memberships were to meet Feb. 27.

Under all six unions' agreements, the 18-month wage freeze would last until July 2, 1984, when there would be six percent increases. Increases of the same amount would be effective in mid-year of 1985, 1986 and 1987, as well.

Tribune employees also would share each April in 25 percent of any profits that might exceed \$2.5 million in the previous year. Gannett has said that the Tribune has not been profitable in any year since the chain acquired it in 1977.

The unions would have full access to the Tribune's books throughout the term of the five-year agreements.

Representatives of the unions would have the right to address two of the four annual meetings of the Tribune's directors "on matters of mutual concern."

Any proposed capital expenditure would have to be discussed with the union that represents employees in the department that would be affected.

There would be no reduction in the number of employees in the editorial department, the sole department represented by the Guild at the paper. There would be staffing cuts in other departments, however, though specifics were not immediately available.

Besides the wage freeze, cutbacks under the Guild contract include:

✓ A one-week reduction in vacation entitlement. Maximum currently is five weeks after five years' service.

✓ Premium pay for overtime work would be paid after 10 hours in a single day or 40 hours in a week. The standard work week would remain 37½ hours and the work day 7½ hours.

✓ Contract exempt employees would be permitted to perform work in Guild jurisdiction for one-day in cases of emergency or illness.

✓ The mileage rate would be reduced to 25 cents, from 32, and the weekly minimum auto-expense guarantee of \$42 would be eliminated. No employee could be required any longer to use his or her car on company business.

There would be a "product review committee" selected from the newsroom staff by both the staff and the publisher.

Polish journalists say Guild aid makes 'moral survival' possible

Washington—Food and toiletries Guild members and locals have helped make available to unemployed members of the former Solidarity-affiliated Polish journalists' union and their families have enabled them "to survive morally" by "sustaining them materially," an intermediary in Poland has written to TNG.

"From the bottom of our hearts we thank you. . . . The realization that we are not isolated helps a great deal in these difficult days and so do the testimonies of soli-

darity from people we do not know," said the letter, received after the most recent transmittal of contributions to TNG's Polish Journalists' Aid Fund.

That transmittal—\$675 in mid-January—brought to \$4,610 the total forwarded from Guild members, locals and others since the fund was established last spring after Poland's military government dissolved the Polish Journalists' Assn. and created in its place an officially sponsored organization.

TNG's Polish Journalists' Aid Fund is intended to help alleviate the hardships faced by members of the banned union who have been deprived of their jobs. Many also have gone into hiding. Several have been imprisoned.

A Pole associated with the journalists' Solidarity and who aided in the latest distribution of goods bought and shipped into Poland at least in part through TNG's fund, said that food and toiletries go first to families of internees and those "dismissed from their employment because they are not trusted by the party," secondly, among families with three or more children and among single mothers.

The distribution is accomplished through a church in Warsaw.

"Our heartfelt thanks and prayers that the lady of Jasna Gora keeps you all in her loving care," the Pole wrote.

Canadian journalists report on Polish aid

Toronto — Polish journalists fired or blacklisted since the imposition of martial law in December of 1981 have received nearly \$5,000 in aid from Canadian journalists through the Canadian Polish Journalists' Aid Committee, reports Mark Lukasiewicz, a member of the committee.

The money has provided packages of food for more than 100 Polish journalists, each of whom also has received a letter explaining the purpose and source of the package, said Lukasiewicz, a member of the Southern Ontario Guild, which also has contributed.

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UNION READER

VOLUME 1 NO 1

WINTER 1983

American Newspaper Guild

Charter No. 167

Manchester, N.H. Newspaper Guild

Local No. 167 of the American Newspaper Guild, established by this Charter granted to

R. A. Abbott, Vincent Dahlberg, Walter F. Healy, Earl O. Anderson, J. Leo Dery, Joseph Dery, Walter R. Emerson, Arthur Ferrin, Walter F. Healy, E. P. Ingalls, Edmund T. King, James L. Mahoney, James F. Mooney, D. Frank O'Neill, Alphonse Pare, George Quimby and Ralph A. Robinson.

and all members heretofore in Manchester, N.H.

the aforesaid members having agreed that they and the Manchester, N.H. Newspaper Guild will at all times abide by the Constitution and Convention of the American Newspaper Guild, and its subject thereto.

The Charter confers upon the membership of the Manchester, N.H. Newspaper Guild all the rights, powers and duties pertaining to a local of the American Newspaper Guild under its Constitution.

In witness of the granting of this Charter by action of the International Executive Board of the American Newspaper Guild on the 10th day of January, 1983, we have hereunto set our hands and seals this 10th day of January, 1983.

Local 167's original charter, reproduced here, hangs in the Local's office at 22 Amherst Street.

Manchester Guild is 41 Years Old

Birthday greetings are in order. The Manchester Newspaper Guild is 41 years old this month.

We were founded and chartered on January 10, 1942, as Local 167 of the American Newspaper Guild, later to become The Newspaper Guild.

Only one charter member, William K. Thornton, still works at The Union Leader.

Other charter members included R.A. Abbott, Earl O. Anderson, Fred E. Beane, Franklin Bills, James Carter, Vincent Dahlberg, J. Leo Dery, Joseph Dery, Walter R. Emerson, Arthur Ferrin, Walter F. Healy, E.P. Ingalls, Edmund T. King, James L. Mahoney, James F. Mooney, D. Frank O'Neill, Alphonse Pare, George Quimby and Ralph A. Robinson.

Merger postponed; TNG convention set

It'll be Cleveland in June instead of Cleveland in January.

The Newspaper Guild's 50th annual convention will be held in that Ohio city June 27 through July 1, according to TNG International President Charles A. Perlik Jr.

The announcement was made in the wake of postponement of a special merger convention in Cleveland in January to consider sending to referendum the question of merger between the Guild and the International Typographical Union.

Perlik told Manchester by telephone in early January that no new talks have been scheduled between ITU and TNG since "serious questions" over financing of a merged union arose in December.

TNG's international executive board was scheduled to grapple with the issue at its winter meeting in Washington in mid-January, but no surprises were expected.

The board halted plans for the special merger convention in December after ITU membership projections upon merger were cut from 47,000 to 40,000, which would affect the number of dues-paying members in the new union and, in turn, its financial base.

Local 167 president Jim Schaufenbil noted that a new slate of delegates to the regular convention in June will have to be nominated and, if necessary, an election held.

In a related announcement, Perlik reported that the second annual New Officers' Residential Seminar, originally postponed because of the special merger convention, has been re-scheduled for the weekend of February 18, 19 and 20 in Washington.

MANY THANKS

Local 167 wants to acknowledge the assistance of two members who helped greatly in preparing this first issue of The Union Reader.

Frank Moulin of the art department drew up the flag that you see on page one of newsletter.

Harvey Dodd, known to most members as the paper's business editor, used his personal computer to print address labels for mailing.

