

The GUILD REPORTER



OFFICIAL PUBLICATION OF THE NEWSPAPER GUILD (AFL-CIO, CLC)

Vol. L, No. 17

Washington, D.C.

September 23, 1983

CapCities listed among 5 most anti-union

Washington — Capital Cities Communications is one of five companies named to the first "dishonor roll" of anti-union U.S. corporations by the AFL-CIO's Industrial Union Dept.

The newspaper-television-cable conglomerate's companions on the list—planned for annual issuance—are Faberge, Inc., the cosmetics firm, Indiana Desk Co., Litton Industries and Procter and Gamble, the soap and detergent manufacturer.

Each of the companies cited was selected from a long list of firms nominated by unions as having demonstrated a clear determination to break the unions which represent their employees. In addition, each cited has taken direct action to punish employees for seeking to exercise their legal

rights to union representation of their own choice, the IUD said in announcing the list.

"We issue this 'dishonor roll' as much in sorrow as in anger," IUD President Howard D. Samuels told reporters gathered at AFL-CIO headquarters on Sept. 14.

The companies' anti-union policies "injure not only the welfare of their workers, but the welfare of the country as a whole," he charged.

The companies' records will be used by the labor movement to seek legislation to penalize firms that violate U.S. labor law, such as bills in both the House and Senate that would prohibit federal contract awards to those willfully and repeatedly violating the laws, Samuels said.

Representatives of at least one of the unions whose members have been victimized by each of the companies' labor-relations policies joined Samuels for the announcement of the "dishonor roll."

The Guild, which nominated Capital Cities for the listing, was represented by J. William Blatz, TNG director of field operations, and by Paul Golias, a Wilkes-Barre Guild member who spoke for his local and the other three local unions whose members struck CapCities' Times Leader nearly five years ago.

Golias, who also is news director of the Wilkes-Barre unions' strike daily, the Citizens' Voice, charged that Capital Cities is "so bottom-line oriented that it shows no concern for its employees."

A 'list' for labor-law agencies, too?

Washington—The AFL-CIO's Industrial Union Dept. may have to institute a second "dishonor roll," IUD President Howard Samuels told reporters Sept. 14.

The second one would be for federal agencies that under the Reagan administration have failed, in unions' view, to adequately enforce laws and regulations aimed at protecting employees' rights.

Samuels made the observation after several union leaders at the unveiling of the IUD's "dishonor roll" of corporate labor-law violators commented on the ineffectiveness of labor-law enforcement under the National Labor Relations Board.

Since members of the Guild, Typographical, Pressmen's and Stereotypers' unions struck the chain's Times Leader on Oct. 6, 1978, Capital Cities has lost an estimated \$30-million-plus trying to break the unions, Golias said.

Even so, he charged, it con-

tinues to try to deprive some 150 members of the unions of their vested pension rights.

TNG's Blatz also outlined briefly CapCities' tactics in Pontiac, Mich., where the Guild, Teamsters and Pressmen's unions

(Continued on Page 2)

'83 effort for COPE is launched

Washington—TNG has called on U.S. Guild locals to begin the annual campaign for membership contributions to the AFL-CIO's Committee on Political Education.

Funds collected through individual contributions to COPE are "badly needed to support progressive candidates whose campaign funds are consistently dwarfed" by contributions to their opponents from business and right-wing political action committees, TNG President Charles A. Perlik, Jr., said in a letter to U.S. locals and district councils.

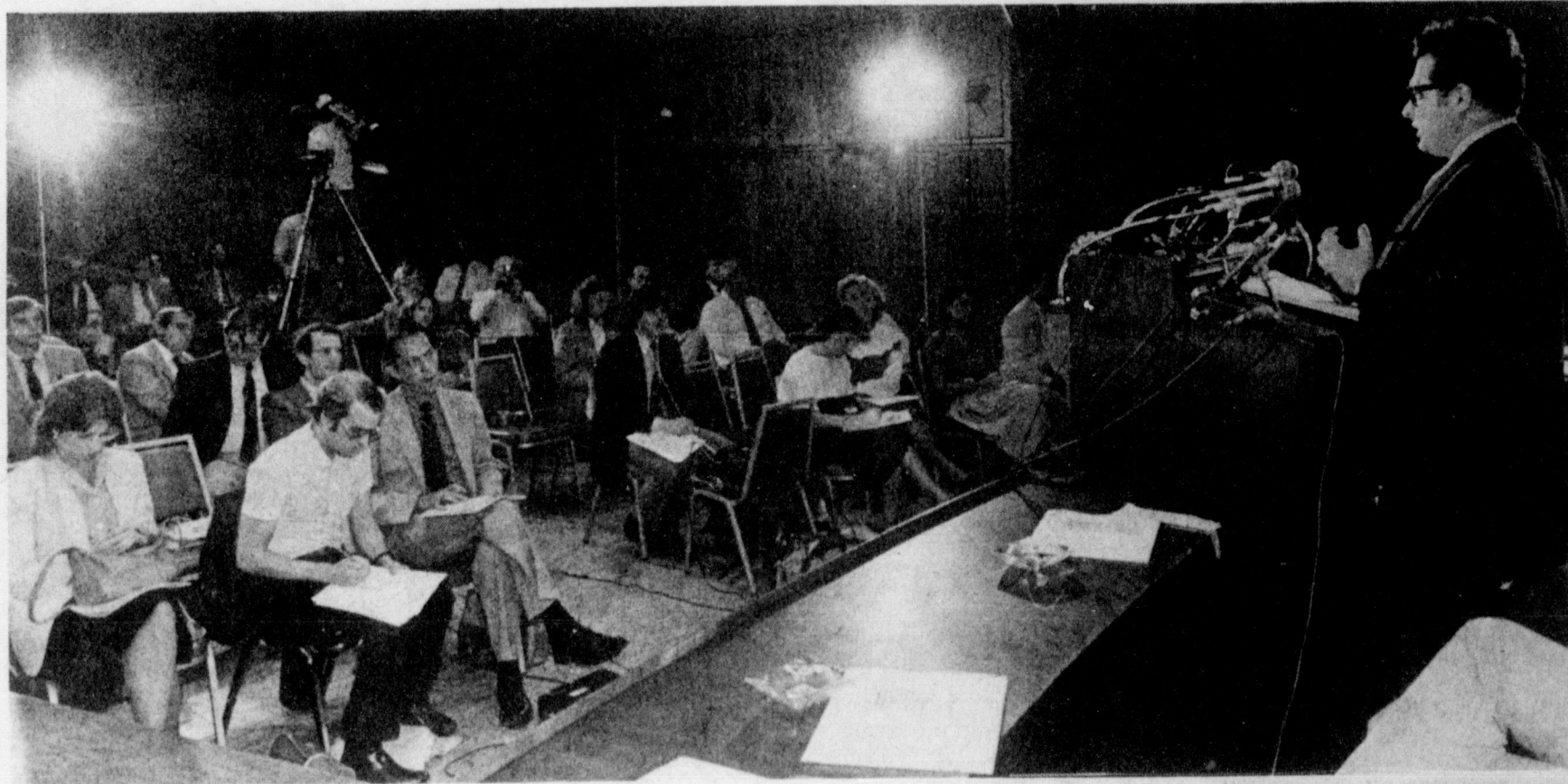
Only contributions by individuals can be used by COPE's Political Contributions Committee to aid individual candidates, while treasury contributions go to COPE's Voter Education and Registration Fund.

More than 1.3 million union members and their friends launched the campaign "to put the country back on a course of economic and social progress" when they participated in Solidarity Day III activities on Labor Day, Perlik pointed out.

Urging broad Guild participation in this year's "\$2 Drive" for COPE, Perlik quoted the Officers' Report to this year's convention.

"As union members" we can "ill afford . . . the erosion of the government's commitment to oc-

(Continued on Page 2)



RAYMOND CROWELL/Washington-Baltimore Guild

PAUL GOLIAS, WILKES-BARRE, STANDING RIGHT, DESCRIBES UNIONS' STRUGGLES WITH CAPITAL CITIES CHAIN

Press conference was called to announce "dishonor roll" of nation's five biggest labor scofflaws.

TNG joins in scoring 'censorship' order

Washington—TNG has joined scores of organizations and persons protesting as a critical threat to individuals, the press and the U.S. form of government the Reagan administration's latest directive for control of what it perceives as national security information.

Object of the protests is the Reagan directive that includes a

requirement that all government personnel with high security clearance sign pledges never to write or publicly discuss anything that might have been learned through that clearance without specific "prepublication" clearance.

The directive's scope is "so broad as to create a potentially vast censorship system . . . which may be unrelated to legitimate national security," according to a statement to a Senate committee in which the American Jewish Committee is joined by TNG and others in the National Coalition Against Censorship.

The Committee on Governmental Affairs is examining the directive, issued in March, as the administration completes steps necessary to put it into effect.

Another part of the directive would make any government employee suspected of leaking any classified information, whether potentially harmful to security or trivial, subject to lie detector tests,

the statement points out. Refusing to submit to the tests upon demand would subject the employee to "appropriate adverse consequences," which could include loss of job.

Heretofore, such measures applied only to employees of the CIA, the National Security Agency and the Defense Intelligence Agency, the statement notes.

The "prepublication review" requirement, which would apply to former as well as active government employees, would set up "a system of prior restraint that would not be constitutionally tolerated in any other context," the statement declares. The number of current employees to which it would apply has been estimated to be as high as 100,000.

Rules drafted by the Justice Dept. under the directive would require the review of both fiction and nonfiction books, as well as "newspaper columns, magazine articles, letters to the editor, book

reviews, pamphlets and scholarly papers." Also, "oral statements . . . when based upon written materials such as an outline of the remarks."

"In some circumstances the expression of 'opinion' in speeches or articles on legislation or foreign policy "may imply facts and thus be of such a character as to require prior review," the rules state.

