

Key to rise \$85 in tentative AP accord

New York—A tentative agreement between the Wire Service Guild and the Associated Press would raise the top minimum for newsmen, photographers and programmers by \$85 a week, more than double shift differentials and increase appreciably the company payment for health insurance for employees and their dependents.

The settlement, reached June 5, was valued at \$14.5 million over

its term of nearly 30 months by TNG Representative G. Richard Pattison who, along with Wire Service Guild President William Morrissey, led Guild bargainers in fashioning it. (AP members early this year rejected by 7 to 1 an offer management termed "final".)

At the same time, the United Telegraph Workers, with whom the Guild had been co-ordinating bargaining since May, also

reached tentative agreement on a similar wage and benefit package.

If ratified by the Guild local's nationwide membership, the top minimum for key news and data processing employees will rise by \$25 a week from the settlement date, with additional increases of \$26 and \$34 due on Jan. 1 in 1984 and 1985.

The contract would expire Nov. 30, 1985.

The increases would take the key top minimum for employees working in Boston, Chicago, Los Angeles, San Francisco and at AP Radio, to \$648.50 a week. A new bracket in a tier of "economic differentials" will add an extra \$5 a week for employees in the key classification in New York and Washington, taking their top minimum to \$653.50.

The top minimum for employees working in key jobs in an-

other group of cities, including Baltimore, Philadelphia, Minneapolis and Honolulu, would go to \$643.50 a week, while that for employees in two other city groupings would go to \$638.50 and \$633.50.

Night differential for employees working between 7 p.m. and 6 a.m. on at least four shifts a week would rise by \$6.50, to \$17.50 a week, beginning July 1, with

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Maine is first with a VDT safety law

Augusta, Me.—Maine has become the first state to enact legislation directed specifically at protecting the health and safety of employees who use video display terminals.

The legislation, which applies to state, county and municipal employees, was voted final passage by the state's legislature at the end of May and signed by Gov. Joseph E. Brennan on June 1.

It was derived from bills introduced in 1981 and again this year by Rep. Edith S. (Edie) Beaulieu (D-Portland) which would have covered both public and private-enterprise employees in the state.

Beaulieu, co-chair of the Labor Committee of the Maine House and Senate, is a member of the Portland Guild and a shop steward at the Press Herald, Evening Express and Sunday Telegram, where she works as a self-labelled "cleaning woman." Her 1981 bill was the first of the several that since have been introduced in several state and provincial legislatures.

The measure enacted here directs the state's Bureau of Labor Standards to draw up and promulgate any regulations it decides are necessary "to provide minimal occupational safeguards for state and [other] public employees" after collecting and studying available information on possible hazards in working at VDTs.

It directs that the bureau pay particular attention in its study to the need for regulations on matters such as:

- ✓ "Work-rest regimens and standards on the length of terminal use each working day to minimize visual, muscular and stress problems."

- ✓ Periodic tests "to monitor and protect" terminal operators' vision.

- ✓ "Proper ergonomics in the workplace, including . . . proper illumination and glare control, optimum viewing distances, desk and chair heights and adequate back support provided by operator chairs."

- ✓ Proper terminal main-

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MAINE GOV. JOSEPH E. BRENNAN SIGNS STATE'S NEW VDT HEALTH AND SAFETY BILL
Looking on is its chief architect, Rep. Edith Beaulieu, a member of the Portland Guild.

Guild's past joins future on convention agenda

Cleveland—Delegates to TNG's 50th Annual Convention here June 27-July 1 will spend the bulk of the five days and nights grappling with the union's present and future, especially the proposed agreement for merger of TNG and the International Typographical Union.

But on the evening of the con-

vention's second day—at the traditional convention banquet—the delegates will touch base with their union's roots and some of the people who planted them and nurtured the Guild to maturity through the ensuing half-century.

They will be joined at the banquet by surviving delegates to the Guild's Founding Convention—in

Washington on Dec. 15, 1933—as well as top officers of the international union from its earliest days to the present—invited as guests of TNG.

They also will be joined by surviving charter members and early leaders of the Cleveland Guild, TNG Local #1—invited as guests of the local.

Some within the two groups of special guests are on both the local's and TNG's invitation lists.

The guests also are being invited to attend that day's general convention session which, beginning at 9 a.m., will be devoted to consideration of the proposed TNG-ITU merger agreement, a

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VP race looms in Region 2 . . . 4

Member at Post re-rehired . . . 2

CBTU sees gaps widening . . . 5

Guild beards Neuharth at stockholder meeting

Rochester, N.Y.—Using the annual stockholders' meeting of the Gannett Co. as a springboard, Rochester Guild members attracted the attention of corporate executives and leaped into prime news time on local TV and radio with questions about how Gannett's newest and flashiest project, USA Today, has affected the chain's 86 local dailies and their staffs.

During a question-answer session at the May 24 meeting here, newsroom employees of the mammoth chain's

two Rochester papers asked Gannett Chairman Allen H. Neuharth to detail the amount of money siphoned from local newspapers to the national daily, which began printing last Sept. 15.

A half-dozen Rochester Guild members participated in the meeting by virtue of stock proxies they held from the local Guild, which holds 150 shares of Gannett stock, and from TNG, which holds 118 shares.

Although Neuharth refused to an-

swer that question, two TV news teams at the meeting picked up on the themes Guild members raised of overwork and low employee morale at local papers resulting from staff drain to USA Today. More than 200 employees of Gannett's 86 papers have gone to the new Washington-based national daily.

"We just want stockholders to know that we still put out a quality newspaper but eventually feelings of low morale may lead to low productivity

which will affect profits," Rochester Guild President Sue Dawson told TV reporters in an interview included in two stations' evening broadcasts about the meeting.

When USA Today began operations last July 15 newsroom employees from the Democrat & Chronicle and Times-Union in Rochester were sent to Washington on loan. The local papers were unable to begin replacing any of those reporters or editors until

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N.Y. Post member re-reinstated as 200 meet 7 hours

New York—A seven-hour confrontation between New York Post management and some 200 angry employees ended June 8 when the paper agreed with New York Guild leaders to reinstate a 36-year employee it had fired twice within a week over the same alleged violation of an unwritten company policy.

Before the local and management concluded the reinstatement agreement the 200-plus who gathered in the Post's newsroom had been repeatedly threatened with suspension and charges of criminal trespass. They also were notified that their pay will be docked for time spent in the meeting.

And they exchanged greetings with leaders of other New York newspaper-employee unions who came to observe the situation.

The day's events had their roots in the Post on June 2 firing circulation cashier and Guild unit treasurer Thomas Maher, 55, after he had been the victim of a check-cashing scam by a suspended circulation driver.

A company policy forbidding cashing route drivers' checks for amounts greater than a driver's bill long has been for the most part observed in the breach,

Guild unit leaders pointed out. The driver also had convinced Maher his suspension was over. They persuaded management to reinstate Maher in return for his making restitution and taking a two-day suspension without pay.

Maher returned to his job June 7 only to be discharged again after four hours when that first reinstatement agreement was abrogated by Post Executive Vice President E. George Viles.

A Guild-unit bulletin drew angry members by the score the next day to the desk of Joy Cook, unit chairperson, seeking more information, other unit leaders reported.

Requests to Viles to explain Maher's second firing and reconsider it were rejected during the morning.

As the confrontation stretched into the afternoon, however, a new agreement for Maher's reinstatement was reached by local leaders and Post management, primarily Guild Executive Vice President Edwin R. Egan and the Post's vice president and assistant general manager, Martin Fischbein.

Maher returned to work the next morning.

The Post announced that it

Merger essential, Peery tells local

Youngstown, Ohio—Merger of TNG and the International Typographical Union is essential for a brighter future for both unions, TNG Vice President Richard M. Peery, a member of TNG's merger committee, told a meeting of the Youngstown Guild.

"I just don't see a bright future if we stay apart. We can't preserve the past, we have to move into the future," Peery said at a May 26 Guild membership meeting that also was attended by representatives of the Youngstown Typographical and Mailers' Unions.

The three unions all represent employees at the Youngstown Vindicator.

Unions in the newspaper industry must forge a single union to enhance their bargaining

strength, Peery explained, and predicted that the current proposal for merger of the Guild and the ITU at the international level will pave the way for an industry-wide union.

