

Election winner is a reporter, too—again

Knoxville, Tenn.—A Knoxville News-Sentinel reporter who was fired after being elected to a school board post returned to her job at the Scripps-Howard paper March 12 under an arbitrator's ruling ordering her reinstatement with full back pay and benefits.

The company acted unreasonably last June when it presented the grievant with the alternative of resigning her job with the paper or stepping down from the school board seat to which she

ARBITER CALLS FIRING 'FAR FETCHED'

had been elected just days before, arbitrator Clair V. Duff ruled in a Feb. 17 decision upholding the Knoxville Guild.

It requires "far fetched speculation" to connect the grievant's political activities as a school board member with "any questions by the public as to the news-

paper's objectivity," Duff said, noting that the school district she represents lies outside the city of Knoxville and outside Knox County, as well.

Any one of some 20 other News-Sentinel reporters could be assigned "in the unlikely event that a newsworthy controversy

ever would erupt" involving the Alcoa School Board, the arbitrator observed.

The evidence presented at the hearing showed that in the past 10 years the paper had relied on stringers for its coverage of the board, he noted.

Moreover, the arbitrator point-

ed to the political activity of other employees of the paper, including the editor, who has served as a member and chairman of the city's parking board, and another reporter, who has held several local offices over the years, winning the editorial endorsement of the paper in several elections, and who also ran twice for a U.S. congressional seat.

The company cited a Scripps-Howard policy statement, posted (Continued on Page 4)



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Newspaper unions win in rerun vote at Fairfield daily

Fairfield, Calif. — The employees of the Daily Republic voted by 62 to 53 on March 8 for bargaining representation by the group of San Francisco-area newspaper unions, including the San Francisco-Oakland Guild, which makes up the Northern California Newspaper Organizing Committee.

That election result here plus those in five other places across the continent where there have been Guild election victories since late in November bring to nearly 600 the total number of persons organized or re-organized by the Guild in just over three months.

The Fairfield election was a rerun of one held 28 months previously in which the National Labor Relations Board found that management's actions during the organizing campaign had made a fair vote impossible.

In that first plant-wide election the vote was 47 to 62 against representation by the committee of six local unions.

Twelve of those "no" votes were challenged ballots which were opened and counted only after the NLRB had ordered a second election unless the ballots produced a majority for the unions.

NLRB Regional Director Robert H. Miller ordered the rerun in a decision issued Dec. 30 in which he upheld a hearing officer's earlier findings that the

company had threatened employees with job loss, plant closure and more onerous working conditions and also predicted that union representation would result in a strike and violence.

In addition, Miller upheld a finding that the McNaughton-chain daily's management had created the impression among

