

Crises loom at N.Y. Post, 4 Canadian dailies

Bargaining for Guild contracts was reaching or moving toward crisis stage early in March at five daily newspapers employing a total of more than 1,600 persons in Guild jurisdiction.

Involved were the New York Guild's 430-member unit at Rupert Murdoch's New York Post, the Victoria Guild's 180-member unit at Thomson's Times-Colonist, the Vancouver-New Westminster Guild's 950 members at Southam's Sun and Province and the fledgling Windsor Guild's 120-member units at Southam's Star.

In Victoria, where the contracts of the Guild, Typographical and Pressmen's unions expired Dec. 1, members of each of the jointly bargaining unions voted their leaderships authority to call a strike after they reported no progress through mid-February in talks that began in November.

Post strike-vote talks are waiting for the availability of a mediator to coincide with that of the publisher's representatives, reported Victoria Guild President Joe Ravick. Sole issue discussed since November has been job security in the face of the possibility of elimination of the daily's afternoon edition.

In Vancouver, employees of the Sun and Province and their publishing company, Pacific Press, were to vote March 11 on giving their leaders strike-call authority. The papers' employees represented by other unions—Typographical, Mailers, Pressmen's and Graphic Arts—voted strike authority overwhelmingly in a series of meetings ending March 9.

The unions, which bargain jointly, scheduled the strike votes

after being met in a single short meeting with management demands for three-year renewals of their contracts "as is," with no increases the first year and only the possibility of raises in the second and third, reported Guild Executive Secretary Roy Tubbs.

In Windsor, where the new Guild local is seeking initial contracts for both editorial and circulation employees of the Star, it and the other three unions have entered joint talks with the publisher on common issues.

Leaders of the unions point out

that the publisher's wage proposals are inadequate, and that the company is demanding to be allowed to take away an early retirement plan that provides half-pay for those 60 years of age with 20 years' service.

The unions have applied for conciliation and will be in a legal strike position late in March. Preparations are under way.

In New York, meanwhile, after settling three-year contract extensions with all its employees' other unions, management of the

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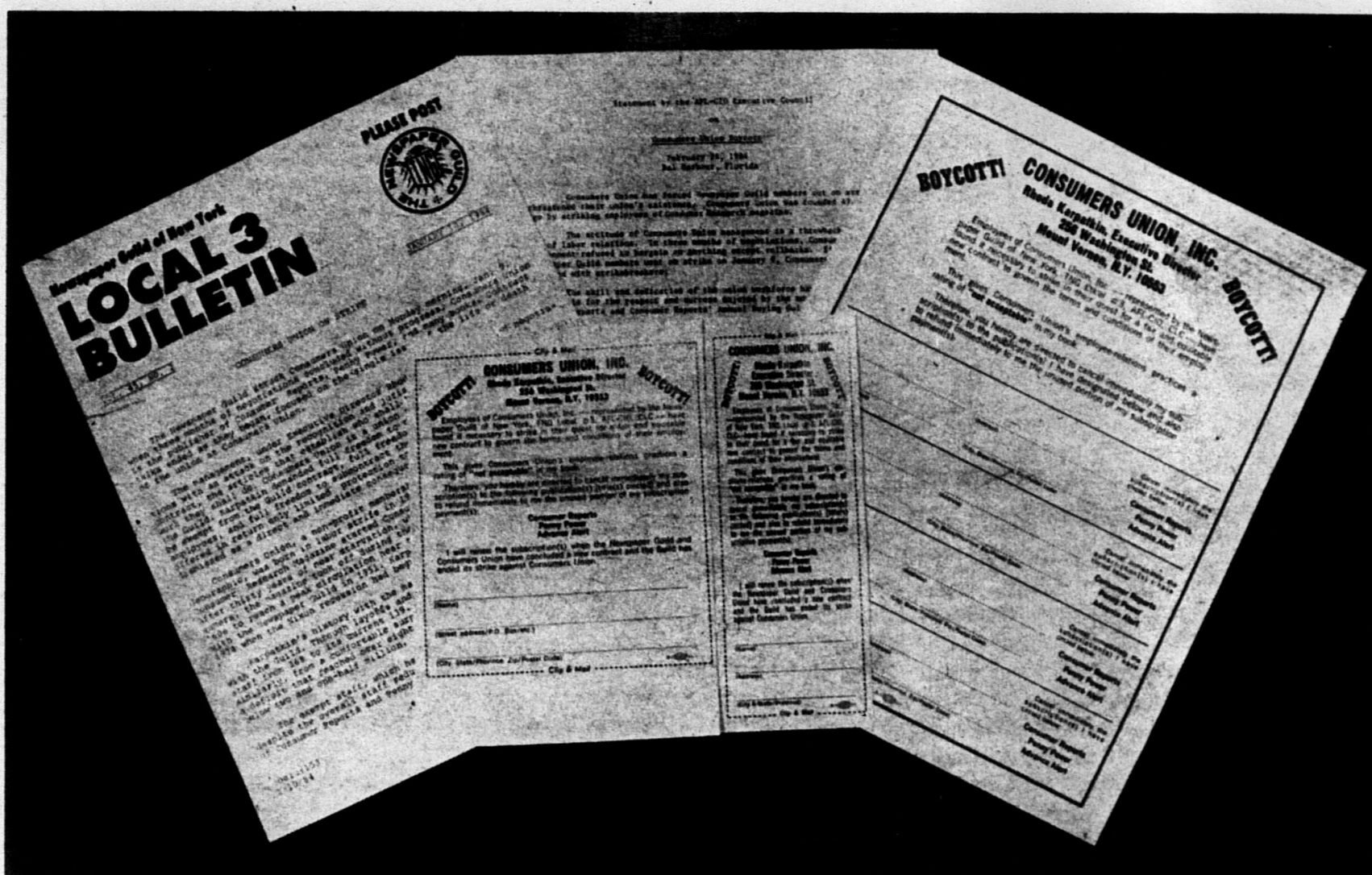
The GUILD REPORTER

Official publication of The Newspaper Guild (AFL-CIO, CLC)

Vol. 51, No. 5

Washington, D.C.

March 9, 1984



CONSUMERS UNION BOYCOTT MATERIALS LIKE THESE ARE BLANKETING U.S. LABOR MOVEMENT
It's part of TNG and AFL-CIO effort to help New York Guild strikers win equitable new contract.

Boycott message spreads through labor

Notices of the AFL-CIO-endorsed boycott of Consumers Union, Inc., were being received by all affiliated national and international unions and state and local central labor councils and federations as the strike of 140 New York Guild members against the publisher of Consumer Reports magazine entered its 10th week.

The notices were accompanied by explanations of the issues in

the strike and by model coupons and other materials which when reproduced will facilitate participation in the boycott (see photo above, usable coupon on Page 3).

The notices and materials emanated from the AFL-CIO's Union Label & Service Trades Dept. and from TNG following the Feb. 24 action by the AFL-CIO Executive Council that added Consumers Union to the federation's official,

national boycott list [Guild Reporter, Feb. 24].

The camera-ready coupons were in two sizes readily usable in the thousands of newspapers, magazines and newsletters produced by local, regional, national and international unions and union federations each month. The International Labor Communications Assn. also was preparing to distribute them.

There also was a petition-style sheet for use at union meetings or posting on bulletin boards with space for four subscription cancellations per page.

At the same time, the boards of the New York State Union Teachers (NYSUT) federation and the United Federation of Teach-

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Bargaining, conducted jointly by the three unions, had been in mediation for two months before the lockout.

Chief issues include sick leave and disability proposals by the unions, wage increases, provisions for pregnant employees who do not want to work on VDTs and job rights in the face of new technology, union representatives said.

The sick leave proposal resulted from an arbiter last year having upheld the publisher, under the contract's "past practice" provision, when he terminated sick-pay to a Guild member who was out for an extended period of time for surgery.

Most employees of the Star learned of the lockout over the radio. The publisher had sent them home after in-plant meetings by the Guild and Pressmen's Union lasted more than an hour.

Publisher Don C. Herron later that afternoon announced on the

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Organizing levy gets more backing

Two more district councils of Guild locals—New England and Great Lakes—have endorsed the International Executive Board's proposal for a pair of special assessments to finance a vigorous new organizing effort.

The latest endorsements, by the NEDC during its Feb. 25-26 meeting and by the GLDC during its March 3-4 meeting, bring to five the number of councils to have endorsed the proposal since the IEB voted late in January to

recommend it to the convention. The sixth council, the Southern, is scheduled to meet March 17-18, in San Antonio.

Meanwhile, the governing bodies of at least two Guild locals also have endorsed the measure, which is being recommended for enactment to this summer's TNG convention.

The Wire Service Guild's representative assembly voted without dissent to support the measure during its meeting Feb. 11-12

in New York, and the Akron Guild's executive committee unanimously voted its support on Feb. 21.

The New England council, which met in Providence, endorsed the assessment without dissent on a motion by David C. Langzett of Portland, seconded by David Rousseau of Manchester. Manchester Guild President Jim Schaufenbil said the reaction of that local's membership

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ANPA joins new technology lobby

Reston, Va.—The American Newspaper Publishers Assn. and other organizations representing industries deeply involved with video display terminals have banded together to lobby lawmakers and the public on the machines and their associated computer technology. [Maine sets hearing on VDT rules, Page 3]

The coalition has "a great deal of information about the best installation and use of visual displays" as well as about "the kinds of questions and problems that users experience," Vico Henriques of the Computer and Business Equipment Manufacturers told ANPA's magazine, presstime.

It will pay special attention to legislative proposals that it considers would "needlessly restrict the introduction and use of computer technology," said Henriques, founder of the coalition.

Other coalition members include the Air Transport Assn., the American Bankers Assn., the American Insurance Assn. and the Printing Industries of America.