The rules also state that any information covered "must be submitted" for review "prior to discussing it with or showing it to a publisher, co-author or any other person who is not authorized to have access to it."

The review is mandated, the statement points out, "whether or not any classified material appears in the writing, on the assumption that only the agency itself can determine whether classified information would be disclosed."

The directive would make it

(Continued on Page 4)



Pot luck, family fun, solidarity in Twin Cities, 6

Chain on 'dishonor roll'

(Continued from Page 1)

lost bargaining rights during strikes in the late 1970s, and at the Kansas City Star, where Typographical Union members have been without contracts for four years as the chain seeks to eliminate job security guarantees and employees' continued participation in their union's industry-wide pension plan.

CapCities' record demonstrates that it is one of the nation's "most adamantly anti-union conglomerates," Blatz charged.

One of the nation's most profitable communications companies, it has chosen to "pour millions into getting rid of its unionized workers rather than putting its resources toward fair contracts and good labor-management relations," Blatz said.

First the Pressmen, then the Guild and Teamsters struck in Pontiac at the end of December in 1977 after working without contracts for 18 months. The Pressmen's walkout was precipitated when the union's members were ordered to train nonunion personnel brought in from another CapCities daily to do their jobs.

Less than a year later, soon after CapCities bought the Times Leader in Wilkes-Barre, that paper's property was fenced, surveillance cameras were set up, armed guards appeared and persons from other CapCities dailies began observing Guild-covered news, advertising and circulation employees' job procedures—all before bargaining even began.

"Guards even followed employees into rest rooms," Blatz said.

When bargaining did begin, it was immediately obvious that the Times Leader's new owner was interested only in settlements that would make the unions totally ineffective in protecting their members' rights, Blatz said.

The chain's demands upon the Typographical Union in Kansas City further demonstrate that one of its primary aims upon purchasing a paper is to break its employees' unions, Blatz charged.

Leaders of the Machinists and Electrical Workers outlined Litton Industries' qualifications for inclusion on the "dishonor roll."

They told of repeated instances of the multi-national firm closing modern and profitable operations in a location where employees seek to organize and setting up the same operations elsewhere or contracting out the work.

Among the actions cited were plant closings in Santa Clara, Calif. (a printing plant), Corinth, Miss., Evansville, Ind., Buffalo and Chicago.

Litton has replaced the J.P. Stevens Co. as "the nation's number one labor law violator—and that title is well deserved," said George Poulin, a Machinists' vice president.

Furniture Workers' President Carl Scarbrough, described how the Indiana Desk Co. of Jasper, Ind., early this year brought in a corps of 40 machine gun and grenade toting guards after forc-

ing its 170 organized employees to strike in quest of an equitable contract renewal.

After strikers began informational picketing of the home of the company president, the Jasper city council passed an ordinance outlawing residential area picketing.

Calvin Moore, a vice president of the Oil, Chemical & Atomic Workers, described how Fabrege, Inc., has moved much of its operations from plants in Minnesota, first to New Jersey and then to North Carolina, in each instance throwing union-represented employees out of work.

Buddy Davis, director of Steelworkers' District 34, described Procter & Gamble's "surface bargaining" and "stonewalling" tactics since the employees of the firm's plant in Kansas City abandoned an independent union in



TNG's J. WILLIAM BLATZ

He summarized CapCities three-city record.

favor of Steelworker representation in 1980.

He said that an AFL-CIO-endorsed boycott of Procter & Gamble products — seeking to persuade the company to bargain with the Steelworkers—is being extended from North America to Europe, as well, through the co-

operation of the International Federation of Chemical, Energy and General Workers there.

A company effort to decertify the Steelworkers at the Kansas City plant was rejected by a large majority of its employees in a vote in May of 1982, Davis reported.

Struck paper's circulation queried

Wilkes-Barre, Pa.—Circulation being claimed for Capital Cities' Times Leader here in promotion material for its new weekly free-circulation shopper has brought the daily under fire from advertisers, according to the Citizens' Voice, the daily published by the city's newspaper unions.

On the basis of the promotion material's claim of 29,123 home delivery circulation, the advertisers are questioning the truthfulness of earlier circulation claims by the Times Leader, struck by the unions nearly five years ago.

The 29,000-figure — attributed to something called the "Times Leader Circulation Information System"—is far below the 60,000 and 70,000 claimed by the Times Leader in recent years, the Citizens' Voice pointed out.

The Citizens' Voice has a circulation of 48,000, according to the latest Audit Bureau of Circulation figures.

Another promotion piece for the shopper listed total circulation of 57,000 for both the Citizens' Voice and the Times Leader, the unions' paper noted. "Since the Voice circulation of 48,000 is au-

ditioned, this would leave only 9,000 for the Times Leader, or far less than even the 29,123 figure," the Voice pointed out.

Meanwhile, the Greater Wilkes-Barre Labor Council is calling

upon area residents to mark "refused" on the shoppers they receive in the mail, as thousands did when the Times Leader earlier tried to launch a free-distribution advertising weekly.

Firing for 'deceptive' photo overturned at Detroit News

Detroit—An arbitrator has ordered the Detroit News to reinstate a prize-winning photographer it had fired for allegedly misrepresenting a photograph the paper had published as part of a series about life in a Detroit public housing project.

In firing the photographer, News management said he had deceived them about the origin of a photograph of an addict shooting heroin into a vein in his groin.

Arbitrator Richard Mittenthal found, however, that "the most that can be said is that there was a mistake, a misunderstanding" about the proper scope of the photo assignment.

A "misunderstanding, no matter how substantial, is not the same thing as an intentional deception," Mittenthal said, ruling that the News had fired the photographer without just and sufficient cause.

The offending photo and others of the addict ran as an installment in a series published under the title "Life in the Jeffries Project." When questions were raised after publication of the pictures, photographer acknowledged that they had been taken outside the housing project.

In ordering the photographer's reinstatement with back pay, Mittenthal pointed out that the grievant "defined his assignment broadly to cover not only the people living in the Jeffries but also the forces that impacted these people."

While the company claimed that the grievant misrepresented the photographs, it conceded that a mistake or an error in judgment does not constitute misrepresentation, Mittenthal said.

Discussion between the grievant and a picture supervisor prior to publication of the photographs "was in some respects ambiguous and . . . subject to more than one construction" and the grievant's expressions of apology were as consistent with a mistake as with a misrepresentation, the arbitrator said, ruling that the "element of doubt" was "too great to warrant a finding of guilt."

The grievant, a long-time employee of the News, had been named runnerup in a recent year's Pulitzer competition, and also had won photo awards from the Overseas Press Club, the Associated Press and United Press International, among others.

Etaoin shrdlu etaoin shrdlu etaoin

Labor Day Voice sets record

Wilkes-Barre, Pa. — The Citizens' Voice, daily published by the four unions that struck the Times Leader in 1978, put out the largest paper in its five-year history on Labor Day, Sept. 2.

Total pages in that day's tabloid numbered 126, including a special 56-page Labor Day insert, replete with ads from local, regional and international unions and groups.

Among the internationals were TNG, the International Typo-

graphical Union, the new Graphic Communications International Union, the Paperworkers, the Bakery Workers and the Teamsters. The Teamsters' ad saluted the Citizens' Voice "and the International Typographical Union."

The scores of ads from local unions included messages from the Wire Service, Philadelphia, Scranton, Hazleton, St. Louis, Cleveland, San Jose and Central California Guilds.



Etaoin shrdlu's place in history

A copy of "Farewell etaoin shrdlu," the award-winning documentary film recording the New York Times' conversion from hot-metal to cold-type production, is prepared for presentation to the Museum of American History in Washington by a committee of union leaders at the Times. From left: Bert Atkinson, New York

Guild 1st vice president; Jerry Perillo, Typographical Union composing room chairman; Jack Vaughn, Stereotypers chairman; and Tommy Harris, Graphic Communications Union chairman. The film was conceived and produced by Typographical Union members and has won five major awards.

'83 effort for COPE is launched

(Continued from Page 1)

cupational safety and health and equal employment opportunity," that has come with the Reagan administration, the report pointed out.

"As members of the news industry," we can "ill afford" Reagan's "close-the-door policy on government information" either, Perik added, pointing to Reagan's "enthusiastic support of such threats to the First Amendment as the Agents Identities Act."

He cautioned locals to keep members' contributions to COPE "strictly separate" from other local funds in order to comply with federal campaign finance laws.

COPE contributions should not be deposited in the local's bank account "even temporarily," he said, and instructed locals to transmit funds to TNG by cashier's check, personal check or money order made payable to COPE.

A supply of COPE receipt books was included in the mailing.

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

Montreal DMs get weekend days off

Montreal—An arbitrator has ruled that all fulltime district managers in the Montreal Gazette's circulation department are entitled to both Saturdays and Sundays off under the Montreal Guild's contract with the Southam paper.

The ruling flowed from a Guild grievance over the layoff last November of four fulltime district managers and 21 parttime "swing" district managers.

Then the company had cited economic reasons for the layoffs, but during the arbitration hearing acknowledged that although the paper's prosperity was affected by the general recession, it was in no foreseeable long-term danger. The staff cuts had been instituted because of a circulation department reorganization, the company said.

During testimony management representatives dropped the term "layoff" from their terminology, with the circulation director explaining that the cuts were more accurately "terminations."

In that case an arbitrator upheld the company's right to make such staff cuts.

The latest determination, how-

ever, seemed to show that taking the tack that the "layoffs" were really terminations, the company may well have overlooked another provision of the Guild's contract.

That provision, included in a side letter to the contract, states that as attrition of swing district managers takes place, then in the same proportion fulltime district managers will get both Saturdays and Sundays off until all fulltime district managers have both days off.

Since the company had achieved total attrition at one shot—by terminating all the swing district managers—all the fulltime district managers became entitled to Saturday and Sunday as days off, the Guild argued.