Organizing levy endorsed by sixth council 3

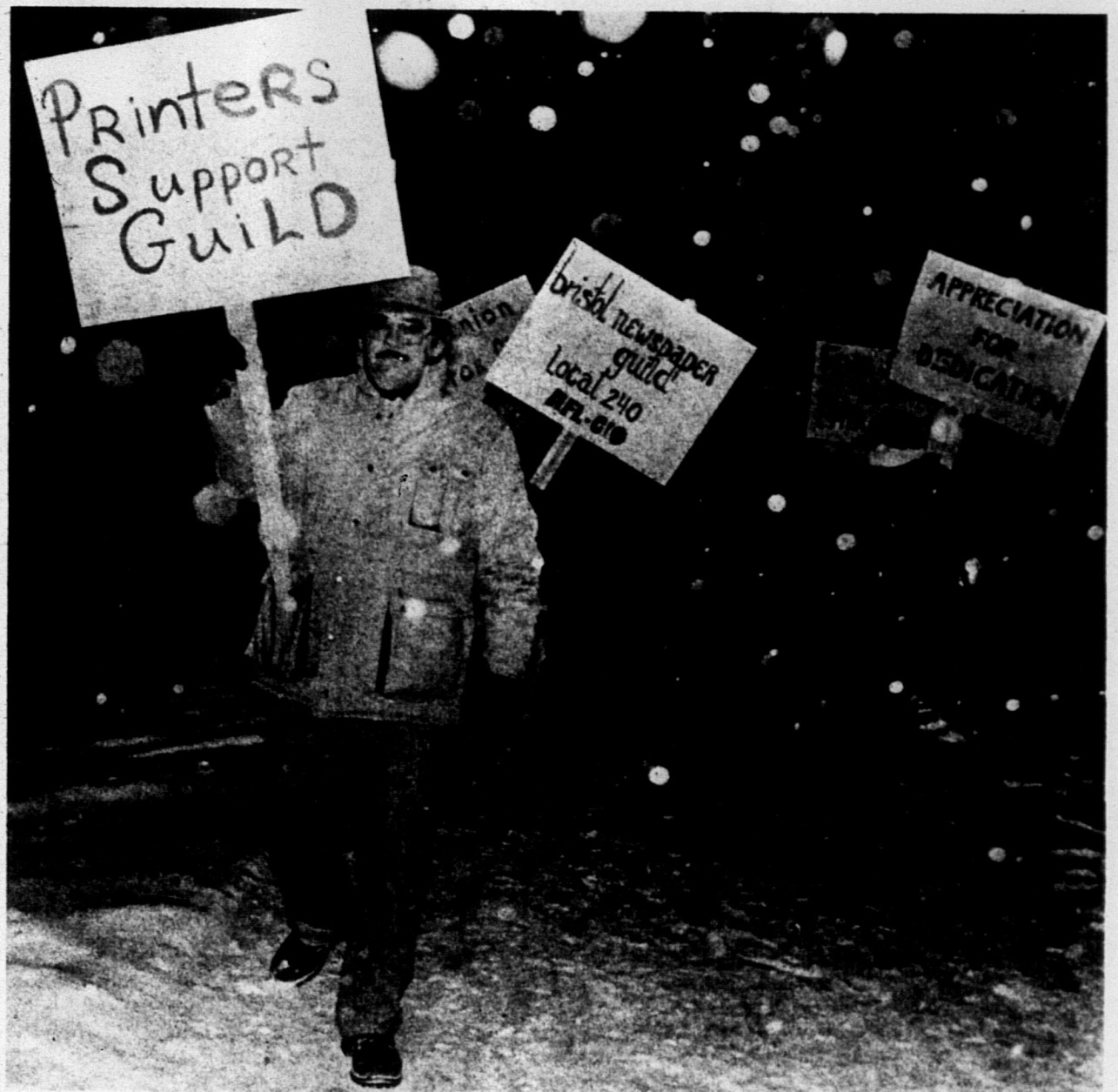
employees that they were under surveillance during the initial organizing campaign.

TNG Vice President Larry D. Hatfield said management was perceived by the employees before the first campaign also to have promised improved wages and working conditions if union representation were rejected. "Actually, they were worse off," said Hatfield, who took leave from his job at the San Francisco Examiner to assist fulltime with the second pre-election campaign. TNG assisted the local in meeting its expenses in both pre-election campaigns.

The Typographical Union and the Teamsters also provided full-time assistance to the organizing committee.

The organizing committee also includes locals of the Mailers' and Pressmen's unions.

The unions will seek to jointly (Continued on Page 2)



Neither snow, nor sleet, nor . . .

Bristol Guild members, with support from members of the Printers' and Pressmen's unions employed at the Bristol (Conn.) Press, set up an informational picket line at the paper's annual food show the evening of March 31. Despite the snow, sleet and freezing rain, about two-thirds of the Guild's 40-plus mem-

ber unit joined in the demonstration. The Guild for 16 months had been seeking an initial contract to cover the paper's advertising, business and editorial department employees. A tentative agreement was concluded a few days after the picketing. Details were not immediately available.

ITU-Teamsters 'merger/affiliation' pact announced; May 16 vote set

Colorado Springs—Officers of the Int'l Typographical Union announced here late March 21 that they and officers of the Int'l Brotherhood of Teamsters that day completed an agreement for "merger/affiliation" of the two unions.

That agreement, the ITU officers also announced, will be submitted to the ITU membership in a referendum to be held on May 16, eight weeks to the day after the announcement of the agreement's conclusion.