Charging that the opponents of merger have failed to build a convincing case for remaining separate, Peery noted that "I



Awards in Gary

Gary Guildsman of the Year, Jim Hill—second from left—and Lou Iaconetti, winner of the local's Community Service Award, display plaques created by Guild member and Post-Tribune cartoonist Tom Floyd. Guild President Jim McGill, left, cited Hill's service on the local's bargaining committee and executive board. Iaconetti was honored for his 17 years

of service as manager of what had been the area's only public broadcasting television station until it was closed early this year. Guild member Mickey Thrower, right, the Post-Tribune's television editor, presented the award to Iaconetti. Guild 1st Vice President Ernie Hernandez, center, acted as master of ceremonies at the April 24 awards dinner.

had suffered no loss of production during the period of the confrontation, but others estimated that its production and distribution were off some 100,000 from the usual 960,000.

SFONG's board endorses merger

San Francisco—The San Francisco Oakland Guild's executive committee on June 7 voted its endorsement of the agreement to merge TNG and the International Typographical Union.

The board's action, on a motion by TNG Vice President Larry D. Hatfield, a former local president, is an "advisory" to the local's delegates to TNG's 1983 Convention which is being asked to ratify the agreement preparatory to its going to membership referendum, probably late in September.

Twelve members of the SFONG board voted for the endorsement, three abstained and one voted against it.

Perlik decries closure of Chile radio service

Washington — TNG President Charles A. Perlik, Jr., has cabled the leader of Chile's military government, Lt. General Agostino Pinochet, urging him to rescind an order closing the Radio Cooperativa News Service.

The Pinochet government banned the station from broadcasting further news programming following anti-government protests.

The government accused the radio news service of "having created the sensation of an artificial climate of agitation," the New York Times reported May 15.

Radio Cooperativa, affiliated with Chile's Christian Democratic Party, is one of the only stations in Chile that carries reports about political arrests, disappearances, and other human rights abuses, the Committee to Protect Journalists reported in a letter urging letters of protest to the government and expressions of support to the Santiago radio station.

In Peru, meanwhile, photographs developed from a roll of film discovered recently in a remote area in the Andies where peasants in January brutally killed eight journalists contradict the findings of an investigative commission that the journalists had been mistaken for guerrillas.

The photos, taken shortly before the slayings, show that through their guide the journalists had talked with the Quechua-speaking Indian peasants and, presumably, were able to make their identity known.

The journalists were in the area investigating the deaths several days earlier of seven members of a left-wing guerrilla group.

The photos were developed in the presence of court officials who are investigating the attack.

Salem key top to hit \$500

Salem, Mass. — A three-year agreement between the Salem Guild and the Salem News raises the key advertising and editorial top minimum by \$73, to \$500.72 a week.

Under the agreement the top minimum for reporters and advertising sales employees is raised by

\$20, to \$447.72 a week, retroactive to Oct. 1, 1982, with additional increases of \$24, to \$471.72 a week, and \$29 due on Oct. 1 of 1983 and 1984.

The top minimum for circulation district personnel is increased by a total of \$70.75 a week, to \$462.99, in increments of \$18.31, \$23.90 and \$28.54 on the same dates.

The company's monthly payment toward the cost of family coverage under the Blue Cross-Blue Shield plan is raised by \$24.98, to \$78.78 a month. The proportion of any premium increase that the company agrees to pick up is raised from 35 percent, to 40 percent.

The top minimum for telephone operators, advertising and circulation clerks is increased by \$52.96, to \$343.61 a week, in increments of \$13.57, \$17.97 and \$21.42.

Kirkland on radios' unit

Washington—AFL-CIO President Lane Kirkland has been appointed to the Board for International Broadcasting, the agency created by Congress in 1973 to supervise the operations of Radio Free Europe and Radio Liberty.

Employees of both "radios," which broadcast into Eastern Europe and the Soviet Union, work principally in Munich, Germany, and are represented by the New York Guild.

ITU merger figure, Earl Jepperson, 71

Santa Fe, N.M.—Earl Jepperson of Sacramento, a long-time International Typographical Union representative and a member of the union's Merger Negotiating Committee, died here April 20 while on a bargaining assignment.

Jepperson, 71, had been chairperson of the prestigious Laws Committee at the ITU's annual conventions for many years before joining the ITU staff and since joining the staff had assisted the committee at conventions.

He was the second member of the ITU merger committee to die within a month. Robert M. Russell of Buffalo succumbed March 28 at the age of 62, two weeks before the ITU and TNG merger units reached agreement on an amended merger proposal.

Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period. The April index of 115.8, unchanged from March, was up 7.2 points from April 1982, and 18.2 points from April 1981. The first column lists the index for each of the last 12 months, the second the percentage increase over the same month of the preceding year, and the third, the percentage increase over April 1981. Index figures have been converted to a 1981=100 base.

	Index*	Percentage over	
		Same month prior year	April 1981†
May, 1982	110.1	11.9	12.8
June	111.2	11.2	13.9
July	111.8	10.9	14.6
August	112.3	10.5	15.1
September	112.9	10.4	15.7
October	113.6	10.0	16.4
November	114.4	9.8	17.2
December	114.4	9.3	17.2
January, 1983	114.1	8.3	16.9
February	114.6	7.4	17.4
March	115.8	7.2	18.7
April	115.8	6.6	18.7

*1981 = 100

†Index = 97.6

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Columbus Guild seeking order to reinstate 30 at Dispatch

Columbus, Ohio—Charging the Columbus Dispatch with having embarked on a plan to "dismember" the Columbus Guild's unit at the paper, the union has asked the National Labor Relations Board to seek a court order to reinstate 30 Guild-covered employees pending resolution of Guild charges that they were fired illegally.

At the same time, the local has asked the board to dismiss as invalid a petition seeking to decertify the Guild as the bargaining representative for the paper's circulation department employees.

The Guild filed unfair labor practice charges with the board May 26 after the company announced that it was firing all 30 Guild-covered weekend relief district managers and reassigning their work to regular full-time district managers. The latter have been excluded from the Guild's circulation-only unit at the Dispatch since early last year when the board's regional director upheld a company petition seeking to exclude them on grounds that they supervise carriers.

The Guild subsequently demanded that all nonsupervisory work customarily performed by the district managers be assigned to Guild-covered employees as required under the local's contract. Arbitration hearings continue on that issue.

While the discharge of the weekend relief district managers and the transfer of their work to currently exempt district managers is a further violation of the Guild's contract, the timing of the action also appears to have been "maliciously intended" to have an impact on a vote to decertify the

Guild, the local said in a letter to the NLRB regional director, Emil C. Farkas.

The local urged Farkas to seek an injunction blocking the firings due to the "magnitude of the employer's lawlessness" and what the local called the company's apparent aim to cut off the rights of employees to vote in an election on union representation. The discharge notices were dated one day before the decertification petition.

The Guild also has charged the company with refusing to bargain in good faith for nearly a year and conducting "sham and surface bargaining in an effort to disguise" its intransigence.

The employee who petitioned the board for a vote on decerti-

fying the Guild was "fostered, encouraged, supported and counseled" by the company, and the signatures of other employees said to support the petition were collected by misrepresentation, the local charged, urging the board to dismiss the petition.

After the petition was filed May 17, 90 percent of the 110 Guild-covered employees at the paper signed a separate petition disclaiming interest in decertifying the Guild.

Although the board had set a hearing date immediately upon receiving the decertification petition, it had yet to respond on June 7 to the Guild's May 26 request for an injunction against the firings and dismissal of the petition.

Dispatch says JOA to end

Columbus, Ohio—The Columbus Dispatch has announced that it will not renew its existing joint operating agreement with Scripps-Howard's Columbus Citizen-Journal when it expires Dec. 31, 1985.

The agreement, in effect since December 1959, requires a minimum two-year notice if either party chooses not to renew it.

In a statement issued June 1, Dispatch President John F. Wolfe said that "trends and changes in publishing make it impossible to extend the existing agreement," but did not elaborate.

The Dispatch performs all non-editorial functions for the two papers under the joint operating agreement. The company said it had been meeting with repre-

sentatives of the E. W. Scripps Co. about renewal of the joint operation since last December.