Manchester launches newsletter

The Manchester Guild has launched a new local newsletter, with a name—Union Reader—purposefully not unlike that of the daily for which most of the local's members work, the Union Leader. Local President Jim Schaufenbil, noting that the first edition was published as the local turned 41, said the publication's purpose is to "anticipate and answer" members questions, "pique your interests, and just plain communicate. . . ." The flag was drawn by Frank Moulin, a member-artist.

TNG calls for inquiry into assault on reporter

Washington—An assault on a reporter for the San Juan daily El Reportero has brought a demand from TNG for an investigation into the possibility of links between the assailants and the commonwealth's police department.

The reporter was kidnapped and beaten after she met a news source connected with the police department.

She said two men abducted her as the informant was leaving, and that she was blindfolded, driven to a deserted area and then beaten. She said she passed out after liquid was forced down her throat. Documents the source had given her, including photographs, were missing when she regained consciousness, the reporter said.

A federal grand jury in San Juan has been hearing evidence about corruption in the police department. Published reports have speculated that some members of the police department may have resorted to murder to cover up evidence of corruption.

In a letter to Puerto Rico Governor Carlos Romero Barcelo, TNG President Charles A. Perlik, Jr., called for an investigation into the incident conducted by an agency other than the police department to "ensure a thorough and impartial inquiry."

"Those responsible for the brutal assault on this reporter must be prosecuted and any links to the police department brought to light," Perlik wrote.

result of political "verification."

"It is an exceptionally beautiful . . . expression of truly human and professional solidarity. . . . This consciousness that somebody in a far away country thinks of us . . . was the most gratifying Christmas gift for us," wrote another.

THE POLISH JOURNALISTS' AID COMMITTEE
30 Wellington St. E., Suite 605
Toronto, Ont. M5E 1S3

(optional)

Name

Address

Signature

☐ Please send a package in my name to a Polish journalist (contribution of \$30 or more).

☐ Send a package but do not use my name

☐ Please send a receipt for tax purposes

Solidarnosci

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

AmNews unit says 'no' to paring jobs

New York—The members of the New York Guild's Amsterdam News unit, which struck the black-community weekly Feb. 1 when it unilaterally cut their pay and hours by 20 percent, has rejected a management proposal to return to work at full pay but minus nine of the unit's 38 members.

The unit rejected the proposal after it was noted that despite the AmNews' protestations of financial straits its management has made no move to provide the Guild the financial data it has sought nor made any cuts among the 19 management and other Guild-exempt persons on the payroll at a cost the Guild estimates at \$100,000 a year.

Previous Guild proposals for

improving the paper's financial performance start with first "clearing out superfluous exempt people" and the opportunity to examine the books before any thought is given to paring the Guild-covered staff, said Edwin R. Egan the Guild's executive vice president and chief bargainer at the AmNews.

Their proposal was simply to get rid of half the news staff and half the ad staff, Egan reported.

Meanwhile, the paper continued to publish and distribute an estimated 5,000 copies per week. Its prestrike circulation was in excess of 40,000. The Newspaper & Mail Deliverers Union, the only other union at the paper, is honoring the Guild's picket lines. The paper is printed at a nonunion plant.

The Guild also reported that the company remains a total of about \$9,000 in arrears in payments of the union dues it checks off from members' wages and in pension payments. It reportedly also is behind in payments of withheld federal income taxes to the Internal Revenue Service.

Students respond —on picket line

New York—Journalism students at Columbia University have joined Guild strikers on the picket line at the Amsterdam News in response to a personal appeal by New York Guild Executive Vice President Edwin R. Egan.

Egan made the appeal after a letter from the struck paper's managing editor soliciting student volunteers to work at the paper without pay was posted on a Columbia bulletin board. "The experience would be beneficial," it said.

The letter was written 17 days before the Guild struck the AmNews when management cut staff salaries and work hours by 20 percent.

Local charges unfair conduct in campaign at radio stations

Providence, R.I.—The Providence Guild has filed objections with the National Labor Relations Board over the conduct of the Providence Journal Co. during a Guild campaign for bargaining rights for 40 employees at a pair of radio stations owned by the company.

Tally of ballots cast in a Feb. 15 NLRB-supervised election among the air and production employees of stations WEAN and WPJB showed 19 votes for Guild representation and 20 for "no union." Another ballot was challenged and remains uncalled. A union must receive a majority of the votes cast to be certified as the bargaining representative.

Objections raised by the Guild to the company's pre-election conduct include charges that it granted unscheduled pay increases and began covering some part-time employees by fringe benefits.

The company also threatened employees with a loss of benefits if they chose the Guild as their bargaining agent and it engaged in reprisals against Guild supporters, the local said.

The firing of a Guild activist early in the campaign has brought a complaint from the NLRB's regional director asserting that the discharge was inspired by the employee's union activity. A hearing on the complaint is set for May before an NLRB administrative law judge.

Where the board finds that an

Guild, Times discuss contract extension

New York—Representatives of the New York Guild met with management of the New York Times Feb. 22 to discuss the company's proposal to extend for three years all its union contracts that otherwise would expire March 31, 1984.

The proposal, announced by the Times Feb. 3, is contingent on agreement with all 10 unions representing its employees.

employer's pre-election conduct interfered with an election's fairness, it may order a rerun or, in some cases, issue a bargaining order.

Buffalo — At-large TNG Vice President Richard J. Roth of Buffalo has resigned both his TNG office and his membership in the Guild to become executive editor of the Terre Haute (Ind.) Tribune and Star.

(Under TNG's Constitution, his seat on the International Executive Board will remain vacant until filled through regular biennial elections scheduled for later this year, with nominations at the convention in Cleveland in June and any contest decided by referendum at the end of the summer.)

Roth will begin his new job upon completion of the purchase of the Terre Haute papers by the Ingersoll chain, expected early in March.

Roth, 35 and also a former four-term president of the Buffalo Guild, has been unemployed since the closure last September of the Buffalo Courier-Express, where he had worked as a prize winning reporter since 1971.

In a letter of resignation to TNG President Charles A. Perlik, Jr., also a former president of the Buffalo Guild, Roth expressed his thanks to Perlik and "Guild

It follows the wage pattern agreed to by the unions at the Daily News—average increases totalling \$110 a week over the three-year period of the extension, with an average increase of \$38 on March 31, 1984, \$35 on March 31, 1985, and \$37 on March 31, 1986. Unlike the News package, however, the Times is offering an additional 4 percent increase to take effect immediately upon ratification by all the unions, but is not offering a profit-sharing formula.

Under the current agreements, Times employees will receive wage increases averaging \$37 a week this March 31. That increase ranges from \$16.50 in the lowest Guild-contract wage group, to \$49.55 in the highest group.

The upcoming contractual in-

crease would be put into effect along with the extra 4 percent if the unions ratify contract extensions before March 31, a company representative said.

Agreement on early extensions of contracts with the News was part of the settlement with the unions representing its employees on staff cuts and other concessions designed to save the financially troubled paper about \$50 million a year.

