

New pact with Toronto Star ends strike



UNITED PRESS CANADA

Key news top minimum to rise \$93, to \$690

Toronto—The Southern Ontario Guild's 1,400-member Toronto Star unit ratified a new two-year agreement with the paper Oct. 30, ending their strike against Canada's largest circulation daily after four days.

Agreement on the contract, which raises key top minimums by \$93.78 a week over its term, came after the company withdrew several retrogressive demands, among them a change in job security protection that would have made reductions in staff the "sole discretionary right" of the company.

The company also dropped demands to eliminate double time payments for Sunday work and to add new time limits to the grievance procedure.

The \$93.78 increase takes the top minimum for reporters, photographers, editorial artists and picture editors to \$690.32 a week

next Aug. 31. The increase comes in two steps, with \$50.94 a week, to \$647.48, retroactive to Aug. 31, and a \$42.84 increase on Aug. 31, 1984.

The top minimum for circulation district advisors and outside advertising salespersons is raised by the same amounts, to \$616.98 a week retroactive to Aug. 31, and to \$659.82 a week next Aug. 31.

Under the agreement the company's payment toward the cost of family dental insurance coverage is raised by \$9.93, to \$17.52 a month, and the payment for single coverage is raised by \$4.60, to \$8.11 a month.

The reimbursement rate for employees using their vehicles on company business is raised to 32 cents a mile, a three-cent increase for regular users and a rise of six cents in the rate that had been paid to employees occasionally furnishing a vehicle.

Employees required to have their vehicles available are guaranteed mileage reimbursement totalling \$3,200 per year, up from an \$1,800 guarantee under the old contract.

A meal allowance for employees working overtime is raised by 50 cents, to \$6.50.

A \$13 per shift maximum placed on provision for night differential equal to 10 percent of an employee's straight-time rate per shift, is contrasted to company pre-strike demands for a

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HAPPINESS ON THE TORONTO STAR PICKET LINE IS NEWS OF PROPOSED SETTLEMENT
Leading the cheers after breaking the news are, from left, Doug LaRochelle, Star Guild unit chair, John Bryant, Southern Ontario Guild executive secretary, and John Lord, local executive committee.

U.S. move seen unlikely to save St. Louis daily

St. Louis—Despite the U.S. Justice Dept. embarking on an unprecedented quest for possible purchasers of the St. Louis Globe-Democrat, few of the 200 St. Louis Guild members employed in the Newhouse daily's news room were expressing much hope that the paper would be saved from closure on Dec. 31.

The newsroom employees—the Globe-Democrat's only employees under its joint publishing agreement with the St. Louis Post-Dispatch—as well as St. Louis Guild leaders were caught by surprise when publisher G. Duncan Bauman announced at 6 p.m. on Nov. 7 that the paper will be closed because of "substantial losses for many years."

While all were aware that both jointly published dailies had had substantial losses over several years, they had reported operating profits in each of the last two fiscal quarters "and we thought things were turning around," said Robert A. Steinke, Guild executive secretary.

Murdoch says he'll honor Sun Times unions' contracts . . . 3

The Guild and other unions representing employees of both dailies have agreed to a variety of cost-cutting measures in recent years, including wage-increase freezes and deferments.

A Justice Dept. representative reported, however, that the two

publishers had made it clear to the department's antitrust division this summer that the Globe-Democrat would be closed by year's end.

At the same time, the publishers said they intended to modify their joint publishing arrangement so that the Globe-Democrat's parent Newhouse company would continue to share in the financial results of the

Pulitzer chain's Post-Dispatch.

Antitrust officials, however, maintain that joint publishers lose their exemption from prosecution for profit pooling, market splitting and price fixing when they cease to publish separate dailies.

When that happens, the publishers must establish not only that one of them cannot profitably

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Ban feds masquerading as reporters, TNG says

Washington—TNG and the American Civil Liberties Union have called on U.S. Atty. Gen. William French Smith to put a stop to federal law enforcement officers posing as reporters.

The protests were provoked by an incident in Athens, Ga., on Oct. 14 in which a federal marshal identified himself as a reporter in an effort to locate an organizer of a nuclear protest movement. The organizer sub-

IEB lauds Senate action on Reagan "censorship" order . . . 3

sequently was served a summons by another marshal.

In a notarized statement reporting the incident the subject of the search said that since her encounter with the federal marshal calling himself "a reporter," she has "felt hesitancy in speaking with other reporters."

A U.S. attorney in Columbia, S.C., told reporters after the incident that federal officials disguise their identity as a standard practice in locating people. "We employ whatever means necessary," the federal official told the Atlanta Journal and Constitution.

Calling the deception "basically subversive of the First Amendment," TNG President Charles A. Perlik, Jr., in a Nov. 8 letter

to Smith, warned that such tactics undermine the public's confidence in reporters and inhibit news sources from speaking candidly to the press.

"It should be possible for U.S. marshals to accomplish their mission without pursuing a policy that will make the public increasingly unwilling to provide to reporters the information on which in the last analysis our informed democracy works," Perlik wrote.

Evolution of 'QWL' that works in St. Paul

By Bruce R. Nelson
Twin Cities Guild

LONG BEFORE the letters "QWL" rolled off the lips of the sophisticated at chic cocktail parties, the seeds of a Quality of Work Life program were planted in fertile, if unorthodox, ground at the St. Paul Dispatch and Pioneer Press.

The "ground" was simply that of conventional collective bargaining between the Knight-Ridder employer and the Newspaper Guild of the Twin Cities. The "seeds" came in the form

Nelson, president of the Twin Cities Guild, is a reporter with the St. Paul Pioneer Press and Dispatch. This report was first presented to the Knight-Ridder Council of Guild locals at its Oct. 7-9 meeting in Chicago.

of a contractual agreement establishing a mechanism that allows employees and managers to "discuss matters of mutual interest."

To be sure, the agreement—reached

as part of an overall contract settlement just hours before a 1976 strike deadline—will not be heralded in labor history as an equal to the eight-hour day or the union shop. Just the same, the agreement, at least in retrospect, represented a turning point of sorts in employee relations at the St. Paul dailies.

Since 1972, when the Guild obtained—again through conventional collective bargaining—a worker participation system at the Minneapolis Star and Tribune, Guild negotiators had pushed for a similar program in

St. Paul. Each push was met with strong resistance and vitriolic speeches about management's singular and exclusive right to govern the enterprise. Managers, in those days, were not simply uninterested in discussing noncontractual matters with employees, they appeared to feel threatened by the very thought of it.

But the tide turned in 1976 when the company agreed to a contractual provision that to this date remains more benign and passive on its face than the actual program that has

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U.S. move seen unlikely to save St. Louis daily

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publish the daily ticketed for closure but also, as in any corporate merger, that no other qualified individual or company is interested in buying it and trying to do so. Absent both conditions, joint publishers switching to publishing a single daily are fully liable to antitrust laws, an antitrust representative said.

The day after Bauman announced plans to close the Globe-Democrat, the Justice Dept. said it was actively soliciting persons or firms interested in continuing the daily's publication.

A day later, a department rep-

resentative said it had received and forwarded to Newhouse attorneys expressions of interest from "more than a half-dozen" would-be purchasers. Some of them currently are in publishing, an antitrust official said.

The Justice Dept. would prefer potential purchasers who would undertake to continue the Globe-Democrat completely separate from the Post-Dispatch and would consider a new partner for the Post-Dispatch under a new joint operating agreement to be "a last resort" to continue the Globe-Democrat in business.

The antitrust division will end its effort to find a potential new

publisher for the paper on Nov. 22.

Employment on the Newhouse paper has been confined to editorial employees and support staff since 1979 when it entered the second phase of its joint operating agreement with the Post-Dispatch by turning over advertising, circulation and business office operations to the Pulitzer paper.

Twenty years earlier, Newhouse had sold the Globe-Democrat's building and production facilities to the Post-Dispatch and

entered a contract under which the Post-Dispatch performed the Globe-Democrat's production work.

Newhouse had bought the Globe-Democrat four years before, in 1955.

Reports on the earnings of Newhouse publications in 1979 included in documents recently filed with the U.S. Tax Court by the Internal Revenue Service show that the Globe-Democrat had a loss of \$3.5 million that year.

The IRS is seeking an additional \$609.5 million in taxes

from the estate of S. I. Newhouse [Guild Reporter, Oct. 28].

Guild-covered employees will be eligible for up to 66 weeks' severance pay under the Guild's contract with the Globe-Democrat. The severance payment is calculated on the basis of a week's pay for each six months of service.

The Globe-Democrat, a morning paper, had daily circulation of 260,000 as of Sept. 30. The Post-Dispatch had daily circulation in the afternoon of slightly more than 250,000 and Sunday circulation of 477,000.

Arbiter: Post Writers are covered

Washington—An arbitrator has ordered the Washington Post to reimburse the Washington-Baltimore Guild for the dues it did not receive after the Post advised four Post columnists whose work it syndicates that they were exempt from coverage under the Guild contract.

The work of columnists Richard Cohen, Bill Raspberry, Coleman McCarthy and Tom Shales, is syndicated by the Post as part of its "Writers Group."

They stopped paying dues to the Guild after Deputy Managing Editor Richard Harwood advised each of them that the company no longer considered them covered by the contract.

Harwood passed that information on in discussions with the employees between August 1979 and the following summer. Prior to those discussions, "both the Post and the Guild had proceeded under the assumption" that the employees included in the Writers Group were covered by the Guild's contract, arbitrator Seymour Strongin said.

The Writers Group, established in 1973, has distributed Raspberry's column since January 1977, McCarthy's since September 1978 and Cohen's and Shales' since July 1979.

Harwood "came to this idea" that columnists syndicated by the Post should be exempt from the contract after becoming "sensitized to the importance of con-

tract language and unit status," the company explained in a brief to the arbitrator.

The company argued that a provision in the contract excluding employees whose material is syndicated "by arrangement with the Post," applied to the four columnists.