Officers and lawyers of the two

unions had been holding merger talks since shortly after last year's ITU convention in August voted down an endorsement of a proposal that would have merged the ITU and TNG. That proposal had been more than five years in the making.

The rejection came three days after Teamsters President Jackie Presser devoted a speech to the convention to inviting the ITU to "become members of our international," instead of going ahead with the ITU-TNG merger.

Announcement of the Team-

sters-ITU agreement came a week after the ITU Executive Council sent a telegram to the Graphic Communications Int'l Union calling off any further merger discussions between the ITU and the GCIU. Those talks were begun at the suggestion of AFL-CIO President Lane Kirkland, who pointed out last October that if the ITU were to join the Teamsters it would be forfeiting continued affiliation with the AFL-CIO. The Teamsters was expelled from the AFL-CIO in 1957 on (Continued on Page 4)

Bellevue employees reaffirm Guild

Bellevue, Wash.—The advertising, circulation, editorial and mailroom employees of the Bellevue Journal-American have reaffirmed the Pacific Northwest Guild as their bargaining representative in a rerun of an election conducted late last year.

In the second National Labor Relations Board-supervised election March 13-14, eligible employees voted 75 to 29 for representation by the Guild local.

Results of Nov. 29-30 balloting, in which the same employees voted by 101 to 25 for Guild representation, were set aside after an NLRB hearing officer upheld an objection to the election campaign filed by the company.

Following the hearing officer's recommendation that there should be a new election because of Guild statements that membership initiation fees would be "waived for this campaign," the local sought an early rerun rather than appeal the ruling.

THE SHORT



OF IT

MURDOCH-ERY, ANY ONE? (Defined here as some of the more astounding utterances or actions attributed to the Australian-U.S.-British publisher of the surname Murdoch, or his executives.) . . . After 100 days of maneuvering to take over Warner Communications and coming up short, Murdoch's holding company reportedly sold back its shares in Warner for a total of about \$172.6 million—a gain of \$40 million over the stock's cost. In addition Warner reimbursed Murdoch's News Corporation for about \$8 million in legal expenses. A failed effort? . . . Then there was the following by Robert E. Page, appointed publisher of the Chicago Sun-Times after Murdoch bought it, in a talk to advertising and public relations executives in Boston, where Page published Murdoch's Herald (reported in Publishers Auxiliary): "The American newspaper industry ought to be damn ashamed of itself for failing to get out and compete," Page said, charging that "the very gentlemanly American publishers" fear invading one another's turf. As to columnist Mike Royko and the 60-plus other reporters and editors who left the Sun-Times rather than work for Murdoch: "I wish 165 had. We're better off without them."

VDTs and such: A new, bi-monthly newsletter titled "VDT NEWS/The VDT Health and Safety Report" published its first edition in January/February. It is attempting to become the first single source of information on the subject and, based on its first edition, TNG Research & Information Director David J. Eisen thinks it may well succeed. Individual subscriptions are \$18 a year, institutional, \$35. Address: VDT News, P.O. Box 1799, Grand Central Station, New York, N.Y. 10163. . . . The manual, "Humanizing the VDT Workplace," published jointly by TNG and the ITU, revised edition recently out, draws an accolade as "the best guide to VDT ergonomics" in the spring edition of "Medical Self-Care," a quarterly published in Inverness, Calif. . . . At last count, a resolution proclaiming workers' "fundamental right to know" when they are exposed to hazardous substances in their work had 41 co-sponsors in the House of Representatives. Chief sponsor is Rep. Bruce F. Vento (D-Minn.).

Overseas: The Prague-based Int'l Organization of Journalists reports that Poland's Sejm (parliament) on Jan. 26 approved that nation's first press law and that the Assn. of Journalists of the Polish Peoples' Republic—set up by the government after it outlawed the Solidarnosc-affiliated journalists' union—"took an active part in all stages of the legislative process and in drawing up the bill." It defines the press' basic role as circulating information and views "serving the development of socialist relations in Poland and international co-operation in the spirit of peace" and as enabling citizen participation in "social consultations and discussions" to ensure their "co-participation in deciding on key problems" and other public matters. Its other provisions include a prohibition of persecution or prosecution for providing information that "does not violate the law (this means, for instance, state secrets, service secrets, medical secrecy, etc.)," the IOJ reports. It also "establishes the duties of journalists, especially as regards the reliability and truthfulness of information."