The agreements with the News also call for employees to share one-quarter of any pre-tax profit in excess of 6 percent. Reductions in payroll and other economies are expected to restore the paper to profitability.

No mention of a profit sharing plan is included in the Times' proposal to the unions. Pre-tax

profits from the Times and the company's regional newspapers rose by 19 percent, to \$64 million, in 1982.

In the fourth quarter of the year the newspaper group's pre-tax profits declined by 28 percent due to the payment of \$14.1 million in termination benefits to 147 composing room employees. That staff cut, the company said, will lead to significant savings.

Unions representing printers, mailers and engravers had reached tentative agreements with the Times on the contract extensions by Feb. 23.

Representatives of the drivers have yet to meet with management to discuss the offer while the pressmen's representatives walked out of a meeting with the company.

The Terre Haute Guild represents the papers' advertising, business, circulation and editorial employees. It has been seeking an initial contract for the advertising group for nearly three years and renewal of a contract for the others for a year and a half.

Roth was in his first term as a vice president on TNG's IEB, having been the top vote getter among the 12 candidates for the six at-large seats in Guild-wide voting in the fall of 1981. He was chairperson of the IEB's Research & Information Committee and also served on its Finance, Constitution and Guild Reporter committees.

During his four years as Buffalo Guild president, from 1977 through 1980, the local's membership was increased by 30 percent, to more than 700. (The Courier-Express' closure cost the local membership 370 jobs last September, however.)

Roth also served on TNG's International Election & Referendum Committee in 1979 and 1980 and in 1980 and 1981 chaired the conventions' Finance Committees.

Rosy contracts are red.
Without them we're blue.
In order to get one,
we'll need help from you.

Be Our Valentine!

Join the Guild and help
us turn from blue to green.

Won't you
be our
Valentine?



Let's Have a
Heart-to-Heart Talk.
Ernie Mercer
Ext. X 4116
or contact your
shop steward.

Hearts and kisses at the Washington Post

Employees in Guild-covered departments at the Washington Post—members and nonmembers alike—got a special St. Valentine's Day greeting from the union representing them in talks for a new contract with the paper: A specially designed Valentine delivered to their desks by Washington-Baltimore Guild President Ernie Mercer, plus a candy kiss. One longtime nonmember liked it so well, he signed up on the spot, reported Jane Huffman, chief shop steward.



PAUL A. WASSMAN/Washington-Baltimore



Richard J. Roth
Heads for Terre Haute

members everywhere for all the opportunities afforded me in the Guild."

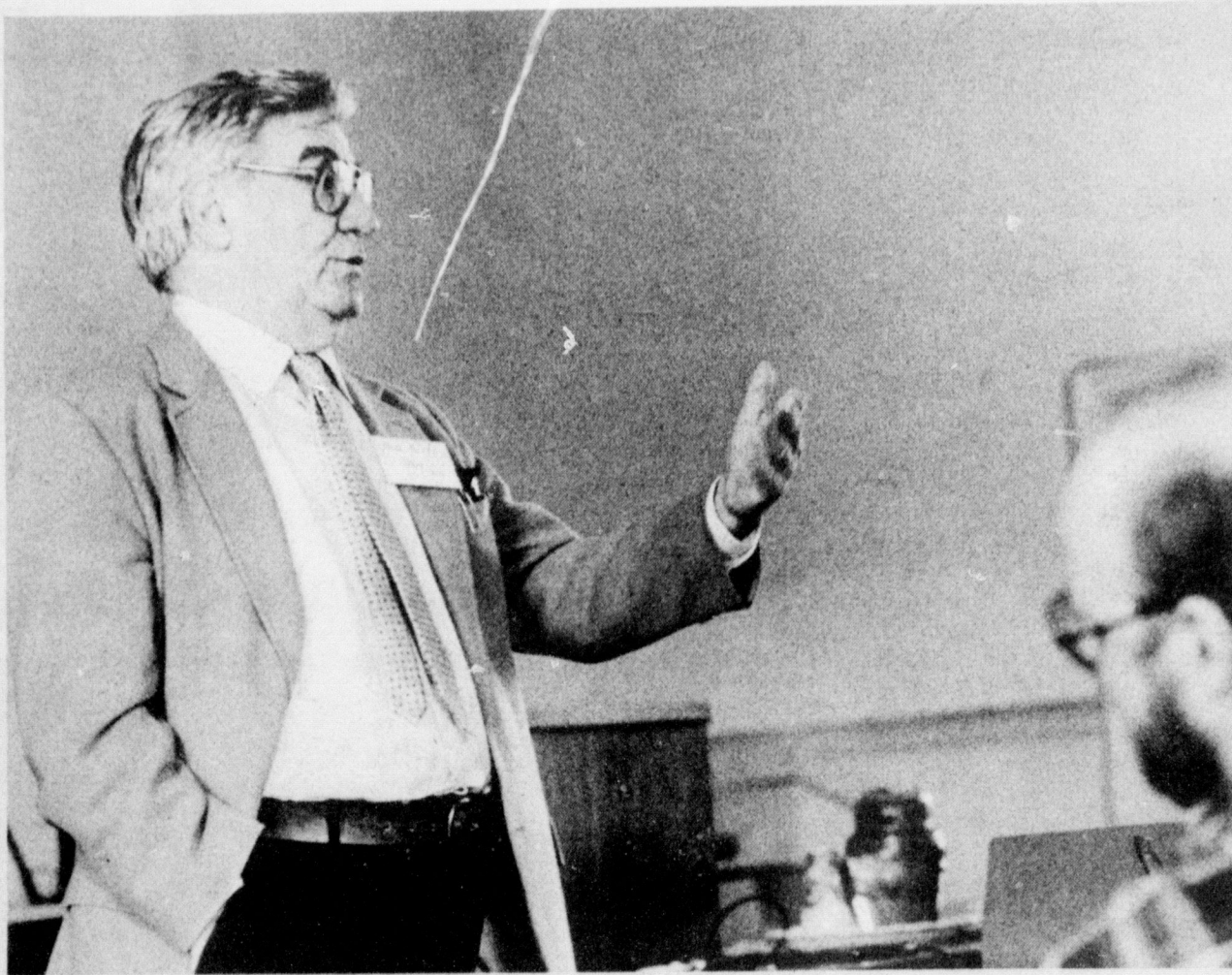
"They were opportunities—leadership, budgeting, public speaking, collective bargaining, etc.—which, frankly, prepared me

and qualified me for the kind of executive position I have now accepted," Roth wrote.

Simultaneous with Roth's becoming the Terre Haute papers' executive editor, they also will acquire a new publisher—Arnold McDonald of Cleveland, a former general counsel to the International Printing & Graphic Communications (pressmen's) Union. More recently he was operations vice president for the Cleveland Press when it was closed in June.