Responding to the Dispatch's announcement, Edward W. Estlow, Scripps' president, said that Scripps-Howard plans to maintain a strong and viable newspaper in the Columbus area and will begin exploring ways to accomplish that, including the possibility of renegotiating the joint publishing agreement with the Dispatch.

The morning Citizen-Journal had a circulation of 123,585 in May, while that of the evening Dispatch was 211,418.

The Columbus Guild represents the Citizen-Journal's editorial employees and circulation employees at the Dispatch.



WESLEY GIBSON/V.I.P.

Signing up subscribers

Conversion of circulation of the Sunday editions of the Vallejo Independent Press to paid-subscribers only brought the five-day-a-week interim strike paper 500 new subscribers within three weeks. The VIP is produced by members of the Guild, Typographical, Mailers', Pressmen's and Graphic Arts Unions who have been on strike against Donrey's Vallejo Times Herald for nearly five years. Circulation staff members pictured are, from left: Xochitl Heins, Linda Gumataotao, Karen Martin and Tracy Daringer.

San Francisco papers draw unfair charges

San Francisco — The Guild here charged the Chronicle and Examiner and their joint publishing arm with bad faith bargaining June 8 after the publishers moved to have the NLRB declare more than 100 employees ineligible for continued Guild contract coverage.

The San Francisco-Oakland Guild's unfair-labor-practice charge alleges that management also is attempting to frustrate the bargaining process by filing the unit clarification petition without bargaining more than perfunctorily over its demands for new exemptions.

The Guild filed the charge with the National Labor Relations Board the day after being notified that management had filed the petition and two days after the Guild and the other Bay Area unions, including the San Jose Guild, entered the joint bargaining phase of their quest for new contracts with the San Francisco and San Jose dailies.

At the same time the Guild set strike-authorization vote meetings for its members at the San Francisco papers for June 15.

The actions all came five months after the unions' contracts

with the Bay Area dailies expired and amidst what representatives of several of the unions described as the worst bargaining atmosphere seen at the newspapers in more than a decade.

They pointed to the publishers' new labor counsel, Robert L. Ford of Seyfarth, Shaw, Fairweather & Geraldson's Los Angeles office, telling Guild bargainers that the exemptions were being sought because once people are contract-exempt it is easier to fire them.

They also pointed to Milt Lomas, operations vice president for the San Francisco Newspaper Agency, telling Typographical Union bargainers that "we're going to kick your ass" in this round of bargaining.

San Francisco management demanded exemption of about 75 more persons from contract coverage at the agency in December, but has attempted to discuss it little at the bargaining since, a Guild representative said.

It was not until late May that demands for about 35 more exemptions in the Chronicle and Examiner newsrooms were made.

A federal mediator has joined the talks.

Move south dissolves unit

Montreal—All but one of the six employees covered by the Guild's contract with Globe International were terminated May 5 as the company concluded transfer of its operations to Florida.

The employees received two months' pay in lieu of advance dismissal notice and severance pay as required by the Guild's contract.

The company, publisher of several tabloid papers and mag-

azines, began moving segments of its Montreal operation to Florida in March 1982, shortly before a labor board hearing on a Guild petition to represent the firm's editorial employees.

A settlement of unfair labor practice charges brought by the Guild over dismissals resulting from the transfers was subsequently negotiated. The company and the Guild reached agreement last fall on an initial contract covering the employees who had remained in Montreal.

Cowles seeks exclusion of 69

Minneapolis—The Minneapolis Star & Tribune has petitioned the National Labor Relations Board to exclude all circulation district managers from the Guild's bargaining unit at the paper on grounds that they are supervisory employees.

The company's May 27 petition is its second attempt in three years to remove the group, which currently numbers 69 persons, from coverage by the Guild's contract.

A similar petition to the board in 1980 ultimately was dismissed on procedural grounds. One of the factors cited by the board in denying the petition was that the Guild and the company had signed a new contract covering

the district managers just prior to the company's seeking to exclude them.

District managers have been included in the Guild's unit since 1940.

The current petition, filed over the signature of Dennis R. Homerin, an attorney for the law firm of Seyfarth, Shaw, Fairweather and Geraldson, was filed just hours after efforts by Guild and company bargainers to reach agreement on an early contract renewal proved futile.

The company, advised by the same law firm during that bargaining, had said it would file the petition if a settlement was not reached by May 26. Its proposal

for a new agreement, to replace the contract otherwise due to expire July 31, included demands for major retrogressions, the local reported.

Local Executive Secretary John Carmichael described the company's position on those demands as "intransigent" and said he has "never seen anything close to it in the 27 years I've been here."

Meanwhile, the company, after engaging an efficiency consultant to study procedures in the mailroom, announced that it will reduce mailroom staffing and has refused to delay the action pending the outcome of grievance and arbitration procedures under the "status quo" provision of the Mailers Union contract.

Free-lance writers form union

New York—A group of free-lance writers formally constituted itself as a nationwide union April 30-May 1 as some 40 delegates meeting here adopted a constitution for the National Writers Union and elected officers.

Elected president was Andrea Eagan, whose writing often appears in women's magazines. John Dinges, who has done free-lance reporting from Latin America, was elected organizing secretary, and Robert Reiser, a playwright, was elected treasurer. Judith Levine, who frequently writes on feminist issues, is among the members of the union's steering committee.

Dues paying members of the union number some 1,500 and

Eagan has predicted membership of 5,000 within two years.

A first contract has been signed with Mother Jones magazine. It sets minimum fee schedules for writers whose work is purchased by the magazine, limits the number of rewrites that can be demanded and provides for writers to see changes in copy.

The agreement was bargained by the Bay Area Writers Organizing Committee. Members of its bargaining team included Ben Bagdikian, a widely published news-industry analyst and critic who is a former member of the Providence Guild.

The union's membership is diverse, including free-lance journalists, book and magazine writ-

ers, playwrights and poets.

One of its aims "is to prevent publishers from breaking the rights of all writers" by using freelancers as scabs," Jeff Weinstein, who writes for the Village Voice, told In These Times.

Initial steps to form the national union of free-lance writers came during the American Writers Congress held in New York in October of 1981.

TNG was represented at that meeting and provided the group with advice and counsel. Other unions that have supported its efforts include the Communication Workers, the Machinists, District 65 of the UAW, the Service Employees and the National Football League Players.

Maine is first state to enact safety law for VDT operators

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tenance "to minimize health problems."

✓ Educating employees on the proper use of VDTs to ensure their health and safety.

Beaulieu said that while she "would have preferred to write into statute rules" covering VDT operations in both the public and private sectors, she is "delighted" with the "simple but critical ac-

tion" the Maine legislature did take.

"To simply get people to recognize that there is a serious and growing problem facing employees whose work is with VDTs and CRTs has been a major undertaking," she said.

In enacting the measure, Beaulieu said, Maine's 151 state representatives and 33 state senators made "a public statement 'in statute' that there is a genuine concern about the welfare of workers" who are using VDTs.

"I have no doubt that rules will be put in place," she continued, pointing out that the state's Dept. of Human Services has already directed that its VDT operators not work on the machines for more than two consecutive hours without a 30 minute interval of alternative work.

In addition, she noted, the Bureau of Taxation has issued orders that all new VDTs have detachable keyboards and that they be placed upon "appropriate" furniture.

Among the chief supporters of the measure inside the legislature was Rep. Edward Ainsworth (D-Yarmouth), a retired member of the Portland Typographical Union.

Chief supporters outside the legislature included the Maine State Employees Assn.

Principal opponents were New England Telephone, the Associated Industries of Maine and Union Mutual, the state's largest insurance company.

There are about 10,000 employees of the Maine state government and about 1,500 VDTs in their offices. City, township and county governments employ another 10,000 persons and are computerizing their offices "at an alarming pace," Beaulieu said.

employees, as set forth in a policy statement by the Treasury Board of Canada.

"It is recognized, even by some managements, that stress itself can be harmful to pregnancy," Eisen noted. "VDT operators and others who fear that there is danger in their work are under that kind of stress, if not any other hazard. They should not be required to remain under it."