Potpourri: Airline flight attendants have been granted a separate charter as the Assn. of Flight Attendants by the AFL-CIO to become the only federation affiliate with a woman president. She is Linda A. Puchala. The Flight Attendants had been part of the Air Line Pilots. . . . "The Killing Floor," a feature-length dramatic film about Chicago Stock Yard workers' efforts to organize a union about the time of World War I, is being broadcast as a two-hour special on the PBS American Playhouse, Tuesday, April 10 (date and time may vary locally). It is the first of a "Made in U.S.A." TV series on American workers' history. Several unions, including TNG, have contributed to the project's support. . . . The Feb. 10 Wall Street Journal carried a small display ad for "classic business suits and dresses" for pregnant executives.

Among ourselves: Stella Roberts, first woman to serve as secretary-treasurer of the Wire Service Guild, has been named to the Oklahoma Journalism Hall of Fame. She held the local office in 1965-66 and had been 31 years a reporter with AP in Oklahoma City when she left it in 1976 to become public information director for a state agency. . . . Barbara Yuncker, former leader of the New York Guild's Post unit and a TNG vice president for the 1981-83 term, has taken early retirement from the paper where she was a prize-winning medicine-science writer. She'll do free lance work and be the first administrator of the Post-Guild insurance fund, part-time. . . . Sam Zagoria, president of the Washington Guild in 1952 and in the years since variously a member of the National Labor Relations Board, director of labor-management relations for the U.S. Conference of Mayors and a member of the U.S. Consumer Product Safety Commission, is the Washington Post's new ombudsman. . . . Bill Brown, former TNG international representative and Philadelphia Guild administrative officer, has been named publisher of the Ingersoll chain's group of Acme weeklies in suburban Philadelphia. He left TNG's staff two years ago to be publisher of the chain's Royal Oak Tribune in suburban Detroit.



Roberts



Marking 50 years in Buffalo

Richard Klineczar, left, and Jack Weibel, both of the Buffalo News art staff, check the special silk-screened poster they created to announce the 50th Anniversary Ball the Buffalo Guild will hold May 12 in the city's new Hyatt Regency Hotel. The local was chartered on

March 20, 1934. In addition to current members and leaders, invitations are going to retirees and past local presidents, including TNG President Charles A. Perlik, Jr. More information is available from Marian Needham, Buffalo Guild, 290 Franklin St., Buffalo 14202.

Freeze ok'd at Sacramento Union

Sacramento—Members of the Central California Guild's unit at the Sacramento Union have approved a year's extension of the Guild contract with the paper and deferral to May 5, 1985, of increases that were to take effect this May 7.

Guild unit leaders had recommended approval of the extension agreement after TNG's auditor examined the company's financial records.

In addition to the year's deferral of minimum and general increases of approximately 5 percent—\$30.38 a week at the key top minimum—the extension agreement also provides for the Guild's auditor to re-examine the company's books on a quarterly basis.

It also calls for president of the paper to meet with a Guild committee at least monthly to discuss nongrievance matters "in an effort to improve communications as well as the product."

A similar wage-freeze agreement was negotiated with representatives of the pressmen's union.

Typographical Union printers and mailers are without signed contracts with the paper.

Survey of night differentials revised

Washington—A new survey of differentials included in Guild contracts for employees who work night shifts has been released by TNG's Collective Bargaining Dept.

It is the first revision of a study of night differential provisions since 1975.

While nearly all contracts with daily newspapers, wire services and radio and television stations include extra compensation for employees working nights, the amounts vary widely.