The language the Post cited had been added to the agreement in 1948 and had initially excluded two employees who had agreements with the Post on sharing its proceeds from the sale of their work to national syndicates.

Citing a distinction "between syndication by arrangement with the Post and syndication by the Post itself," Strongin pointed out that if syndication were the con-

trolling factor, other Guild-covered columnists with their own syndication arrangements would have been excluded from the Guild unit.

"Under the Post's reading it would seem that by simply expanding the Writers Group it could move employee columnists out of the bargaining unit," the arbitrator said.

Strongin ordered the Post to reimburse the local for the four's dues and also to compensate them for any contractual benefits they did not receive during the period they were treated as exempt employees.

A local representative estimated that the back dues would total more than \$8,000.

TNG to join 'advocacy day'

Toronto—TNG's International Executive Board has authorized TNG to participate "to the extent possible within its policies and its means" in a demonstration and lobbying effort against U.S. military involvement in Central America being planned for next March 19-20.

Union participation in the National Day of Advocacy on Central America is being co-ordinated by the National Labor Committee in Support of Democracy and Human Rights in

El Salvador. TNG President Charles A. Perlik, Jr., is a member. Others include Cesar Chavez of the Farm Workers and Kenneth Brown of the Graphic Communications Union.

Plans calls for bringing representatives of labor and religious organizations to Washington for a rally and visits to congressional representatives in an effort to "bring to life" what recent public opinion polls have indicated to be wide opposition to U.S. policy in Central America.

Mercer new Southern Council head

Washington — Ernie Mercer, president of the Washington-Baltimore Guild, was elected president of the Southern District Council during its fall meeting here Nov. 5-6.

He replaces Faye McCracken of Memphis, elected TNG vice president from Region 2, the South, earlier this year. She did not seek re-election to the council position.

Elected to succeed Mercer as

council vice president was Ked Mullins, president of the San Antonio Guild, while Linda Foley of Lexington and Harold Julian of Knoxville were re-elected secretary and treasurer respectively.

In other action, the council voted a \$200 contribution to Guild members in Wilkes-Barre, who struck Capital Cities' Times Leader on Oct. 6, 1978, and forgave arrearages in council dues by the Newport News and Hampton Roads (Norfolk) Guild locals.

CJOH-TV assistants' transfer okayed

Toronto—Transfer of the six production assistants at CJOH-TV in Ottawa from representation by the Ottawa Guild to representation by the National Assn. of Broadcast Employees and Technicians was approved by TNG's International Executive Board Oct. 27.

Approval was made conditional on NABET's seeking to bargain for the group the same sort of rates production assistants receive under its contracts with stations in other metropolitan areas of Canada and on its paying any legal fees necessary to effect the transfer.

The transfer was requested by the assistants' group and endorsed by the Ottawa Guild ex-

ecutive committee on grounds that the assistants no longer work with the members of the Guild's 20-member newsroom unit. Instead they work almost exclusively with NABET members on the station's non-news productions.

NABET represents some 170 of the station's non-news employees.



UNITED PRESS CANADA

STRIKING MOM GETS SOME PICKET-DUTY AID
Janice Dineen is a reporter at the Toronto Star.

Pact ends strike at Toronto Star

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limit on night differential of \$9 per shift this year, \$6 per shift in 1984, then \$4.50 per shift.

Added to the agreement is an understanding that a pregnant employee who normally works at a video display terminal will be offered work away from the terminal if it is available or be permitted to take a leave of absence.

The agreement also calls for the company to perform testing

of VDTs, with arrangements and details to be worked out.

The agreement calls for several individual upgradings and raises the premium for "pup trailer drivers" by \$18.75, to \$25 a week, and that for tractor trailer drivers by \$6.25, to \$25 a week.

The top minimum for drivers is raised by \$69.68, to \$488.72 a week, in increments of \$37.71 and \$31.97.

The contract calls for increases

in all minimums and salaries of 9 percent, up to \$50.94 a week, retroactive to Aug. 31, and 7 percent, up to \$42.84 a week, next Aug. 31.

Other increases and resulting new top minimums include:

Classified advertising solicitors, and head copy censors—Up by \$65.47, to \$459.18 a week.

Librarians—Up by \$93.78, to \$670.32 a week.

Copy editors—Up by \$93.78, to \$710.32 a week.

Porters—Up by \$57.07, to \$400.24 a week.

Advertising makeup persons—Up by \$74.43, to \$522 a week.

Secretaries-stenographers—Up by \$58.39, to \$409.55 a week.

Senior circulation clerks—Up by \$66.54, to \$466.65 a week.

Asbestos session set

New York—The New York Committee for Occupational Safety & Health will hold a day-long conference on the hazards of asbestos in work-places and homes Nov. 19 at the Martin Luther King, Jr., Labor Center.

Sponsoring unions include the New York Guild.

Phoenix ex-leader agrees to settle

Phoenix—Bonnie Bartak, former secretary of the Phoenix Guild has agreed to a settlement of charges that Pulliam's Phoenix Newspapers, Inc., violated federal labor law when the company fired her from a reporting job with the Arizona Republic in 1980.

A National Labor Relations Board administrative law judge had upheld the charge in an October 1981 decision ordering her reinstatement. That decision is before the NLRB in Washington on appeal.

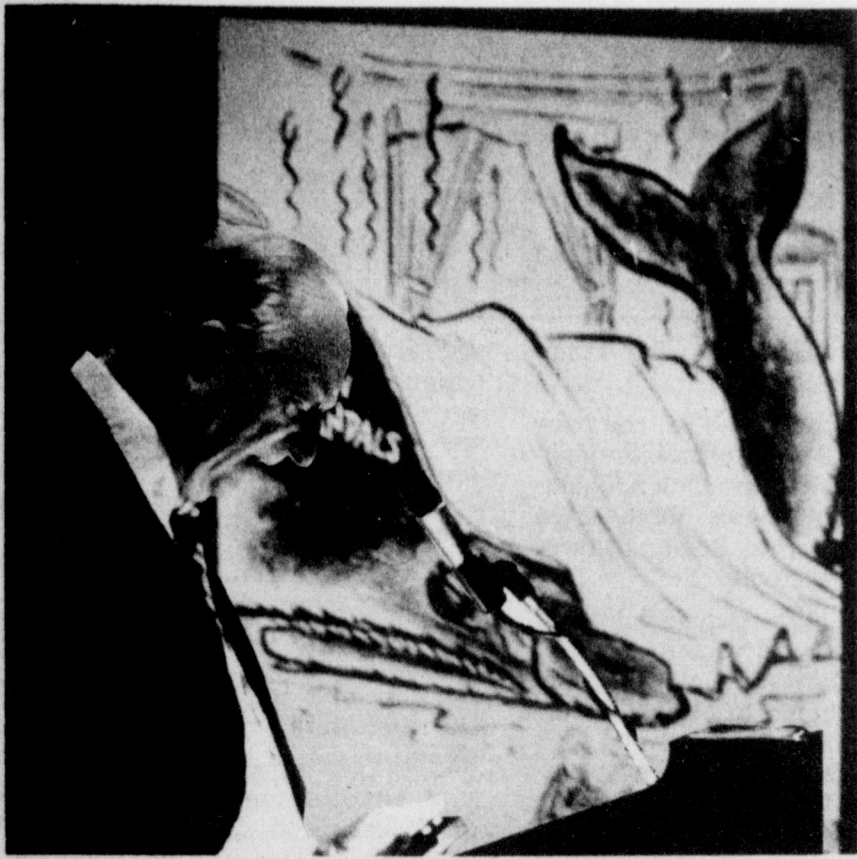
In response to Bartak's settlement with the paper, TNG agreed

to withdrawal of charges related to her firing, with the reservation that evidence in her case can be considered by the board as it considers the other portions the Guild's unfair labor practice charges against the Phoenix papers.

The charges stem from an organizing campaign in which editorial employees of the papers voted for Guild representation in 1978 and subsequent unsuccessful efforts to bargain an initial contract with papers' management.

As part of the settlement, Bartak agreed not to reveal its terms.

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.



JIM GRIFFIN/Federation of Guild Representatives

Herbloc: 'A member, not a guest'

Washington-Baltimore Guild member Herbert L. Block, who signs his editorial cartoons for the Washington Post and the Field Newspaper Syndicate as "Herbloc," gives guests at the local's annual Front Page Awards dinner a cartoonist's tour of recent U.S. presidential administrations. Upon being introduced as "a special guest" at the dinner, Block protested: "I'm not a guest, I'm a member . . . pay my dues regularly." He first joined in the earliest days of Local #1, Cleveland.

Senate censorship action praised

Toronto—TNG's International Executive Board, applauding a Senate vote to block implementation of a Reagan administration directive that would impose a system of lifelong censorship on government employees with high security clearances, called on the U.S. House of Representatives to take a similar action.

The Senate voted 56 to 34 Oct. 20 to prohibit the implementation of portions of the directive for a six-month period. Its action came in an amendment to a State Department authorization bill which then was sent to a House-Senate conference committee.

The amendment sponsored by Senators Charles McC. Mathias, Jr., (R-Md.) and Thomas F. Eagleton (D-Mo.) would temporarily prohibit the expansion of government censorship of former government officials. It would not affect an existing pre-publication review system in effect at the Central Intelligence Agency and the National Security Agency.

Mathias said the six-month delay was sought in order that Congress might hold hearings on the Reagan directive.

Reagan's March 11 directive would require some 100,000 federal employees with access to "sensitive compartmented information" to sign pledges never to write about or publicly discuss any intelligence information garnered through their government

employment without "prepublication" clearance.

"There can be no justification for a directive of such sweeping scope," the IEB said, pointing out that "any information concerning intelligence activities, sources or methods," would fall under government censorship.

Reagan's directive would make it "virtually impossible" for affected employees after terminating their government service to "work as news reporters or columnists in the areas of their expertise, as a number now do," the board pointed out.