The arbitrator upheld the Guild's position, rejecting a lengthy company defense based on the definition of the word "attrition" and other words and phrases included in the letter of agreement.

The "swing" employees had been hired following the most recent round of bargaining in which the company had agreed to the elimination of all split shifts



Solidarity (Day) in Toledo

The more than 10,000 union members who marched in Toledo's Solidarity/Labor Day parade included more than 100 participants from the seven unions that make up the Toledo Council of Newspaper Unions. Among the 20 some Toledo Guild participants, from left:

Howard Burkhardt, local president; Joe Berlin, executive board member and grievance chair; Tom James, human rights committee chair; and Dennis Lajiness, local vice president. A Toledo Blade circulation truck carrying the unions' signs led the newspaper contingent.

for district managers and a provision guaranteeing them consecutive days off, with one of those days to be Saturday or Sunday.

Local leaders speculated that the latest decision could result in re-employment of a corps of part-timers to assure delivery of weekend editions. Some district managers, however, may volunteer for weekend overtime.

Lexington key up \$70, to \$405

Lexington, Ky.—The top minimum for reporters, photographers, artists and copy editors is raised by \$70, to \$405 a week, in the first two years of a new three-year agreement between the Lexington Guild and Knight-Ridder's Lexington Herald-Leader. Increases in the agreement's third year will be bargained in a wage reopener.

A \$50 increase takes the key top minimum to \$385 from Sept. 1, with another \$20 increase taking it to \$405 next Sept. 1.

Librarian and assistant librarian are upgraded to the key classification, raising their top minimum immediately by \$145 a week.

An upgrading for library assistants and office assistants takes their top minimum up by \$60, to \$233 a week, from Sept. 1, with a \$12 increase, to \$245 a week, due next Sept. 1.

A dental insurance plan is added, with the company to pay half the premium. Also added is provision for eye examinations for all new employees and annual exams for all present and new staffers. Sick leave entitlements also are increased.

Provision for pro-rata paid vacation and the right to purchase medical and dental insurance is added for part-time employees who work at least 1,250 hours a year (just over 24 hours a week).

The contract's protections

against forced disclosure of sources and information are improved by, among other things, giving employees an equal voice with the publisher in selecting counsel.

The agreement, ratified by the unit Sept. 18, replaces one that expired May 31, 1982.

James Griffin, former vice president of the Lexington Guild and currently on TNG's collective bargaining staff, assisted the local in reaching the settlement.

During bargaining for the con-

tract, the local also negotiated 12 weeks' severance pay for two employees of the company's "electronic newspaper," Telepress, who left when the project was shut down after about 20 months' operating. The two had worked on the cable-transmitted newspaper project, which the company terminated Sept. 1, for eight and 12 months.

Under the termination settlement, the other three full-time Telepress employees transferred to jobs with the Herald-Leader.

McLeman, Bryant resign local positions

effective upon Bryant's leaving.

Bryant, 50, has held the San Jose position for all 15 years of its existence. He is on leave from United Press International, where he worked as a reporter and editor for 11 years before taking the position.

Bryant submitted his resignation to the local's executive committee July 7 during a disagree-

ment over how the local's office is to be run and later declined to reconsider despite an executive committee resolution requesting him to do so and a petition signed by about 100 members of the local's Monterey unit asking him to change his mind.

Since taking the San Jose position in 1968, Bryant has been one of the local's delegates to each annual TNG convention, one of its delegates to the Western District Council of locals and a key figure in the Bay Area Conference of Newspaper Unions.

He also was one of its delegates to the California Labor Federation, to the federation's California Council on Political Education and to the Santa Clara County Central Labor Council, where he served on the executive board.

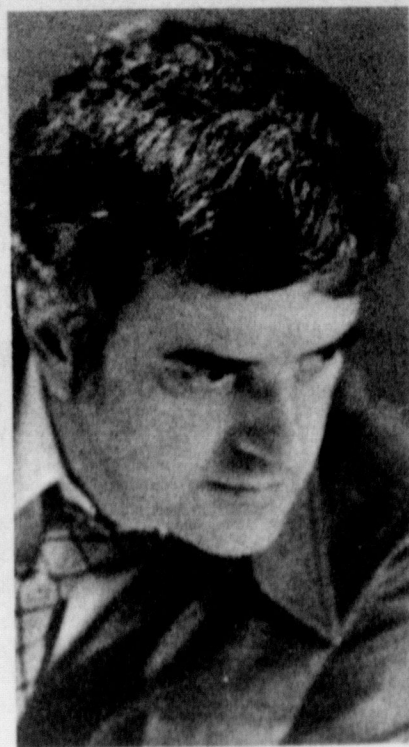
In Vancouver-New Westminster, meanwhile, McLeman informed the local's officers that he is resigning as executive secretary effective Nov. 4 to return to TNG's field staff.

McLeman, 51, took leave from TNG's staff—where he had served as TNG Canadian Director for nine years—last November to return to the local position where he had served for the nine years before that.

Returning to TNG's staff will give him "the opportunity to work

on behalf of both locals and the international in Western Canada," McLeman said in his letter of resignation from the local position.

Before first becoming the local's executive officer in 1964, McLeman had served as a TNG Vice President from Canada and as a president and treasurer of his local.



William H. McLeman
Returning to TNG field staff



Eugene Bryant
Leaving San Jose Guild post

Administrative officer sought

The Vancouver-New Westminster Guild, TNG Local #115, CLC/AFL-CIO, is seeking applicants for administrative officer. The local has 1,000 members in seven units. Duties include contract administration and enforcement, organizing, bargaining and local-office administration. Wages and benefits negotiable. Resumes should be mailed to:

Vancouver-New Westminster Guild
Attn: Selection Committee
1080 W. 7th Ave., #103
Vancouver, B.C. V6H 1B3

TNG joins critics of Reagan order

(Continued from Page 1)

"extremely difficult, if not impossible, for any former federal official to function as a newspaper columnist or reporter, radio or television commentator, or even political activist, where time is of the essence," the statement asserts.

A former government official who might again become a candidate could have to have many of his or her speeches "cleared by his successors," the Society of Professional Journalists, Sigma Delta Chi, pointed out in a submission of its own to the committee.

A former official who wanted to become a journalist or commentator would have to have much he or she wrote cleared "by the very people about whom he wished to comment," the society added.

"Even more damaging," the Jewish Committee-TNG statement asserts, would be "the inability of every covered employee or former employee to contribute to debate in timely fashion on topical issues" which "will not await the prepublication review process."

New York Times columnist Anthony Lewis wrote that the Soviet destruction of the Korean airliner provides a telling example of how the Reagan order would squelch public discussion.

"All kinds of former officials have written about the affair—about Soviet tactics and American intelligence abilities—in ways that would now require approval by a censor," Lewis said in his Sept 12 column.

The statement in which TNG joined also pointed out that the reviewers could well prevent disclosure of information which was "illegally or improperly classified in the first place."

One columnist quoted Hodding Carter, former State Dept. press spokesperson, as observing that "they classify everything but the toilet paper," making it impossible for anyone in his former position to say "hardly anything" to a reporter that isn't developed from classified material.

The reviewers also may veto materials for reasons totally unrelated to national security, "such as, to protect themselves and their agencies from appropriate scrutiny and possible embarrassment," the statement added.

Chief advocates of the directive before a hearing by the Senate committee on Sept. 13 were representatives of the State and Justice Depts. One representative of the former, however, said he saw a potential conflict with the department's need to disclose some classified information in presenting to the public the rationale for U.S. foreign policy.

The bottom line, is that the government "already is well-equipped to deal with and punish real violators of national security," the Jewish Committee-TNG statement and many other protesters pointed out.

And, besides, "the directive is unlikely to deter those serious violators who truly wish to compromise our national security. Such people are unlikely to take the time to write books or articles," the statement added.



THOUSANDS of men and women are in prison throughout the world solely because of their political or religious beliefs. Others are held because of their colour or ethnic origin. These are Prisoners of Conscience — none has used or advocated violence.

NONE of these people should be in prison. The fact that they have been arrested and punished because of their beliefs or origins is an affront to humanity. They should be freed unconditionally.

WE CALL FOR A UNIVERSAL AMNESTY FOR ALL PRISONERS OF CONSCIENCE

WE BELIEVE that such an amnesty, backed by the United Nations and declared by all governments, is possible. It would give effect to the moral and legal principles of the Charter of the United Nations and the Universal Declaration of Human Rights.

WE ISSUE this call in the belief that there is an indissoluble link between human rights and peace. An amnesty for all prisoners of conscience would be an unparalleled act in the building of international confidence and the promotion of fundamental freedoms. It would advance respect for human rights everywhere, securing thereby the foundations for justice, freedom and peace.

Name

Address

'Amnesty' Appeal

In co-operation with the International Federation of Journalists, TNG has distributed to all locals copies of petitions through which Amnesty International is making a worldwide appeal for amnesty for all "prisoners of conscience," persons imprisoned solely because of their beliefs or ethnic origins. The signed petitions will be presented to the president of the UN General Assembly and to all heads of state. Signed petitions should be returned by Nov. 1 to: Amnesty International/International Secretariat, 10 Southhampton Street, London WC2E 7HF, England.

New York testing Time

By Seth Kupferberg

WHAT CONTROL over a reporter's outside writing can a newspaper legitimately claim? Conversely, what does a reporter who also freelances owe to his employer? A union grievance filed recently against the New York Times Company raises these questions in a dramatic way.

Traditionally, working reporters have accepted management's position that they may not free-lance for a direct competitor of their employer. The pending case suggests that the New York Times Company has gone one step further, making it clear that reporters who write books based on articles written for the paper risk incurring the wrath of management if they allow those books to be published outside of the Times empire, which includes a publishing house, Times Books.