The IEB, in its Collective Bargaining Report to the Convention, noted the negotiation of more limited VDT pregnancy-transfer clauses in several Guild contracts, while emphasizing that to deal with these concerns "locals have the option to seek provisions enabling pregnant employees to be reassigned from [any] working conditions the employee believes may be hazardous to her unborn child or herself by reason of her pregnancy."

TNG's Collective Bargaining Program since the late '60s has called for contracts to "confirm" the right of employees "to refuse to accept an assignment or job he or she has reason to believe is performed under hazardous conditions," and many contracts contain provisions based on that goal.



Protesting at North Side

Members of the Chicago Guild's unit at the weekly North Side Newspapers set up an informational picket line in protest of publisher Louis A. Lerner's refusal to agree to a new contract with equitable increases and conditions. The local's last contract expired March 10, 1981, and the members' last raise came a

year before that. For a time, in response to Lerner's complaints of financial difficulties from a drop in classified ad lineage, members took a temporary 10 percent wage cut. Lerner, however, has refused to open his books to the Guild. There have been more than 40 bargaining meetings.

Contest in South; Yunker to retire

San Juan—Thomas Dorney of the Puerto Rico Guild, a former member of that local's executive committee, has announced that he intends to seek election as TNG vice president from Region 2, the U.S. South and Puerto Rico.

At the same time, TNG Vice President Barbara Yunker has announced that she will not seek a second term on the International Executive Board.

In a letter to the editor of the Guild Reporter, Yunker explained that she would not be a candidate for re-election as vice president from Region 5, New York City and vicinity, because of "serious personal considerations." [See Page 6.]

She was elected to the office without opposition by delegates from the region to TNG's 1981 Convention. A prize-winning science reporter at the New York Post and a former chair of the Guild unit there, Yunker serves on the IEB's committees on bargaining, human rights, research and information and the Guild Reporter.

Dorney, an assistant city editor on Scripps-Howard's San Juan Star, is the second person to announce for the Region 2 seat since the incumbent, Puerto Rico Guild President Charlie Ramis, said in March that he will not seek a second term in the TNG office.

When Ramis made his announcement, Faye McCracken of Memphis, who served in the office in 1978-79, said she will seek it once again and Ramis announced he is supporting her can-

didacy [Guild Reporter, March 11].

On the eve of the 1979 Convention, Dorney said he would seek nomination for the office that year but withdrew. In the subsequent contest that saw Carlos Sutton of Washington-Baltimore defeat McCracken, Dorney campaigned for Sutton in Puerto Rico. Two years later, Dorney said, he supported Ramis against Sutton, who withdrew as a candidate for re-election after Time Inc. closed the Washington Star, where Sutton worked.

Dorney recently also announced as a candidate for a seat on the Puerto Rico Guild's representative assembly. Earlier, he served more than five years on the local's executive committee, until late 1980, and 2½ years as an editorial-department shop steward, until early 1981.

Dorney's announcement is the first to set up the prospect of a contest for a TNG office in this year's biennial elections.

Under TNG's Constitution, nominations are made at the convention and any contests are resolved by membership referendum in late summer or early fall, with those elected taking office in mid-October. Uncontested nominees are declared elected by the convention.

Other announced candidates to date are:

TNG President Charles A. Perlik, Jr., International Chairperson Harry S. Culver and Secretary-Treasurer Charles Dale, all seeking re-election to their respective offices.

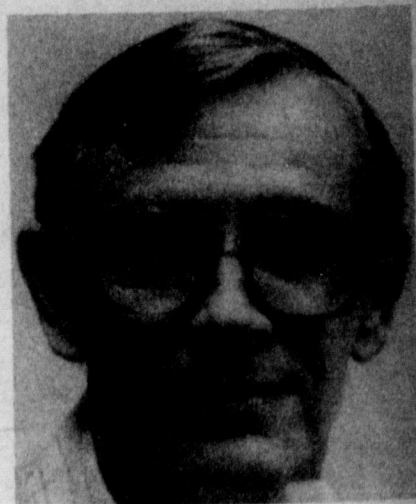
Also, William T. Davis of San

Jose, Robert C. Holt, Jr., of St. Louis and David M. Mulcahy of New York, all seeking re-election as at-large vice presidents, and Carol D. McGarvey of Philadelphia, also seeking one of the union's six at-large vice presidencies.

Plus, Larry D. Hatfield of San Francisco-Oakland, Richard M. Peery of Cleveland and Thomas R. Hiltz of Boston, all seeking re-election to vice presidencies elected regionally.

Two at-large incumbents—Vice President Joyce M. Walker-Tyson of Detroit and Dianne M. Martino of Manchester—plus one regional incumbent—John M. Lowe of Southern Ontario—have announced that they will not seek re-election.

Lee C. Clifford of the Canadian Wire Service Guild has announced as a candidate for the seat Lowe is leaving—from Eastern Canada—and Lowe has said he will nominate Clifford.



Thomas Dorney
Seeks Region 2 VP nomination

Guild's past and future will face delegates

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special order of business under the convention agenda adopted by the International Executive Board during its spring meeting.

If the convention has not acted on the merger agreement when the time for the evening's reception and banquet arrive, it will continue its deliberations on the ensuing day.

If the convention ratifies the merger agreement, it will go to referendum among the memberships of both the Guild and the ITU, probably in late September.

ITU President Joe Bingel also is being invited to attend and speak to the convention.

So is Roy W. Anderson, vice president for human resources of the American Newspaper Pub-

lishers Assn. TNG President Charles A. Perlik, Jr., and Bingel both addressed the ANPA's convention April 27 [Guild Reporter, May 13].

Guest speakers on the convention's opening day will include Ohio Gov. Richard E. Celeste, U.S. Rep. Edward F. Feighan (D-Ohio) and Martin Hughes, president of the Cleveland Federation of Labor.

Terre Haute pact takes key to \$340

Terre Haute, Ind.—A new agreement between the Terre Haute Guild and Ingersoll's Terre Haute Tribune raises the top minimum for key editorial and circulation employees by \$38.88, to \$340.88 a week, and guarantees newly covered outside advertising employees an annual salary at least as high as the minimum for reporters at the same experience level.

The agreement—the first since Guild-covered employees returned to work Jan. 28, 1982, after more than 11 months on the picket line—includes a top minimum of \$302 a week for outside advertising employees, plus a commission system for both inside and outside advertising salespersons.

Earlier this spring, Terre Haute twin dailies—the Tribune and Star—were bought by the Ingersoll chain and on May 16 the chain ended afternoon publication, replacing the morning Star's flag with that of the theretofore afternoon Tribune.

The company since has cut 17 employees from its Guild-covered advertising, circulation, editorial and business office departments.

Advertising department em-

ployees had struck the papers Feb. 27, 1981, after having honored picket lines in a then six-day-old Teamsters' strike along with other Guild covered employees. Typographical Union Mailers also struck the paper on the same day.

Guild-covered employees returned to work after a National Labor Relations Board administrative law judge found that the strike for an initial contract in the advertising department was caused by "flagrant and widespread" unfair labor practices by the company's old management.

The new agreement calls for an ad-sales commission equal to three-quarters of one percent of revenues produced beginning June 1, with the formula rising to one percent on Aug. 16. At the end of each year each outside salesperson will be paid any additional amount required to make the total of his or her salary and commissions equal the reporter minimum for an employee with the same experience.

Shortly before reaching the new contract with the Guild, the company settled a suit brought against it by the U.S. Equal Employment Opportunity Commission by agreeing to bring the pay of women outside salespersons to parity with that for male outside salespersons. The settlement agreement also calls for back pay totalling \$54,000 to be distributed among 14 current and former women employees. Among the four affected women salespersons still at the paper, one was to receive \$14,708 under the EEOC settlement, another \$12,141.

The top minimum for newly covered inside classified salespersons is put at \$181 a week retroactive to April 17. Lowest weekly pay for the jobs before the settlement was \$136 a week; highest was \$156.