It would "stifle both news cov-

erage and public debate" and would subject government employees to "a gag that only officials of this and subsequent administrations can, on a case-by-case basis, untie," the board pointed out.

Earlier, TNG had joined with the National Jewish Committee and others in the National Coalition Against Censorship in submitting a statement to the Senate Committee on Government Affairs protesting the Reagan directive as a critical threat to individuals, the press and the U.S. form of government. [Guild Reporter, Sept. 23.]

Reactions continue varied to Mondale votes

Reaction continued to be mixed to TNG representatives having voted in favor of the AFL-CIO's pre-primary endorsement of Walter F. Mondale to be the 1984 Democratic presidential candidate.

In one of the latest, delegates to the Great Lakes District Council's fall meeting Nov. 5-6 voted down a proposal that each council local sound out its membership's sentiments both on TNG's endorsing political candidates and taking positions on social issues.

The proposal, which also called for reports to TNG for its "future guidance or reference," was one of several expressions of reaction from both inside and outside the Guild to TNG's representatives actions at the AFL-CIO General Board meeting Oct. 1 and at the AFL-CIO convention immediately following [Guild Reporter, Oct. 14].

Ken Fisher, Pittsburgh council delegate, said his local is conducting just such a survey of its members. He and Charles Montague of Akron, who supported the proposal, said members were critical both of the fact of TNG's voting for the endorsement and of its doing so without a greater effort to sample members' sentiments.

Earlier, during review and discussion of the action during the

International Executive Board's fall meeting Oct. 23-27, TNG President Charles A. Perlik, Jr., again pointed out that the AFL-CIO's moving its general board meeting forward two months on short notice had precluded any effort at sampling membership sentiment except at great expense.

He also pointed out that since the furor over the IEB's convention-authorized endorsement of George McGovern's candidacy in 1972, TNG representatives had voted in the AFL-CIO General Board and at its conventions in both 1976 and 1980 for the federation's endorsements of presidential candidates.

Both the 1976 and 1980 endorsement votes were reported on Page 1 of the Guild Reporter and were met with "silence" both inside and outside the Guild, he noted.

The fact that the IEB was being polled on TNG participating in this year's AFL-CIO pre-primary endorsement was reported to all U.S. Guild locals in a letter on political action the first week in September and drew "no word of reaction" from any local, Perlik added.

TNG Vice President Richard M. Peery of Cleveland suggested members consider that the Guild "has had the luxury for nearly 50 years of not being much in-

cluded and making use of new technology."

Half-brothers Marshall Field V and Frederick W. Field, announced last April that they were dissolving their jointly owned Field Enterprises and putting its holdings, including the Sun-Times, up for sale.

A "contributing factor" in the decision to liquidate the company "was Frederick Field's desire to pursue his own interests," the company explained at the time the plan was announced.

At a news conference announcing the sale to Murdoch, Marshall Field said he would have preferred that the paper remain in local hands and that he would have been "willing to give up something to do that."

"To be perfectly frank, my brother felt that he wanted to maximize what he got for the paper. Our agreement is such that he has a perfect right to do that. So it took control out of my hands, and I don't want a big fight with him anyway," he explained.

In a letter to both Field brothers, excerpts of which were printed on the editorial page of the Sun-Times of Nov. 2, Murdoch said he planned no "substantial changes in the newspaper" and said he "would strive to maintain the newspaper's high standards and its reputation in the community."

In an effort to "strengthen the Sun-Times wherever we have the ability," Murdoch said that the new management would "be alert for opportunities to enlist our worldwide personnel and experience to assist the Sun-Times in covering the news, operating effi-

Murdoch tells Sun-Times unions purchase includes their contracts

Chicago — Rupert Murdoch, whose \$90-million bid will bring the Chicago Sun-Times and the Field Newspaper Syndicate into his News America Publishing Inc., has informed representatives of the unions representing Sun-Times employees that he will honor their contracts.

While the Chicago Guild's contract with the paper, covering some 300 editorial department employees runs through May 1985, the contracts of several unions are open, including those of the Teamsters and Typographical Union.

Murdoch won agreement on concessions and staff cuts from the unions representing employees of the Boston Herald before he took over ownership of that paper from the Hearst Corp. late last year. Unlike the Boston Herald, however—or the New York Post when Murdoch took it over in 1976—the Sun-Times is a profitable paper. For the 12 months ended Sept. 30, it had profits of \$3.3 million on revenue of \$161.4 million, according to a prospectus prepared in advance of the sale.

Announcement of the sale to

ciently and making use of new technology."

One of the initial goals will be to expand the Sunday paper, Murdoch said.

The Sun-Times' daily circulation as of March was 654,957, compared to a 760,000 daily circulation for the competing Chicago Tribune. On Sundays the Sun-Times' circulation was 688,970, compared to 1.1 million for the Tribune.

Despite Murdoch's assurances that the Sun-Times would "retain its own individual character," many editorial department employees were "nervous" about what the Murdoch version of the paper will look like, a Chicago Guild representative reported.

The Chicago Tribune quoted an unidentified reporter as summarizing staffers' reactions as ranging from "wait-and-see" to depression.

Daily circulation of the Boston Herald has reportedly risen from 235,000 at the time of the sale to Murdoch, to 320,000, with Sunday circulation of 275,000 up from 215,000, while the paper posted its first monthly profit in August, according to the Gallagher Report. Gallagher also cited a \$15-million pre-tax profit for the 12 months ended June 30 for News America, compared to a loss the prior year.

Murdoch's Australian holding company reported \$118 million in profits last year, with contributions from Murdoch properties in the U.S., Britain and in Australia.

Short work weeks

Washington—More than 27 percent of all Guild contracts on Aug. 1 provided work weeks of 35 hours or less, and more than 73 percent of the agreements called for work weeks of less than 40 hours, according to a study by TNG's Collective Bargaining Dept.

Members vote down petition for discharge

Washington—The membership of the Washington-Baltimore Guild has rejected by referendum a motion to terminate the local's employment of Dorothy Struzinski as its administrative officer.

Result of the membership-wide vote, tabulated Nov. 7, was 489 for termination and 726 against termination.

The referendum was held in response to a membership petition under the local's by-laws, which mandate a vote on a question supported by at least 50 members from at least three units.

The Wire Service Guild's executive committee, in keeping with a standing policy of the local, formally disassociated the local from TNG's endorsement vote. So did the Post unit of the Washington-Baltimore Guild and New York Guild members at the New York Times' Washington Bureau.

At least one columnist, however, said he has no problem with TNG representatives' voting for the endorsement. It should no more affect a journalist's evenhandedness in covering any candidate his or her union has endorsed than it would affect a plumber's fixing the plumbing in the home of a candidate his union has opposed, said conservative George F. Will.

New officers' seminar Feb. 17-20

Washington—TNG's annual residential seminar for new local officers again will be held over the Washington's Birthday holiday weekend, February 17-20, at the AFL-CIO's George Meany Center for Labor Studies in suburban Washington.

The seminar—Friday evening through noon Monday—is designed principally for new officers of smaller Guild locals without professional staff, and TNG again will subsidize, in part, room, board and travel expenses of one participant each from such locals.

The seminar also is open to local officers of only limited experience and other active local leaders, such as bargaining chairpersons, who are not officers as such, according to TNG's director of administrative operations, Ellis T. Baker. Full details will be sent to locals shortly.

How 'QWL' started—and works—at St. Paul

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evolved from its words. Here is the clause:

"It is agreed that if the Guild wishes to discuss matters of mutual interest which are related to employment but which are not alleged violations of this agreement, it may request in writing a meeting with the representatives of the publisher. Such request shall specify the subjects desired to be discussed by the Guild. On receipt of such request, management will arrange to hold a meeting at a mutually agreeable time and place. It is specifically agreed and understood that such meetings are consultative in nature."

Hardly a turning over of the boardroom keys to the Guild! The provision simply said: "When we want to talk, we'll talk." In fact, from a purely technical standpoint, the language provided nothing that the contract hadn't already established. For years, the grievance procedure allowed the Guild to take up "any matter affecting the relations of the employees and the publisher."

The significance and the substance of the 1976 agreement, however, went beyond the mere words of the new paragraph. The parties were saying to each other that the time had come in their relationship for workers and managers to simply talk to each other about that enormous common bond, the workplace.

More importantly, they were saying that in order for such talk to be productive they had to create a new structure; a structure that would be as free as possible—yet never totally free—of the adversarial nature inherent in conventional collective bargaining.

PUT ANOTHER WAY, the real meaning of the 1976 clause goes beyond its words. It goes to an attitude; an attitude that says there ought to be an ongoing dialogue between those who work. The words came in 1976. The attitude arrived later.

For more than five years, the Guild and management stumbled about in search of a way to get this new dimension of their relationship onto some solid footing. The Guild, soon after the 1976 agreement was made, formed Worker Participation Committees in the newsroom and in the circulation department. When the Guild encountered a problem that couldn't be dealt with through the contract, it evoked the new clause, requested a meeting, and discussed the issue in what came to be called a "Guild-Management Committee." Everything from low morale in the newsroom to increases in weekend scheduling in circulation was discussed.

But, in reality, these exercises were little more than grievance meetings. They were held only on an ad hoc basis, namely whenever the Guild had something to complain about. The system, in the early days, grew—quite naturally—out of the only relationship the parties knew anything about. Management acted. The Guild reacted. Management defended its actions. And everybody walked away shaking their heads, only to return for the next problem. Then the cycle would start again.

In other words, the parties obtained the language needed to create the system, but they lacked the attitude that would make the system work. From the late 1970s to the early 1980s, the worker participation program at the St. Paul newspapers simply faded into a prolonged stage of dormancy.

Three seemingly unrelated developments unfolded in the early 1980s that caused the parties to dust off their worker participation language. This time there was an attitude that gave

NON-NEWS GROUPS MOST ACTIVE

meaning to the words of the 1976 agreement.