The two will be the second and third persons with strong ties to industry unions to move into management positions with Ingersoll within ten months. William M. Brown, a former president and executive officer of the Philadelphia Guild, left TNG's staff of international representatives last April to become publisher of the chain's Royal Oak (Mich.) Tribune.

The Terre Haute papers are being purchased by Ingersoll from a trust that has managed the papers for Indiana State University (formerly Rose Polytechnic Institute) since the school received them from the family that once owned the Indianapolis Speedway.



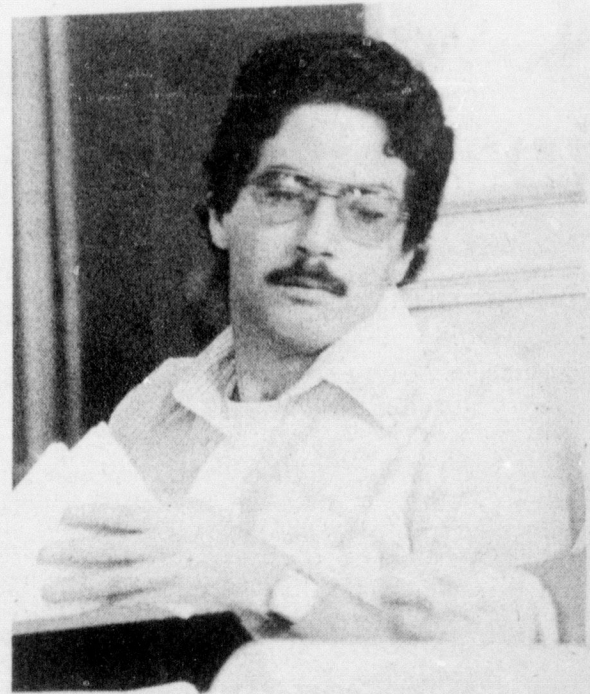
J. WILLIAM BLATZ, TNG's field operations director; Steven Olin, Peoria, right foreground.



FRED BATY, Memphis; Marcella Parenti, Mountaineer (Morgantown).



WENDY JACKSON, Ottawa; TNG President Charles A. Perlik, Jr.



MARK WALKER, Yakima

ROBERT J. BRENNAN,
Rita Godbout, W.

Seminar for new draws 44 from

(Continued from Page 1)

Perlik also pointed out that two persons who attended the first seminar, Jim Griffin of Lexington and Eric Geist of Washington-Baltimore, are now on TNG's staff and expressed the hope that some from this year's seminar also "might come to work for TNG in the future."

TNG's Director of Administrative Operations, Ellis T. Baker, co-ordinated and presided over the seminar, opening it Friday evening, Feb. 18, with an outline of the Guild, its history, purposes and policies.

Subsequent sessions were devoted to organizing, bargaining, contract enforcement, local administration, interunion co-operation and communication.

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

The segment on local administration was divided into two sections: one concentrating on financial reporting and record keeping, conducted by Dale, and the other covering such areas as shop steward systems, local committee structures and new member pro-

grams, conducted by Baker.

Saturday and Sunday evening sessions respectively on health and safety and on human rights, were led by David J. Eisen, TNG director of research and information, and Anna Padia, TNG human rights co-ordinator.

A film depicting an arbitration over a disciplinary suspension, narrated and analyzed by the arbitrator, augmented the session on contract enforcement.

Roster

Participants in the seminar for new local officers included (alphabetically by local):

Tom LaPoint, president, Albany Guild.

Pete Title, president, Bakersfield Guild.

Phillip F. Smith, treasurer, Battle Creek Guild.

Gustav D. Spohn, president, Bristol (Conn.) Guild.

Shirley Rajala, secretary-treasurer, Brockton Guild.

Richard Christian, president, and Robert J. Brennan, treasurer, Buffalo Guild.

Barbara Morgenstern, executive committee member, Cincinnati Guild.

Susan Prentice, unit chairperson, Columbus Guild.

Diane Pishioneri, secretary, Eugene Guild.

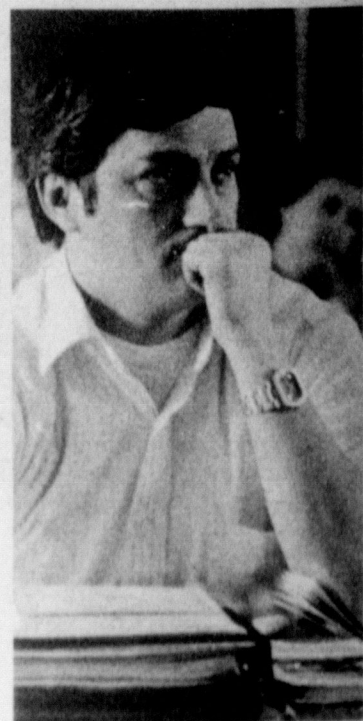
Robin L. Fornoff, secretary, and Earnestine Hall, treasurer, Gary Guild.

Fred Talbott, 1st vice president, Kent Jenkins, Jr., 2nd vice presi-

Photos by Ray Crowell
Washington-Baltimore



MAMIE MARTIN, Memphis.



TOM THIBEAULT, Manchester.



Buffalo; Dena Bunis, Rochester; Northern Ontario (Sudbury).



GREGORY GRIGGS, Los Angeles.

new local officers from 32 locals

An evening of entertainment was provided by Joe Glazer, known as "labor's troubadour," who sang and played several political and union songs, both old and new, many of his own composition and some with lyrics adapted to the Guild.

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

First approved by the 1981 Convention, the seminar is de-

signed primarily for new officers of locals without professional staff of their own. Its focus, under the enabling legislation, is to provide the "basic tools" a new local officer most immediately needs to build and lead a strong local.

TNG subsidizes, in part, the room, board and travel expenses for one participant from each small local in attendance. This year, nine locals sent more than one participant.

of TNG seminarians

dent and Michael Knepler, treasurer, Hampton Roads (Norfolk) Guild.

Stephen Lund, president, Kenosha Guild.

Edwina Henderson, president, and Kent Allen, bargaining committee member, Kingston Guild.

Arne Wuorinen, president, Lake Superior Guild.

Yolanda Alvarado, vice president, and Jeanne Moore, Lansing Guild.

Linda Foley, president, and Ray Cohn, vice president, Lexington Guild.

Gregory Griggs, unit chairperson, Los Angeles Guild.

Stephen E. Krause, executive board member, Lynn Guild.

Dave Rousseau, vice president, and Tom Thibault, executive board member, Manchester Guild.

Fred Baty, 2nd vice president, Mary Sue Jones, 3rd vice president, and Mamie Martin, recording secretary, Memphis Guild.

Marcella Parenti, secretary, Mountaineer (Morgantown) Guild.

Rita Godbout, bargaining com-

mittee member, Northern Ontario (Sudbury) Guild.

Mark Middlebrook, president, and Bill Melton, vice president, Peninsula (Newport News) Guild.

Steven Olin, president, Peoria Guild.