The \$38.88 top minimum increase for reporters, photographers, artists and circulation district managers comes in incre-



Runners with heart

Washington-Baltimore Guild participants in a 10 kilometer run through Washington's streets for the benefit of the American Heart Assn. pose before jogging off. The six Guild members ran in two teams in the 5th annual Blake Heart Run, which featured teams from unions and corporations. Guild teams ran in "open"

and "masters" divisions. Participants, from left: Bruce Harmon and Kathy Scott, of the Bureau of National Affairs unit; Mike Causey and Charlie Puffenberger, of the Post unit; Eric Geist, of TNG's staff; and Rick Valliere of the BNA unit. The runners reported finishing "out of the running" in both divisions.

ments of \$22.65 and \$16.23. The first step is retroactive to April 17 and the second effective from Aug. 16. The agreement expires Aug. 15, 1984.

The top minimum for billing clerks is raised by \$24.34, to \$178.34, in increments of \$15.85 and \$8.49 on the same dates, while that for telephone operators is raised by \$21.12 to \$185.12 a week.

An arbitrator, meanwhile, has ordered the company to reinstate a sports editor and former longtime Guild leader it had fired during the strike for allegedly using his position with the company to obtain passes to a state high school basketball tournament.

While the arbitrator held that the grievant's actions were improper, he found that discharge was too severe a penalty and ordered his reinstatement, though without back pay.

GR seeks correct addresses

Washington—All Guild locals have been asked to make a special effort to assure that the Guild Reporter has the correct names and addresses of all their members so that the publication can be sent to every member, as called for in TNG's Constitution.

The request, from editor James M. Cesnik, accompanied a printout of the names and addresses of each local's members on the paper's mailing lists as of June 7 plus a printout of each local's members for whom the Guild Reporter has names but no addresses.

It is particularly important that the lists be brought up to date immediately in light of the prospect that at the end of the summer there "likely will be referendum elections for at least some

TNG offices and a referendum on the proposal to merge TNG and the International Typographical Union," Cesnik wrote.

He pointed out that the Guild Reporter is "the membership's only regular source of information on questions of Guild-wide importance and . . . the only Guild-wide forum for exchange of views on such matters."

At the same time, he noted, "it is only from Guild locals" that the publication obtains members' names and addresses.

He urged that locals, therefore, "give priority" to correcting any incorrect addresses and misspelled names, provide addresses that are missing and add the names and addresses of any of their members, new or old, who do not appear on the lists.

Group in Buffalo goes Guild 23-15

Buffalo, N.Y.—Buffalo Evening News employees in the accounting, bookkeeping and credit departments voted in the Buffalo Guild as their bargaining representative by 23 to 15 on June 3.

The representation election was supervised by agents of the National Labor Relations Board.

The group's action increases to about 390 the total number of the paper's employees who now are represented by the Buffalo Guild. Its current contract covers those in the circulation, editorial and inside-classified advertising department.

Black unionists call for urban jobs program

By Joyce M. Walker-Tyson
Detroit Guild

Chicago

THE COALITION OF Black Trade Unionists has called for a \$25-billion federal jobs program aimed at rebuilding the economic base in the nation's urban areas.

Addressing the more than 1,000 delegates to the organization's 12th Annual Convention here over the Memorial Day weekend, CBTU President William Lucy, secretary-treasurer of the American Federation of State, County and Municipal Employees, warned that the momentum of the current economic recovery would likely "accelerate the disparity between economic growth for the nation as a whole and job opportunities" for minorities.

"Economic growth and job opportunities are not necessarily two sides of the same coin," Lucy said, countering Reagan administration claims that its policies are reviving the economy and

putting workers back to work equally.

"The disparity will continue to grow unless the arm of the federal government is extended into the urban areas."

Lucy outlined a proposed \$25-billion CBTU jobs program targeted to urban areas experiencing severe unemployment.

Funding for the program would come from a 10 percent cut in the current military budget, a cap on proposed third-year income tax cuts and the closing of several tax loopholes now available in the upper income brackets.

Those changes, Lucy said, would produce more than \$50 billion in new revenues.

"We cannot afford nor should we allow the 20 million front-line victims of Reagan's supply-side madness to have their lifeline of government assistance completely shut off," Lucy said. "That's why CBTU has developed this interim program to get an immediate handle on this economic time bomb."

LUCY FURTHER contended that the Reagan administration's lack of compassion for minority groups extends into the president's foreign relations policies. Lucy called that policy

"a compound of pointless belligerence, steadfast and unyielding ignorance, plus arrogant insensitivity."

"Our posture in Latin and Central America is dreadful," Lucy said. "For many decades the choices for the people of this region have not been between democracy and communism, as this administration dogmatically believes. The choices are between working or not working, eating or not eating, living or not living."

The same holds true in Africa, Lucy said. "If the many millions of people on the African continent are starving, they don't need lectures about democracy. They need food to sustain themselves and the technical assistance to produce more food for the future."

The coalition, following a guest keynote speech by newly elected Chicago Mayor Harold Washington, urged its members to develop and maintain strong political action committees to make better use of the power of the urban black vote.

The group pointed to Washington's victory in an overtly racist campaign, as well as the Democratic primary victory of Philadelphia mayoral candidate Wilson Goode, as evidence of a resurgence of black political strength.

The coalition resolved to participate

in the March on Washington for Jobs, Peace and Freedom scheduled for Aug. 27 to commemorate the 20th anniversary of the march led by the late Dr. Martin Luther King.

THE COALITION also renewed its support of the Equal Rights Amendment, re-establishing the CBTU as among the strongest black organizations supporting women's rights.

This year's convention also included the first Women's Conference, a full day of workshops on issues especially important to black labor union women.

Workshop sessions included discussions on stress in the workplace, sexual harassment and career "networking" among black women.

In other actions, the CBTU voted to:

- ✓ Support a nuclear freeze.
- ✓ Urge withdrawal of all U.S. investment in South Africa.
- ✓ Oppose tax exemptions for schools that discriminate.
- ✓ Support legislation to strengthen occupational safety and health protection.

The CBTU consists of members from 67 international and national unions in 26 chapters across the country.

Joyce M. Walker-Tyson, an at-large TNG vice president, was the Guild's delegate to the 12th Annual Convention of the Coalition of Black Trade Unionists.

Guild beards Neuharth at stockholder meeting

(Continued from Page 1)

January, when most of the "loaners" accepted permanent jobs in Washington. Neither paper has yet filled all the vacancies created by the USA Today hires.

At the stockholders' meeting, Neuharth stated that 56 workers at USA Today are still on loan from local papers and that the process of using loaners will continue indefinitely.

Before the question and answer period, which wrapped up the two hour meeting, stockholders watched a 50-minute video tape recapping the production of the first issue of USA Today and its entry into seven major metropolitan markets.

According to Neuharth, the paper currently has the third largest circulation of any U.S. daily, about 1,115,000.

In appearances earlier this year in Rochester, Neuharth shrugged off questions from newsroom employees about the future of USA Today, specifically whether it would eventually replace or "wrap around" local Gannett papers. Neuharth has consistently denied such plans, although Gannett's San Bernadino (Calif.) Sun currently prints a local weekly insert for USA Today, in addition (so far) to its local daily paper.

At the May 24 meeting, Neuharth was also asked to comment on his re-

marks, quoted in the March Columbia Journalism Review cover story on USA Today, that "the talent is down here (at USA Today)."

Neuharth, implying that he was misquoted, said that he values all employees of Gannett.

Neuharth later told a local TV reporter that "in every newsroom you are going to have one or two people who are unhappy."

In his broadcast report on the stockholders' meeting, that same reporter summarized an article in a recent issue of Editor & Publisher reporting that more than 40 top editors and publishers in Gannett are unhappy with the preferential treatment USA Today is getting from the Gannett News Service.

The Gannett managers say the efforts of wire service reporters are being diverted from important stories that could run in local Gannett papers to work on trivial assignments from USA

Today editors. The charges, according to E&P, are being investigated by a Gannett task force.

The other Rochester TV station that sent reporters to the stockholders meeting included in its story, which led the city's top-rated 6 p.m. news program, a summary of Neuharth's anti-Guild comments in the Columbia Journalism Review as well as reporters' replies to those comments that were printed in the magazine's following issue. [See story below.]

USA Today is currently on the "we-do-not-patronize" list of AFL-CIO councils in four California counties because the Bay Area issue of the newspaper is printed at the nonunion plant of the San Rafael Independent-Journal. The USA Today shop in Washington is totally nonunion and employees in only seven of Gannett's 86 newsrooms are represented by Guild locals.