First, a rapidly rising tide of discontent swept over the 200-member clerical workforce that is part of the Guild's St. Paul bargaining unit. The clerical employees grew tired of not being taken seriously and were fed up with being treated like children. They began publishing their own newsletter, a publication that was highly critical of the company's management. [Guild Reporter, June 18, 1982.] They held regular meetings and distributed leaflets critical of the company's treatment of women in general, and of clerical workers in particular.

At about the same time, the management philosophy of the company was undergoing a substantial but quiet change. It was moving from a traditional blend of authoritarianism and paternalism to what the newspaper's general manager would later call a "solid participative approach." So, when the clerical employees announced to the world that they were dissatisfied with their work environment, management, rather than responding defensively, came to the Guild and suggested that a joint labor-management communication program be established under the auspices of the 1976 agreement. Such a program was, in fact, created, and has been functioning for two years. It consists of a steering committee composed of about a dozen Guild and management representatives from the clerical and classified advertising departments, and two standing smaller subcommittees covering the clerical positions in the accounting and circulation departments. All three groups meet at least monthly and sometimes more often.

The third development came about with the appointment of a new executive editor. The new manager's style reflected the emerging approach of top management and his personality made for an easy fit with the concept of worker participation. As a result, a joint labor-management committee, composed of eight Guild members and six managers has been meeting regularly since the early part of 1983.

Those projects, and a similar program just getting off the ground with circulation district managers, means that at least five standing committees of union and management representatives are meeting on a regular basis to discuss a wide variety of issues related to nearly all aspects of the newspaper's operations. Tentative plans have been made to expand the program into other departments in 1984. As opposed to their earlier counterparts, these committees are cohesive task groups of employees and managers who meet regularly, not just whenever the Guild wants to gripe. Managers, as well as employees, bring issues into these sessions.

SO, NOW THAT they exist, just what is it that these committees do?

Unfortunately, there is no easy one-sentence answer to that question. It is easier, for starters, to identify what they do not do. They do not take up grievances. They do not negotiate contracts. They do not discuss anything related to traditional collective bargaining issues. And, they do not manage the enterprise.

Beyond that, there is little they cannot and have not done. The activities of these committees run the gamut on the QWL continuum, from productivity-oriented quality circle-type problem solving, to some fairly heavy encounter-group-type discussions of work

place problems. Here are a few examples:

✓ **Cleaning offices:** The company rents nine small zone offices throughout the city for its circulation operation. Each office houses about seven district managers, a home delivery manager and a secretary.

By default, the responsibility of keeping the offices clean fell upon the secretaries. They brought vacuum cleaners from home to clean the carpets. They cleaned the toilets and took out the garbage. This had a devastating impact on the secretaries' morale. They had been hired for their clerical abilities but ended up cleaning the toilets. If they declined to perform the janitorial duties, the offices remained dirty.

After several hours of discussion on this matter, the committee agreed to send a two-person team—one Guild member and one manager—on a tour of all the offices. The team returned with a detailed report, complete with photographs of the deteriorating conditions in many of the offices. The joint Guild-Management Committee, as a result of the team's investigation, recommended that the company hire an outside firm to clean the offices on a regular basis. [Guild Reporter, Feb. 11, 1983.] The recommendation was accepted.

✓ **Career advancement:** One of the most serious problems facing clerical workers is the lack of career advancement opportunities. After a lengthy discussion of this issue, the joint Guild-Management Committee drafted a survey designed to determine employee interest in career advancement programs. The committee is now in

the process of studying specific programs used by other companies in providing career counseling and internal advancement opportunities to employees. The committee hopes to make a recommendation on this matter sometime in 1984.

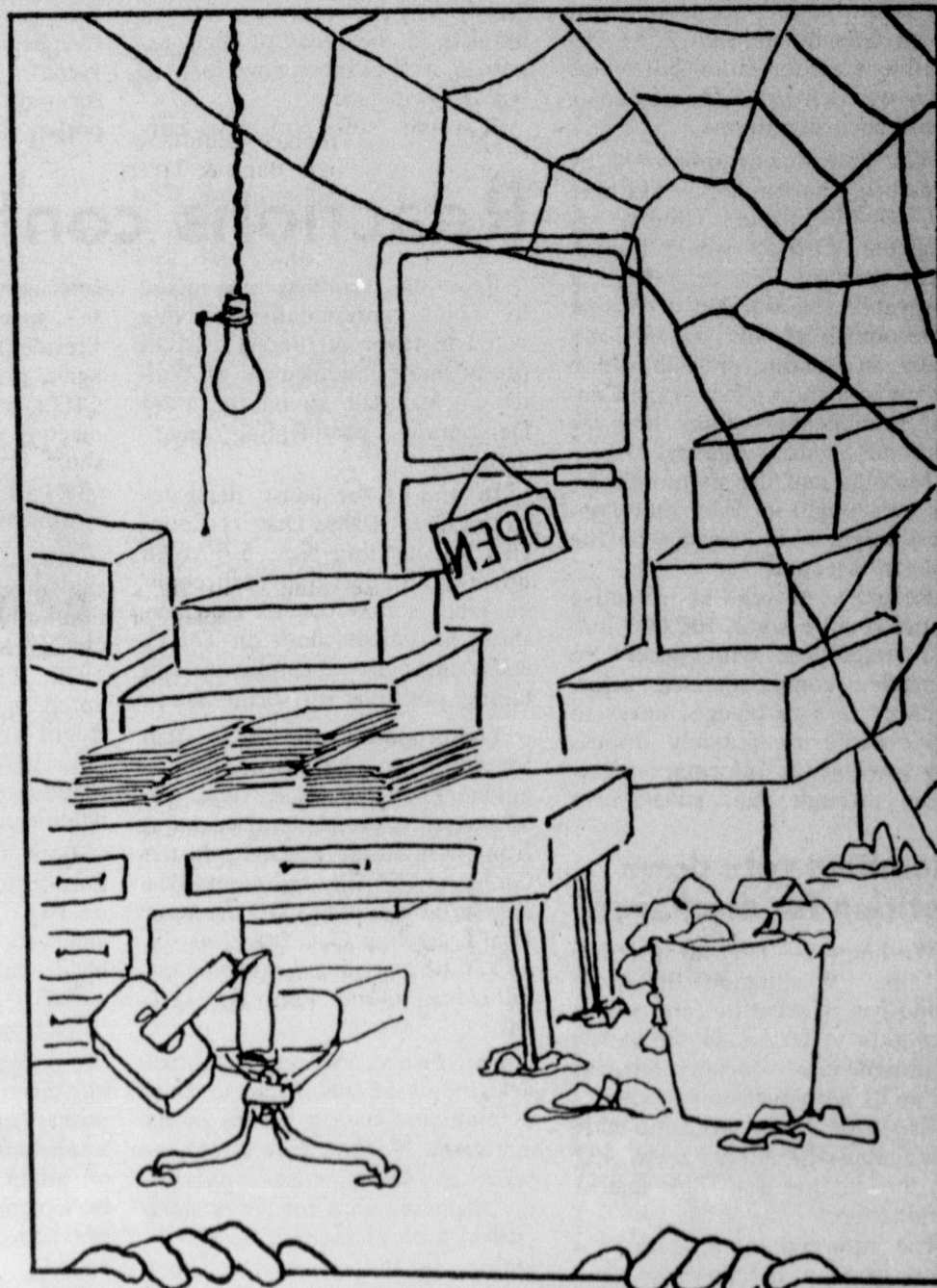
✓ **Job rotation:** A common complaint of many clerical employees is job boredom. Based on the recommendation of one of the joint committees, clerical employees in one division have started learning new jobs so that assignments can be rotated.

✓ **Drinking and VDTs:** After a soft drink had been spilled into a newly installed VDT on the circulation phone desk, the company adopted a policy of prohibiting these clerical workers from drinking at their desks. There was a protracted and stormy battle over this issue which, for the clerical workers, was symptomatic of a larger problem—the company simply didn't treat them as adults.

They argued, to no avail, that reporters and copy editors are allowed to have coffee and soft drinks at their desks.

They argued that, as telephone workers, their throats get dry and they need a frequent sip of pop or coffee.

Without the committee, this issue—like many before it—would have simply festered into oblivion with considerable residual fallout in the form of increased employee dissatisfaction. The joint Guild-Management Committee, however, applied problem-solving principles in search of a solution that would (a) address the employee's need to drink at their desks, and (b) protect the company's computer equipment from possible damage.



DEBBIE BROWN/Twin Cities Guild, "On the Line"

LOCAL PUBLICATION FEATURED REPORT ON 'QWL' COMMITTEE PROJECT

's dailies

After several meetings, the committee recommended that the clerks be allowed to drink beverages through spill-proof tumblers. The recommendation was accepted.

(This may appear as a simple or trivial problem with an obvious solution. The importance in this instance, however, was not so much the specific solution as the process itself. The fact that a formerly hostile group of managers and employees was able to sort things out and come up with a resolution acceptable to everyone was an important incentive for further projects.)

New Plant Consultation: Most of the committees are playing major roles in the planning of a new office building scheduled for occupation by spring of 1984. All of the new plans for the new building are being made by a committee of managers and employees. The employees are selected through the Guild-Management Committee, which will also be involved in making recommendations on the new facility.

Morale Problems: All of the committees, from time to time, have gotten into interpersonal communication problems that have plagued various departments. Some of these problems can be resolved by simply getting principals involved to state their views to the others in the group who can play a mediating role.

In one recent case, for example, a secretary complained that her boss regularly excludes her from staff meetings. A number of managers on the committee gave her suggestions on how to deal with the problem, and one of the managers took her boss to lunch for a chat about good employee relations. The lunch was a suggestion of a joint committee.

In another instance, the committee spent more than two hours listening to employees and supervisors complain about each other. At the committee's closing, that department now holds regular staff meetings in an attempt to diminish interpersonal brush fires before they spread.