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

Fairfield rerun is victory for six news unions

(Continued from Page 1)

bargain a single contract covering all 126 eligible employees of the 16,400-circulation daily, Hatfield said, while each employee will belong to the union "that traditionally represents his or her department." About 45 of the 126 are in Guild jurisdiction in the advertising, art, business editorial and maintenance departments, while about 10 are in the pressroom, 30 in production and 40 in circulation.

Fairfield is located between San Francisco and Sacramento, just over 45 miles northeast of the San Francisco-Oakland Guild's office in downtown San Francisco.

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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)

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(City & State/Province)

CLIP & MAIL

Rhode Island legislators probe VDT perils

By a correspondent

Providence, R.I. — When Karen Cunningham approached the microphone and began to speak, a hush fell over the room. She would not talk of studies or of research, nor of clusters of birth defects or of cataracts hundreds, even thousands, of miles away.

Cunningham, a clerical worker in an unorganized department of the Newport (R.I.) Daily News, spoke of her own child, Andrew, 2, who was born with multiple birth defects. Cunningham said she had worked on a VDT the full term of her pregnancy.

"I don't know that the VDT caused my [child's] birth defect," she said. "But I don't know that it didn't."

Cunningham, who could find no link in her or her husband's lifestyle or background for the birth disorder, was among several people to testify at a hearing on proposed legislation to regulate the machines for the health and safety of VDT workers. The hearing was held before the labor committee of the Rhode Island House of Representatives the evening of March 8.

The bill, introduced into the Rhode Island General Assembly by Labor Committee Chairman Henry Boeniger [D-Westerly], is the model bill drawn up by TNG. It was introduced at the urging of the Providence Guild.

Since its introduction, the bill has received widespread labor support and universal opposition from the business community.

At that hearing both that support and that opposition were evident.

In attendance were Providence and Woonsocket Guild members, representatives from AFSCME, the United Food and Commercial Workers, Rhode Island Working Women, the Service Employees Int'l. Union, the Community Labor Coalition, Rhode Island Committee on Safety and Health, and more. David J. Eisen, TNG research and information director, and Diana Rose, for "9 to 5, National Assn. of Working Women" provided proponents with expert testimony.

Leaders from a variety of unions spoke in favor of the bill, noting situations among their own members



DUANE CLINKER

KAREN CUNNINGHAM TESTIFYING ON VDT SAFETY BILL

and within the plants and offices where they work.

The business community imported witnesses from AT&T, IBM, the Computer and Business Equipment Manufacturers Assn. (CBEMA), and presented a host of local businessmen and women.

But, the most impressive witnesses to many observers were the VDT-worker witnesses. There was Cunningham, and a woman who works at a VDT in the state Supreme Court (an unorganized area), another woman who works at the state Registry of Motor Vehicles (AFSCME), another from an unorganized cable company and others.

They talked of headaches, eye strain, and exhibited new eyeglasses that they had only begun wearing since they started work on the VDTs.

The session was held in the largest hearing room at the state house — one usually reserved for the Finance Committee. Even then, the room was packed. Every seat was occupied and the crowd was overflowing into the hallway. Conservative estimates put attendance at 150 persons.

The hearing had its particular moments:

✓ A woman, representing CBEMA, was introduced by a local Chamber of Commerce official as a doctor. At the conclusion of her "expert" and sometimes clinical testimony, State Rep. Sherwin Kapstein leaned over and asked if she were a medical doctor. She said no, that she was a PhD. "In what," said Kapstein. "English," she said.

✓ A representative of the retailers argued that detachable keyboards weren't a very good idea because they could be stolen easily from an unsuspecting clerk. George Nee, AFL-CIO lobbyist, remarked to another person in the audience at that point: "If you were to list the top 100 reasons why business would oppose this legislation, I bet you would not have listed shoplifting."

✓ A representative of a stockbroker argued that with tiltable screens the machines would be knocked around by stockbrokers whose very work produces disjointed flailing movements.

Donald Fowler of the Greater

Providence Chamber of Commerce, and the individual selected by business to lead its effort, said that the answer to the problem is not legislation, but "education." He claimed that the chamber had received more telephone calls about the VDT bill than on any legislation in at least seven years.

The legislation, he said, would be a "major detriment" to efforts at improving the state's business climate.