RAYMOND CROWELL/Washington-Baltimore Guild

Welcome to TNG's new offices

Receptionist Patricia Kurtz answers a call in the entrance area of TNG's new offices in the IBEW Building in downtown Washington while a montage of historical photos resting on the floor behind the sofa at left gives silent testimony that settling into the somewhat larger quarters is not quite complete. Visible just beyond the reception area are doors to the of-

fices of the Guild Reporter and of TNG Human Rights Co-ordinator Anna M. Padia. New space also includes office of TNG's International Pension Fund, formerly located a block away. At left, Helen L. Coleman, assistant to the fund's trustees, directs placement of materials. Assisting, foreground, is Dwayne T. Thorpe of TNG's clerical staff.

CU boycott message spreading

(Continued from Page 1)

ers in New York City both passed resolutions pointing out to their members that the "competence and integrity" of any publications of Consumers Union produced while its Guild-member employees are on strike would be in "great doubt."

Consumers Union employees

represented by the Guild include engineers and others who test and evaluate products rated in its publications.

The Teachers resolutions, which were being sent to each member of the Consumers Union board of directors, pointed out that up to now the magazines Penny Power and Consumer Reports have both

been important and widely used educational resources.

The Teachers called upon the Consumers Union board members to do all in their power to seek to "mend the rift" that resulted in the strike.

The New York Guild, meantime, reported no progress at a meeting called by a federal mediator for March 8, the first such in two weeks.

In three months of talks that preceded the strike, Consumers Union management had insisted that its demands for unrestricted authority to create new contract-exempt jobs and to assign Guild employees' work to subcontractors and exempt employees had to be accepted by the Guild before discussions of any other parts of a new contract could be undertaken.

Consumers Union was founded 47 years ago by striking employees of a magazine devoted to presenting research of value to consumers.

TNG's founding president, Heywood Broun, was a member of the first Consumers Union board of directors.

Boycott affirmed by Coors suit

San Francisco—A federal court judge has upheld the right of unions and other organizations to advocate and engage in consumer boycotts.

In doing so, U.S. District Court Judge Spencer Williams dismissed a \$145,000 damage suit brought by the Adolph Coors Co. against the Coors Boycott Committee.

Williams held that the boycott of Coors beer is protected against charges of antitrust violations by "labor group" exemptions included in both the Clayton and Norris-LaGuardia federal antitrust statutes.

Coors had argued that the boycott was without such protection because it is backed by organiza-

tions outside of the labor movement. Williams, to the contrary, however, said that the boycott "is squarely within the statutory 'labor group' exemption."

The boycott is not intended to drive the company out of business, Williams pointed out, noting that it would end "if Coors would halt its offensive practices."

The suit was based on "far-fetched theories," the judge said.

Coors had claimed damages resulting from the boycott committee's having persuaded a San Francisco public television station to cancel a "Coors Day" as part of a fund-raising campaign.

The boycott has been in effect since 1977.

WALKING THE PICKET LINE (At Consumers Union, Inc.)

By Bill South

Consumers Union Unit, N.Y. Guild

The morning's cold, our feet are sore,
We walk the picket line.
Back and forth across the gate,
Carrying our signs.

The winter wind is blowing,
The sun has yet to shine,
With my brothers and my sisters
I hum a little rhyme.

Then we see them coming
On their daily trek to work,
We jeer them and we taunt them,
'Cause they forced us not to work.
When they have gone it's quiet
On the picket line again.
And everyone remembers
This is a fight we have to win!

The caterer brings their lunches
Everyday at the same time,

This bit of verse is reprinted from a Consumers Union Guild unit picket-line bulletin. The author, South, is first vice chairperson of the unit and chairperson of its grievance committee.

While we are cold and hungry
On the picket line!

The sun is out,
It's warmer now, our tour is almost done
But we'll be back tomorrow
Until this fight is won!

'Til we keep our jurisdiction,
Get a decent raise for sure,
Increase our job security,
And keep the Guild secure!

We're going to keep the UNION.
The UNION keeps us strong.
And all of us resent them
For keeping us out so long!

Boycott of chain maker also backed

Bal Harbour, Fla.—At the same time that the AFL-CIO's Executive Council endorsed the Guild's boycott of the publications and services of Consumers Union, it also endorsed a boycott of Nixdorff-Lloyd Chain Co. products.

Acting during its winter meeting here, the council noted that a Machinists local has been on strike against the St. Louis chain manufacturer for more than 17 months with no prospect for resolution of the dispute in sight.

Nixdorff-Lloyd heavy-duty chains carry the company name on the spool. They are sold in hardware stores. The company also manufactures welded and unwelded chains for buses, trucks and farm equipment.

The council also added three companies to the AFL-CIO's Unfair List to call attention to their antiunion tactics: Foss Launch & Tug Co. of Seattle, the R-Way Furniture Co. of Sheboygan and MAPCO Petroleum's Delta Refinery in Memphis.

2-year pact with BNA takes news top to \$651

Washington—A new two-year agreement between the Washington-Baltimore Guild and the Bureau of National Affairs raises the key editorial top minimum by \$54.90, to \$651.57 a week.

The \$54.90 increase for reporters covered by the Guild's contract with the firm, which publishes newsletters and technical journals, comes in two increments, with \$23.87 a week, taking the top minimum to \$620.54, retroactive to Feb. 27, and \$31.03 effective Feb. 25, 1985.

The agreement calls for increases in salaries and minimums of 4 percent this year and 5 percent in 1985.

The top minimums for editors, copy editors and senior reporters is raised by \$67.92, to \$806.10 a week, under that formula, while the top minimum for clerk-typists and word processor operators is raised by \$32.22, to \$382.41 a week.

The service required for a fifth week of vacation is reduced by one year, to 15 years, and the contract's sick leave provision is expanded to include time off to care for a sick child.

The formula used to calculate the pension benefit paid any surviving spouse is changed to that which had applied only to the survivor of female employees, thereby increasing the amount of

the monthly benefit for the survivors of male employees.

The frequency of vision examinations for employees working at video display terminals is increased to annually, from once every two years, and the reimbursement for eye examinations is raised by \$10, to \$35, above that paid by the group insurance plan.

The maximum tuition reimbursement for employees studying on their own time is raised by \$200, to \$1,200 each academic semester or quarter. In 1985, the education reimbursement is raised by another \$200, to \$1,400.

Advance notice to employees and the Guild of dismissals to reduce the force is increased by one month, to two months, and the formula for computing severance pay for an employee dismissed to reduce the force or because of technological changes is increased to one week's pay for each three months of service, from one week's pay for each six months of service.

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

State sets session on VDT-use rules

Augusta, Me. — The Maine Dept. of Labor has set for March 15 a public hearing on proposed rules aimed at protecting state and municipal employees who use video display terminals from possible hazards connected with working on the machines.

A need for such rules was found to exist in a study conducted by the state's Board of Occupational Safety and Health. The study was conducted under legislation adopted two years ago after State Sen. Edith S. Beaulieu, an employee of Portland's daily newspapers and a member of the Portland Guild, had introduced a bill to establish standards for VDT use in both the private and public sectors.

The rules to be considered include the following:

- ✓ 15-minute rest breaks at least every two hours for employees who work on the terminals more than four hours a day.
- ✓ Pre-employment eye exams for new employees and every three years thereafter. Employees would pay for the former; the employer for the later.
- ✓ Requirements for detachable keyboards and lighting adjustments on all VDTs, plus adjustable tables and chairs.
- ✓ Glare prevention checkups for all VDT workplaces.
- ✓ Handbooks on VDT safety for all employees.

The rules would be effective 18 months after adoption. The safety and health board may not act to adopt the rules until ten days after the hearing.

Meanwhile, bills which seek to establish protections for VDT users have been introduced in nine states this year, with measures expected to be introduced soon in two other states as well.

In Washington, the House Subcommittee on Health and Safety opened what its chair, Rep. Joseph M. Gaydos (D-Pa.), said will be a series of hearings on the safety of VDTs.

Gaydos said the hearings were inspired by the heavy public response he received last fall after TNG reported to the committee on the results of a study of the health effects of VDT exposure conducted for the union by Arthur L. Frank and the Mount Sinai School of Medicine.

The subcommittee received more than 200 inquiries from all sections of the country, Gaydos reported.

Late in February, the subcommittee heard "9 to 5, National Assn. of Working Women" and the Service Employees Union report on concerns about possible child-bearing difficulties experienced by VDT workers [Guild Reporter, Jan. 24].

Other hearings were set for late in March.

Guild petitions in Milwaukee

Milwaukee—The National Labor Relations Board has been asked to certify the Guild as the bargaining representative for some 330 employees working in the editorial departments and library of the Milwaukee Journal and Sentinel.

The petition for certification, filed with the NLRB March 1, is believed to mark the first time the Guild has sought recognition as the bargaining representative

for employees of the afternoon Journal.

It had represented advertising, circulation, business and editorial employees of the morning Sentinel until 1962 when Hearst sold the paper to the competing Journal Co. The sale came in the midst of a Guild strike against the Sentinel for a new contract. The Guild signed its first contract with the paper in 1937 after a long struggle.

Revised VDT manual is available

"HUMANIZING the VDT Workplace," a guide to the identification and correction of hazards associated with working on video display terminals, has been revised and expanded and copies distributed to all Guild locals.

The second edition of the manual includes additional information about keyboard design, antiglare filters, furniture and eye examinations. It is "updated throughout" to reflect the most recent developments in VDT research, and includes, as an appendix, recommendations from the American Optometric Assn. for examining VDT operators' vision, according to David J. Eisen, TNG director of Research & Information.

Like the 1981 edition, the booklet is jointly published by TNG and the International Typographical Union. Copies, for 75 cents each, are available from TNG's Research & Information Dept.