Production issues: Most of the committees have dealt with numerous production questions similar to those of issues dealt with in quality circles. A number of ideas advanced by the joint committees have been adopted, resulting in the correction of minor irritations for employees and increased efficiency for the company.

TO CLAIM IS MADE here that the worker participation program at St. Paul Dispatch and Pioneer Press is any kind of OWL panacea or paradigm. As these programs go, the St. Paul experience is, perhaps, as high, as unsophisticated and as undeveloped as they come. Undoubtedly, we have broken rules we don't even know about. We did it without consultants and without any formal training. That's not to say we could have; it's just to say we did, because that was the only way we could do it.

Our point is that bi-partisan commitment to worker participation—or voice in the product, quality circles, TQM, or whatever name is in vogue this week—can, in time, be translated into benefits for both parties.

Those benefits don't lend themselves to any kind of precise measurement. You can't cost-out attitudes like you can hospitalization premiums or pension plans. You can, however, make observations. Among those observations in St. Paul is this: Employees feel better about their jobs and about themselves as a result of a program that allows them to participate with managers in matters that affect their work lives.

Scientists call for research on ELF

Ottawa—Extremely Low Frequency (ELF) radiation is known to produce biological effects at levels far lower than those generated by VDTs, scientists reported to a VDT conference here.

They and others at a two-day session on "Problems Associated with Video Display Terminals" recommended a multi-pronged research program by government and quasi-public agencies to throw more light on the question.

Dr Eldon Byrd, a physics scientist with the U.S. Naval Surface Weapons Center, said biological effects have been produced by radio frequency radiation 1,000 times lower than existing standards.

"We don't know" whether VDTs cause birth defects, whether they interact with brain tissue and whether they interact with "human biology" at all, Byrd said.

"We do know," however, that weak ELF fields alter the behavior of cells, tissues, hormone levels and cell chemistry, induce bone growth and destroy cells, he added.

Glen Rein of New York's Mount Sinai School of Medicine, a neurochemistry researcher, said ELF at frequencies and intensities "low enough to be characteristic of VDTs" has been shown to produce a number of effects involv-

ing the nervous system, including headaches.

A "positive-ion environment" characteristic of VDTs also has been shown to produce headaches, as well as such effects as reduced response time, he said.

And Chris Dodge of the Science Policy Research Division of the U.S. Library of Congress said that weak ELF fields have been shown to produce birth defects, leukemia, brain tumors and lung cancer in some occupational situations.

Both Byrd and Dodge recommended an interim occupational standard to govern VDT radiation until more information is obtained. Byrd, while emphasizing that "we don't know if VDTs cause severe health problems," urged deeper exploration into reported clusters of birth abnormalities among VDT operators, including other aspects of the VDT environment, and research involving laboratory animals.

In other recommendations at the conference's wrap-up session, Dodge urged comparative population studies involving VDT operators and nonoperators to explore possible ELF effects, urging that government agencies "accord highest priority" to this and other VDT research.

Both Byrd and Dodge called for more rapid development of

Prof: VDTs set off battle in brain

Ottawa—It's conflict between the two sides of the brain not bad ergonomics, visual difficulties or radiation, that's responsible for VDT operators' problems, according to Eric McLuhan, professor of communications at York University.

McLuhan, son of Marshall McLuhan, told a conference on VDT problems that the battle lines are drawn between the left side, "the alphabetic side," and the right, oriented toward images. The two clash when anyone sits down to feed words into a picture tube, he said.

McLuhan cited newspapers as an example of the conflict's results, saying news writing has become "more emotional" and typographical errors more profuse over the past two decades as a result of the use of VDTs.

"The VDT or the alphabet has to be changed or it has to go," he said. "We can't produce a human being who can operate with both without side effects."

visual display technology that could replace VDTs, such as gas-plasma and liquid-crystal units. These "cold-screen" devices would eliminate Very Low Frequency radiation, although some ELF radiation, the magnetic field, would remain, Byrd said.

Bob DeMatteo, occupational health and safety co-ordinator of the Ontario Public Service Employees Union, recommended that standards governing VDTs and the VDT workplace, covering both radiation and ergonomics, be enacted and that the Canadian Center for Occupational Health and Safety be funded to conduct research on the biological effects of VDT radio frequency radiation.

And Diana Roose, in charge of the VDT Hotline operated by 9 to 5, National Assn. of Working Women, recommended that "effective shields" against VLF radiation be installed inside VDTs.

She also urged that pregnant VDT users be given the right to transfer from their jobs without loss of pay and that other VDT problems be resolved by "serious and good-faith bargaining."

Earlier, at a conference workshop, Roose reported that eye problems, muscular strain and stress, in that order, were the principal problems reported by those calling the Hotline. Many also have complained of headaches, fatigue, insomnia and depression, she added.

At the workshop, David J.

Eisen, TNG research and information director, reported on results of the Guild/Mount Sinai study of VDT health effects, announced at a congressional hearing the previous week [Guild Reporter, Oct. 28].

Dodge earlier quoted from the report at length in citing the proliferation of VDT problems, and copies were available at the conference.

The Oct. 27-28 gathering was sponsored by the Planetary Assn. for Clean Energy, Inc. The Canadian Radiation Protection Bureau and the U.S. National Institute for Occupational Safety & Health and the National Center for Devices and Radiological Health all declined invitations to participate, Byrd reported.

Research council issues correction

Washington—The National Research Council has issued an "errata" sheet correcting errors in the report it issued in July on "Video Displays, Work and Vision."

The sheet corrects references in a report by David J. Eisen, TNG's director of research and information, on a study that showed greater instances of head, neck, arm, wrist, back and leg pains by New York Times VDT users than non-users.

The NRC report as issued said Eisen's study "showed mixed results."

Shift in investors ok'd for Commingled Fund

Toronto—As the trustees of TNG's Commingled Fund, TNG's International Executive Board at its fall meeting Oct. 25 replaced the Equitable Life Assurance Society with two other firms to manage a major portion of the pension fund's investments.

Equitable has been managing investment of about a third of the fund's \$30-million-plus assets.

Named to replace Equitable were the Wachovia Bank & Trust Co., for real estate investments, and M. D. Sass, for securities.

At the same time, the IEB voted to retain the investment management firm that has been handling the other major portion of the fund, Scudder, Stevens & Clark. It is managing just over 40 percent of the fund's assets.

TNG's Commingled Fund is a vehicle under which local pension plans covering 19 groups of Guild members are jointly administered by the Chase Manhattan Bank and the plans' funds are pooled for investment. The "commingling" is aimed at attaining the best possible investment return at the lowest possible administrative cost.

The IEB voted the change in the fund's investment management after examining the 10-year investment performance records of both Equitable and Scudder, Stevens & Clark. It also reviewed a summary of investment proposals from 10 other firms, including the Wachovia and S.D. Sass.

"In their respective investment sectors, Wachovia and Sass outperformed Equitable" and Scudder, Stevens & Clark's record also was "superior to that of Equitable in comparable areas of investment and compared favorably with the performance of the top managers in the survey," the IEB pointed out.

It ordered that Equitable's real estate account assets be trans-

ferred to the Wachovia and its other fund accounts be transferred to M.D. Sass.

New money available for investment is to be allocated 10 percent to the Wachovia and 45 percent each to Sass and Scudder, Stevens & Clark.

In a related action, the IEB also revised the "investment guidelines and objectives" of the Commingled Fund by increasing to 55 percent, from 40 percent, the amount of assets any investment manager may invest in equities, i.e. common stocks or securities convertible into common stock.



DENIS WOLCOTT/Battle Creek Guild

Great Lakes express

Delegates to the Great Lakes District Council pose with the van in which six locals' representatives "pooled" to make the trip to and from Battle Creek, Mich., for the council's fall meeting Nov. 5-6. Pictured, from left: Pat

Ryan of Buffalo, Pat Smith of Terre Haute, Bill Buchanan and Carol Przybyszewski of Erie, Marie Shellock of Youngstown and Howard Burkhardt of Toledo. Charles Montague of Akron missed the photo opportunity.

Income tops outgo for first 6 months

Toronto — Income exceeded outgo for TNG's General Fund and for its Defense Fund during the first six months of the union's current fiscal year, the International Executive Board's Finance Committee reported during the board's fall meeting here.

General (operating) Fund income for six months ended Sept. 30 totalled \$1,489,077 while expenses of \$1,376,555 were \$112,522 less than income.

Defense Fund income for the same six months totalled \$378,478 and exceeded expenses of \$337,527 by \$40,951.

For the Oct.-Dec. fiscal quarter, the IEB approved a General Fund expense budget of \$734,884, which is \$5,825 more than expenses incurred during the quarter ended Sept. 30.

The six-month General Fund surplus was the product of a \$49,803 excess of income over expenses in the first quarter, April through June, and a \$62,719 second-quarter surplus, the Finance Committee reported.

Second-quarter income was nearly \$100,000 more than first-quarter receipts as July-Sept. regular-member per capita payments increased to 29,071, up 2,935 from the first quarter, "principally a result of catchup payments from locals which were late with their first-quarter obligations," the committee reported.

The increase in the Defense Fund's net worth over the six months — to \$5,267,427 as of Sept. 30 — was the net result of July-Sept. income exceeding expenses by \$52,005 and April-June expenses exceeding income by \$11,054.

Sole liability of the Defense Fund at the end of September was \$97,183 owed the General Fund, principally for the accumulated cost of salaries and expenses of TNG staff assigned to strikes and lockouts.

Upon recommendation of its Finance Committee, the IEB also voted to make several contributions: \$300 to the Labour College of Canada; \$100 each to the United Way of Canada in Ottawa and to the United Way in Washington; \$250 to the Student Press Law Center; and \$150 to renew

TNG's membership in the American Civil Liberties Union.

Upon recommendation of its Research & Information Committee, concurred in by the Finance Committee, the IEB also voted to increase TNG's annual contribution to the Irving Leuchter Memorial Scholarship to the Harvard Trade Union Program by \$500, to a total of \$2,000 a year effective Jan. 1.