TNG's Eisen pointed out that opponents of VDT safety legislation are "right on line" when they say that ergonomically correct products are available for VDT workplaces.

The problem, as admitted by a CBEMA representative in testimony on a VDT bill in Connecticut, Eisen pointed out, however, is to make sure those products are used.

"That is exactly the problem . . . that the bill before you would solve . . . the basic reason you should approve it," Eisen told the committee. The bill "will assure that the equipment and the knowledge necessary to protect the health and well-being of VDT operators are not left in catalogues and reference books, but are used."

Other witnesses, appearing for labor and workers, also called the legislation essential and reminded the committee of the results of failed legislation in years in past.

Frank Prosnitz, administrator of the Providence Guild, who has led labor's campaign for the bill, reminded legislators that it took 60 years—and countless victims—before anybody did anything about asbestosis and that industry for years has neglected to deal with their employees' health and safety unless pushed to do so.

"Never has business and industry unilaterally implemented important health and safety measures for workers. That job has been left to the legislators—you are the hearts, and the soul of America's corporations," Prosnitz said, concluding:

"It was a Western Judge that Daniel Boorstin quoted, who said: 'A corporation is just like any natural person, except that it has no pants to kick or soul to damn, and, by God, it ought to have both.'"

Southern council is sixth to back organizing levy

The sixth of the six district councils of Guild locals and the governing bodies of a third local now have endorsed the proposal by TNG's Int'l Executive Board for a pair of special assessments to finance a vigorous new organizing push.

Delegates to the Southern District Council's winter meeting in San Antonio March 17-18 voted unanimously for a resolution of endorsement moved by Linda Foley of Lexington and seconded by Melissa Merson of Washington-Baltimore.

"The Southern District Council believes that this plan is vital to our region, where free riders and right-to-work laws present special organizing problems," the council stated.

Meanwhile, the San Francisco-Oakland Guild executive committee without dissent on March 13 approved an endorsement motion by TNG Vice President Larry D. Hatfield. A week later the local's representative assembly also endorsed the measure.

Previously, the proposal was endorsed by the New England, Great Lakes, Midwest, Middle-Atlantic and Western councils, by

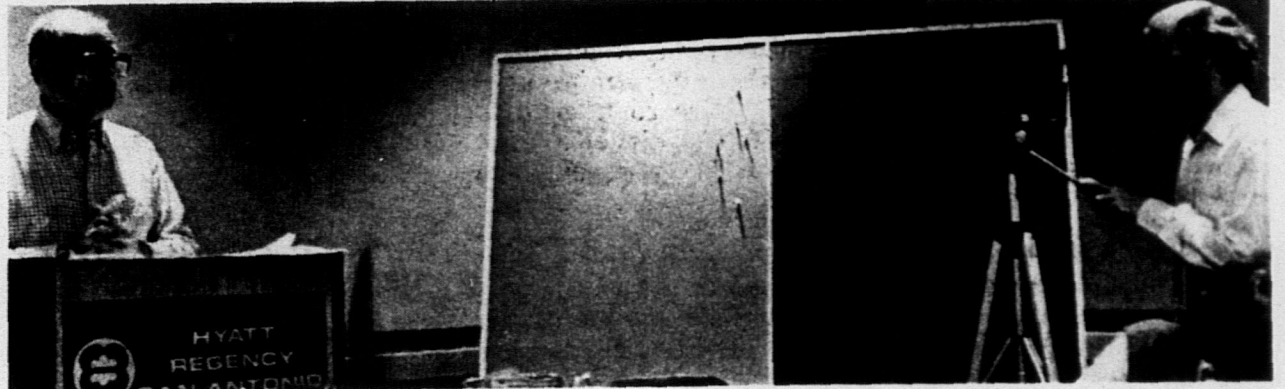
the representative assembly of the Wire Service Guild and by the executive committee of the Akron Guild.

The IEB voted late in January to recommend the organizing assessments to the convention, scheduled for June 18-22 in Puerto Rico.