Michael A. Millett, treasurer, Portland Guild.

Dena Bunis, treasurer, Rochester Guild.

Wally Haas, vice president, and Ira Teinowitz, bargaining committee member, Rockford Guild.

Kedrick Mullins, president-elect, San Antonio Guild.

Brian McAndrew, president, Windsor (Ont.) Guild.

Mark L. Walker, bargaining committee member, Yakima Guild.

Michael A. Braun, recording secretary, Youngstown Guild.

In addition, the seminar was attended by Wendy Jackson, new part-time executive officer of the Ottawa Guild, who also spent a day meeting with TNG officers and staff at TNG headquarters in Washington.



MICHAEL MILLETT, Portland, left; Kedrick Mullins, San Antonio.



DIANE PISHONERI, Eugene; Yolanda Alvarado and Jeanne Moore, Lansing.



GUSTAV SPOHN, Bristol; Linda Foley, Lexington.



And then . . . 'graduation'

At the close of the seminar at noon on Feb. 21, TNG President Charles A. Perlik, Jr., right, wished the participants well as he handed each a certificate attesting to their participation.

At last, FOI comes to Canada on April 1

(Continued from Page 1)

government information unless expressly authorized by their superiors to do so, the new law requires a 180-degree turn in approach.

Civil servants now are required to provide information on request unless specifically forbidden to do so. If a civil servant refuses a request, there is a mechanism for appeal to an information commissioner and, in some cases, an appeal to the courts.

The commissioner can make his own investigation, but cannot compel the government to disclose the requested information. He can, however, report the government's refusal to Parliament and that could prove politically embarrassing.

Despite all of the exemptions, there is considerable evidence that the government is taking the process seriously.

Part of the delay between passing the bill and bringing it into force has been necessary to provide time for government departments to compile extensive indexes and lists of the reports and information they hold.

Those lists must be available to the public in all government offices and in 2,000 post offices in rural areas.

While on the surface, the new openness seems impressive, even revolutionary for the Canadian government, the bill has sufficient exemption clauses that the government will be able to keep most politically and economically sensitive information under wraps.

There is a blanket prohibition, for example, on disclosing any information obtained from other governments, whether they be foreign or the domestic provincial and municipal governments. The same applies to much information

in police investigations and on matters of defense and security.

The government also has given itself a wide range of discretionary exemptions dealing with everything from trade secrets to audits, but refusals in these areas can be appealed and argued about.

The most politically sensitive area closed off (and thus the area of most interest to journalists) includes all papers, records and advice going to the Cabinet and all relations between the ministers and their civil-servant advisors. Since the Cabinet, in the unified executive and legislative structure of the parliamentary system, touches on almost every aspect of government, this could be a very large loophole if the government attempts to use it.

Another contentious area deals with solicitor-client privilege since the government frequently claims that privilege

to protect the advice it gets from its own justice department.

On the whole, however, the government seems less worried about protecting itself from nosy journalists than about the possible commercial and legal uses of the bill. Thus the bill deals extensively with trade secrets, information that would affect competition and inter-governmental relations.

The Liberals' advisors are convinced that journalists are too lazy to make much use of the bill, but they are afraid of misuse by corporations, interest groups and provincial governments.

None of these exemptions are quite so Draconian as they sound, however, because in the final analysis all ministers are still accountable to Parliament and can be questioned daily in the House of Commons regardless of the protections in the bill.

Contracting-out claim is held a subterfuge

(Continued from Page 1)

employees in Walnut Creek and attempted to curtail the road employee's involvement in the management of the office.

Efforts to resolve the dispute through National Labor Relations Board proceedings were futile, and ultimately the local had to go to court to win an order directing the company to honor the Guild's demand that the issue be arbitrated.

The arbitrator limited the back pay award, which the local estimates could total as much as \$100,000, to the effective date of the Guild contract in force when the dispute was first discovered—January 1, 1980. One 15-year employee immediately will become vested under the Guild's negotiated pension

plan, the local reported.

Printco's refusal to extend contract coverage to the employees in Walnut Creek and its attempts to contract out the Guild-covered work were both violations of the jurisdiction provisions included in the local's contract with Printco, Wollett said.

That clause, almost identical to that in TNG's model contract, provides that the Guild has jurisdiction over work "customarily or presently" performed by Guild-covered employees and that the performance of that work will be assigned to employees covered by the contract.

Long Cuthbertson, the local's executive secretary, called Wollett's ruling "one of the most solid affirmations of our jurisdiction clause" that he had seen.

Send dues, keep votes, Dale urges

Washington — Per-capita payments due to TNG through February must be received by the end of the month in order to be included in calculations that will determine each local's representation at this summer's annual convention, TNG Secretary-Treasurer Charles Dale has reminded locals.

TNG's Constitution calls for determining local convention representation on the basis of the

average of monthly per capita received by TNG between March 1 and the end of February.

Local remittances received after Feb. 28, 1983, cannot be counted in the calculation, Dale said in a letter to local officers.

A local remitting per capita for fewer than 12 months could well lose convention voting strength and have its delegate entitlement reduced as well, Dale pointed out.



HUMAN
RIGHTS

UPDATE

FROM THE HUMAN RIGHTS CO-ORDINATOR

THE NEWSPAPER GUILD, 1125 15th ST., N.W., #835, WASHINGTON, D.C. 20005

(202) 296-2990

TO: Local Presidents, Administrative Officers and Human Rights Chairpersons

Human rights newsletter

The first edition of Human Rights Update, a newsletter from TNG's human rights co-ordinator, Anna Padia, has gone to local presidents and chairpersons of local human rights committees. Highlighting developments in the area of human rights, the newsletter will be published at least every other month, Padia said.

The first issue includes statistics on the earnings gap between women and men in both Canada and the United States, reports on the status of the Equal Rights Amendment in the U.S. and points out how to get copies of Congressional voting records of particular importance to black and Hispanic Americans.

IT

SEEMS
TO US

Booklet may help sort out VDT safety facts—editor

NEW YORK

Editor:

Guild members may be interested in the publication of *VDTs: Health and Safety*, an 80-page booklet published by Microwave News.

This indexed booklet was compiled as a reference for those trying to sort out what is known

about pregnancy problems, cataracts, skin rashes and other health complaints often attributed to video display terminals. It is a collection of news items which first appeared in *Microwave News* in 1981-1982.

Copies are available for \$5.95, plus \$1.00 for postage and handling, prepaid from Microwave News, P.O. Box 1799, Grand Central Station, New York, N.Y. 10163, (212) 794-9633. Bulk rates (over 10 copies) are available upon request.

LOUIS SLESIN
Editor
Microwave News

Merger coverage rapped by member in New York

NEW YORK, N.Y.

Editor:

The proposed Guild-ITU merger has had "a good press" in Guild publications, but all too frequently the stories overemphasize the pro's and give short shrift to the con's.