Also, in keeping with a recommendation by its R&I Committee, the IEB voted a total of \$529 from the Defense Fund to state AFL-CIO federations in Alabama, Louisiana and Kentucky to assist efforts to repeal so-called "right-to-work" laws in the first two and to avert enactment of one in the latter.

Upon recommendation of its Human Rights Committee, the board approved contributions of \$150 to the NAACP, \$75 each to the Southern Poverty Law Center and to its Emergency Building and Security Fund, plus \$50 to the League of Women Voters Education Fund.

In addition, the IEB approved a new one-year contract between TNG and Office & Professional Employees Local 2, which represents TNG's clerical staff, and a merit-pay increase of \$15 a week for International Representative Leo Ducharme and a \$15.59 a week increase for David J. Eisen, director of re-



Research resources

Annie Best, Washington-Baltimore Guild secretary, center, discusses bargaining information sources and reference tools with delegates to the joint meeting of the Southern and Middle Atlantic District Councils of Guild locals in Washington Nov. 5. She and Melissa

Merson, Washington-Baltimore vice president, seated right, also outlined to delegates research and information services and publications available from their employer, the Bureau of National Affairs, the continent's only organized financial/legal reporting firm.

search and information to equalize his pay rate with that of the editor of the Guild Reporter.

TNG President Charles A. Perlik, Jr., said that the two "ought to be equalized" since both now are reporting directly to Perlik as Ellis T. Baker, director of administrative operations, undertakes some special projects as he moves toward retirement in 1985.

Unit ratifies contract with Washington Post

Washington—Members of the Washington-Baltimore Guild unit at the Washington Post have ratified a new four-year contract with the daily, replacing one that expired in July 1982.

The new agreement, ratified by a vote of 150 to 24, is similar to a proposal the unit rejected by a seven to one margin at a meeting early in September that drew about twice as many members.

A key change in the proposal, ratified Nov. 2, is addition of a provision for a cost-of-living adjustment in July 1985, the start of the agreement's fourth year.

Following the September rejection of what the company had called its "final offer," the Post had declared bargaining at an "impasse" and implemented portions of its wage and benefit proposal. The company also had "terminated" its agreement with the Guild under a provision in the expired contract that permitted either party to do so 30 days after its expiration date.

The Guild then filed charges with the National Labor Relations Board alleging that the company had acted illegally in declaring the impasse and implementing portions of its offer.

The bargaining committee recommended membership ratification of the contract after the company agreed to add the cost-of-living clause and agreed to pay the 1983 portion of the increase, implemented in September, retroactive to the contract's July anniversary date.

In a bulletin recommending acceptance, the committee called the proposal "an honorable settlement of a bad situation," and noted that it would restore "important contractual protections," including arbitration of grievances.

After declaring the contract "terminated," the company had refused to arbitrate one discharge grievance and had fired three other employees, unit leaders reported.

The contract raises the top minimum for key advertising, editorial and data processing employees by \$107.35, to \$644.35, over its four-year term.

Thirty-five dollars of the \$107.35—for reporters, photographers, outside advertising salespersons, artists and data processing programmer-analysts — was paid retroactive to July 12, 1982, and \$24.50 from July 11, 1983.

A further increase of \$24.25 is due on July 9, 1984, and \$23.60 on July 8, 1985.

Also in 1985, salaries will be adjusted by up to four percent if the Consumer Price Index is more than six percent higher than the year before, with salaries rising by the same percentage that the CPI increase exceeds six percent.

The agreement, worked out in talks that spanned 18 months, also includes a change in the pension formula that the Guild committee said will provide "a substantial improvement" in benefits, and adds a tax-deferred savings plan under which the company will match an employee's payments up to an amount equal to 2.5 percent of the employee's earnings.

The agreement calls for the company to have video display terminals tested for radiation emissions twice a year. It also provides for company-paid eye examinations for employees operating the terminals or microfiche viewers, with repeat examinations for users who experience visual difficulties.

The company also will pay for the cost of glasses needed for work on a terminal or microfiche viewer.

Provisions for unpaid maternity leave of up to six months and unpaid paternity leave of up to 10 days are extended to employees adopting children.

The company is to pay 75 percent of the health insurance premium for part-time employees working 30 hours or more a week.

General increases over the term range from \$66.10 to \$143.85, the latter for an employee who had been paid more than \$755.50 a week.

The top minimum for classified telephone salespersons is raised by \$75.85, to \$431.85 a week, and that for copy aides is raised by \$45.75, to \$274.

Locals surveyed on contest

Washington—TNG is surveying Guild locals for suggestions on how it might enhance participation in the David S. Schick Memorial Award competition for Guild locals' publications.

Local presidents, administrative officers and local editors have been asked to respond to a questionnaire seeking information on why more local publications have not entered the contest and what changes might be made to encourage participation.

The questionnaires were distributed on recommendation of TNG's International Executive Board. The board, during its fall meeting, recommended the questionnaire as "a final attempt" to

determine if there "is any feasible way" to continue the Schick Award competition.

A declining number of entries in the previous few years led the IEB to suspend last year's Schick competition, but it delayed a final decision on its future pending the outcome of talks on the possibility of merger of TNG and the International Typographical Union.

The contest was established in memory of the late administrative officer of the Philadelphia Guild, a onetime union-publication editor, and is financed with interest from a fund established by unions and Schick family members.



San Jose writer resents endorsing any candidate

BERKLEY, CALIF.

Editor:

I vehemently resent the Guild endorsing any political candidate, whether Democrat, Republican, Communist, striped, polka-dotted or independent.

First of all, the endorsement as made recently for one of the 1984 presidential hopefuls is contrary to the democratic process; this is a very significant matter of record on which the full membership should be polled.

Secondly, I have serious doubts whether journalists allegedly with open minds and no bias should ever go publicly on record on such partisan political matters.

I propose therefore a referendum for the Guild to vote on, as follows: No endorsement of

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.

any candidate for partisan political office, or of any political party, is to be made by the Guild except by a previous concurring vote of its full membership.

In the meantime I disavow every partisan political endorsement present and future made in our names by the Guild and/or its president, and suggest Guild members reflect on the implications of the status quo on their objectivity.

PAUL HERTELENDY
Mercury News unit
San Jose Guild

IEB issues report on delinquencies

In keeping with a directive by TNG's 1983 Convention, the IEB reported that the following locals were delinquent in the payment of per-capitas to TNG as of Oct. 1:

Local	Arrears	Amount
Battle Creek	2 mos.	\$ 192.80
Canadian Wire		
Service	1 mo.	7,654.16
Chicago	1 mo.	5,003.16
Columbus	1 mo.	7,371.00
Denver	1 mo.	5,569.24
Detroit	1 mo.	9,562.88
Eugene	2 mos.	1,349.60
Gary	1 mo.	636.24
Indianapolis	6 mos.	623.70
Lansing	1 mo.	347.04
Lynn	1 mo.	298.84
Madison	2 mos.	38.56
Memphis	1 mo.	3,576.44
New York	3 mos.	147,000.00
Northern		
Ontario	1 mo.	250.64
Peoria	1 mo.	1,060.40
Puerto Rico	1 mo.	10,131.64
San Antonio	1 mo.	771.20
Twin Cities	1 mo.	8,001.20
Victoria	2 mos.	2,969.12
Wire Service	8 mos.	100,809.48
Youngstown	1 mo.	1,041.12

The delinquencies among the 22 locals added up to a total of \$314,258.46. Secretary-Treasurer Charles Dale reported, Payments were received from Battle Creek and seven of the locals one month in arrears after Oct. 1.

Guild is batting .600 on dismissal arbitrations

By James H. Griffin

TNG Bargaining Assistant

"NO GROUNDS for discharge here . . .," said the arbitrator.

"The publisher chose to discharge (the grievant) despite the fact that he had an unblemished record, save for an oral reprimand, over the course of 11 years of service with the publisher and despite the fact that he performed his job well.

"The publisher gave no recognition to the widely recognized principle of progressive discipline in the action it took, and the record suggests that it was not much interested in (the grievant's) version of events.

"In short, this record does not support the claim that the publisher made a dispassionate, non-discriminatory decision with regard to the discharge of (the grievant) nor does it support the claim that (the grievant) committed any dischargeable offense."

It would be difficult—if not impossible—to convince the grievant in the arbitration award quoted above that the need for unions has passed, or that what the American Newspaper Publishers Assn. calls a "positive discipline" program would have solved his problem.

Pilots vote strike levy

Washington — The membership of the Air Line Pilots Assn. has voted by 77 percent to assess itself monthly amounts ranging from \$23 to \$352 to fund benefits for pilots striking Continental Airlines.

The Continental strikers are receiving benefits of \$3,800 a month, about the same as Continental is paying pilots working for it after it declared bankruptcy, voided its ALPA contract and re-opened for business in October, ALPA said.

A recent article in "presstime," the ANPA publication, expressed "a growing concern" that "there is growing awareness among the approximately 75 percent of all private-sector employees who are nonunion that they are not accorded the same protection from arbitrary firings as their unionized counterparts."

As an alternative, the ANPA touts "positive discipline," a concept incorporating progressive discipline (discipline in progressive stages) and employee participation in the discipline process. The employee relations manager at the Dallas Times Herald boasts that with their disciplinary program "the employee has really discharged himself."

The cure seems worse than the

disease. Additional confirmation of the importance of strong union grievance and arbitration procedures can be found in an analysis of arbitrator's decisions in TNG's recently published Arbitration Index 1958-1982.

PRESUMABLY, a decreasing need for unions and the introduction of "positive discipline" would be reflected in a reduction in dismissal arbitrations and a decline in the Guild's effectiveness in overturning management's exercise of authority.