"If we had had time," Rochester

President Dawson said, "we would have made more of an issue of Gannett's anti-union attitude. We wanted to distribute a leaflet to stockholders as they went into the meeting that would have listed the hidden costs of that attitude—the time lost in grievances and arbitrations, the effect on morale, high reporter turnover. Next year we'll put it all together."

In September, the Rochester Guild will begin bargaining its next contract with Gannett.

At the close of 1982, Gannett reported its 15th consecutive year and 61st consecutive quarter of record profits. Revenues increased 11 percent to \$1.5 billion, from \$1.3 billion. Net income was \$180.5 million, up 5 percent from \$172.5 million in 1981.

During the meeting Neuharth was voted an annual salary increase of \$530,000, from \$370,000 to \$900,000, plus an annual bonus (last year's bonus was \$350,000).

Neuharth quote rapped as insult to 4,400

IN JUST A four-sentence statement reported in the Columbia Journalism Review, Gannett boss Allen H. Neuharth managed to insult all 4,400 newsroom employees and 3.6 million readers of the chain's 86 local dailies, the president of the Rochester Guild has charged.

The statement was attributed to Neuharth in the lede article in the CJR's March/April issue, on the firm's USA Today ("Al Neuharth's Technicolor Baby").

It was part of the piece's examination of allegations that USA Today's "borrowing" of staffers from Gannett's local papers has diminished their quality and placed heavier burdens on remaining staffers. Said Neuharth:

"USA Today hasn't hurt the papers at all. It has hurt the feelings in some newsrooms. There are two categories of unhappy people—those who hoped to be tapped and weren't, and those who aren't outstanding performers, those who have devoted more time to Guild activities. . . . I do not believe the reader [of local

Gannett newspapers] has suffered just because the talent is down here [in Washington]."

That statement, wrote Rochester Guild President Sue Dawson in a letter in the May/June CJR, reveals not only "the anti-union animus he clearly feels, but also his apparent contempt for all but a handful of Gannett employees at every level, including management."

The reasons were "many and varied" for some employees of Gannett's local papers deciding against working for USA Today, Dawson wrote to the magazine.

Some preferred "the continuing challenge of improving the Gannett newspapers where they were already working" while others may have decided that the move "would have been disruptive of their family and personal lives," she wrote.

Now that USA Today has been launched, she wrote, the same employees "are told in so many words that we are without talent" and that "we are being childishly spiteful . . . and we have the temerity to engage in

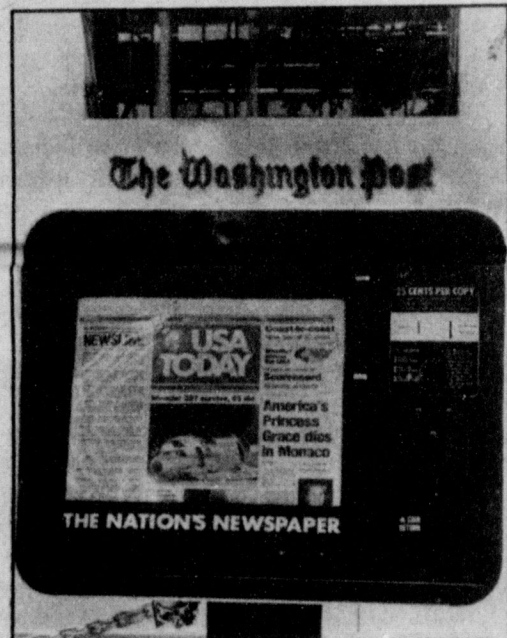
legitimate union activities."

IN ANOTHER letter in the May/June CJR, five staffers at the unorganized Huntington (W. Va.) Herald Dispatch said they had chosen not to seek to work at USA Today, which they described as "more concerned with headlines and entertainment," because they prefer to provide readers with "objective, carefully written and thorough stories."

They invited Neuharth to "work our 54-hour weeks along with us at pay well below the starting \$30,000 USA Today salary."

Meanwhile, Gannett's annual report to its stockholders described newsroom staffers who stayed with the company's local dailies somewhat differently:

"As the USA Today task force members bivouacked on the banks of the Potomac and in major market centers across the USA, their homefront places were covered from within, thereby offering additional opportunities to stretch the talent of their understudies."



AP health payments boosted, key to rise by \$85

(Continued from Page 1)

another increase of \$7.50, to \$25 a week, in June 1985.

The differential for employees regularly working between 3 a.m. and 6 a.m. would rise by \$13, to \$37 a week, on July 1, and by \$15, to \$52 a week, in June 1985.

A Sunday differential would be increased by \$1.62, to \$4.37, and by \$1.88, to \$6.25, on the same dates.

The portion of company-paid family health insurance coverage would be increased to 80 percent, from 57.7 percent, of the premium beginning in 1985. Initially, the company's payment would be raised to 73 percent of the premium.

Company payment toward the cost of individual health insurance coverage would be raised to 88 percent, from 80.5 percent, and then to 90 percent, while that for two-person coverage would be raised from 62.7 percent to 76 percent and then to 80 percent.

A provision that the cost of any premium increases during the contract's term would be split between the company and the employee would be eliminated, thus ensuring that the company's

proportion of the payment would not be reduced through mid-term premium hikes.

The change in the payment formula would result in savings of as much as \$60 a month at current rates for an employee with family coverage, a Guild representative said.

Improvements in a dental insurance plan would provide for reimbursement of 80 percent of the cost of most procedures. Beginning in 1985, the company also would reimburse employees up to \$35 a year for eye examinations.

Service required for five weeks of vacation would be reduced to 25 years, from 30, and that for four weeks would drop to five years, from eight.

Employee payments toward the cost of life insurance coverage approximating two times an employee's annual salary are eliminated. Employees had paid an average of \$5 every two weeks for the optional coverage.

The factor used in computing pension benefits would be increased and differentiations based on sex eliminated.

Available maternity leave would be increased by six months, to

18 months, and provision for up to two years of sabbatical leave would be added, with employees eligible after 10 years of service.

A daily guarantee for employees using their vehicles on company business would be raised by \$1, to \$9, and a weekly guarantee for photographers would be raised by \$5, to \$45. Also added would be a requirement that employees be reimbursed for their out-of-pocket "deductible" costs for any accident that occurred on company business.

Provision would be added requiring the company to post notices of all job openings in all bureaus.

Employees whose salaries exceed the minimum for their job would be covered by the agreement's general increase formula which ranges from \$85 over the term for employees paid \$533.50 a week or more, to \$15.25 for employees paid less than \$100 a week.

An upgrading for librarians would raise their top minimum by \$72.90, to \$388.63 a week. The increase comes in increments of \$33 a week from June 5, \$16.90 on Jan. 1, 1984, and \$23 on Jan. 1, 1985.

Other increases and resulting new top minimums include:

News dictationists—Up by \$59.90, to \$401.24 a week, in increments of \$20, \$16.90 and \$23.

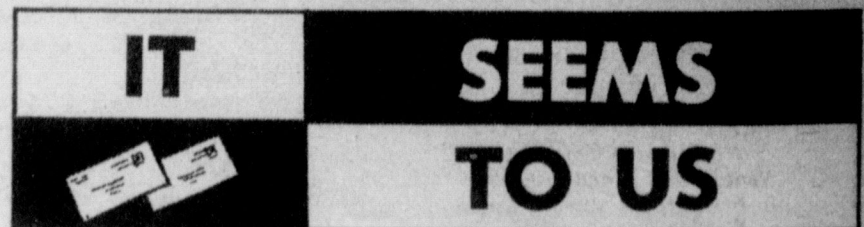
Keypunch operators, equipment record and stock clerks—Up by \$59.90, to \$366.66 a week—\$20, \$16.90 and \$23.

Accountants, assistant paymasters—Up by \$71.95, to \$487.95,

in increments of \$25, \$18.20 and \$28.75.

Office assistants—Up by \$45.75, to \$274.08 a week, in increments of \$15, \$13.50 and \$17.25.