Under the IEB proposal the assessments would be levied in August and September. They would be equivalent to the extra dues paid to replenish TNG's Defense Fund when it falls below \$3.5 million. Those range from \$2 to \$27.35 a month 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.

The Southern council acted after hearing the IEB's proposal explained by TNG Secretary-Treasurer Charles Dale. TNG Vice Presidents Faye McCracken of Memphis, Robert C. Holt, Jr., of St. Louis and David M. Mulcahy of New York also reported on the board's actions at its January meeting.

TNG Field Operations Director J. William Blatz and Admin-



JIM GRIFFIN/TNG collective bargaining staff

ALLAN TURNER OF SAN ANTONIO (RIGHT) VIDEO TAPES ORGANIZING SEMINAR

On camera (left) is Ellis T. Baker, TNG director of administrative operations.

istrative Operations Director Ellis T. Baker directed a seminar on organizing for the delegates.

Delegates also were addressed by Emma Tenayuca, a retired teacher who in the 1930s was a renowned organizer of the city's unemployed and employed, in 1938 leading a strike in the San Antonio pecan-shelling industry, its largest at the time.

In its only other formal action, the council voted a contribution of \$200 to the striking Consumers Union unit of the New York Guild.

Locals advised of industrial forums

Washington—U.S. Guild locals are being urged to participate in a series of regional meetings the AFL-CIO Industrial Union Dept. has scheduled to discuss the need for developing a national industrial policy.

In a letter to officers of the locals, TNG President Charles A. Perlik, Jr., said that the meetings provide a "unique opportunity" to learn more about the issues involved in developing a new industrial policy intended to bring a

halt to the erosion of the country's basic industries and to chart the course for their renewal.

While it is a "long-term project," action must be initiated quickly if the erosion is not to "become irreparable," Perlik said, noting that legislative proposals designed to launch such a policy thus far have met with consideration resistance.

The day-long conferences are scheduled for a dozen U.S. cities in April, May and June.

May 16 vote set on ITU-Teamsters 'merger/affiliation'

(Continued from Page 1)
charges of domination by corrupt influences.

The Teamsters-ITU merger proposal was signed in Washington by Teamsters President Presser and in Colorado Springs by ITU President Joe Bingel and all four other members of the ITU Executive Council, the ITU said.

(The ITU-TNG proposal was openly and actively opposed by two of the ITU's officers last year.)

In the agreement, the ITU said in a four-paragraph press release, all six signatories—Bingel, Presser, ITU Vice Presidents Allan J. Heritage, Robert L. Wartinger and Ray Brown plus ITU Sec'y-Treasurer Thomas W. Kopec—pledge to "recommend and support adoption" of the agreement in the ITU referendum "and the approval process of the IBT."

The ITU Constitution requires approval of a merger proposal by a majority of its members who vote in a referendum.

The Teamsters Constitution vests "full power and authority" in the IBT General Executive Board to complete agreements for "the absorption, amalgamation, merger or affiliation of . . . other labor organizations."

No details of the contents of the completed ITU-Teamsters merger proposal were available immediately but the only unresolved questions as of mid-December were financial—Teamsters support for the Union Printers Home, the ITU mortality benefit and ITU payroll costs—Bingel reported in January. The two unions' lawyers had presented a proposal to the ITU in mid-December that was complete in all other respects, Bingel said then.

The announcement of the ITU-Teamsters merger proposal also did not mention the ITU Executive Council's having voted in

mid-October that "in the event a satisfactory, formal" Teamsters-ITU merger proposal was completed, there would be a special, week-end "mini-convention" called to consider the document before it was submitted to referendum. The ITU officers reportedly were considering calling several regional conferences instead.

Nor was there any mention of the effect, if any, of the plans for the merger referendum on the new ITU presidential election ordered by the ITU's International Canvassing Board in December after both candidates in last fall's contest objected to the pre-election conduct of the other's supporters.

In last fall's election, then-Vice President Robert S. McMichen outpolled incumbent-President Bingel by 4,920 votes—26,855 to 21,935.

At the same time, the election board ruled that Bingel should remain in office until a winner of the second election is certified. The election board ordered that it be held shortly after March 31, on a date to be set by the executive council. It had not yet done so as of March 21.