Dismissals, however, continue to be the leading source of arbitrations. Over the 25-year period and 1,100 awards indexed, 348 arbitrations—or 31.6 percent—involved dismissals. Many other

arbitrations involved milder forms of discipline.

An American Arbitration Assn. analysis of approximately 2,000 arbitration awards indicates that the Guild's experience is not atypical. Discipline and discharge issues were found to be those most frequently arbitrated.

The Guild has an even .600 batting average in arbitrating dismissals. The average was compiled over 18 years of arbitrating cases employers were confident enough to defend beyond the grievance stage (success rate figures are not available for years prior to 1965).

Of course, the Guild does not pursue all grievances to arbitration, nor all complaints to formal grievance. Informal dispute reso-

lution is the goal of any system of grievance; the possibility of arbitration is often the incentive for a prompt settlement.

The Guild's rate of success has increased and leveled off near 70 percent over the past five years. In 1978, the rate of reinstatement was 55 percent; in 1979, 61.1 percent; in 1980, 66.7 percent; in 1981, 71.4 percent; and in 1982, 69.6 percent.

THIS SUCCESS rate compares favorably with generally acknowledged arbitration trends. As "presstime" put it: "employers and employees alike recognize that historically a large number—estimated at more than 50 percent—of all discharge decisions taken to arbitration are subsequently overturned or reduced."

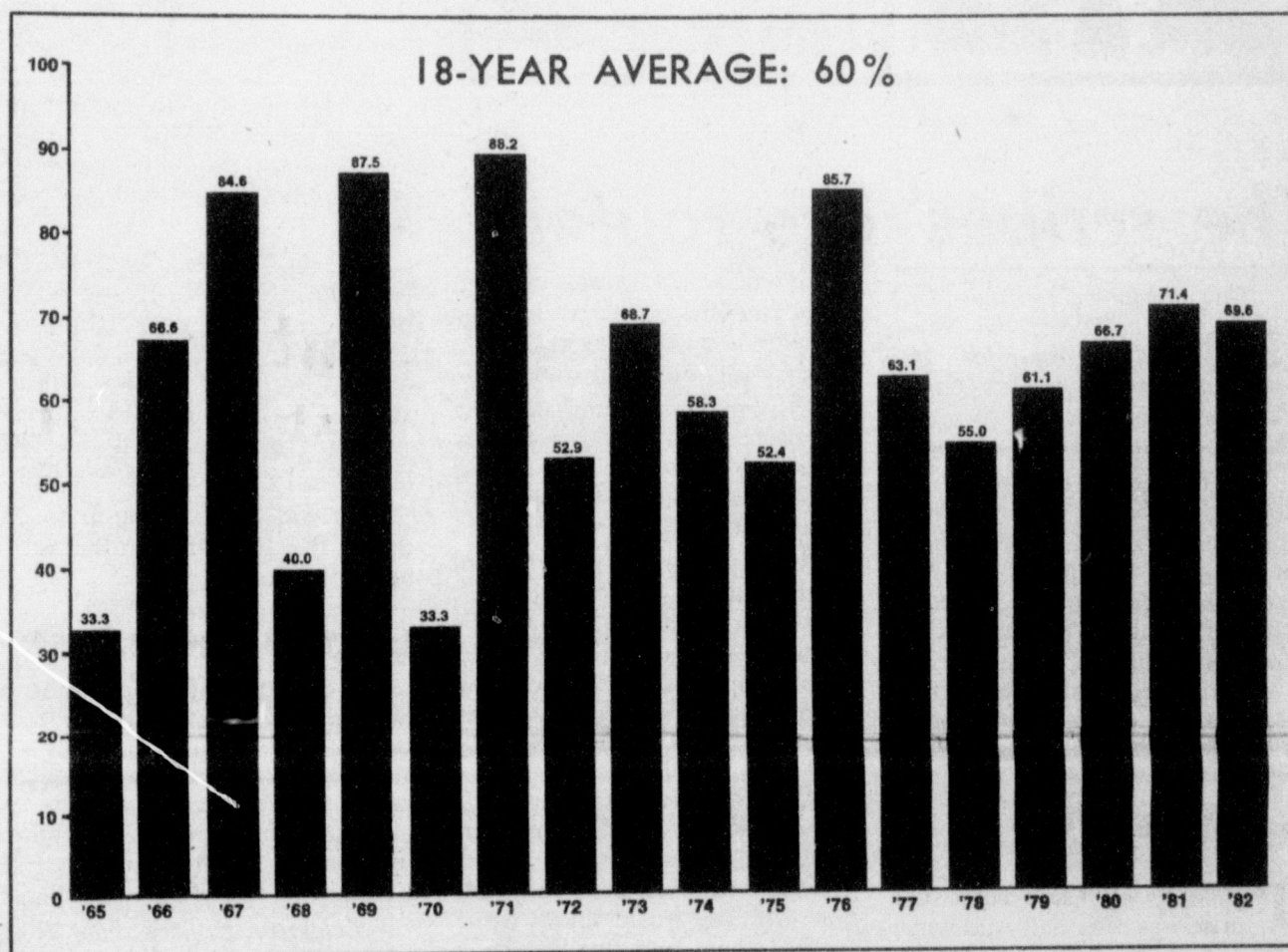
Arbitration is virtually an exclusive feature of union contracts, so even a 50 percent success rate is 100 percent better than the protection guaranteed the nonunion worker.

Only impartial arbitration enforced by a strong union can guarantee employees a fair hearing of their grievances. There is nothing positive about the unilateral imposition of discipline.

Shift differential upheld by arbiter

San Jose—A minimum guarantee of \$2 per shift extra for employees who work temporarily in a higher classification under the San Jose Guild's contract with Knight-Ridder's Mercury and News cannot be prorated if an employee works less than a full shift in the higher job, an arbitrator has ruled.

The contract is not ambiguous, it means what it says, arbitrator Patrick J. Boner said, rejecting company arguments to the contrary. To uphold the company's position that the \$2 could be prorated "would require that I add words to those presently there," he said.



GUILD'S BATTING AVERAGE IN ARBITRATING DISMISSAL CASES

Bar graph records the Guild's percentage of arbitration victories in each of the last 18 years in cases where it sought an employee's reinstatement.

Average reporter top minimum tops \$500

THE AVERAGE top minimum for reporters and photographers on daily newspapers and major wire services under Guild contracts in the United States, Canada and Puerto Rico as of Oct. 1 was \$507.07 a week, according to data from TNG's Collective Bargaining Dept.

In 49 of the 125 contracts, or 39 percent of them, the top minimum exceeded \$550 a week. In 22 of the contracts the top minimum was \$600 a week or more, while in five contracts it was more than \$700 a week.

The \$507.07 average is \$27.55 higher than it was a year ago, on Oct. 1, 1982.

Listed here in descending order, are the top minimums as of Oct. 1, 1983. The results of settlements since Oct. 1 and deferred increases effective in the interim are not included.

Minimum After	Minimum After	Minimum After	Minimum After
New York Times\$766.97—2 yrs.	Santa Rosa Press Democrat 582.28—6 yrs.	Erie News and Times 489.50—5 yrs.	Knoxville News-Sentinel 418.00—4 yrs.
New York News 722.26—6 yrs.	Akron Beacon Journal 580.00—4 yrs.	Portland Press Herald and Express 489.00—4 yrs.	Pueblo Chieftain and Star-Journal 415.00—5 yrs.
Montreal Gazette 711.15—4 yrs.	Honolulu Advertiser 575.50—5 yrs.	Joliet-Herald-News 487.40—4 yrs.	Kingston Daily Freeman 410.45—4 yrs.
New York Post 711.15—4 yrs.	Honolulu Star-Bulletin 575.50—5 yrs.	Pottstown Mercury 486.16—5 yrs.	San Antonio Light 409.74—5 yrs.
Vancouver Sun and Province 701.54—5 yrs.	Toledo Blade 575.20—4 yrs.	Youngstown Vindicator 486.00—5 yrs.	Tonawanda News 408.75—4 yrs.
Chicago Sun-Times 697.86—5 yrs.	Cleveland Plain Dealer 573.95—4 yrs.	Pawtucket Times 477.65—4 yrs.	Waterbury Republican and American 405.04—4 yrs.
United Press Canada 642.00—5 yrs.	Toronto Globe & Mail 570.33—5 yrs.	Salem News 471.72—4 yrs.	Norristown Herald 402.80—5 yrs.
Reuters (Canada) 641.44—5 yrs.	Providence Journal and Bulletin 567.50—4 yrs.	Sheboygan Press 470.61—4 yrs.	Sioux City Journal 402.73—4 yrs.
Minneapolis Star & Tribune 637.00—5 yrs.	New Westminster Columbian 562.62—5 yrs.	Sudbury Star 467.10—6 yrs.	Woonsocket Call 400.71—5 yrs.
St. Paul Dispatch and Pioneer Press 637.00—5 yrs.	Washington Post 557.00—4 yrs.	Lansing State Journal 464.20—5 yrs.	Yakima Herald-Republic 397.25—4 yrs.
Victoria Times-Colonist 634.66—5 yrs.	Detroit News 552.44—4 yrs.	Allentown Call 462.38—3 1/2 yrs.	York Daily Record 394.25—5 yrs.
Canadian Press 625.79—5 yrs.	Detroit Free Press 550.74—4 yrs.	Lynn Item 459.15—4 yrs.	Lexington Herald-Leader 385.00—4 yrs.
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Sacramento Bee 613.17—6 yrs.	Long Beach Press-Telegram 540.96—5 yrs.	Oshawa Times 455.68—4 1/2 yrs.	San Juan Star 371.00—5 yrs.
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Ottawa Citizen 600.42—5 yrs.	Delaware County Times 523.99—5 yrs.	Malden News, Medford Mercury and Melrose News 436.75—3 yrs.	Monessen Valley Independent 331.00—5 yrs.
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Stockton Record 597.00—6 yrs.	Columbus Citizen-Journal 517.00—5 yrs.	Duluth News-Tribune & Herald 435.00—5 yrs.	Norfolk Virginian-Pilot 320.00—4 1/2 yrs.
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Seattle Times 592.60—5 yrs.	Bakersfield Californian 504.41—5 yrs.	New Brunswick Home News 425.75—4 yrs.	Morgantown Dominion-Post 284.83—4 yrs.
Denver Post 591.00—5 yrs.	Maul News 498.20—5 yrs.	Canton Resolatory 422.86—5 yrs.	
Denver Rocky Mountain News 591.00—5 yrs.	Manchester Union Leader 495.25—3 yrs.		
Tacoma News-Tribune 587.60—5 yrs.	Indianapolis Star and News 493.95—6 yrs.		
Richmond Independent and Berkeley Gazette 587.28—6 yrs.	Fall River Herald-News 491.96—4 yrs.		
Pittsburgh Post-Gazette 585.00—4 yrs.	Hilo: Hawaii Tribune-Herald 491.41—5 yrs.		
Associated Press 583.50—5 yrs.	Waukegan News-Sun 491.25—5 yrs.		
Oakland Tribune 582.28—6 yrs.			
San Francisco Chronicle and Examiner 582.28—6 yrs.			
San Jose Mercury-News 582.28—6 yrs.			
San Mateo Times & News Leader 582.28—6 yrs.			