Humanizing the VDT WORKPLACE

A Health Manual for Local Officers and Stewards



Approval of ICFTU affiliation being asked of IFJ congress

Horste, Germany—This summer's world congress of the International Federation of Journalists will be asked to approve the IFJ's affiliating for the first time with the International Confederation of Free Trade Unions (ICFTU).

The decision to recommend the action was taken unanimously by the IFJ's bureau, a body analogous to TNG's International Executive Board, during its winter meeting here in mid-February. It had been under study for much of the last year. The IFJ congress will be June 4-8 in Edinburgh, Scotland.

The IFJ, headquartered in Brussels, is the international secretariat for free, democratic unions that represent journalists. TNG President Charles A. Perlik, Jr., is the IFJ's second vice president and supported the recommendation for the federation's af-

iliation with the ICFTU.

"Joining the ICFTU will put the IFJ on the same footing as other international trade secretariats like the Metal Workers Federation," whose member unions include the Machinists and the Auto Workers, Perlik said.

Affiliation with the ICFTU would strengthen the ties of the IFJ and its affiliated national and international unions with the union movement of the free world, Perlik said.

The IFJ bureau also unanimously approved the appointment of a replacement for Theo Bogaerts as the organization's general secretary upon his retirement in the fall.

Chosen to fill the post, held by Bogaerts since 1956, was Hans Larsen, who currently heads the Dansk Journalistforbund, the Danish journalists' union.

Larsen, 39, was suggested for the position by his own as well as IFJ-affiliated unions in Norway and Sweden.

Before becoming an organizer for his union in 1974, Larsen worked as a reporter for the Danish news agency Ritzau and for a large regional daily. In 1978 he was elected vice chairman (vice president) of the Danish union and in 1980 was elected its chairman (president).

Larsen, who speaks and writes English and German as well as Danish, Norwegian and Swedish, also has a working knowledge of French and has studied Russian.

A member of the IFJ's bureau since 1982, he also has been a member of the federation's committee on new technology for several years and has conducted fact-finding missions to Spain and Turkey.

Heart attack claims N.Y.'s Fisdell

New York—Harry Fisdell, local representative for the New York Guild and its executive vice president from 1975-1980, died of a heart attack at his Long Island home Feb. 22.

Fisdell, 56, had bargained for the local's unit at the New York Times and the city's other daily papers both as a local staffer and while holding full-time local office.

He served in the full-time post of secretary-treasurer from 1970 until 1975 when he was elected to the office of executive vice president.

While executive vice president of the local, Fisdell also served on TNG's Special Merger Committee.

A delegate to numerous Guild

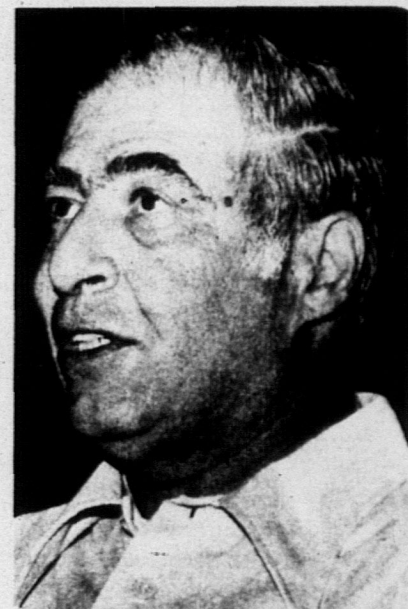
conventions, Fisdell had worked in the circulation department of the New York Post for 10 years before joining the local's staff of representatives in 1968.

Earlier, he had worked in the circulation department of several other papers, including the Aldon Publishing Co., in Kensington, Pa., where he was the circulation manager.

Fisdell graduated with honors from the University of Pennsylvania with a bachelors degree in journalism.

Survivors include a spouse, Elaine, and a daughter, Judy.

There was a private funeral Feb. 24. A memorial service was being planned for a date to be determined. It will be held at the New York Guild's headquarters.



Harry Fisdell

CLIP & MAIL

BOYCOTT!

CONSUMERS UNION, INC.
Rhoda Karpatkin, Executive Director
256 Washington St.
Mount Vernon, N.Y. 10553

BOYCOTT!

Employees of Consumers Union, Inc.—represented by the Newspaper Guild of New York, TNG Local #3, AFL-CIO, CLC—have found it necessary to strike in their quest for a fair and equitable new contract to govern the terms and conditions of their employment.

This gives Consumers Union's employee-relations practices a rating of "not acceptable" in my book.

Therefore, you hereby are directed to cancel immediately my subscription(s) to the following publication(s) [title(s) circled] and also to refund immediately to me the unused portion of my subscription payment(s):

Consumer Reports
Penny Power
Advance Alert

I will renew the subscription(s) after the Guild and Consumers Union have concluded a new contract and the Guild has ended its strike against Consumers Union.

Enclosed is one mailing label from each Consumers Union publication to which I have a subscription.

(Name) _____

(Address) _____

(City & State/Province) _____

CLIP & MAIL

BY MICHAEL HOYT

At 12:01 A.M., Nov. 1, All Saints' Day, the Chrysler Corp.'s stamping plant in Twinsburg, Ohio, suddenly fell silent. Members of United Auto Workers Local 122 shut down their machines for a strike. As the door panels, floor pans, and other parts they produce stopped flowing across the country, half a dozen Chrysler assembly plants fell silent too.

In New York that night, on NBC Nightly News, Tom Brokaw called it a "wildcat strike"—an unauthorized walkout. On the other coast, a Los Angeles Times editor changed the first paragraphs of the Detroit bureau's story, making it "Robert Weissman's strike," a walkout "almost singlehandedly" engineered by Weissman, the president of the Twinsburg local union. The alterations made the story conform more closely with other coverage around the country, which implied that a pack of militants in Twinsburg was knocking Chrysler down just as the company was getting up off its knees.

That was Chrysler's line on the strike, but it was just one way of looking at it. Weissman, a man who does not "regard the title of militant as a smear," has few fans among the top leaders of the UAW, but authorization for his local's strike had been carefully cleared through the union's regional director, its Chrysler director, and its new president, Owen Bieber, following fifteen fruitless months of local bargaining. As often happens in labor stories, a lot of good questions went unasked in Twinsburg.

For example, what was the strike about?

Oil is one answer: it dripped from the machines, according to UAW representative David Mitchell, and was all over the floor—not a good idea around stamping machines. In the end, Chrysler agreed to add a dozen janitors to clean it up.

Forced overtime is another: Marc Stepp, director of the UAW's Chrysler Dept., had been urging Chrysler to reopen a shut-down stamping plant in Detroit instead of working the Twinsburg workers seven days a week, some of them for many months. But Chrysler said no, leaving itself a tired and angry work force—just one source of supply for vital car parts.

From Weissman's little-reported point of view, Chrysler was on the warpath, trying to follow Ford and General Motors down the road to cheaper local contracts, starting with Twinsburg.

John Holusha touched on some of these subjects in his story in the New York Times of Nov. 5, 1983. They are angles any good writer might pursue in a labor story, but good labor reporters are an endangered species. The strike in Twinsburg, at least, was covered; a lot of good labor stories are simply ignored. A rich harvest goes to waste.

Why? "I would not suggest for a minute that there is some conscious bias," says A. H. Raskin, who for years was the dean of labor reporters from his desk at the New York Times. "It's just that labor is a much less significant element in terms of shaping policy or even innovating in terms of its own problems. People are bored with the trade union movement."

This definition of the beat makes Raskin's successor, William Serrin, uncomfortable. "So many labor stories are just vitally important to American life," Serrin says. "Workers had problems in the past and they have problems now. Covering labor is not writing about Lane Kirkland; it's writing about a hundred million people in the work force. How can a hundred million people be boring?"

How, indeed, particularly when anyone with half an antenna senses the close of a long, comfortably dull chapter in American work-life? Global banking and world trade, robots and computers, a shift in corporate strategy or a higher profit goal, the falling price of copper or the rising dollar abroad—forces outside of workers' control suddenly loom larger in their lives. There is a feeling of a shift in the balance of power, a weakening of workers' only collective voice, the unions. Who knows what's slouching our way? Whatever it is, it is not dull.

Labor reporting is not uniformly bad. Much of the better stuff is to be found in some of the country's most upscale publications, such as Business Week, the Wall Street Journal, the New York Times, and the Los Angeles

Labor news: 100 million people a dead beat?

This article is reprinted from the March/April issue of the Columbia Journalism Review, with permission of its author and the magazine.

Michael Hoyt currently is a free lance who has covered business and labor for several daily newspapers.

Times, and, on the air, in segments of the MacNeil/Lehrer Newshour and National Public Radio. There is some good labor writing, too, in places like Detroit and Chicago, Omaha and Kansas City.

Still, it is hard to find a kind word about most labor journalism from anyone these days. "Reporters don't understand the language, texture, or history of labor relations. They just don't seem to know what to ask," comments Larry Rubin, who has answered "off-the-mark" questions from journalists for three different unions, most recently the Machinists, over the past fifteen years.

Among the harshest critics of labor reporting are its practitioners: "Today, the labor writer is a tired guy without much history or background, who doesn't go to the factories," says a labor writer from one of the country's top newspapers, who requested anonymity. "It's not a beat with much prestige," adds Mike McGraw, a labor reporter for the Des Moines Register and labor editor of the Kansas City Star before becoming a bureau chief at the Star. "General-circulation papers just don't cover it very well."

While business coverage is on the rise, labor reporting is declining in quantity and quality. "It has been declining for a long time, probably since the 1950s," says John Hoerr, an associate editor at Business Week who specializes in labor. The San Francisco Chronicle, which in the 1940s had two labor writers, has no one with that title now, though management says labor issues are handled by its three-person economics team. The Kansas City Times recently combined its labor beat with transportation. The New York Times, according to Raskin, has far fewer reporters available with expertise in labor than it did in years past. And "many papers just stopped covering organized labor," Raskin says.