This extension of established policy is, admittedly, unusual. Yet the trend toward national conglomerates in the news and book-publishing industries has created an atmosphere likely to give rise to disputes similar to the pending Times case.

THE CASE involves Richard Severo, a veteran Times reporter who, in December 1981, wrote two long stories for the paper on "Lisa H.," a young woman suffering from neurofibromatosis—the "Elephant Man's disease."

Impressed by her bravery, Severo thought that her dramatic story, only portions of which could be included in his reporting, might make a good book. So, while working on the pieces, he discussed the idea with International Creative Management, his literary agency; at the same time, he says, he called the Times' deputy managing editor, Arthur Gelb, to ask about the paper's attitude toward such a project.

As Severo recalls the event (Gelb refers questions on this matter to assistant managing editor James L. Greenfield), Gelb snapped that he and executive editor A. M. Rosenthal were sick of reporters who abused their positions to make a lot of money while giving nothing to the paper.

When Severo, after pointing out that he had called to find out what the paper wanted him to do, asked whether it wanted a percentage of earnings from the project or some other arrangement, Gelb referred him to Sam Summerlin, general manager of the Times Company's syndication service.

According to Severo, Summerlin advised him to submit a book outline to Times Books in the first round of any auction among publishers, and to make "a token payment" in the event that he did not write a book but, instead, came up with a film or television outline.

Severo says that Summerlin added, "We'd never stand in your way," and that Summerlin subsequently repeated his advice to Jed Mattes of International Creative Management. Both Mattes and Summerlin declined to discuss these conversations in detail, but they did comment generally on an account in the April 1983 Local 3 Bulletin, published by the Newspaper Guild of New York, which was posted at the Times and which, of course, reflects Severo's version of events. Mattes says that those portions of the account pertaining to him are accurate; when pressed, he adds that Summerlin "sang the praises" of Times Books to him.

Summerlin says that the Bulletin's

This article is reprinted, with permission of the publication and the author, from the July/August issue of the Columbia Journalism Review.

Seth Kupferberg is a writer and an attorney for the International Ladies' Garment Workers Union, working out of its headquarters in New York.

account is not accurate, but declines to discuss in what ways or even whether it was his responsibility to explain Times policy at all.

After meeting with Summerlin on December 17, 1981, Mattes sent him a letter saying that Severo hoped to convince Lisa H. to cooperate on a book; that it would be submitted to major publishers, including Times Books; and that Severo would pay the Times \$350 if he sold an adaptation for a film. Severo says that Summerlin never replied to this letter but referred to it indirectly in a hallway conversation two weeks later.

On January 20, 1982, Mattes sent Severo's outline to fifteen publishers, including Times Books; at the same time, he sent Summerlin a note informing him that he had done so. Two days later, Severo recalls, Jonathan Segal, vice-president of Times Books, called him to express interest in the book. According to Severo and the Local 3 Bulletin, Segal said that Times Books was prepared to compete with other publishers for writers; the bulletin states further that Segal subsequently warned Mattes that if Severo accepted another publisher's offer, "I do not think you'll have a client working at the New York Times."

Segal asserts that the bulletin's account of his conversations is inaccurate, adding that he sensed an "adversary" attitude from Severo and a lack of real interest in Times Books from their first conversation. (Severo calls this "preposterous," adding that he pointed out that Times Books alone might be able to help him get the time off he would need to write the book.)

Segal, a former New York Times reporter, says that he mentioned to Mattes that Severo did not seem to be aware that the paper encouraged reporters to sign with Times Books. (This policy, Segal takes pains to point out, is the Times' not Times Books'; the publishing house, he says, treated Severo as it would have any non-Times writer.)

Severo says that his first real inkling of Times concern came on January 28, when Richard Flaste, director of the paper's Science Times section and Severo's supervisor there, informed him that executive editor Rosenthal had told him to instruct Severo to stop the auction because the Lisa H. story was the Times' property. (Rosenthal has been unavailable for comment for several weeks. Flaste, citing the pending arbitration, refused to discuss the Severo case.)

SEVERO SAYS that when he notified his agent of this new development, Mattes told him that to stop the auction at such a late date would badly damage Severo's reputation among publishers.

Severo was, he says, upset and baffled by what seemed a sudden change in the messages he had received from Gelb and Summerlin in response to his inquiries over a seven-week period. Had he been told earlier that he should make an exclusive offer to Times Books, Severo says, he would unquestionably have done so — "After all," he explains, "I planned

to stay there for the long life." Severo asked Flaste what Flaste replied "every books growing from must be su Books, adding, "Ca be trouble."

On Feb. 1, Severo a long memorandum conversations with and his hopes for his intention to make in whatever price a hope "that Times strong offer." Severo a meeting with the In a brief reply it "extremely strong to be "bidding for pretty much its own claimed any desire ment, and suggest touch with Sydn chairman of the Company.

According to the Local 3 Bulletin, Segal he had done no following Summerlin which, Severo recalls "preposterous." He to Severo and the added that if Severo Times Books he "in trouble" with the.

Gruson says that count of his conversations is basically accurate that "trouble" might be retaliation a contract with an "This is a newspaper," Gruson says to put out the be

PUBLISHERS' BID rejected book early in February offered a \$50,000 Books offered \$ chance to match Times Books raised Mattes says. On Feb signed with Harpe

From that point Flaste all but stop him and rarely memos about stories torber 1982 memo pointed out that

conglomerate's grasp

of my work-
that when he
is going on,
he knows" that
Times assign-
ed to Times
ate or there'll

ent Rosenthal
describing his
times officials
book, including
Lisa H. a part-
it earned and
books makes a
also asked for
utive editor.
Rosenthal called
for the Times
strikes me as
property," dis-
rather involve-
Severo get in
Gruson, vice-
York Times

and the Lo-
told Severo
improper in
directions—
Gruson called
er, according
letlin, Gruson
not sign with
find himself
and Rosen-

bulletin's ac-
n with Severo
ut he insists
mean there
Severo signed
ide publisher.
not a kinder-
"We're trying
per possible."

Severo's pro-
ed coming in
Harper & Row
vance; Times
00. Given a
higher offer,
id to \$37,500,
y 23, Severo
Row.

Severo claims,
speaking to
ended to his
as. In an Oc-
Flaste, Severo
reas in 1981

Science Times had published nine-
teen by-lined stories by him, so far
in 1982 only four had run.

He requested a meeting with
Flaste. It was, he recalls, acrimoni-
ous. In November he was transferred
to the metropolitan desk, where he
had begun his Times career some
13 years before. (The Guild will,
among other things, ask arbitrator
James Altieri to order the Times to
return Severo to the science section.)

TIMES EXECUTIVES acknowledge
they were displeased by Severo's
going to an outside publisher, and
point to a February 1980 memo to
the staff from publisher Arthur Ochs
Sulzberger which said, in part: "When
a book grows out of a Times assign-
ment, we must get first chance to see
whether the Times is interested in
publishing it; and if its bid is com-
petitive, we would hope that the
Times would get the book."

The memo also orders consultation
with the Times before writers sign
contracts involving "spinoffs" from
Times assignments, forbids work for
competing publications or the sale
to other publications of articles that
grow out of Times work, and dis-
courages writing for other publica-
tions "with any degree of regularity."

Times executives claim Severo
should have known about this policy,
which director of corporate relations
Leonard Harris says is restated in
writing about every two years (most
recently in February 1982, immedi-
ately after Severo decided to sign
with Harper & Row). "Everyone else
on the staff understood it," says
Gruson, adding that asking Summer-
lin was not the right way to clear up
any possible confusion. (In doing so,
of course, Severo was, he says, simply
following Gelb's instructions.) Severo
insists that he had never seen the
memo. Other Times employees—in-
cluding some who say that, even had
he not seen the 1980 memo, Severo
should have known about the policy
—have no contemporary recollection
of it, either.

Science reporter and columnist
Jane Brody, who says the policy was
"well known" at Science Times and
that Severo's transfer "had nothing
whatever to do with the book issue,"
also says that she did not see the
1980 memo until much later.

Brody herself clearly feels restricted

by Times free-lancing policy: she says
she was told not to write for Woman's
Day, a competitor of the Times-
owned Family Circle, and that she
would have preferred to "have the
option to publish" a collection of her
columns—Jane Brody's The New
York Times Guide to Personal
Health—with someone other than
Times Books but that it "wasn't an
issue worth putting my job on the
line for."

A previous book (Jane Brody's
Nutrition Book) had been published
by Norton, not Times Books—one
of a number of examples that Severo
says led him to think the Times did
not object to reporters' selling books
to outside publishers.

Brody says that the nutrition book
did not grow from her reporting but
from a Norton suggestion. In a re-
versal of the usual pattern, she says,
her research for the book occasion-
ally found its way into her columns.
Although she did not consult with
Times Books about this project, she
adds, there were no unpleasant re-
percussions.

While the Times acknowledges un-
happiness with Severo's bypassing
Times Books, it maintains that there
is no connection between the way he
handled his book project and his
transfer to the metro desk.

Harris, the company's director of
corporate relations, says: "We do
not consider that Severo's excellent
career has been in any way harmed
or jeopardized."

Assistant managing editor Green-
field says that while he's never
doubted that Severo is a good re-
porter, he "didn't do a good job in
science." Greenfield says there were
long-standing complaints that Severo
took too long on pieces and missed
deadlines. "In retrospect," he adds,
"I should have transferred him a year
before, at least." Greenfield says that
while the Times strongly hopes books
which grow directly from Times ar-
ticles will be published by Times
Books, there is no retaliation when,
for one reason or another, this some-
times doesn't happen.

To Severo and Local 3, it seems
obvious that the transfer was puni-
tive. Severo, the Guild points out,
has established an impressive record
as a science reporter. In the course
of his 14 years at the paper, he

Times stalls hearings, Guild leader says

New York—Hearings by arbitrator James Altieri into New York Guild
allegations that the New York Times in effect unfairly demoted reporter
Richard Severo for selling his book on "Lisa H." to a different publisher
will begin in February, the Guild reported Sept. 15.