1 Top minimum applies in AP bureaus in 18 cities, including Baltimore, Philadelphia, Minneapolis and Honolulu. Top minimum in three other cities and at AP Radio is \$10 higher; in four others it is \$5 higher, while in 28 cities it is \$5 lower and in 74 others it is \$10 lower.

2 Lower of two reporter minimums for those hired since 8-18-80. Higher of the two is \$630.57. Corresponding minimums for those hired before are \$568.84 and \$636.96.

Editorial

'Us vs. Them' revisited?

It is just that portion of the citizenry which once was labelled "nattering nabobs of negativism" by a U.S. vice president which sees in the Reagan administration ominous threats to First Amendment freedoms, right?

Measure that "truth" against the following:

"The same vicious virus that infected the Nixon White House and caused its ruin is now raging through the Reagan administration."

"The press is the enemy," Mr. Nixon used to say. That contempt and hatred for an unelected elite led to the bunker mentality of 'Us against Them,' and then to an obsession with leaks and the excesses of Watergate. The same baleful mood permeates the White House and the Pentagon today. . . . "To defeat 'Them,' he [President Reagan] has directed a campaign now reaching crescendo: . . ."

That is the lede of a column in the New York Times of Oct. 30 by William Safire, once an aide to Nixon in the White House.

It has the tone of sorrow and warning as much as anger—the tone of a person who does not want to have to witness again the disintegration of a leader he wants to be able to follow.

Safire ticks off Reagan's crescendoing campaign against the press: His lie detector order "to frighten government officials away from reporters." His order that all government officials sign lifetime pledges to submit future writings for prepublication clearance, which Safire calls an "attempted rape of the First Amendment."

And more: "Seeking to gut the Freedom of Information Act . . . requiring all White House officials to report to a central authority before returning calls from reporters . . . undermining the tradition of regular press conferences . . ." dictating that coverage of the Grenada invasion—which invasion Safire says "I favor and applaud"—be handled exclusively by Pentagon press agents.

"The excuses given for this communications power grab," Safire labels serially "false," "absurd," "an insult" and more.

The full Safire column is recommended reading for any who doubt the Reagan administration's designs on our First Amendment freedoms.

Quote . . . close quote

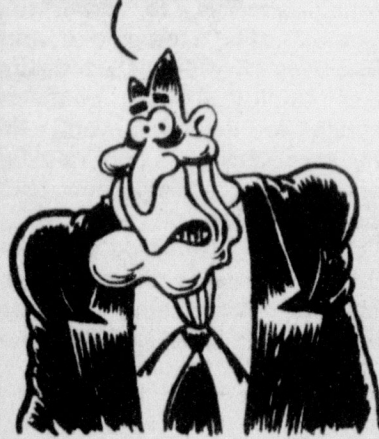
"It is our conviction that accurate, objective information is necessary to the preservation of democracy and freedom. While there are those in the world who would have the press be an instrument of government policy in a new information order, you and your colleagues may be assured of our support in working against restrictions on the right of journalists to report events and information as they see fit, free of authoritarian restrictions and official or ideological guidelines."

—Telegram from Ronald Reagan to the Foreign Press Assn. in New York; sent the day U.S. armed forces launched the "off-the-record war" in Grenada.

REMEMBER WHEN I SHOWED YOU OUR SPY PLANES' PHOTOS OF THE AIRSTRIP IN GRENADA?



REMEMBER WHEN I SAID IT WOULD BE USED FOR MILITARY PURPOSES?



WELL...



VISIONS OF 'V-M DAY'

Grenada: 'The scribes' are routed

By Russell Baker

IT HAD BEEN a long time since the United States had won a big one. You had to go all the way back to May of 1945, when the nation celebrated V-E Day, and to August of that year for V-J Day to remember a really big one.

The briefer at the Pentagon studied the tense faces confronting him. "Gentlemen," he said, "it's been a long time since we won a big one. Some of you weren't even born then. You probably don't know what winning a big one feels like."

He savored their mounting excitement. "This time, gentlemen, we are going for the big one."

"It's the Russians," someone whispered. "I'm going to sneak out and say goodbye to my wife and kids."

"Not the Russians," said the briefer. "But an enemy just as devious and just as mean. Observe the target area—"

He pulled down a wall map. It showed an island. The map said "Grenada." The room exploded in catcalls.

"Nobody's going to turn out for a big V-G Day celebration about beating a two-bit island," said a rear admiral.

"QUITE RIGHT, gentlemen." The briefer smiled. "But suppose I told you that on this raggedy clump of hills and beaches, we are going to humiliate one of the most arrogant powers in the world today—"

"You don't mean—?"

"Yes, gentlemen, I do mean—the American press. Or to use the word more familiar to those of you who grew up on Soupy Sales—the media."



International Executive Board, winter meeting, Jan. 23-26, TNG headquarters, Washington.

Western District Council, winter meeting, Jan. 28-29, Sacramento.

Midwest District Council, winter meeting, Feb. 4-5 (tentative), Chicago.

Middle-Atlantic District Council, winter meeting, Feb. 4-5, Philadelphia.

Great Lakes District Council, winter meeting, Feb. 4-5, Erie, Pa.

TNG residential seminar for new local officers, Feb. 17-20, George Meany Center for Labor Studies, Silver Spring, Md. (Suburban Washington.)

Southern District Council, winter meeting, March 17-18, San Antonio.

International Executive Board, spring meeting, April 16-20, TNG headquarters, Washington.

This "observer" column by Baker, a member of the New York Guild, is reprinted by permission from the New York Times of Nov. 2.

The temperature dropped 10 degrees as chills ran up every spine in the room. They thought of the glory that might follow a crushing defeat of the media. They thought of the wild V-M Day celebration in Times Square—cheering presidents, both former and present, beaming happily from the statue of Father Duffy. Bureaucrats intoxicated with joy seizing and kissing beautiful female lobbyists.

THE BRIEFING began. Total surprise was essential. And what would surprise the media more than an assault on Grenada? The president would go on television after it began to explain that the attack was necessary to rid the island of "thugs."

Interruption from a State Dept. man: "I hope this doesn't mean a radical new policy of military action to rid the Caribbean of thugs. It would make a lot of our thugs down there very cross."

"This Grenada bunch is their thugs," said the briefer. "Our thugs have nothing to worry about. Now, let's look at the dispositions of the media."

Most would be asleep in Washington, hopelessly remote from the battlefield. Scattered elements, however, could be expected to try to converge on the assault from nearby vacation islands. The Navy's task was to repel those who tried to reach the beach by sea.

Some would surely get through to the island on small planes. Army and Marine units were to isolate them from communications facilities, place them in custody and hurl them back upon neighboring islands.

"The goal is total victory," said the briefer. "That means not one word about our operations on Grenada must be allowed to

reach the world except the officially authorized word of the United States government."

"The media will be very angry about such humiliation," said an Air Force general. "Suppose they get angry enough to start asking how much money we spend for rugs in our offices."

"Victory over the media is not to the timid," said the briefer. "Let them froth and fume. In the immortal words of Gamal Abdel Nasser, spoken to France and Britain after seizing the Suez Canal, 'Let them choke on this their own frustration.'"

"Question," said a general. "If we defeat the media so overwhelmingly that they are totally powerless to reach their audience, how will the world know we've crushed them and finally won a big one?"

"Official government workers will issue press statements for worldwide publication," said the briefer.

"But nobody believes a government handout," said the general. And then, looking around: "Anybody here believe what he reads in official government handouts?"

Silence ensued. "Get on the team, men," said the briefer. "Even if we don't get credit for clobbering the media, we'll rid this splendid island of thugs."

THE GOVERNMENT handout should emphasize that those thugs are bad thugs, not good thugs like ours," said the State Dept. man.

Fortunately for the government, the media, in their usual fashion of wallowing in bad news, reported their own humiliating defeat. It is the only story out of Grenada that everyone accepts as truth unvarnished. The rest of it, as reported by government handout, will be scanned as suspiciously as an issue of Pravda until everybody's attention span for Caribbean adventure expires in a week or two.

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Gary petitions for advertising unit

Gary, Ind. — The Gary Guild petitioned the National Labor Relations Board Oct. 26 for certification as bargaining representative for some 50 advertising department employees of Knight-Ridder's Gary Post-Tribune.

50-plus have applied for Guild membership and designated it their bargaining representative, the local reported.

The Gary Guild has represented the paper's editorial employees since 1942 and its maintenance employees since 1960.

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., #835, Washington, D.C. 20005. Publication #231580.

ISSN: 0017-5404

Vol. L, No. 20

November 11, 1983

The Newspaper Guild

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

Area Code 202-296-2990

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