From the coverage, it would appear that those pushing the merger are nearly all elected and/or paid union officers. And why not? It would mean a substantial growth in membership, dues and presumably budgets.

But what about the rank-and-file members whose voices seem to be drowned out by the cacophony of union officials stumping for merger?

Someday, newspaper employees may benefit from a single mammoth union, but a two-way merger with the ITU? With the union whose members thought nothing of crossing Guild picketlines in

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.

the shortlived 1981 Times strike?

The haughty ITU, representing a dying profession, has little to offer to the Guild, except perhaps an eventual bid for some of the VDT jobs that have replaced printers' historic functions.

As I recall, Thomas J. Murphy, New York Guild executive vice president during the 114-day ITU strike in 1962-63, put it this way at a membership meeting as the strike we were honoring dragged on: "Journalists have two natural enemies: the publisher and the printer."

Etaoin shrdlu.

GEORGE ROOD
Times Unit
New York Guild

Editor's note: Murphy, New York's executive vice president from 1948 through 1970, said from his retirement home in Jackson Heights, N.Y., that he has "no memory of ever having said anything like that." To the contrary, he said, he repeatedly advised New York Guild members during 30 years in several leadership positions that alliances between the Guild and the other unions in the industry, including the ITU, were both desirable and necessary. "I used to ask people who else we could expect to get help from when we need it? The publishers?"



FRONTPAGE/New York Guild

Local 3's big 3 for '83-84

New York Guild Executive Vice President Edwin R. Egan, left, President Peter McLaughlin and Secretary-Treasurer Barry Lipton pose in a show of unity following Egan and Lipton's re-election in December. Egan turned back a

challenge by Betsy Wade, former local president, while Lipton outpolled Joy Cook. McLaughlin defeated Wade for the presidency in a special election last fall. Egan and Lipton supported McLaughlin; he backed them.

Rights group focuses on jobs for '83

Washington—The Leadership Conference on Civil Rights, a coalition of civil rights, religious and labor groups, including TNG, will emphasize job creation and women's rights in its legislative efforts this year, the group agreed during its annual meeting Jan. 24 and 25.

And at a briefing session for members of Congress, Benjamin L. Hooks, chairperson of the conference and director of the National Assn. for the Advancement of Colored People, chided President Reagan for appearing to believe that "giving more to the rich will make them work harder," while "the only way to make poor people work is to tax their unemployment benefits."

While the conference has not endorsed any single job-creating proposal, another speaker warned that any jobs bill it ultimately endorses "must not pit one group against another."

Vilma Martinez, former president and general counsel of the Mexican-American Legal Defense and Education Fund, reminded the 250 conferees that unemploy-



PATRICIA RICE/St. Louis Guild

225 years in the Guild in St. Louis

Nine St. Louis Guild members pose with the pins attesting to their 25 years' membership in the union following presentation of the pins at the local's annual meeting. From left: Phillip G. Sunkel, Globe-Democrat unit; Donald Barrett, Post-Dispatch

unit; Robert Blanchard, Globe-Democrat; Jack Holt, KSDK unit; Carlye Saliba and Louis Rose, Post-Dispatch; Robert A. Steinke, at-large; Robert Wehling and William Vogler, Post-Dispatch. Presentations were by Robert C. Holt, Jr., president.

ment continues to have a disproportionate impact on blacks, Hispanics and women.

The conference's national board called for the Congress to again approve the Equal Rights Amendment and to enact the Fair Insur-

ance Practice Act, which would prohibit discrimination based on race, sex, color, religion or national origin in any form of insurance.

Other legislative priorities set by the conference include continuation of the U.S. Civil Rights Commission and passage of the Martin Luther King Holiday Act.

United Auto Workers' President Douglas Fraser and 101-year-old Rosina Tucker, who played a vital role in the early organizing efforts of the Brotherhood of Sleeping Car Porters, shared the conference's annual Hubert H. Humphrey Civil Rights Award.

AFL-CIO President Lane Kirkland presented the award to this year's winners.

TNG Human Rights Co-ordinator Anna Padia attended the meeting as TNG's representative on the conference's national board.

States News Service set to close March 11

Washington—Pulitzer Publishing Co. and Indianhead, Inc., have announced that they will close the supplemental Washington-news service they bought a year ago when it was on the brink of bankruptcy and have agreed with the St. Louis Guild to pay the service's two dozen employees up to six weeks severance pay and to continue their group medical insurance through April.

States News Service, which will be closed March 11, has been operating at losses of about \$1,000 a day, the Washington Post reported. It had listed debts of \$700,000 when Pulitzer and Indianhead formed Information Services, Inc., to take it over.

Leland J. Schwartz, who founded the service 10 years ago, said he would seek another buyer for it but conceded "we'll need a miracle or two."

The service's employees voted by a two-vote margin last May 20 for representation by the St. Louis Guild and it was certified as their representative by the NLRB on ice's closure was announced.

Robert A. Steinke, St. Louis Guild executive secretary, said the Guild agreed to formally disclaim continuing interest in representing the employees in return for the company's agreeing to the severance pay and extended hospitalization coverage.

Locals get data on minority job seekers

Washington—Resumes of 11 minority-group persons seeking jobs with newspapers or magazines have been sent to U.S. Guild locals and their human rights chairpersons.

TNG Human Rights Co-ordinator Anna Padia asked locals to transmit the data to their employers and follow up to ensure that it is given "serious consideration," as numerous TNG conventions have directed.

Padia noted that a recent study conducted by the American Society of Newspaper Editors found

that minorities accounted for only 5.5 percent of newsroom employees on daily papers.

Also included in the mailing was announcement of Howard University's 12th Annual Communications Conference, set for Feb. 17-20 in Washington, D.C. The conference which draws together a large number of minority students, scholars and professionals provides employers an "excellent recruiting opportunity,"

Padia said, urging locals to pass the announcement on to management.

Steno average tops phone operators' by \$20

AVERAGE TOP MINIMUM for stenographers in 44 Guild contracts covering 55 daily newspapers in the United States, Canada and Puerto Rico on Feb. 1 was \$313.05 a week according to data from TNG's Collective Bargaining Dept.

Also on Feb. 1, the average top and "flat" minimums for telephone operators in 67 Guild contracts covering 81 daily newspapers was \$293.42, \$20.63 below the stenographer average.

The highest of the minimums for the two jobs, however, is a top minimum of \$423.62 for telephone operators covered by the Hawaii Guild's contract with the Maui News. A top minimum of \$407 a week in the Montreal Guild's contract with the Gazette leads the list of stenographer minimums.

Minimums in excess of \$350 a week are found in nine of the contracts covering stenographers and in eight of the agreements covering telephone operators.

Following are the stenographer and telephone operator top or flat—those where there is no progression schedule—minimums in Guild contracts in effect Feb. 1. Results of settlements since Feb. 1 and deferred increases effective in the interim are not included.