EVEN IN STORIES that receive a great deal of attention, like the Greyhound strike, we are getting coverage with holes big enough for a bus to turn around in.

What is the Greyhound Corporation, for example? Many stories gave no clue that it is not just a bus company, that it began to diversify some fifteen years ago into fields ranging from soap manufacturing to Burger King hamburgers, and that its bus-manufacturing division still sells buses to some of Greyhound Line's competitors.

Who is John W. Teets, who took the wheel at Greyhound two years ago? What does he do to earn his \$425,000 salary, plus bonuses, directors' fees, etc.?

What is the history and makeup of the Amalgamated Transit Union, which represents the bus line's drivers, ticket sellers, mechanics, maintenance workers, and baggage handlers? So badly beaten, why did it seem so poorly prepared?

Even the heart of the story, the bargaining issues, was not always handled well. The Chicago Tribune, on Nov. 2, got the story exactly backwards, saying the bus line's employees would strike "unless a demand for higher wages is met by the carrier."

Most publications focused on Greyhound's original demand for a 9.5 percent wage cut, although the company was also demanding major concessions in benefits and rules of work. "A lot of coverage overstated the company's plight, understated what the company wanted from the workers, and completely missed the part-time workers issue [the company wanted to hire part-time employees with reduced benefits], which is a big, big deal," comments Bob Arnold, the labor editor for Business Week.

Virtually all of the broadcast and print stories noted that profits at the bus line were flat recently; many noted the reasons: the recession's effect on bus ridership, competi-

tion from the newly deregulated airlines, and a fare war with Trailways.

Few went farther to point out that two of these problems—recession and fare wars—were probably temporary, or that Greyhound had enthusiastically supported bus-line deregulation, which may increase its profits in the long run.

The union did not make balanced coverage easy. At one point, for instance, the union declared a news blackout after Greyhound had plastered the country with full-page newspaper ads. Reporters with the time and talent talked to local union leaders, who sometimes have as much information as the top leaders, and may be more willing to share it.

There are independent sources, too, with information that can add dimension, making reporting more than merely pitting two sides against each other, and enabling the reporter to challenge what he's told. "I find," says Henry Weinstein of the Los Angeles Times, "that to do this job best it's necessary to give yourself a crash course in the economics of various industries, to talk to Wall Street analysts, academics, and so forth." This kind of reporting illuminates forces behind the struggles at the bargaining tables, from imports to deregulation to the cost of money. "If a company is in trouble, for example, its interest rates [for loans] go up," says Ray Rogers, whose Corporate Campaign, Inc. describes itself as a pro-labor consulting firm. "So the workers get less and the bankers get more. It doesn't make much sense, but nobody writes much about it."

NOBODY WRITES much about the strategies behind company and union struggles either, although they are the stuff of fascinating stories. The December agreement between Eastern Air Lines, Inc., and three of its major unions, for example, was hailed in many quarters as a model of union and management co-operation. That this co-operation came about only after more than two years of battle was less frequently reported.

Since the fall of 1981, Eastern President Frank Borman had used his ex-astronaut image and a steady peppering of bankruptcy threats, videotaped messages to the work place, and letters to workers' homes to convince employees that sacrifice on his terms was Eastern's only hope of staying in business.

Meanwhile, District 100 of the International Assn. of Machinists and Aerospace Workers had hired analysts to look into Eastern's finances and break down Borman's figures. Union leaders employed what they called "psychological jujitsu." Instead of rigidly resisting Borman's plans, they offered "positive alternatives" of their own, keeping a well-informed membership in on the action. (The press might have got a hint of this two years ago when workers, including mechanics still in their work clothes, lined up for microphones at the company's annual meeting in 1982 to question Borman.)

It was not always Borman that the union faced. Some of its negotiations were with Eastern's creditors, who were threatening to refuse to roll over the airline's loans unless the workers were willing to make concessions. The union's research, however, led it to question the role of the creditors, particularly Citibank and Chase Manhattan. These banks had put together loan packages to enable troubled Boeing Co., Inc., to build new jetliners and Eastern to buy them. The union contended that Eastern was using money from previous labor concessions to buy more jets than it needed or could afford, mainly for the benefit of the banks.

The bargaining at Eastern "was one of the greatest stories, with color and excitement, and the press didn't cover it until after the fact," says Andrew Banks, assistant director for the Center for Labor Research and Studies at Florida International University, and an adviser to District 100 of the Machinists. "The union was asking, 'Why is Eastern buying all these airplanes?' It looked at why the company was in bad shape, not just that it was in bad shape, and determined that the way to fix this is to alter the way the company does business. This doesn't happen every day in the labor movement. It was beyond the parameters of a lot of reporters."

Though reporters missed the significant pre-contract maneuvering at Eastern, most publications did recognize that the final agreement between the airline and its unions was extraordinary. Time magazine, however, seemed to miss the point. In a Dec. 19 story called "Labor Gets a Working Over," Time called the agreement "another setback" for labor, emphasizing that workers were making broad concessions and getting some Eastern stock in return. Left out of Time's account was the fact that workers gained a 25 percent share of the company, in common and preferred stock; and that, in return for the temporary pay concessions, the unions gained permanent access to Eastern's books, a say in formation of business plans before they get to the board of directors, and the right to appeal plans the unions consider unwise. Workers can also now appoint four members of the company's twenty-one-member board.

COVERING UNIONS, of course, is near the center of anyone's definition of the labor beat. What happens to union workers—what they win or lose—often sets the tone for the rest of the work force. Simply covering strikes and major contracts, however, does not do the job. Trends and themes in organized labor, though more difficult and time-consuming to report, are often as interesting as they are important. Some samples:

A few unions have been successful in organizing new members, but most have had trouble, and either way they are up against more opposition these days. At a St. Louis insurance company, clerical workers arrived at the office to find "Vote No" T-shirts on each of their desks and on the backs of supervisors. Organizing drives can involve hard-fought psychological battles.

The enormous influx of women into the work force, and onto the rolls of unions, offers any number of stories. Are contracts adapting to this influx with provisions for maternity and paternity leaves, equal pay for equal work and child care? Are women becoming union leaders? What of the computer and its effect on the vast number of women who are clerical workers? Have unions offered any protection from computer pacing of work, from computer-related health and safety problems?

There is much, too, to be written about corruption in unions and about unions that fail to protect their members. And "nobody's writing much about the disarray inside of unions, the bureaucratic deep sleep," observes Audrey Freedman of the Conference Board, a corporation-oriented think tank.

There is no real shortage of stories about the decline of union membership, power and prestige. But rarely, if ever, do these stories go on to explore what that decline means for ordinary people in terms of their standard of living and their voice on the job. Another unasked question is: If union power is declining, what is taking its place?

Coverage of unions is too much restricted to contracts and strikes and too restricted to a handful of major unions—Autoworkers, Teamsters, and a few others. At the same time, by being artificially restricted to unions, the labor beat excludes nonunion workplaces where four out of five Americans work. Work is a universal subject, and there are many ways to write about it.

The Wall Street Journal sent reporter Mary Williams to learn what it's like to be a bank teller last December, just as a few years earlier it had sent Beth Nissen to an assembly line at Texas Instruments to explore that company's labor policies. Last June, the Journal's George Getschow found laid-off northern industrial workers in a state of near slavery in work camps in the South.

William Serrin's November 1979 New York Times story on the first woman coal miner to die in a mine was a poignant description of a sad milestone for a changing work force. Mike McGraw says that when he covered labor in Des Moines and Kansas City, he used to get many of his union and nonunion labor stories by regularly checking the records of hearings for unemployment benefits. A worker's claim that he quit because a power-plant construction job was unsafe led McGraw to don a hardhat and take a look, which led to an exposé.

Economic issues like plant closings, productivity, foreign competition, and wage-and-benefit concessions (which are being imposed on nonunion as well as union workers) are of interest to all workers.

Another such issue is workplace safety and health. Reporting on toxic chemicals, for example, has increased, but, comments Anthony

Mazzocchi, former vice-president of the Oil, Chemical, and Atomic Workers Union, "the missing link is that these toxics emanate from someplace. People make that stuff."

Some 17,000 people die of cancer each year as the result of on-the-job exposure to hazardous chemicals, according to one estimate, and they die with and without union cards.

QUIET PICKET LINE in the southern boot-heel of Missouri still colors my thoughts on labor journalism. I was a reporter for the first time, working for a weekly in a small town near the Mississippi River.

It was at lunch, I think, that I learned that the long-running strike at an electrical-parts plant outside town was coming to a head. Soon the workers would vote on whether to keep the union and continue the strike, or decertify and go back to work. They had been out for months.

The plant owner's message, when I called, was that if the strike continued he would shut the plant permanently. This was a region of high unemployment, and the factory was one of the few new industries the town had been able to attract. The town fathers felt that gaining a reputation for having a militant work force would be dangerous.

All that remained for my story was the perspective from the picket line, but no one there would talk. The picketers stared at me like a tree full of owls. A woman picketer finally explained: Nothing from the strikers' point of view, she said, had been printed in the newspaper since the strike had begun, some months before I'd been hired. More than once the publisher had insulted the strikers in her column.

Earlier that summer, when members of the publisher's favorite church youth choir were arrested at a marijuana picnic, she had tried to kill the story. But the editor, a fair-minded man, had stood up to her. With the sincerity of a believer, I assured the strikers that my story would get printed and that it would be balanced—and, finally, the picket line talked. But their skepticism was justified. The publisher ordered the story killed; the editor complied. Church choirs are one thing; labor is serious.