The Guild local had been bargaining for a new contract with the wire service since last fall. Its prior contract expired Dec. 31. As the UTW's contract also neared expiration, the two unions entered co-ordinated bargaining.



VP Yuncker gives notice she'll not seek new term

NEW YORK, N.Y.

Editor:

Because of serious personal considerations, which have re-

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.

cently become more acute, I became aware last summer that it would not be possible for me to continue to serve on the International Executive Board after this summer's convention.

I am honored to have represented Region 5 and wish to express my gratitude to the members I have been privileged to serve.

BARBARA YUNCKER
TNG Vice President
Region 5 (New York City)

Million-dollar year seen for Gannett's Neuharth

THIS MAY BE the year of the million-dollar pay envelope for Allen H. Neuharth.

A new six-year agreement between Gannett and Neuharth, its president and chairman, seems likely to make him 1983's highest-paid U.S. newspaper executive.

The agreement, wrapped up on Neuharth's 59th birthday March 22 and ratified May 25 by Gannett's annual shareholders' meeting, guarantees him an annual salary of at least \$900,000, plus bonuses. Last year Neuharth was paid a salary of \$370,000 and another \$350,000 in bonuses for a total of \$720,000.

Meanwhile, an annual survey of the 100 highest-paid media executives by the Gallagher Report, a media newsletter, found that average executive compen-

This article is adapted from the Industry section of the Officers' Report to TNG's 1983 Convention plus information that was received at TNG headquarters too late for inclusion in that report.

sation in 1982 rose by 15 percent.

Publishing executives on the list and their compensation for 1982, as reported by Gallagher, included:

✓ Robert G. Marbut, president and chief executive officer of Harte-Hanks, paid salary, fees, bonuses and benefits totaling \$774,257, up 17.2 percent from 1981.

✓ Arthur Ochs Sulzberger, chairman of the New York

Times Co., paid compensation for the year totaling \$698,215, up 47.6 percent.

✓ Larry D. Franklin, Harte-Hanks' executive vice president, paid salary, fees, bonuses and benefits totaling \$660,998, up 10.8 percent.

✓ Alvah H. Chapman, Jr., chairman and chief executive officer of Knight-Ridder, paid 16.6 percent more in salary, fees, bonuses and benefits in 1982, a total of \$503,479.

✓ Katharine Graham, chairman of the Washington Post Co., paid 22.5 percent more in salary, fees, bonuses and benefits, a total of \$455,625.

✓ Walter E. Mattson, president of the New York Times Co., paid salary, fees, bonuses and benefits totaling \$527,319, up

40.9 percent from 1981.

✓ Lloyd G. Schermer, president of Lee Enterprises, paid 9.9 percent more in salary, fees, bonuses and benefits, a total of \$371,563.

✓ John C. Quinn, Gannett's senior vice president, chief news executive and news-service president, paid 27.7 percent more in salary, fees, bonuses and benefits, a total of \$408,237.

✓ Thomas S. Murphy, chairman and chief executive officer of Capital Cities Communications, paid salary, fees, bonuses and benefits totaling \$450,680, up 9.2 percent.

✓ J. Richard Munro, president and chief executive officer of Time Inc., paid salary, fees, bonuses and benefits, totaling \$658,367, a 4.2-percent increase.

✓ Byron B. Harless, senior vice president of Knight-Ridder, paid salary, fees, bonuses and benefits totaling \$287,650, up 12.5 percent.

Meanwhile, the eight chief executive officers of publishing companies that were included in one or more of Forbes magazine's "500" lists [Guild Reporter, March 25] were ranked from 82nd to 363rd highest paid among the CEOs at all 808 of the companies on the Forbes lists.

The rankings were based on what the magazine called total compensation in 1982, which in-

cluded salary and bonus, benefits, "contingent remuneration" and stock gains.

Highest ranked of the publishing CEOs was the Times' Sulzberger, 82nd among the 880 with \$1,130,000 in total compensation, including \$432,000 in "contingent remuneration."

[The magazine defined "contingent remuneration" as "amounts expended for deferred compensation agreements and accruals (or credits) under performance-related long-term incentive plans."] Sulzberger was followed by Time Inc.'s Munro, 84th overall with \$1,118,000 total, including \$407,000 from stock gains.

The other six and their rankings among the 808 were:

✓ Gannett's Neuharth, 162nd with \$849,000 total, including \$720,000 in salary and bonuses.

✓ Times Mirror's Erburu, 221st with \$700,000 total.

✓ McGraw-Hill's Harold W. McGraw, Jr., 229th overall with \$692,000 in total compensation, including a "contingent" \$175,000.

✓ Washington Post Co.'s Katharine Graham, 296th with \$601,000, including \$145,000 in "contingent remuneration."

✓ Knight-Ridder's Chapman, 356th with \$527,000, all but \$29,000 in salary and bonus.

✓ CapCities' Murphy, 363rd with \$514,000, including \$435,000 in salary and bonus.

Study shows 87% of pacts call for union security

Washington—Managements of companies with contracts with Guild locals have agreed in nearly 87 percent of them overall to some form of union security, according to a compilation by TNG's Collective Bargaining Dept.

The compilation is from contracts in effect April 1 with newspapers, wire and news services, magazines, broadcasting firms and other enterprises in the U.S., Canada and Puerto Rico.

More than 85 percent of the contracts covering employees on general circulation daily and Sunday newspapers provide some

form of union security, the clause study shows.

Full or modified Guild Shop provisions are contained in just under 79 percent of the newspaper contracts and in just over 77 percent of all contracts.

Only 14.4 percent of the newspaper contracts and 13.2 percent of all the pacts provide no union security.

The compilation also shows that nearly 88 percent of all contracts—just over 81 percent of newspaper contracts—provide for payroll check-off of Guild dues. All non-newspaper contracts contain the provision.



STUART S. WHITE/Great Falls Guild

Women's issues in Great Falls

Arlyne Reichert, right, a community activist, offers her observations on press coverage of women's issues during a seminar on the subject May 21 sponsored by the Great Falls Guild. Other panelists included, from left, Suzanne Morris, who heads the Montana Right to Life Committee, Betty Johnson, state leader

of the Eagle Forum, and Kerry Calahan, a radio reporter, who was moderator. The session was the latest of an "issues seminar" series the Guild local originated about three years ago. A history professor from Great Falls College led a discussion of "sexism and the English language."

\$457 is highest top minimum for key punch

HIGHEST TOP minimum among 41 for key punch operators, data entry clerks and related jobs covered by 32 Guild contracts with daily newspapers and wire services is \$457.81 a week for employees classified as key punch operators under

the Toledo Guild's contract with Block's Toledo Blade.

Five of the top minimums, or 12 percent, exceeded \$400 a week on June 1, according to a tabulation by TNG's Collective Bargaining Dept.

Seventy percent—29 of the top

minimums—exceeded \$300 a week.

Top minimums exceeding \$350 numbered 13—nearly 32 percent.

All but five of the top minimums, or 88 percent, were higher than \$250 a week.

The lowest of the top minimums

is \$218 a week, for data entry operators at the San Juan Star.

Following are the top minimums for the 41 jobs as of June 1. The results of settlements since and deferred increases effective in the interim are not included.

	Minimum	After
Toledo Blade		
Key punch operator	\$457.81	3-yrs.
Key punch clerk	366.23	1-yr.
Ottawa Citizen		
TTS perforator operator	454.89	1-yr.
Vancouver Sun and Province		
Key station operator	407.40	1½-yrs.
Key station supervisor	491.00	flat
New York Times		
Key punch operator	367.49	2-yrs.
Seattle Times		
Key punch operator	367.25	3-yrs.
Toronto Star		
Key punch operator	359.45	3-yrs.
Senior key punch operator	400.11	4-yrs.
San Diego Union and Tribune		
Key punch operator	355.17	3-yrs.
New York Post		
Key punch operator	*352.35	3-yrs.
Hawaii Newspaper Agency		
IBM key punch operator/verifier	349.91	3-yrs.
San Mateo Times & News Leader		
Key punch operator	347.19	3-yrs.
New York News		
Key punch operator	345.87	3-yrs.