Stenographers

	Minimum	After
Montreal Gazette	\$407.00—3 yrs.	
Victoria Times-Colonist	379.51—1 yr.	
New York Times	377.25—3 yrs.	
Manchester Union Leader	368.45—2 yrs.	
Fresno Bee	366.60—4 yrs.	
San Jose Mercury and News	364.27—2 yrs.	
Vancouver Sun and Province	360.63—1½ yrs.	
Detroit Free Press	356.61—3 yrs.	
Sacramento Union	351.78—4 yrs.	
Toledo Blade	349.87—3 yrs.	
Seattle Times	349.00—2 yrs.	
Seattle Post-Intelligencer	345.66—2 yrs.	
Sacramento Bee	343.00—4 yrs.	
Toronto Star	339.83—3 yrs.	
Boston Herald	339.00—3 yrs.	
San Diego Union and Tribune	337.25—3 yrs.	
Oakland Tribune	335.57—2 yrs.	
San Francisco Chronicle and Examiner	335.57—2 yrs.	
New York News	333.95—3 yrs.	
Denver Post	330.00—3½ yrs.	
New York Post	327.70—3 yrs.	
Hawaii Newspaper Agency	316.74—3 yrs.	
Chester Delaware County Times	313.92—4 yrs.	
Ottawa Citizen	311.39—2 yrs.	
Baltimore Sun and Evening Sun	309.00—3 yrs.	
Detroit News	308.91—3 yrs.	
Cleveland Plain Dealer	306.00—3 yrs.	
Philadelphia Inquirer and Daily News	295.87—3 yrs.	
Kingston Daily Freeman	293.40—3 yrs.	
Providence Journal and Bulletin	293.00—2 yrs.	
Chicago Sun-Times	292.64—3 yrs.	
Memphis Commercial Appeal and Press-Scimitar	290.95—5 yrs.	
Great Falls Tribune	285.00—4 yrs.	
Toronto Globe & Mail	284.43—3 yrs.	
Washington Post	277.00—3 yrs.	
Erie News and Times	276.27—3 yrs.	
St. Louis Globe-Democrat	267.55—3 yrs.	

Telephone operators

	Minimum	After
St. Louis Post-Dispatch	267.55—3 yrs.	
Peoria Journal Star	260.00—3 yrs.	
Buffalo Evening News	254.96—5 yrs.	
Indianapolis Star and News	231.35—3 yrs.	
Battle Creek Enquirer & News	222.00—3 yrs.	
San Juan Star	214.00—4 yrs.	
Sioux City Journal	203.67—4 yrs.	
Maui (Hawaii) News	\$423.62—4½ yrs.	
Hilo: Hawaii Tribune-Herald	388.31—3 yrs.	
Toronto Star	372.45—3 yrs.	
Victoria Times-Colonist	370.35—flat	
New Westminster Columbian	367.58—flat	
New York Times	354.96—3 yrs.	
Seattle Times	351.00—2 yrs.	
Vancouver Sun and Province	350.06—1½ yrs.	
Manchester Union Leader	349.55—3 yrs.	
Sacramento Bee	342.95—4 yrs.	
Seattle Post-Intelligencer	339.52—2 yrs.	
Boston Herald	339.00—3 yrs.	
Toledo Blade	337.62—3 yrs.	
Oakland Tribune	335.57—2 yrs.	
San Francisco Chronicle and Examiner	335.57—2 yrs.	
New York News	333.95—3 yrs.	
Royal Oak Tribune	332.36—1 yr.	
Monterey Peninsula Herald	330.00—3 yrs.	
New York Post	327.70—3 yrs.	
Long Beach Press-Telegram	326.46—3 yrs.	
San Mateo Times and News Leader	324.82—3 yrs.	
Detroit Free Press	318.45—3 yrs.	
Sacramento Union	318.16—2 yrs.	
Denver: Rocky Mountain News	316.00—4 yrs.	
Chester: Delaware County Times	315.00—3 yrs.	
St. Paul Pioneer Press and Dispatch	314.27—2 yrs.	
San Jose Mercury and News	313.32—2 yrs.	
Hawaii Newspaper Agency	313.01—3 yrs.	
Denver Post	313.00—3½ yrs.	
Ottawa Citizen	312.47—2 yrs.	
San Diego Union and Tribune	312.24—3 yrs.	
Eugene Register-Guard	311.00—4 yrs.	
Baltimore Sun and Evening Sun	309.00—3 yrs.	
Philadelphia Inquirer and Daily News	304.36—4 yrs.	
Stockton Record	300.14—2 yrs.	
Mt. Clemens: Macomb Daily	296.30—2 yrs.	
Cleveland Plain Dealer	295.00—2 yrs.	
Salem (Mass.) News	290.65—3 yrs.	
Memphis Commercial Appeal and Press-Scimitar	287.29—4 yrs.	
Portland Press Herald and Express	285.04—2 yrs.	
Great Falls Tribune	285.00—4 yrs.	
Washington Post	277.00—2 yrs.	
Fall River Herald-News	274.96—2 yrs.	
Yakima Herald-Republic	271.75—4 yrs.	
Sudbury Star	270.08—3 yrs.	
St. Louis Globe-Democrat	267.55—3 yrs.	
St. Louis Post-Dispatch	267.55—3 yrs.	
Erie News and Times	265.42—3 yrs.	
Pottstown Mercury	264.35—3 yrs.	
Pawtucket Times	263.70—2 yrs.	
Kingston Daily Freeman	261.90—2 yrs.	
Oshawa Times	261.17—2 yrs.	
Rockford Register Star	258.47—2 yrs.	
Buffalo Evening News	258.13—5 yrs.	
Sheboygan Press	251.17—3 yrs.	
Lowell Sun	246.53—3 yrs.	
Harrisburg Patriot and News	232.86—2 yrs.	
Brockton Enterprise	232.15—2 yrs.	
Pueblo Chieftan and Star-Journal	230.00—3 yrs.	
San Antonio Light	226.89—2 yrs.	
San Juan: El Mundo	202.00—4 yrs.	
San Juan: El Vocero	202.00—2 yrs.	
San Juan Star	201.00—4 yrs.	
Canton Repository	197.15—3 yrs.	
Tonawanda News	193.10—4 yrs.	
Morgantown Dominion-Post	175.09—3 yrs.	
Terre Haute Tribune and Star	164.00—4 yrs.	

*For persons hired on or after 3/31/82. For those hired on or before 6/11/81, \$373.65.

Strike brings first pact with city news service

San Francisco—All 20 employees of the Bay City News Service returned to their jobs Feb. 18 upon unanimously voting approval of the first-ever Guild contract with the local wire service and ending their strike against it after just 42 hours.

Members of the fledgling Guild unit also had voted unanimously on Jan. 20 last year for Guild representation and in September by the same margin to authorize leaders of the San Francisco-Oakland Guild to call a strike if necessary to achieve an acceptable contract.

The agreement, capping 11 months of bargaining, was reached in a nonstop, 20-hour session that began 17-hours after

the unit's picket line had totally shut down City News' operations.