This was a small and probably isolated example, but I have wondered about how more significant stories are treated in more sophisticated places. I try to remember it when feeling complacent about the evenhandedness of journalism, or when listening to complaints about the press from the men and women of organized labor.

Their bitterness can be jarring. "It's almost to be assumed there will be hostility toward unions and they will be poorly covered," says Sam Pizzigati, associate director of the National Education Association's communications department. "The real tragedy is that the media totally ignore working people. The message, day in and day out, is 'your life doesn't matter; it just doesn't count.'"

"I take it as a given that a newspaper is a business, and a business is going to protect its own interests," says Anthony Mazzocchi, who is now director of the New York-based Workers' Policy Project, a workers' think tank on economic and community issues. "I don't buy the notion of a free press."

There are statistics to back up such complaints. Writing in the fall 1979 issue of the Public Interest, a neoconservative quarterly, Harvard faculty members Richard L. Freeman and James L. Medoff found that "in the 1950s, 34 percent of the space devoted to unions in Newsweek and Time was unfavorable. That [statistic] has risen to 50 percent in the 1970s."

PERHAPS ONE reason labor no longer interests journalists is that journalism today attracts a larger share of people who grew up viewing labor from the other side of the class fence than it did, say, a couple of decades ago.

Sheldon Samuels, who worked as a reporter in Chicago in the 1950s and is now director of health, safety, and environment for the AFL-CIO's Industrial Union Dept., re-

calls that in Chicago the bars used to be "jammed with newspaper people and labor people. That just doesn't happen now. The background and attitudes of journalists have changed radically. One of the effects of making more money is who they talk to. They don't have lunch with us anymore."

In a similar vein, Warren Brown, who covers the auto industry and formerly covered labor for the Washington Post, observes, "In the age of TV and big bucks and power journalism, there is a considerable distance between the people who write and report, and the people they write and report about."

Writing in the January/February 1982 issue of Working Papers (now called Modern Times), a pseudonymous observer of the labor scene summed up the situation: "The labor movement and working people are far beyond the ken of most editors. They do not pal with labor people; they do not invite labor people to their offices; their friends are in the business community. Moreover, and more importantly, they consider business the mainstream of America. So whole staffs are assembled to cover business. This reporting is often not aggressive and innovative; it is, indeed, often unquestioning or biased reporting. But at least the press gives its attention to business. Although the union movement is as old as this country, it is still considered something outside the mainstream."

ON JAN. 3, 1980, the front page of the New York Times had a story about Postmaster General William Bolger's promise to speed up delivery of mail in New York. Uniformed guards kept union officials from entering the meeting where he spoke to business and political figures.

Two days later, on an inside page, the Times reported that twelve "serious" safety violations had been found in the area of the New York Bulk and Foreign Mail Center where, three weeks earlier, a twenty-five-year-old mail handler, Michael McDermott, had been dragged into a conveyor belt and killed.

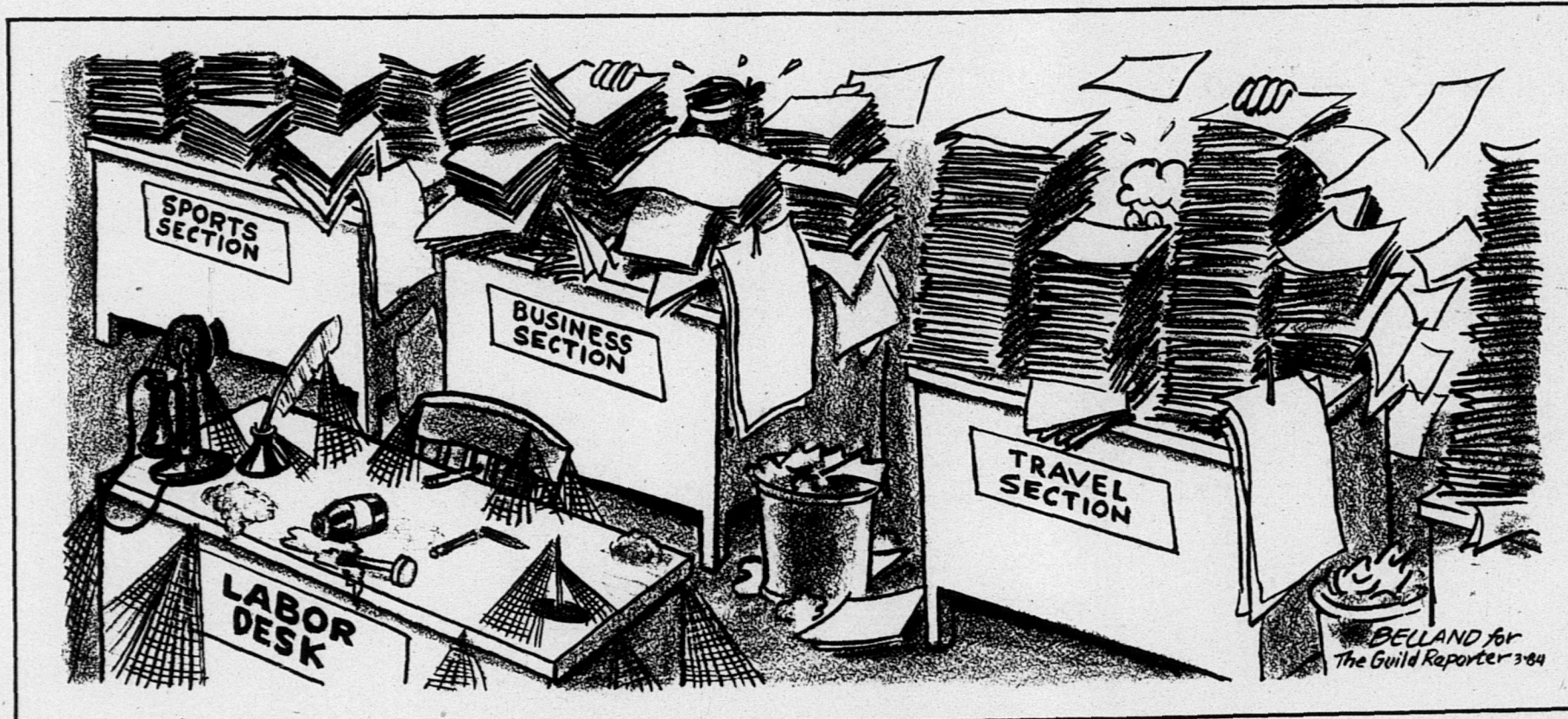
Officials at the hearing testified that there had been 1,765 accidents at the bulk center in 1979; and 2,547 the year before. A manager testified that he had been demoted for shutting down a conveyor belt he considered unsafe. McDermott's widow testified that her husband often complained to his supervisors about safety hazards, but was told to "go back to work or be fired." A union official told the Times that some safety devices at the facility had been disconnected to allow it to run smoothly at peak capacity.

Bolger wanted faster delivery, the union wanted safer work. It seems obvious to say so, but, despite some recent rhetoric to the contrary, management and labor do not have the same interests and priorities. To a worker and his community, a salary is a benefit; to an owner and his manager, that salary is a cost. "There's not enough labor history," says Lance Compa, Washington attorney for the United Electrical Workers. "There's not enough sensitivity to the reasons people formed unions in the first place. There is an uncanny similarity to the late 1920s, when respected journalists were saying that we don't need unions anymore."

BUSINESS JOURNALISM is a growth industry these days, and the public's economic sophistication has gained. But too much of this expanded coverage of the struggle for profit leaves out labor's perspective. The balance is off. To correct it will take more reporting on work, more economics with the human touch.

As a start, journalists might swear off repeating the shortened misquote of Samuel Gompers, the first president of the American Federation of Labor. "What does labor want? More"—this is how Gompers has been quoted through the years. What he actually said, in part, at a meeting in Chicago ninety-one years ago was this: "... what does labor want? ... We want more schoolhouses and less jails; more books and less arsenals; more learning and less vice; more constant work and less crime; more leisure and less greed; more justice and less revenge; in fact, more of the opportunities to cultivate our better natures. ..."

What Gompers said, as usual in labor, was more complicated and more interesting than what gets into the nation's press.



Organizing levy gets more endorsements

(Continued from Page 1)

seemed to be to support it, "just show us some results."

There was a smattering of dissent in the voice vote by which delegates to the Great Lakes meeting, held in Erie, approved the proposal.

Under the recommendation, approved by the IEB late in January, the assessments would be levied in August and September. They would be equivalent to the extra dues levied to replenish TNG's Defense Fund when it falls below \$3.5 million. Those add amounts that range from \$2 to \$27.35 a month to members' dues under a formula that bases the amount on each member's weekly earnings. To pay the high amount, a member would have to be earning \$895 or more a week.

In other action the New Eng-

land council also re-elected Thomas R. Hiltz of Boston as its president and elected Langzettell as vice president and Charles Walker of Providence as secretary-treasurer. The vice presidency was vacant. Frank Prosnitz of Providence did not seek re-election as secretary-treasurer.

The Great Lakes council re-elected William (Bucky) Buchanan of Erie as president and elected Howard Burkhardt of Toledo as first vice president, Dennis Wolcott of Battle Creek as second vice president, Carol Przybyszewski of Erie as secretary and Patricia Smith of Terre Haute, treasurer. The latter four replaced respectively Tom James of Toledo, Richard M. Peery of Cleveland, Charles Montague of Akron and Patrick J. Ryan of Buffalo, none of whom sought re-election.



FRANK SWEENEY/San Jose Guild

1,600 in bargaining crises

(Continued from Page 1)

Post has demanded a series of give-backs valued at \$1.25 million from employees represented by the Guild.

The other unions and the Post extended their contracts for three years beyond this March 30 on the same terms that formed the basis for extension at the Daily News in 1982, \$110 in raises over the period, profit sharing and buyouts by seniority, Guild President Edwin R. Egan reported.