Times representatives agreed to six dates that month after earlier saying
none of the management people involved would be free for hearings until
next October, according to Guild Secretary-Treasurer Barry Lipton, who
accused management of stalling on the case.

Lipton explained that after agreeing on Altieri as the arbitrator in April,
management then turned down nine hearing dates suggested by Altieri and
subsequently also rejected evening and week-end hearings, agreed to by
Altieri after being proposed by the Guild in an effort to resolve the dispute
more promptly.

Among the remedies sought by the Guild is an order that the Times
return Severo to the science-reporting beat he had before being ordered
back to the metropolitan staff, his first assignment upon joining the Times
in 1968.

had picked up eleven in-house Pub-
lisher's Merit Awards and nearly a
score of outside awards for distin-
guished journalism, seven of which
were related to his science and en-
vironmental reporting.

THE FIX IN which Severo found
himself may have been, in part
at least, a consequence of the un-
usually close ties that seem to link
the Times Company's subsidiaries.
In 1979, Publishers Weekly reported
a somewhat similar case involving
Times Books: reporter Fox Butter-
field's agent implied that, after initi-
ally failing to make its policy clear,
the Times ordered Butterfield to ac-
cept Times Books' \$125,000 advance
for a book on China, even though
Summit had offered almost twice as
much. At the time, Butterfield, whom
the Times had trained for the posi-
tion, was slated to become the first
permanent Chinese correspondent for
a major American daily since 1949.
(Butterfield declines to comment on
this subject.)

In most other cases where a news
organization and a book publisher
are under the same corporate roof,
the relationship is less incestuous
than at the New York Times Com-
pany. Though Little Brown is owned
by Time Inc., New American Library
by the Times Mirror Co., and Ran-
dom House by the Newhouse chain
(and formerly by NBC), they expect
no special deals from book-writing
journalists just because they work for
the same corporation.

Walter Anderson, editor of the
Newhouse-owned Sunday supplement
Parade, finds the idea of restricting
journalists to a single publisher ab-
surd. "I've never even heard such a
thing discussed," Anderson says.

At Time Inc., editorial director
Ralph Graves says that free-lancing
is encouraged so long as the writer
tells his editor about it and so long
as the assignment is not for a com-
petitor of a Time Inc. publication.
Book writers, he adds, are free to go
to any publisher they want.

George Cotliar, managing editor
of the Los Angeles Times, says that
that paper asks journalists to check
with New American Library to see
if it is interested in books they write,
but has no problem with their signing
elsewhere after doing so.

At smaller companies the separa-
tion between affiliates is even more
distinct. At Texas Monthly, execu-
tive editor Nicholas Lemann says,
staff members may not write for other
Texas publications but are free to do
books for Texas Monthly Press or not
as they see fit. When there was some
talk of seeking first refusal rights for
the publisher, Lemann recalls, "The
staff howled in protest and they
dropped the idea."

The policy of the New York
Times Company, meanwhile, is any-
thing but clear-cut. Among the ques-

tions apparently left open to interpre-
tation are:

✓ Who will decide whether a bid
from Times Books is truly competi-
tive?

✓ Which publications compete
with the Times or other Times Com-
pany subsidiaries?

A Local 3 request for clarification
last fall brought an offer to discuss
individual problems with individual
employees.

Unions elsewhere have raised simi-
lar concerns. Last year the Albany
Guild took to arbitration, largely un-
successfully, an Albany Times-Union
policy forbidding free-lance work for
the small weekly Empire State Re-
port.

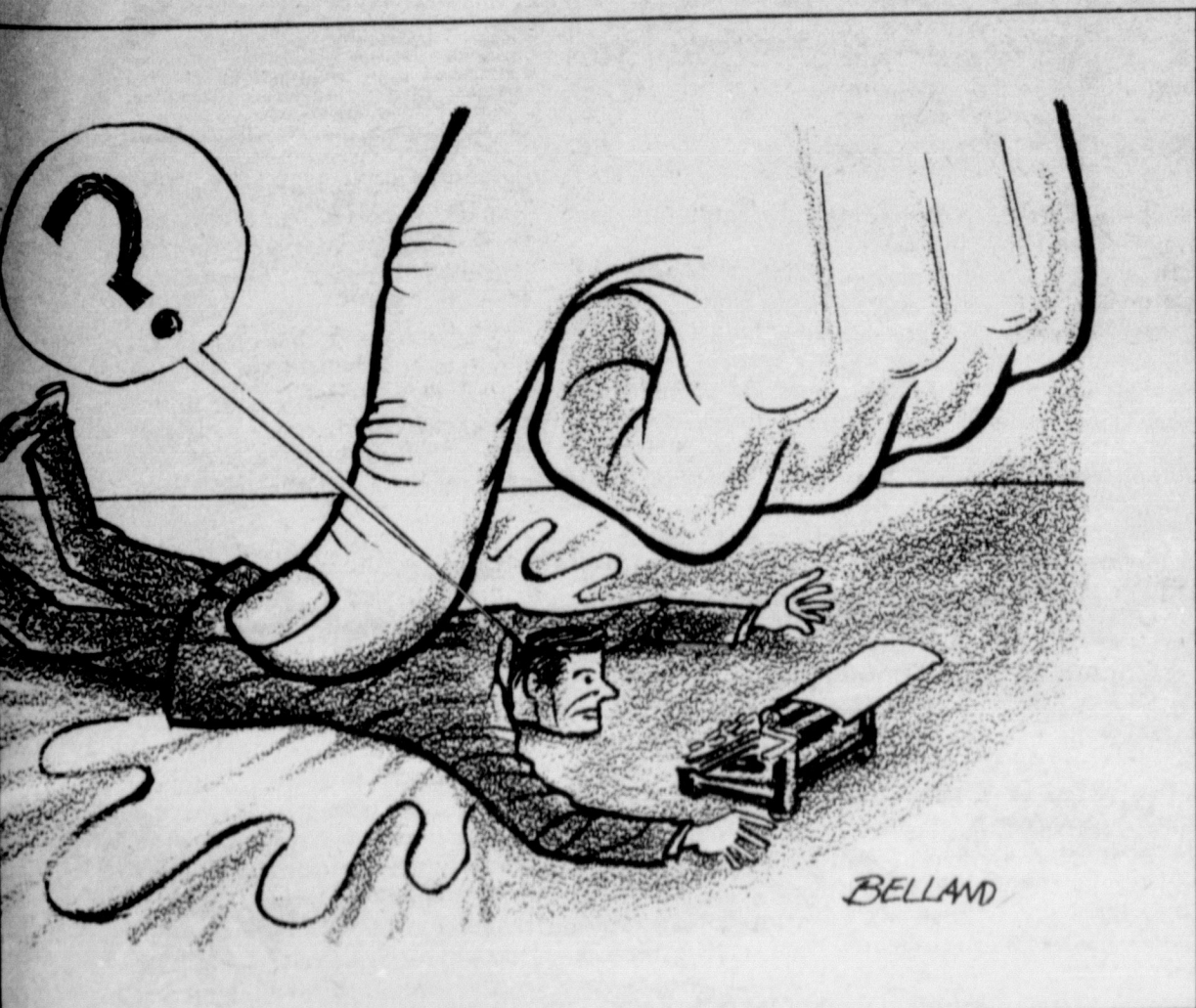
Raymond Joseph, a Wall Street
Journal reporter and vice president
of the [unaffiliated] Dow Jones union,
says that the Journal has objected to
his writing about Haitian refugees
for the Miami Herald and for a
weekly newsletter he puts out with
his brother. In its last negotiations,
Joseph says, the union obtained a
side letter to its contract acknowledg-
ing its view that freelancers don't need
permission unless they want to be
identified as Journal or Dow Jones
employees. Former Journal reporter
John Cooney, the author of a book
about the Annenberg family, says
that the Journal initially discouraged
him from working on the book, al-
though it later gave permission.
"They just weren't used to the idea,"
he says.

UNDERLYING SUCH cases, and the
Severo case as well, is the basic
question of how much reporters owe
their employer.

Rosenthal's memo to Severo com-
plained that a story "assigned by the
Times, reported by the Times on
Times time and money, and a story
that is still ongoing suddenly was
being auctioned off . . ." But Severo
had already reported the story for
the Times. What happened afterward,
unless it affected his day-to-day re-
porting, should have been his and
Lisa H.'s business, not that of the
paper.

It is simply unseemly for an al-
ready wealthy paper to try to squeeze
profits from a reporter for the benefit
of a corporate affiliate. The Times
would presumably disagree, and it
and other news organizations are, of
course, free to impose such restric-
tions on an employee's outside writ-
ing as they wish—or as they can
persuade the Guild or other unions
to accept. But what is clearly intoler-
able is for a newspaper to leave its
employees in any doubt as to what
its policy is.

Anything less than absolute clarity
in such a delicate matter opens the
way for the corporate "loyalty test"
to which Richard Severo was sub-
jected.



Sociable solidarity rules at Local 2's second picnic

Twin Cities, Minn.—There was a pot luck meal, and a one-mile run, children's games and a contest to see who makes the best brownies.

There was a guessing game with a \$25 prize, a softball game, hot dogs and free soda pop and beer.

The Twin Cities Guild's second annual picnic drew a crowd of some 200, including members, spouses and children, on the Sunday after Labor Day.

"The picnic seems to be established as an ongoing social event for the union," said John Carmichael, the local's executive secretary.

People driving to the picnic, at a suburban park, were greeted by a large sign in front of City Hall that read, "Fridley Welcomes Twin Cities Newspaper Guild." The sign was put up by the city at the request of Bill Nee, the mayor.

Nee and U.S. District Court Judge Miles Lord were the umpires for the softball game. Lord is the senior federal judge in Minnesota.