The contract includes a full Guild shop, dues checkoff, job security provisions that include full seniority in economic discharges and rehiring guarantees, plus a requirement that the management give every new employee a copy of the contract.

It also establishes the first formal, experience-based structure of wage minimums at the enterprise. Those minimums—effective immediately—range from \$170 a week for beginning reporters to \$280 a week for those with five years' experience.

Local Guild Representative Richard P. Olive, the union's chief bargaining spokesperson,

said there was a Guild-approved increase of \$20 across-the-board during bargaining last year which, with another \$10 increase upon the contract's signing will amount to increases of 15 percent for many in the unit. Increases to individuals over the contract's, two year term will range to 26 percent and the company's payroll will be up by 37 percent by the contract's expiration from January of 1982.

The Guild had cut its wage proposals back severely after its auditor examined the news service's books late last year, explained Olive and TNG Repre-

sentative G. Richard Pattison, who also assisted with the conclusory bargaining. The audit showed City News to be a marginal operation, they said.

Other settlement provisions include a \$40 weekly overnight-shift differential, a minimum of four hours' overtime for being called back to work within less than 10 hours of the end of a previous shift, six months of maternity leave, three days of bereavement leave and one additional holiday, Labor Day, taking the total to three per year. The others are July 4 and Thanks-

giving. Any work on Christmas now will be at double time.

In addition, bargainers agreed that the local will withdraw from an arbitration challenging the San Francisco Chronicle and Examiner's use of the City News service. Instead, Olive said, the union will work out with the papers how the service can be utilized without jeopardizing Guild jurisdiction and jobs at each.

The Guild joined the company in a statement declaring that City News is "excited by the contract" and is "looking forward to a good working relationship."

Strike's failure draws benefits for strikers at Vermont daily

Montpelier, Vt.—Strikers at a daily newspaper in Rutland, Vt., were entitled to unemployment compensation because the paper continued to publish "with no substantial curtailment" of its operations, the Vermont Supreme Court has ruled.

The Dec. 8 ruling upheld the payment of unemployment benefits to 21 members of the Pressmen's union during a strike against the Rutland Daily Herald that began Oct. 3, 1980.

Acting on a provision in the Vermont unemployment act that denies benefits to persons out of work due to a "stoppage of work which exists because of a labor dispute," the court held that "stoppage of work" refers to "a curtailment of the employer's operations." The company, appealing the decision of the unemployment board to pay the benefits, had argued that the pivotal phrase refers to the employees' stoppage of work.

The court noted that the state's unemployment law is patterned after a federal model drafted in 1936 and adopted by 33 other states.

Courts in 23 of those states have ruled on the meaning of the phrase, with similar interpretations rendered in all but one of them, the Vermont court pointed out.

The 22 states cited by the court are: Arizona, Arkansas, Georgia, Hawaii, Idaho, Illinois, Indiana,

Kansas, Maine, Maryland, Massachusetts, Michigan, Missouri, Montana, Nebraska, New Hampshire, New Jersey, New Mexico, North Carolina, Rhode Island, Washington and West Virginia.

The phrase has its origins in British unemployment laws, according to an article in a 1950 University of Chicago Law Review cited in the Vermont decision.

In Britain the phrase has "acquired a settled construction" as referring to the cessation of the work of a factory or other workplace, Milton I. Shadur wrote in the law review.

While the courts in both countries have agreed that a strike substantially curtailing an employer's operation meets the "stoppage of work" test, "less unanimity exists . . . as to the meaning of 'substantial,'" Shadur wrote.

He cited, among others, a 1943 ruling in Maine where a newspaper strike was found to have caused a "substantial" curtailment of operations when a strike by 25 percent of the paper's employees

was accompanied by a 6 percent drop in circulation and a 40 percent decline in advertising.

He also observed that when a strike's effects on operations are "averted by a temporary work arrangement," decisions about paying unemployment benefits may be based on the probability of the strike's success.

However, "decisions are not fully consistent with this or any other theory," Shadur said.

The Pressmen's union waived its representation rights at the Rutland paper in December 1981. Its members had struck the paper 14 months earlier seeking renewal of two contracts, one covering press room employees and another covering the rest of the paper's employees.

For the first 17 days of the strike the paper was printed at the commonly owned daily in Barre, Vt. Then publication in Rutland resumed.

Early in the strike, the publisher claimed that half the paper's 120 employees were working behind the picket line.



LAURA KENNEDY/San Francisco-Oakland

BAY CITY NEWS MEMBERS MARCH FOR FIRST CONTRACT
42-hour walk, 20-hour talk brought settlement.

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DAY

BOOK

Southern District Council, winter meeting and TNG seminar, "An update on VDTs" and "Safety and health committees," March 5-6, Newport News, Va.

International Executive Board, spring meeting, April 18-22, TNG headquarters, Washington.

Western District Council, spring meeting and TNG seminar, "An update on VDTs" and "Safety and health committees," April 23-24, San Jose.

New England District Council, spring meeting, April 30-May 1, location to be announced.

Great Lakes, Midwest and Southern District Councils, joint meeting (tentative), May 14-15, Ramada Inn (Union Avenue), Memphis.

Middle-Atlantic District Council, spring meeting, May 21-22, Wilkes-Barre.

International Executive Board, pre-convention meeting, June 23-24, Bond Court Hotel, Cleveland.

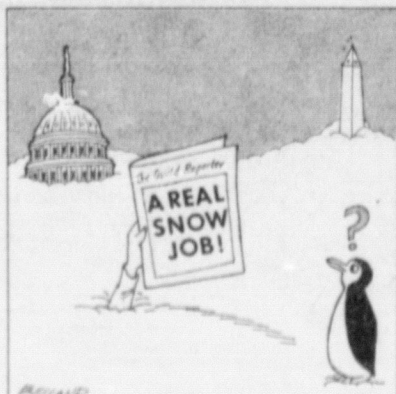
50th Annual TNG Convention, June 27-July 1, Bond Court Hotel, Cleveland.

International Executive Board, post-convention meeting, July 1, Bond Court Hotel, Cleveland.

51st Annual TNG Convention, June 25-29, 1984, Puerto Rico.

52nd Annual TNG Convention, June 24-28, 1985, Pittsburgh.

A Feb. 11 storm that dumped up to two feet of snow on the Washington area, and much of the rest of the Eastern U.S., delayed the press run of the Feb. 11 Guild Reporter until Feb. 14, by which time at least some area streets and the transportation system were again functional. Consequently the issue also entered the mails for delivery to members and subscribers three days late.



The Guild Reporter

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JAMES M. CESNIK, Editor

BARBARA E. NELSON, Assistant Editor

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The Newspaper Guild

1125 Fifteenth St. N.W., Washington, D.C. 20005

Area Code 202-296-2990

INTERNATIONAL CHAIRPERSON: HARRY S. CULVER

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