The concessions demanded of Guild members by the Post include severe cuts in its payments for health and hospitalization insurance, effective elimination of a contractual, experience-based minimum structure, and more.

George E. MacDonald, president of the newspaper unions' allied council, pledged that the other unions will support the Guild in its efforts to win the same extension terms as the other unions, with no retrogressions, Egan said.

'83 profits hefty for three chains

The Thomson, Southam and Murdoch newspaper chains all posted hefty profit gains in 1983, year-end reports show.

Rupert Murdoch's News Corp. Ltd., reported a 66 percent rise in after-tax profits for the final six months of the year, to \$52.3 million.

Revenues for the period from the worldwide operation of Murdoch's news organization were \$872 million, up 22 percent.

Southam reported net profits for 1983 of \$41.2 million, more than twice the \$20.6 million reported for 1982. Its revenues for 1983 of \$898.3 million were up 10.9 percent.

Thomson Newspapers Ltd. had after-tax profits for 1983 of \$126.1 million in Canada and the United States, up 35 percent from 1982.

The company's operating revenues for 1983 were up 5.8 percent, to \$705.2 million. It attributed the rise in profits to higher earnings from its newspaper operations and improved business conditions.

Zink closes at record

Linda Zink, administrative officer of the Los Angeles Guild for the past seven years, is presented with a mock performance analysis during the Western District Council's winter meeting. Zink had recently announced plans to resign the local post and begin a new ca-

reer as a stock broker [Guild Reporter, Feb. 24]. Presenting Zink her "prospectus" is TNG International Representative G. Richard Pattison. TNG President Charles A. Perlik, Jr., is at left. Western District Council President Gene Turner is behind Zink.

Sheboygan top up \$38, to \$509

Sheboygan, Wis.—The key top minimum for reporters, photographers and outside advertising employees of the Sheboygan Press was raised to \$509.01 a week Feb. 1 with implementation of the second of two increases under a new two-year Sheboygan Guild contract with the paper.

The key top minimum is raised by a total of \$38.40 over the

term of the agreement which is retroactive to Feb. 1, 1983, with \$18.82 of the increase retroactive to that date and the remaining \$19.58 a week this Feb. 1.

The top minimum for clerks, dispatch employees, telephone operators and librarians is raised by \$20.50, in increments of \$10.05 and \$10.45, to \$271.67 a week.

Janitors' top minimum is raised by \$22.82, to \$302.50, in increments of \$11.19 and \$11.63 a week.

Added to the contract is a provision permitting employees to use a vacation day if unable to report to work because of inclement weather. The agreement also continues to provide the option of taking a day's leave without pay.

The local was assisted in reaching the settlement by Bruce R. Nelson, TNG representative.

Unions locked out in Sudbury

(Continued from Page 1)

radio that employees should not return the next day.

Two days before, the Star had not published when press room employees met during their working hours. A week before that, about half the paper's run was cancelled following meetings held by all three unions to discuss the mediator's having called off a bargaining session that day.

Members of all three unions were picketing the paper daily despite winter temperatures as low as -19C, with windchill factors as low as -40 degrees.

Other area unions announced their solidarity with the locked-out newspaper employees. Among them were a local of the old Mine & Mill workers and a Steelworkers local, which was supplying a lockout office.

LOCAL ELECTIONS

Bakersfield

Pete Tittl, president; Bob Jones, vice president; Joan Swenson, Secretary; Kent Miller, treasurer.

Eugene

Dermott, vice president; Martha Kerns, secretary (Kerns, 31; Laurene Wooden, 12); Mike Stahlberg, treasurer.

Ron Bellamy, president; Terry Mc-

Harrisburg

Thomas Kelchner, president; Dee Beeching, 1st vice president; Roger Selp, 2nd vice president; Thomas Dochat, secretary; Mary O. Bradley, treasurer.

Lake Superior

Ed Pearson, president; Mark Bufkin, vice president; Pam Brochu, secretary; Sandy Battin, treasurer.

Lynn

Stephen Krause, president; William Brotherton, vice president; Steven Lawn, treasurer; Richard Fahy, secretary.

Philadelphia

Fredric Tulskey, president; Eugene B. Jones, 1st vice president; Carol McGarvey, 2nd vice president; Dan Biddle, 3rd vice president; Tom McKinney, 4th vice president; Gar Joseph, 5th vice president; Gerry Oliver, secretary; Beth Gillin, treasurer.

Ottawa

Tony Cote, president; Dave Elder, vice president; John Kessel, secretary; David Evans, treasurer.

Pueblo

Steve Ilenson, president (Henson 30, Pete Geir 24); Curt Chandler, vice president (Chandler 33, J. Wilgus 21); Terry Geer, secretary (Geer 27, Dave Pettinari 26); Neal Perkins, treasurer.

Windsor

Doug Firby, president; Bill Schiller, vice president; Dave Hall, secretary; Dick Spicer, treasurer.

Yakima

David Lester, president; Peter Menzies, vice president; Jack Richards, secretary-treasurer.

Youngstown

Marie Shellock, president; Larry Quinn, vice president; Jack Kennedy, treasurer; Patti Gruver, recording secretary.

IT SEEMS

TO US

Orcutt eulogizes Fisdell, fellow worker and friend

TAUNTON, MASS.

Editor:

Harry Fisdell, a good guy, has left us.

Mostly Guild activists knew him, but I think all Guild members, all the little people out there, should stop and spare him a moment in your thoughts.

He wasn't perfect; but then who of us is? He was sincere, though, and he gave his all for the people he represented. He talked about you, worried about you and he hurt for you. I know these things to be true because I worked with him and he was my friend.

Harry loved people and hated injustice. A perfect combination for a union leader. I believe it was that thinking that started him

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.

Letters relating to elections or referenda to appear in the issue immediately preceding distribution of ballots and subsequent issues preceding the voting shall contain no new charges.

on a Guild career and helped him to endure tremendous pressure through the years of representing his people.

Although Harry attained the highest offices to be held in his local, he never really ever left the rank and file.

In the end, perhaps that's his greatest tribute.

JIM ORCUTT

Former secretary-treasurer
New York Guild

Ross also chafes at limit; plugs Broun reprint effort

LONG BEACH, CALIF.

Editor:

"There's nothing more he (Broun) can do for it (the Guild)," Larry McInnis wrote [Guild Reporter, Feb. 10].

Brother McInnis indicated that he was angry over the rule that a letter to the editor may not exceed 200 words. I have chafed over the rule, too.

I was the coauthor with Guild Reporter editor Jim Cesnik of the article Brother McInnis objected to, an invitation to readers to petition a publisher to reprint the "Collected Edition of Heywood Broun" [Guild Reporter, Jan. 13].

Editor Cesnik and I wrote that "every Guild member should have a copy of the 'Collected

Edition . . . for Heywood has a message for the Guild and the labor movement today."

I hope that Brother McInnis' anger has abated and that he has read the article with clearer eyes. It is not too late for him and Guild members and other readers who have not done so to send petitions to the Guild Reporter.

FRED U. ROSS

Retired

Washington-Baltimore Guild

A 16-word observation on the 200-word limit

SACRAMENTO, CALIF.

Editor:

Anyone unable to make a point in 200 words probably doesn't belong in the newspaper business.

STANLEY GILLIAM

Sacramento Bee Unit
Central California Guild

Adjustment in fringe pay ordered in latest ruling against Time Inc.

Washington—In the latest ruling growing out of several actions the Washington-Baltimore Guild has brought against Time Inc. on behalf of former employees of the Washington Star, an arbitrator has ordered the company to adjust retroactively the fringe benefits of 133 former employees to reflect merit pay due them when it closed the paper.

The issue arose under a contractual formula requiring the company to distribute a minimum amount of merit pay each year.

Earlier, the local was forced to arbitration and ultimately to court before Time Inc. paid former Star employees funds due them in lieu of a full four weeks' notice of the paper's closure in August 1981, and the question of the proper distribution of excess funds from two pension plans has

gone to arbitration and to the courts.

While the Guild and the company had reached agreement on the distribution of merit pay for 1980 following another arbitrator's ruling in 1982, the company argued against recomputing fringe benefits to reflect the salary increases.

Arbitrator Laurence E. Seibel ordered the adjustment of severance, notice, vacation and holiday pay, as well as shift differentials and overtime pay for 13 former promotion, makeup and art department employees to reflect their share of \$15,369.10 in merit pay due.