Bruce Nelson, local Guild president, said the picnic provided a way for members "to display a sense of solidarity" as well as have some fun.

"It gave a chance for a lot of people who don't ordinarily see each other to get together and spend an afternoon."

"I think it's an opportunity for a union to look to the social aspect, to do things that involve all of the members and their families," said Nelson.

Karl Karlson, a reporter with the St. Paul Dispatch, agreed that "it was a nice way to spend a Sunday afternoon with a lot of people with whom we had a lot in common."

Karlson, Debbie Brown, also of St. Paul, and Mike Felien, of the Minneapolis unit co-chaired the committee that organized the work that went into it.

Cherly Burch, a copy editor on the Dispatch, organized a one-mile "fun run" with the help of reporters Gordon Slovut and Roberta Walburn from the Minneapolis Star & Tribune.

Burch was pleased with the way the picnic turned out. "The picnic personalizes the union because we get to know more people in it," she said.

The picnic was the idea of two reporters from Minneapolis, Paul McEnroe and George Monaghan. The idea behind it is quite simple. The cost was \$2.50 per person, \$5.00 per family, or a member could bring a potluck contribution, such as a hot dish, salad, bread or dessert, and pay nothing.

"We tried to provide a real balance and diverse types of food," said news technician Dawn Newman of the picnic committee. "And I thought it was successful because we had some of everything. I don't think there were many leftovers."

The picnic was advertised with a leaflet designed by Guild member and artist Kurt Carlson of Minneapolis. Organizers made sure that it did not conflict with a Minnesota Vikings football game.

The children's games were popular.

"Because of all the games and activities, it was the best picnic I have ever been to for the kids," said Debbie Felien, a spouse and former Guild member who helped out. "Hopefully, it helped the families see how a union can work

together," Felien said.

The Guild bought some inexpensive prizes and every child won one. A key reason for the success of the children's games was Carolyn Pinney, a professional child-care worker, who was on the picnic committee.

Her husband, Greg, a reporter, said the games were important "to show that we care for the workers' entire families—it's a family event."

There were a variety of games, such as a bean toss, a peanut scavenger hunt and a water-balloon-toss.

A number of ideas for this year's picnic came from the Pittsburgh Guild. Harry Tkach, a Pittsburgh delegate to the Guild's convention in Cleveland, told Twin Cities delegates about some of the things which have made Pittsburgh's annual picnic successful. Al Neri and Barb Gubanik later wrote outlining Pittsburgh's program, much of which was incorporated in the picnic here.

One Pittsburgh suggestion was a game where people guess the number of words on the front page of a newspaper.

Mike Vitt, spouse of Guild local vice president Maureen McCarthy and a member of the picnic committee, organized the guessing game, adding some innovations.

Vitt mounted the front pages from the Labor Day editions of the Star & Tribune and the St. Paul Pioneer Press, plus the front page of a recent Guild Reporter. Picnic goers guessed the total number of words on the three front pages, at 50¢ a guess. Twenty-five dollars was awarded to the winner: Pippa Holroyde, stepdaughter of a Minneapolis



NEALE VAN NESS/Twin Cities Guild

YOUNGSTER, FOREGROUND, MAKES 'WORDS' GUESS
Seated, right, Randy Furst, picnic-committee member.

member. (She guessed 4,890, just 38 off the mark.)

McCarthy was in charge of the brownie contest. Some members baked brownies as their potluck contribution and entered them in the contest. Spouses of Guild members were the judges, with prizes going to the three top brownie entries: Lynn Underwood, Dawn Newman and Nila Poole, all of Minneapolis.

The St. Paul unit won last year's softball game; this year Minneapolis won, 14-2.

"I think the picnic once again showed that there's a lot in common between the two newspapers that we don't always realize," said McCarthy. "The picnic is a way to bridge that. And at the same time have some healthy rivalries."



T-SHIRT SALUTE!
Debbie Brown of St. Paul, Local 2 treasurer.

IT SEEMS

TO US

ITU convention's action on merger 'no surprise'

MONTREAL, QUE.

Editor:

Your report, "How The Merger was scuttled," was so superior to others on the ITU convention's rejection of merger, that the [Montreal] Gazette [Typographical Union] chapel posted copies, with the notation, "If you want ITU news, read the Guild Reporter."

ITU rejection is no surprise. Anyone who spoke to Montreal's delegates at TNG's convention heard: "The ITU will never accept this merger."

Don McKay, a vice-president of Montreal's ITU local, said it well of the ITU's future: "Either we evolve or we die, along with the linotype. . . ."

You give this impetus in your sidebar, "More than the referendum hit the 'hell box'." Interesting that you felt the need to explain, in a footnote, a hell box, the present tense. Also, the

past tense applies more to the ITU.

Some in the ITU, many at the Gazette, recognize a bleak future as the ITU exists, and has existed.

The Guild has emerged from this not as the bride spurned, but with honor and dignity. While the ITU now infights, let the Guild rise to greater heights.

But, what do I know? My executive members tell me I excel as a devil's advocate. Does that mean that I'm condemned to a 'hell box'?

LARRY McINNIS
President
Montreal Guild

GR's merger coverage fell short, member says

NEW YORK CITY

Editor:

It was good to have the benefit of James M. Cesnik's article on how the Guild-ITU merger was "scuttled in San Francisco." I cannot help but wonder, however, why the Guild Reporter never

gave us an inkling that the proposed merger was something less than a fait accompli.

For months we were treated to a steady diet of hoopla about how this was the best thing since sliced bread. It seemed that the bride and groom had already bought the linens for the conjugal bed. All that remained was to pronounce the vows. We were given no idea that high-ranking ITU kinfolk (a vice president, no less) waited in the wings to voice objections. They were not about to hold their peace.

And the Guild Reporter never hinted at the fact that other suitors also sought the hand of the ITU.

Was the membership ill-served by the leadership and the Guild Reporter, which in their eagerness to tie the bonds failed to tell us about the stumbling blocks? It is difficult to believe that the ITU dissenters and the interlopers from the Teamsters materialized at San Francisco without any indication that they were flitting

about behind the scenes all these months.

GENE I. MAEROFF
Times Unit
New York Guild

Editor's note: It should have been no surprise to readers of the Guild Reporter that there was opposition within the ITU's leadership to the proposal for merger of TNG and the ITU, either the first or final versions of the proposal.

The issue of Dec. 20 carried a detailed report of objections raised by ITU Secretary-Treasurer Thomas W. Kopeck, joined by Vice President Robert S. McMichen, to the first version of the proposal.

The issue of April 22, in reporting that the two unions' committees had agreed on an amended merger proposal, pointed out, on Page 1, that Kopeck opposed the amended proposal as well, and that McMichen was withholding his support.

A story in the June 24 issue,

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.

headed "Lines are drawn on ITU council," reported that McMichen by then was actively opposing the amended proposal, along with Kopeck.

The next issue, that of July 22, reported that ITU President Joe Bingel had acknowledged in his speech to TNG's convention that two of the ITU's five officers were opposing the merger proposal.

Ten days later, on Aug. 1—two weeks before its next issue—the Guild Reporter learned of the intention of Teamsters President Jackie Presser to invite the ITU to join his union rather than merge with the Guild.

That next issue, published Aug. 15, reported Presser's invitation at the same time it reported the ITU convention's rejection of a motion to endorse the ITU-TNG merger and the subsequent cancellation of the merger referendums by both unions.

The analysis of how the merger was "scuttled in San Francisco" was published in the following issue, published Aug. 26.

El Mundo rehires 9, settles charge

San Juan, Puerto Rico—The Spanish-language daily El Mundo has agreed to reinstate nine employees it fired in February without regard to its contract with the Puerto Rico Guild.

The agreement is part of a settlement of unfair labor practice charges filed with the National Labor Relations Board by the Guild after the company repudiated its contract with the Guild. In the process it fired a dozen employees, halted payments to the pension plan and refused to implement contractual increases due in February and May of 1983.

The settlement calls for back pay for the nine employees ranging from \$535.20 to \$3,776.80 and also converts to back pay the severance payments made on discharge.

The three other fired employees waived reinstatement rights. Two of them, whose cases are to go to arbitration, are to be paid \$3,000

and the third \$5,000. Legal-cost deductions may be made from the lump sum payments.

The agreement also calls for the company to pay employees the back pay due from the Feb. 1 and May 1 negotiated increases it had refused to implement. That payment, totalling about \$96,000, is to be made within two weeks after the Guild and the company sign a new contract to replace the one that expired July 31, but no later than Sept. 1, 1984.

The company had refused to implement the contractual increases of \$4 to \$5 a week due on Feb. 1 and of \$5 to \$7 due May 1. It had also announced in August that it was implementing wage cuts. Each of these actions brought unfair labor practice charges from the Guild and the NLRB's regional office issued complaints on the Guild's charges.

The settlement calls for the retroactive payments to be made in three installments, beginning Nov. 1 if a new contract has yet to be signed. Payment can be deferred until Sept. 1, 1984, however, if the company "cannot feasibly" make the payments earlier. The daily has been pleading financial straits.

Also by no later than Sept. 1, 1984, the company is to meet its delinquent payments to the pension fund of \$70,439.35.

Meanwhile, a petition filed with the National Labor Relations Board by an independent union seeking to replace the Guild as the bargaining representative for the paper's employees has been withdrawn.

Steinke resigns post with Missouri fed

St. Louis—Robert A. Steinke has resigned as secretary-treasurer of the Missouri State Labor Council to return full-time as the executive secretary of the St. Louis Guild.

Steinke had taken a year's leave of absence from the Guild position last fall after he was elected to a four-year term in the state union federation office.