	Minimum	After
San Francisco Chronicle and Examiner		
Key punch operator	335.57	2-yrs.
Supervising key punch operator	353.08	2-yrs.
San Jose Mercury and News		
Key punch operator	335.56	2-yrs.
Supervising key punch operator	353.11	2-yrs.
Boston Herald		
Key punch operator	318.68	3-yrs.
Detroit Free Press		
Key punch operator	314.64	3-yrs.
Denver Post		
Key punch operator	313.00	3½-yrs.
Memphis Commercial Appeal and Press-Scimitar		
Key punch and verifier clerk	309.85	5-yrs.
Baltimore Sun and Evening Sun		
Key punch operator	309.00	3-yrs.
Providence Journal and Bulletin		
Key punch operator	308.50	2-yrs.
Lead key punch operator	348.00	3-yrs.
United Press International		
NCR and key punch operator	307.93	3-yrs.
Lead key punch operator	314.49	flat
Associated Press		
Key punch operator	306.76	3-yrs.
St. Paul Dispatch and Pioneer Press		
Key punch operator	298.55	4-yrs.

	Minimum	After
St. Louis Globe-Democrat		
Key punch operator	286.28	3-yrs.
St. Louis Post-Dispatch		
Key punch operator/verifier operator	286.28	3-yrs.
Great Falls Tribune		
IBM machine operator	285.00	4-yrs.
Washington Post		
Key punch operator	277.00	2-yrs.
Philadelphia Inquirer and Daily News		
Key punch operator	269.02	4-yrs.
Unit record machine operator	330.36	4-yrs.
Albany Times-Union and Knickerbocker News		
Key punch operator	241.45	3-yrs.
Brockton Enterprise		
Key punch operator	241.44	2-yrs.
Pueblo Star-Journal and Chieftain		
Key punch operator	237.00	3-yrs.
San Juan: El Mundo		
Key punch operator	235.00	3-yrs.
Key punch leadwoman	257.00	2-yrs.
San Juan Star		
Data entry operator	218.00	4-yrs.

*Applies to hires after 3/30/82. If hired on or before 6/11/81—\$398.25.

SABOTAGE!



NUKE THE PEACE MOVEMENT, TOO?

Democrats would court disaster by following advice to shun labor

By Ben J. Wattenberg

LABOR-BOPPING IS BACK in style.

● Harper's magazine leads this month with "The troubles with unions." The subtitle is "Thinking through the Democrats' biggest dilemma."

● The "Neo-liberal manifesto," published in the Washington Monthly, takes a few more ritual swipes at labor.

● On NBC, John Chancellor says labor's endorsement procedure is fouling up our presidential primary process.

● Writing in the New Republic, Hamilton Jordan, who otherwise has been making some quite sensible statements about the Democratic Party, advises Walter Mondale to neither seek nor accept labor's endorsement.

● And then there is one Steven Stark writing in the New York Times. Stark was Jimmy Carter's issues director in early 1976. His article is headlined "Labor's kiss of death," and he argues that not only Mondale, but all Democratic hopefuls, would be wise to spurn labor's endorsement. Labor, he tells us, "is a special interest"—and voters are turned off by such.

It is interesting and ironic that it is labor that is being identified as the biggest millstone of special

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interest. Democratic candidates are not advised to eschew support from gays. Democratic candidates are not advised to dissociate themselves from the activist branch of the women's movement. They are not told to brush off the black vote. They are not told to nuke the peace movement or to rub dioxin in the nose of the environmentalists.

IT IS LABOR THAT is the big problem, we are told. There is a remembrance of things past in this formulation. The last time the Democrats courted all the special interests and looked down their nose at labor was 1972. In that year the party pulled off a miracle: George McGovern gave his acceptance speech at three in the morning, and conceded in prime time.

Because "special interests" bodes well to become this year's political buzz-phrase, we might do well to think about it for a moment.

There is nothing wrong with special interests. They all have a right (even a duty) to make their case, to develop support and to broker that support. Candidates should listen and do what they can. Candidates, after all, are in business to try to accumulate votes and support.

Serious candidates of both parties—and serious political scientists, as well—know that the great challenge of free electoral politics is to try to orchestrate special interests beneath the presidential baton of national interests.

Some special interests are easy to fit into the rich, full-bodied orchestra of American political life; they are in tune with the culture. Others are discordant flutes and off-beat tambourines; sometimes the orchestra works

Of all the special interests in the Democratic Party, it is probable that the men and women who make up the labor movement are most harmonious with mainstream American values. Their political leadership over the years has been the point of the lance for promoting the best aspects of American liberalism: civil rights, Social Security, Medicare, minimum wage. They have been the most vigorous defenders of human rights, and stalwarts of a strong national defense.

Labor stayed in the middle of the liberal road while others were driving off the left shoulder. To snub this constituency just when its philosophy is most appropriate would be suicide for Democrats.

Of course, labor's not right about everything. A candidate doesn't have to buy labor's program lock, stock and barrel. Some barrels and some locks are all that any interest group should seriously expect.

THE AFL-CIO'S DECISION to consider endorsement in the primary process has turned out to be a political ten-strike. Proof: a year ago it was said that labor's clout was gone; now it's said labor has too much clout.

Moreover, because labor has the most representative constituency, the contest for its endorsement could serve to pull the candidates toward the center.

If labor is to be faulted for anything this time around it's that it hasn't been publicly tough enough on Democrats in stressing that they can't win with a candidate who would be identified with the left fringe. Labor has more to teach Democrats than to learn from them. Labor was right from the start.

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Editorial

Polarization of the NLRB

The successful functioning of the United States' economy, like the economies of the world's other free nations, is grounded in large part on faith in an orderly and fair system of labor-management relations.

In the United States that system is provided through the National Labor Relations Act. And the NLRA sets up the National Labor Relations Board to administer the system in a fair, orderly and timely fashion so that it merits that faith.

Over the last decade and more there has been an increasing number of persons within the labor movement and without who have had their faith in that system severely tested as the NLRB has taken ever longer to resolve disputes and questions brought to it. But—at least until now—this has been due in large part to the labor-board's case load growing faster than its ability to deal with it.

But—at least until now—employees, their unions and managements could hold on to their faith in the board's predisposition to fairness through the knowledge that neither its members nor their key aides would have been active partisans in either the pro or anti-union camps before being appointed to the board.

But now—under the Reagan administration—there first was the attempt to appoint as NLRB chairman a law professor who had made a lucrative side business of teaching and advising managements on how to stretch the NLRA to its limits, if not beyond, to frustrate employees' efforts to organize and bargain successfully.

And now—under the Reagan administration—we have as the NLRB's chairman a former chief labor counsel for Wheeling-Pittsburgh Steel, by definition an activist, partisan position.

And now—still under the Reagan administration—we have appointed as the board's solicitor Hugh L. Reilly who until the moment he received the appointment maintained close ties with the National Right to Work Legal Defense Foundation, even to the point of serving as its unpaid lead-counsel in a "right-to-work" case against the Communications Workers while working as executive assistant to the Assistant Secretary of Labor for Labor-Management Relations.

And we have NLRB Chairman Donald L. Dotson, who was that assistant labor secretary before going to the NLRB, responding to newspaper stories reporting on his aide's "moonlighting" by expressing concern about "guilt by association." And, besides, what's so bad about right to work?

Well, sir, we venture to suggest that's at least a little off target. More to the point is AFL-CIO President Lane Kirkland's observation during a news conference late in May that the appointments of both Dotson and Reilly constitute "a major departure" from past practice on selections to the labor board—that they violate the "tacit understanding" on limits of partnership on the board.

They raise seriously the question of whether the administration is threatening to turn the NLRB into "an instrument of anti-union employers;" to polarize the board, or at least give it the appearance of polarization, destroying the element of faith that is so key to the nation's system of labor-management relations.

The Guild Reporter



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International Executive Board, pre-convention meeting, June 24-25, Bond Court Hotel, Cleveland.

Canadian Policy Conference, 2 p.m., June 25-27, Bond Court Hotel, Cleveland.

Conference of District Councils, noon, June 26, 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.

Middle-Atlantic District Council, fall meeting, Nov. 5-6, New York.

Western District Council, fall meeting, Nov. 5-6, Bakersfield, Calif.

New England District Council, fall meeting, Manchester, dates to be set.

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