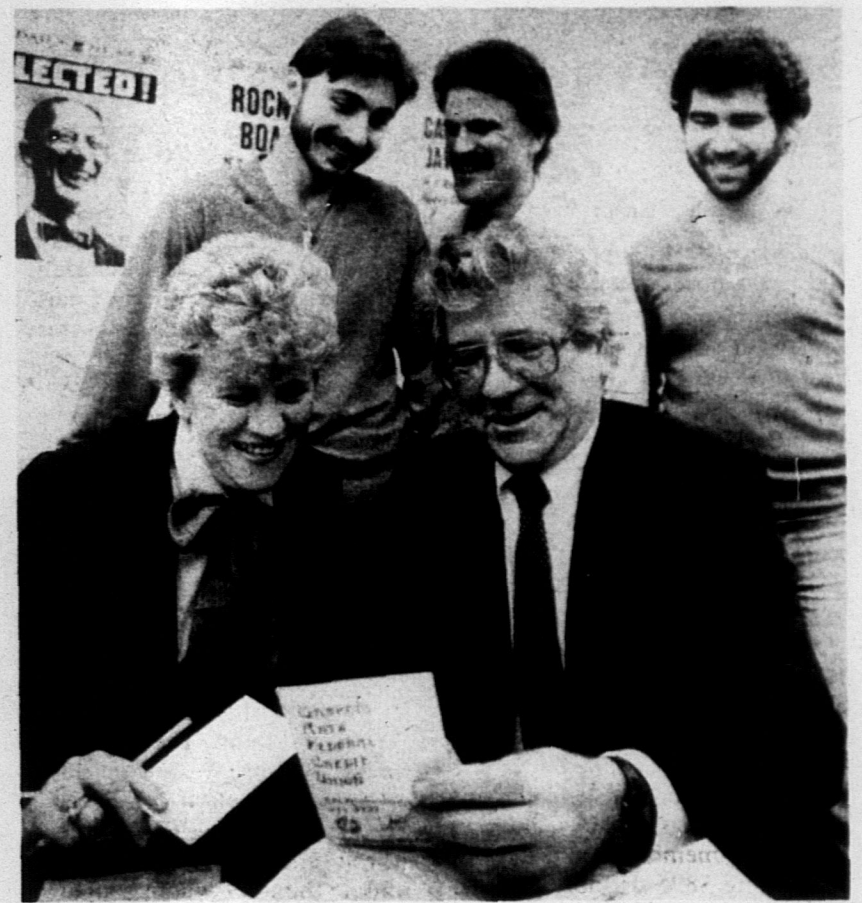
Another 120 former editorial department employees who are to share in \$2,368 of merit pay should also have their fringe benefits recomputed, Seibel ruled,

but exempted holiday pay, shift differential and overtime payments from the calculation, noting that the amounts "may be so small . . . as to be de minimis."

He also ordered Time Inc. to pay its former employees interest on the merit pay and fringe adjustments due from the date the paper was closed and agreed that Guild dues should be deducted from the payments as well.

Meanwhile, a U.S. Appeals Court has upheld a District Court ruling that Time Inc. can retain \$4 million in surplus assets from a company-wide pension plan.

In December an arbitrator ruled that the \$1.3 million in surplus assets from a second pension plan that was jointly administered by the company and the Guild belong to the covered employees, beneficiaries and retirees.



Frontpage, New York Guild

Most Guild pacts have 5-week leave

Washington — More than half of all Guild contracts call for annual vacations of five weeks or more, a new survey by TNG's Collective Bargaining Dept. shows.

According to the survey, 55 percent, or 115, of the 208 Guild contracts in effect Feb. 1 included a fifth week of vacation after a specified length of service. Among the 131 Guild contracts with daily newspapers 50 percent, or 66, provide five weeks of vacation. So do 10 of 11 news and wire service contracts.

The fifth week comes after 20 years of service under 31 of the contracts, while under 52 others employees are eligible for five weeks of vacation after shorter periods of service—as little as five years under six of the agreements. The longest service requirement is 30 years, found in three contracts.

Six contracts provide a cash bonus in addition to five weeks of vacation, while nine include a cash bonus and four weeks of vacation.

A fourth week is included in all

but four of the agreements. Service required for a fourth week ranges from one year, in seven contracts, to 20 years, in two.

More than 60 percent of the contracts provide for the fourth week after less than 10 years.

Annual vacations of longer than five weeks are found in 21 contracts, including vacations of six weeks after 20 to 35 years of service in eight daily newspaper contracts.

Several contracts call for extra weeks of vacation for long-term service at intervals of five years or more. Among them, is eight weeks of vacation after 10 years of service and every five years thereafter under the New York Guild's contract with Antiques magazine.

The longest vacation under a Guild contract is 10 weeks, during the 40th year of employment under the Vancouver-New Westminster Guild's contract with the weekly Richmond Review.

Copies of the vacation study are available from TNG's Collective Bargaining Dept.

Warning issued on used motor oil

Washington — Employees who handle motor oil are being advised by the U.S. Environmental Protection Agency to minimize skin contact with used oil and promptly to wash any from their skin.

Laboratory study showed mice developing skin cancer after having used oil put on their skin twice a week for 104 weeks.

The mice were prevented from removing the oil for the entire period, the EPA explained.

While the study is not conclusive, the EPA said, substances found to cause cancer in laboratory animals may cause it in humans as well.

Many Guild contracts cover employees who work in and around delivery garages.

Union of interest

Leaflet outlining services of the Graphic Arts Federal Credit Union, which recently was opened to members of the New York Guild's Daily News unit, is examined by News Unit Chairperson Tom Pennacchio and 3rd Vice Chairperson Rita Waterman. Looking on are News unit members Jerry D'Lena, Eugene Impala and Mike Barnett.

Reason for discharge of probationer ordered

Philadelphia—The reason for a probationary employee's discharge must be included in advance notice from the company to the Guild under the Philadelphia Guild's contract with Knight-Ridder's Inquirer and Daily News, an arbitrator has ruled.

The question arose after a reporter was dismissed on the 89th day of the 90-day probationary period.

In the ruling, arbitrator Walter H. Powell said that the need of a union to know the reason for a discharge becomes "the greater" as "courts move more and more" into questions involving unions fulfilling their duty to fairly repre-

sent covered employees.

Pointing to the provision of the Guild's contract with the papers which permits management to discharge a probationary employee on a "bona fide decision," Powell said that the company could not establish the "good faith . . . implied by the words 'bona fide'" before a court or administrative agency without explaining the reason for its action.

He ruled that the contract's requirement that dismissal notice include a statement of the reason for the discharge is not limited to nonprobationary employees as the company had argued.

The Guild and the company agreed in advance of the arbitration hearing that a probationary employee is entitled to union representation on request. In a bulletin the local explained that that agreement affirmed the right of a probationary employee to request union representation during evaluation sessions provided for new employees.

Send rights data, locals are urged

Washington—Guild locals have been asked to furnish TNG's human rights co-ordinator with payroll information indicating the age, sex, race and national origin, as well as salary and job classification of all Guild-covered employees.

Guild conventions have directed locals to supply this information, along with statistics on the number of women and minorities among their officers, executive board and representative assembly members. TNG Human Rights Co-ordinator Anna Padia said in a Feb. 16 letter.

She also asked locals to advise her of the names of new human rights chairpersons, noting that TNG's Constitution requires all locals to appoint human rights committees responsible for developing and advancing the local's human rights objectives.

\$428 janitor top is highest in daily contracts

THE HIGHEST minimum being paid janitors covered by Guild contracts with daily newspapers was \$428 a week on Feb. 1, according to data compiled by TNG's Collective Bargaining Dept.

The \$428 flat minimum for janitors under the Montreal Guild's contract with the Gazette is one of 17 among the daily newspaper contracts where there is no progression schedule for the job. In 21 other contracts the top minimum is reached within a year, the tabulation shows.

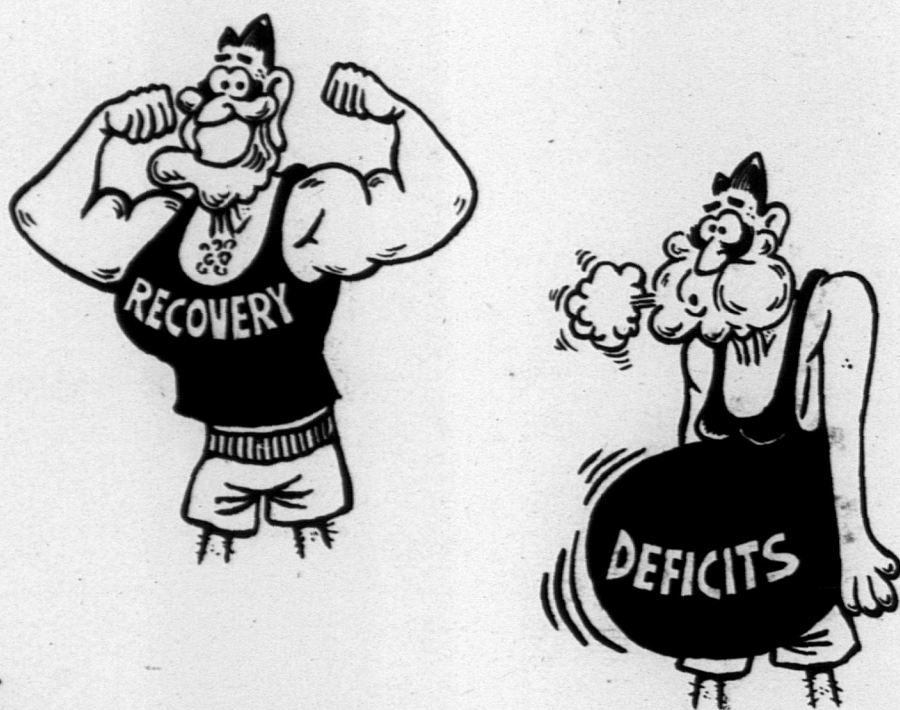
The average of the minimums in the 60 contracts was \$297.29 a week.

In 31 of the contracts the top or flat minimum for janitors exceeded \$300 a week. It was more than \$350 a week in 13 of the agreements.

Following are the top or flat minimums for janitors under Guild newspaper contracts as of Feb. 1. Results of settlements since Feb. 1 and deferred increases effective in the interim are not included.