GUILD GROUP LEAVES NLRB OFFICE WITH SETTLEMENT

From left, Anibal Rosado, reinstated to El Mundo job; Rafael Aponte; Alba Raquel Cabrera, who will receive \$3,000 and whose discharge will be arbitrated; Luis Rivera; Charles Ramis, president of the Puerto Rico Guild; Angel Baez; Luis Montanez, Jr., TNG International Representative; Leda Ginoris Vizcarra.

Central California okays dues trigger

Sacramento—Members of the Central California Guild have approved a mechanism whereby dues will be increased by one-half percent when the local's defense fund falls below a level equal to \$75 per member.

Under the formula, approved by a vote of 186 to 88, the higher dues will remain in force until the defense fund reaches a level equal to \$125 per member.

The additional funds will aid the local in paying the expenses of a joint bargaining committee composed of one member from each of the local's units on McClatchey papers—the Sacramento, Modesto and Fresno Bees—plus the local's administrative officer.

The travelling bargaining committee will be joined by two members from the unit where talks are being conducted, and "consulting members" from the local's Stockton Record and Sacramento Union units will be included in discussions and kept abreast of developments.

Merit pay recommended for clerk

San Jose—Arbitrator William B. Gould has ruled against the Guild in a misclassification case but nevertheless recommended that the Mercury News either provide the grievant with merit pay or agree to an upgrading.

The dispute revolved around an editorial clerk/transcriber whom the company upgraded to an intermediate clerk "A" following a grievance. The Guild contended she should have been reclassified as an editorial assistant.

"It is undisputed that the grievant is an excellent employee and that her work is extremely valuable and highly regarded," Gould wrote in his opinion. "The employer concedes that merit pay should be provided and my judgment is that this should be done retroactive to 1981, the period that would have been relevant for back pay had the grievance been sustained."

"Moreover, a higher job classification providing for a pay raise which more adequately reflects the duties performed by the grievant should be immediately negotiated by the parties."

However, Gould added: "This arbitrator does not have the power and authority to compel either such a job classification or the merit pay." He then denied the grievance and ruled that the

company did not misclassify the grievant.

(As of Sept. 15, the Knight-Ridder paper's management had not responded to Gould's recommendation.)

Election tactics draw protest

Cleveland — The Cleveland Guild has filed objections with the National Labor Relations Board over the conduct of Predicasts, Inc., in advance of a Sept. 16 vote to determine whether a group of its employees wanted the Guild to be their bargaining representative.

The outcome of the balloting in the NLRB-supervised election among 111 of the company's information, data processing, research, sales and business office employees was 45 votes for Guild representation and 60 votes for "no union."

The firm, a leading supplier of business information and research, sells reports on business, markets and product lines in both "hard copy" and video forms.

In asking the NLRB to over-

turn the results of the election, the Guild alleges that management illegally interrogated, kept under surveillance and coerced employees during the pre-election period.

The Guild pointed to a promise by at least one supervisor that if the union lost employees would be permitted to go home early on the afternoon of the election.

Employees were given the remainder of the day off following the tally of the ballots late in afternoon of Sept. 16.

Also cited was distribution of "no" buttons by supervisors during the week before the vote. Employees were asked to wear the buttons and those who refused were asked "why," a Guild representative said.

Parity for outside sales jobs in 85% of pacts

MORE THAN 85 percent of Guild newspaper contracts that cover persons in both jobs provide top-minimum parity for outside-classified and outside-display advertising salespersons, according to an Aug. 1 comparison by TNG's Collective Bargaining Dept.

Top minimum rates for the two jobs are the same in 51 of 59 contracts that cover persons who sell the two kinds of ads for 76 dailies in the United States, Canada and Puerto Rico, the tabulation shows.

Five years ago, there was parity for the two jobs under just over 75 percent of the contracts covering both.

Ten years ago, there was parity under 62 percent of them.

Fifteen years ago, in 1968, there was parity under 22 percent.

And in 1966, when TNG began regularly keeping track, there was parity under just 10 percent of the contracts covering both.

Outside ad sales			
	Display	Classified	Difference
Vancouver Sun and Province	\$701.54	\$701.54	—0—
St. Paul Pioneer Press and Dispatch	637.00	637.00	—0—
Victoria Times-Colonist	634.66	634.66	—0—
Sacramento Bee	613.17	613.17	—0—
St. Louis Post-Dispatch and Globe-Democrat*	605.37	605.37	—0—
Sacramento Union	602.59	602.59	—0—
Stockton Record	597.00	597.00	—0—
San Diego Union and Tribune	594.92 ¹	594.92 ¹	—0—
Seattle Times and Post-Intelligencer*	592.60	592.60	—0—
Tacoma News Tribune	587.60	587.60	—0—
San Francisco Chronicle and Examiner*	582.28	582.28	—0—
San Jose Mercury and News	582.28	582.28	—0—
San Mateo Times & News Leader	582.28	582.28	—0—
Providence Journal and Bulletin	581.00	581.00	—0—
Philadelphia Inquirer and Daily News	577.44	577.44	—0—
Honolulu Advertiser and Star-Bulletin*	575.50	575.50	—0—
Toledo Blade	575.20	575.20	—0—
Toronto Star	566.04 ¹	566.04	—0—
Baltimore Sun and Evening Sun	560.00	560.00	—0—
Eugene Register-Guard	557.00	557.00	—0—
Washington Post	557.00	557.00	—0—
Detroit Free Press	555.64	555.64	—0—
Monterey Peninsula Herald	542.00	542.00	—0—
Royal Oak Tribune	538.44	538.44	—0—
Mount Clemens: Macomb Daily	525.82	525.82	—0—
Chester: Delaware County Times	523.99	523.99	—0—
Manchester Union Leader	505.25	505.25	—0—
Fall River Herald-News	491.96	491.96	—0—
Hilo: Hawaii Tribune-Herald	491.41	491.41	—0—

Erie News and Times	489.50	489.50	—0—
Portland Press Herald and Express	489.00	489.00	—0—
Pawtucket Times	477.65 ^{2,3}	477.65 ^{2,3}	—0—
Maui News	475.20	475.20	—0—
Sheboygan Press	468.04 ^{2,3}	468.04 ^{2,3}	—0—
Pottstown Mercury	467.00 ^{2,3}	467.00 ^{2,3}	—0—
Lynn Item	459.15	459.15	—0—
Great Falls Tribune	456.00	456.00	—0—
Malden News, Medford Mercury and Melrose News	436.75	436.75	—0—
Brockton Enterprise	436.00	436.00	—0—
Duluth News-Tribune & Herald	435.00	435.00	—0—
Pueblo Chieftain and Star-Journal	415.00	415.00	—0—
Albany Times-Union and Knickerbocker News	408.75	408.75	—0—
Kingston Daily Freeman	402.65 ^{2,3}	402.65 ^{2,3}	—0—
Woonsocket Call	400.71	400.71	—0—
Lowell Sun	400.00	400.00	—0—
Yakima Herald-Republic	397.25	397.25	—0—
Norristown Herald	390.00	390.00	—0—
San Juan Star	371.00	371.00	—0—
Tonawanda News	343.00 ^{2,3}	343.00 ^{2,3}	—0—
Massillon Evening Independent	320.00 ^{2,3}	320.00 ^{2,3}	—0—
San Juan: El Mundo	309.00	309.00	—0—
Boston Herald	507.00	487.50	—\$19.50
Denver Post	591.00	559.00	—\$32.00
New York Post	711.15	654.05	—\$57.10
Memphis Commercial Appeal and Press-Scimitar	515.50	451.55	—\$63.95
New York News	722.26	653.40	—\$68.86
Monessen Valley Independent	310.00	212.00	—\$98.00
Canton Repository	397.86	298.40	—\$99.46
New Westminster Columbian	638.40	536.69	—\$101.71

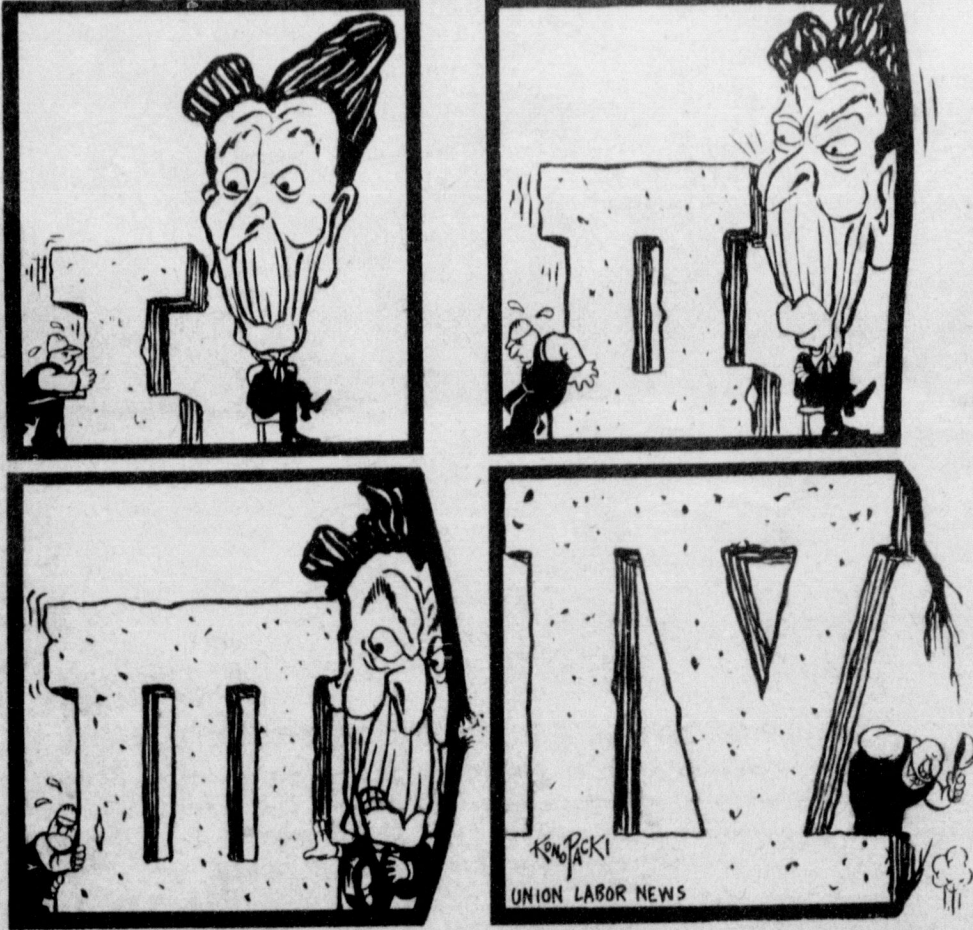
* Joint publishing operation.