	Minimum	After		Minimum	After
Montreal Gazette	\$428.00	—flat	Sheboygan Press	302.50	—3 yrs.
Salem (Mass.) News	408.17	—flat	Pottstown Mercury	297.83	—2 yrs.
Maui (Hawaii) News	405.02	—2½ yrs.	Providence Journal and Bulletin	297.50	—2 yrs.
Ottawa Citizen	401.56	—flat	Baltimore Sun and Evening Sun	293.00	—2 yrs.
Sacramento Union	394.61	—6 mos.	Pawtucket Times	285.92	—flat
Victoria Times-Colonist	390.28	—flat	Albany Times-Union and Knickerbocker News	280.55	—3 yrs.
Manchester Union Leader	385.55	—1 yr.	Kingston Daily Freeman	278.20	—2 yrs.
Vancouver Sun and Province	376.04	—flat	Portland Press Herald and Express	273.23	—1 yr.
Boston Herald	373.75	—1 yr.	Yakima Herald-Republic	271.00	—4 yrs.
Hilo (Hawaii) Tribune-Herald	373.55	—1 yr.	St. Louis Globe-Democrat	268.14	—flat
Royal Oak Tribune	357.97	—6 mos.	St. Louis Post-Dispatch	268.14	—flat
Detroit News	357.26	—6 mos.	Fall River Herald-News	267.40	—flat
San Jose Mercury-News	350.31	—flat	Massillon Independent	252.33	—2 yrs.
Erie News and Times	349.12	—2 yrs.	Monessen Valley Independent	252.00	—4 yrs.
New York Times	348.22	—2 yrs.	Bakersfield Californian	251.19	—1 yr.
Toronto Globe & Mail	342.94	—flat	Duluth News-Tribune & Herald	248.00	—1 yr.
Macomb Daily (Mt. Clemens, Mich.)	327.65	—1 yr.	Indianapolis Star and News	246.85	—3 yrs.
San Diego Union and Tribune	325.25	—1 yr.	Canton Repository	244.73	—3 yrs.
New York Post	322.30	—3 yrs.	Akron Beacon Journal	241.35	—6 mos.
Long Beach Press-Telegram	320.62	—flat	Woonsocket Call	240.46	—6 mos.
Honolulu Advertiser and Star-Bulletin	315.40	—flat	Memphis Commercial Appeal	234.85	—flat
St. Paul Pioneer Press and Dispatch	314.04	—6 mos.	Brockton Enterprise	233.02	—1 yr.
Denver Post	314.00	—1 yr.	Toronto Star	212.93	—flat
Gary Post-Tribune	312.39	—flat	El Vocero (San Juan)	212.00	—2 yrs.
Denver Rocky Mountain News	312.00	—1 yr.	Sioux City Journal	207.22	—1½ yrs.
Malden News, Medford Mercury and Melrose News	309.16	—2 yrs.	Pueblo Chieftain and Star-Journal	205.00	—1 yr.
Monterey Peninsula Herald	309.00	—1 yr.	San Antonio Light	204.31	—2 yrs.
Oshawa Times	308.92	—1 yr.	San Juan Star	176.00	—1 yr.
Delaware County (Pa.) Times	305.33	—2 yrs.	Morgantown Dominion-Post	175.09	—3 yrs.
Stockton Record	304.42	—flat	El Mundo (San Juan)	174.00	—2 yrs.

* \$364.30 for persons hired before June 12, 1981.



Huck

Ethics? It's time to examine publishers' sins of omission

By Melvin Mencher

AT THE SAME time the press is behaving more responsibly than ever, I see heightened concern over the morality of its practices. Many journalists still feel they haven't done enough. Their readers are even more critical.

The study of ethics has become journalism's latest growth industry. All sorts of journalism groups have explored the problem. Hardly a month goes by that editors, reporters and academicians are not meeting to grapple with journalism ethics.

Despite the inability of journalists—by nature disputatious—to agree on much, and their reluctance to subscribe to anyone's imposition of "responsibility," however defined, much has been accomplished. We have described and agreed upon the unacceptable. No one argues that gifts, free travel, conflicts of interests, special privileges and political servility are acceptable. Meanwhile, journalists increasingly worry about their use of pseudo-events, their contribution to the cascade of disconnected news that bewilders readers, and the elevation of trivia—under the guise of features and graphics—to newsworthiness.

Despite this seemingly estimable accomplishment, we are told much more can be done to eliminate unethical practices. I'm not so sure, for two reasons:

FIRST, WE must understand that some moral dilemmas cannot be resolved. No matter how many conferences we hold, we can never achieve more than general guidelines in many areas. "Situational ethics" has a bad name, and so we seek codes and guidelines that will cover many situations. That noble effort is doomed to fail because many of the ethical problems that journalists face require choices between conflicting moral actions:

Poses and disguises are im-

This is reprinted with permission from the February issue of the ASNE Bulletin, publication of the American Society of Newspaper Editors.

Mencher has been teaching at the Columbia University Graduate School of Journalism since 1962 after reporting for several dailies and United Press.

moral. The reporter, therefore, should not use them to obtain a story.

The reporter's moral obligation is to ferret out the wrongdoers, to provide a range of service to readers.

An abortion mill threatens the lives of the women who seek its services, and a reporter disguises herself as a pregnant woman to gain entrance, the only way she can obtain material about the operation of the clinic.

What should we conclude? That the disguise was unethical, that the newspaper should piece together a story with interviews, report its suspicions to authorities and wait for them to act, or do nothing? What is the moral path to take?

As the philosopher Isaiah Berlin puts it: "The world that we encounter in ordinary experience is one in which we are faced with choices between ends equally ultimate and claims equally absolute . . . If, as I believe, the ends of men are many, and not all of them are in principle compatible with each other, then the possibility of conflict—and of tragedy—can never be wholly eliminated from human life, either personal or social. The necessity of choosing between absolute claims is then an inescapable characteristic of the human condition."

Not all ends are ultimate, nor claims equally absolute. A disguise used to expose a local merchant has less moral justification than does a pose to expose a life-

threatening situation.

The simplest action is to declare pose and disguise unethical, to state that removing documents is theft, that theft is immoral as well as illegal, and to say that privacy should always be respected. Such an ethic does relieve the pain of decision making, but as the religion writer Harvey Cox says: "Not to decide is to decide."

We could base our decisions on our function: Our task is to be alert to the institutions and to the people that exercise power. We are concerned with any threat by these power sources that would deny the right of everyone to take part openly, freely and justly in the life of the community. Our job is to hold power accountable.

A SECOND reason, then, for suggesting that we pause before continuing to scrutinize the misdeeds of the troops:

Perhaps it's time to examine the sins of the generals.

Perhaps we're spending so much time looking at the errors of commission that we have neglected to point out that the basic moral failure of journalism is the failure of many newspapers to do what they're supposed to do.

Too many newspapers do not give their readers the information necessary for them to make decisions that will help them lead a meaningful life in their community, that will give them and their children access to good schools, adequate health care, safe streets, a voice in running things.

The underpinning for such coverage is absent on too many newspapers:

They are understaffed. Reporters and editors are underpaid. Coverage is based on the traditional surveillance points, not at the actual sources of power. Too many newspapers are satisfied with bargain-basement news, the kinds of stories reporters can churn out quickly and often.

MY FAVORITE restaurant, the Sanitary Fish Market in Morehead City, N.C., points out on its menu: "Good food is not cheap. Cheap food is not good." High-quality news can't be bought on the cheap. It is the moral responsibility of publishers to put money into news-editorial.

The people who lead newsrooms need to work on those who put out the newspaper, to show them what the morality of journalism requires. . . .

As they put it

NLRB vs Bildisco

There is no question that the U.S. Supreme Court dealt organized labor a vicious blow in its decision in the Bildisco bankruptcy case.

The court allowed Bildisco to reject its labor contract as being too burdensome to allow the company to reorganize effectively under Chapter 11 of the Bankruptcy Act. The decision throws into jeopardy thousands of other union contracts, and threatens to "spawn labor strife" in the words of Justice William Brennan, who wrote the dissent in the case.

Brennan quoted the late Justice William O. Douglas, who said in 1960:

"The collective bargaining agreement . . . is more than a contract; it is a generalized code to govern a myriad of cases which the draftsmen cannot wholly anticipate. . . . When most parties enter into a contractual relationship, they do so voluntarily. . . . That is not true of the labor agreement. The choice is generally not between entering or refusing to enter into a relationship. . . . Rather, it is between having the relationship governed by an agreed upon rule of law or leaving each and every matter subject to a temporary resolution dependent solely upon the relative strength, at any given moment, of the contending forces."

In its decision, the conservative Burger Court designated a battlefield upon which a string of bloody labor wars surely will be fought. Every company with a desire to free itself from its fairly negotiated labor contract will take to this battlefield, fully confident that the economy and the backing of the Reagan administration will aid it in defeating its employees' union.

Fifty years of labor law since the enactment of the National Labor Relations Act will lie trampled on that field. The rights of millions of workers will also stand at risk.

Business perceives itself as strong today, and labor as weak. The Supreme Court decision gives business the hope that it will be able to finish off labor and create a "union free" environment. There it will be able to set working conditions, wages and benefits at will.

Those businesses should look again at their choices. Strength and weakness are relative. Reduced unemployment, a shrunken pool of cheap labor when the economy improves will again give labor the upper hand.

As Justice Douglas said, the labor law is designed to balance the rights of labor and business. We hope that the Congress will step in to protect the rights of workers where the court has failed.

—Editorial in the March 5 Union Advocate of St. Paul, Drew Mendelson, editor.

The Guild Reporter

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

ISSN: 0017-5404

Vol. 51, No. 5

March 9, 1984

The Newspaper Guild

1125 Fifteenth St. N.W., Washington, D.C. 2001

Area Code 202-296-2990

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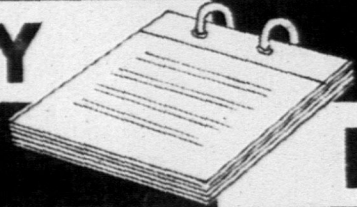
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DAY



BOOK

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

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

Western District Council, spring meeting, April 21-22, San Diego.

Middle-Atlantic District Council, spring

meeting, April 28-29, Albany.

Great Lakes, Midwest and Southern District Councils, joint spring meeting, May 5-6, Bel Air Hilton hotel, St. Louis.

51st Annual Convention, June 18-22, Caribe Hilton, San Juan, Puerto Rico.

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

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