¹ Five individuals paid senior-display rate of \$572.54.

² Minimum guarantee on an annual basis.

³ Bonus or commission system known to be in effect also under Guild contract or otherwise.

SOLIDARITY DAYS



MICHAEL KONOPACKI/Madison Guild in Union Labor News

PERCEIVED TAX INEQUITIES REAL

Wage earners pick up the slack created by cuts in corporate taxes

By Calvin Zon
Washington-Baltimore Guild

PEOPLE HAVE grumbled about taxes from the dawn of civilization.

In 1773, Massachusetts colonists dumped tea into Boston harbor to protest a tax they felt was unjust. The Boston Tea Party led to the Declaration of Independence in 1776.

Until the recent era of "taxpayer revolts," complaining about taxes was tempered by a sense among most Americans that the tax system, with all its flaws, was basically fair.

As recently as 1972, the public considered the federal income tax to be the "fairest" of all taxes, according to opinion polls. But by 1980, the same polls showed the income tax was rated "least fair" by a plurality of those asked.

Unfortunately, the changing

This "Washington Window" column is reprinted with permission of the writer and Press Associates, Inc., the privately held labor-news service for which he works.

public perception of the tax system is based on reality. Middle and low-income taxpayers, especially since the 1970s, have been paying an increasing share of their income in taxes without any apparent increase in services.

THE MAIN REASON for this growing tax burden—the gradual shifting of the load from large corporations and wealthy individuals to middle and lower-income taxpayers—has not been widely understood.

The confusion in the public mind made the situation ripe for misdirected tax revolts led by conservatives like Howard Jarvis. The ground was fertile for demagoguery about "welfare cheaters" and "big spending" by "big government."

In fact, President Reagan's 1981 tax program, the old "trickle-down" theory dressed up as "supply-side economics," represented the radical culmination of a long-time trend.

This trend is documented in a recent book, "Inequity and Decline," by Robert S. McIntyre and Dean C. Tipps of the Citizens for

Tax Justice.

Between 1969 and 1980, taxes on corporate profits were slashed by at least a third. Individual income taxes by 1980 rose 15 percent higher than their level in the early and mid-1970s.

For those below the median tax level, the tax rate spiraled up over 50 percent while the rate for the wealthiest taxpayers dropped 16 percent. Tax loopholes for corporations and the wealthy grew twice as fast as federal revenues.

The result was that the corporate share of the federal tax burden fell from 25 percent in the 1950s and 1960s to only 12.5 percent by 1980.

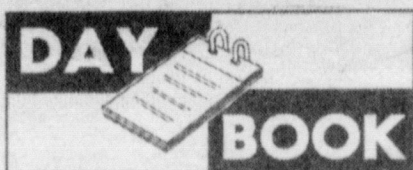
Under Reagan, the corporate tax share was cut in half again to less than 6 percent this fiscal year, the lowest level in modern history.

Tax breaks, termed "incentives" for business, have been packaged as being a spur to sagging productivity. While "notably successful" in shifting more of the federal tax burden onto wage earners . . . the 1970s saw a decline in the growth rate, stagnant productivity, spiraling inflation, and no rise in business investment, the book notes.

Flush from their success in defeating Carter administration tax reform proposals and in widening corporate tax loopholes, big business launched "an unprecedented lobbying barrage," the authors note. This high-powered lobbying was backed by big money—the business political action committees (PACs) whose coffers multiplied by 900 percent between 1976 and 1980.

WHEN CONGRESS enacted Reagan's misnamed Economic Recovery Act of 1981, corporate America saw the fulfillment of its wildest dreams.

What came to be called Reaganomics amounted to the virtual elimination of the corporate income tax, with individual income tax cuts skewed to the rich. Now, the average wage earner is paying more taxes than ever before.



Knight-Ridder Council, Oct. 7-9, Chicago (site to be announced).
Midwest District Council, fall meeting, Oct. 22-23, Holiday Inn, Kenosha, Wis.
International Executive Board, fall meeting, Oct. 24-27, Toronto.
Great Lakes District Council, fall meeting, Nov. 5-6, Battle Creek, Mich.
Western District Council, fall meeting, Nov. 5-6, Bakersfield, Calif.
Southern District Council and Middle-Atlantic District Council, joint fall meeting, Nov. 5-6, Washington.
51st Annual TNG Convention, June 20-25, 1984, San Juan, Puerto Rico.
52nd Annual TNG Convention, June 24-28, 1984, Pittsburgh.

Editorial

There he goes again . . .

Without regard to the seriousness of the subject-matter involved, it can be more than a little bemusing to try to keep up with the misstatements, contradictions and confusions that emanate from the current occupant of the nation's fanciest and oldest public housing facility, i.e. the White House.

Early this month, Michael Getler reported in the Washington Post that Mr. Reagan was sending a memo to the millions of federal employees reminding each that unauthorized disclosure of classified information is "improper, unethical, plain wrong" and "illegal," and warning of "appropriate administrative action."

"There are other means available to express ourselves," including quitting and then speaking out, the president wrote, apparently addressing himself as part of the "ourselves."

Sounds reasonable, on its face, especially that part about quitting. Then you remember that under Reagan's own presidential Directive on Safeguarding National Security Information (see story on Page 1) former government employees are required to submit things they write, or even talk about publicly, to the government for "prepublication review" and national security clearance.

A couple of weeks before, describing current arms negotiations to the American Legion, he said that "for the first time the Soviets are willing to talk about actual reductions."

The correct information, as pointed out in a "Reagan Correctogram," is that the president apparently "has forgotten about an agreement that was not only negotiated but signed: the SALT 2 Treaty."

The "correctograms" are the recently introduced product of the Council for a Livable World, an organization that supports nuclear arms control. They are dispatched to Washington-area newspeople without charge.

Each one says it conveys a "public-service message to correct factual misstatements or errors by the Reagan administration on nuclear arms control and national security."

"As November '84 draws closer, President Reagan will be speaking off the cuff more and making more mistakes. We will use correctograms every day, if necessary," says John Issacs of the council. Good idea!

'Soft' news, machines and unions

It is conventional wisdom among publishers that readers are uninterested in "serious" news. . . . That is not true. The real reason publishers shun serious news is that it is more expensive than features. . . . Detailed and comprehensive news requires experienced reporters who devote substantial time to each story, particularly local stories. The reporters are paid by the local paper, they have fringe benefits, and they often form unions. "Soft" features, in addition to attracting advertising, are inexpensive: they can be bought from a syndicate and delivered by mail or wire from a machine that is cheap, requires no fringe benefits, and never forms unions. . . .

—Ben Bagdikian in his new book, *The Media Monopoly*, published by the Beacon Press.

The Guild Reporter



JAMES M. CESNIK, Editor

BARBARA E. NELSON, Assistant Editor

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

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

POSTMASTER: "Notice to Publisher Form 3579" should be sent to The Guild Reporter, 1125 15th St. N.W., #837, Washington, D.C. 20005. Publication #231586

ISSN: 0017-5404

Vol. L, No. 17

September 23,

The Newspaper Guild

1125 Fifteenth St. N.W., Washington, D.C. 2000

Area Code 202-296-2990

INTERNATIONAL CHAIRPERSON: HARRY S. CULVER

PRESIDENT: CHARLES A. PERLIK, JR.

SECRETARY-TREASURER: CHARLES DALE

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

REGIONAL VICE PRESIDENTS: Region 1—Thomas R. Hiltz, 181 Le St., Malden, Mass. 02148; Region 2—Charlie Ramis, 276 San Alfont Ext. College Park, Rio Piedras, P.R. 00926; Region 3—Richard M. 2886 Chadbourn Rd., Shaker Heights, Ohio 44120; Region 4—Lai Hatfield, 16 Jewell St., San Rafael, Calif. 94901; Region 5—Barbara Yu 361 W. 22nd St., New York, N.Y. 10011; Canadian Region: East—Jo Lowe, 126 Park St., Toronto, Ont. M1M 2P3; West—Roger L. Stonel 407-1571 Mortimer St., Victoria, B.C. V8P 3A7.

DIRECTOR OF FIELD OPERATIONS: J. William Blatz.

DIRECTOR OF ADMINISTRATIVE OPERATIONS: Ellis T. Baker.

EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Richard J. Rams.

CANADIAN DIRECTOR: Frederica Wilson (acting)

1755 Courtwood Crescent, Suite 202-B

Ottawa, Ont. K2C 3J2.

DIRECTOR OF RESEARCH & INFORMATION: David J. Eisen.

HUMAN RIGHTS CO-ORDINATOR: Anna M. Padia.

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

NEW ADDRESS?

Please use this form so the Guild Reporter will move with you.

Type or print name, new address, and name of your Guild local in space provided below.

Mail to: Guild Reporter, circulation, 1125 15th St. N.W., #835, Washington, D.C. 20005.

Name

New Address

City

State/Province

Zip/Postal Code

Guild Local

ATTACH
OLD
MAILING
LABEL
HERE

If you are receiving duplicate copies, please attach both labels.

(Allow 4-6 weeks for change to become effective.)

WAYNE STATE UNIV LIBRARY
WALTER REUTHER LIBRARY
COM 91000913 7