In February, McMichen appealed to the U.S. Labor Dept. to overturn the ITU election board's actions not only in ordering a rerun election for president but also its certifying the other four winners of positions on the ITU Executive Council. He also sought to be seated as president on the basis of last fall's vote totals.

McMichen, along with Sec'y-Treasurer Kopec, had opposed last year's ITU-TNG merger proposal, with McMichen expressing a preference for a merger with the GCIU, itself the product of mergers of several printing craft unions.

McMichen now chairs an ad-hoc committee of leaders of local Typographical and Mailers un-



RAYMOND CROWELL/Washington-Baltimore Guild

Sensitivity recognized

Peter Perl, reporter with the Washington Post and a Washington-Baltimore Guild member, center, receives the Metropolitan Washington AFL-CIO Council's media award for work displaying sensitivity to workers and their fami-

lies. Presenter is William Simmons, president of the Washington Teachers Union. Looking on at left is Joslyn N. Williams, council president. Presentation was one of several during the council's annual "evening with labor."

ions that formed late last year to promote an ITU-GCIU merger.

A poster recently distributed to ITU locals and chapels, by that "Merger Committee for One Big Printing Union" points out that the ITU's affiliations with the AFL-CIO and with the Canadian Labour Congress "gives us the strength of 16 million allies united in 100 unions" across the continent and that those numbers "are backed by respect" for the "real measure of strength" they represent.

Other members of the committee include the following local Typographical Union presidents: Bert Powers of New York; William Boarman of the District of Columbia; Haven Combs of Cleveland; David L. Brown of Ottawa; Harold Dieno of Vancouver; Roy Hornsby of Memphis; Eugene F. Metzger of Toledo and Robert Kirk of Wilkes-Barre.

In its March 13 telegram to the GCIU, the ITU Executive Council said it was calling off its talks with the GCIU "in view of the GCIU position that it will not participate in an offer of two merger documents to members of the ITU for consideration" simultaneously—one from the Teamsters and one from the GCIU.

The next day the executive council sent a Mailgram dated two days before to all local officers and chapels in which the council reproduced the text of its wire to the GCIU and said all five of the council's members and the Teamsters' Presser are committed to supporting an ITU-Teamster merger "assuming agreement . . . as to terms of merger."

School board firing reversed

(Continued from Page 1)
in the Knoxville newsroom, that prohibits participation in political activities "that could raise questions as to the newspaper's objectivity," in support of its action, but the arbitrator held that the company had applied that policy unjustly in the case of the grievant.

Calling it "prudent" for a newspaper publisher to develop "guidelines" representing the management's "perception of the ethical standards that should be observed," Duff noted, however, "that these policy statements do not have the binding force" of a similar prohibition incorporated in a collective bargaining agreement.

"There is no general rule that all policy statements as unilaterally interpreted by management become fixed rules of conduct" the violation of which "justify a disciplinary penalty," the arbitrator observed. Duff pointed out, however, that "deliberate participation in activities that seriously undermine the employer's business would justify appropriate disciplinary sanctions, not because the publisher had prohibited them

but because they violate the basic ethics of journalism."

The News-Sentinel's apparent argument that the grievant's school board position "in an indirect manner . . . could generate some detrimental effect" on the paper "is not sufficient to justify prohibition of off duty activities," the arbitrator ruled.

"The expression of political beliefs" by such activities as running for the school board "involves a person's civil rights and cannot be restricted by an employer except for some proven, compelling reason," Duff said.

He warned against banning political activity speculatively, saying that in restricting the political activity of a reporter "the conduct must generate, as a normal and natural effect, damage to the employer's business interests such as a detrimental impact on the newspaper's objectivity as viewed by the public."

The policy on political activity as it has been interpreted in Knoxville in the past "is reasonable," Duff said, but called the "lack of uniformity" in applying the policy to the grievant "arbitrary and capricious."

Court stops merger vote, orders info

Members of the Telecommunications Int'l Union have not received enough information about a proposal to merge the TIU with the American Federation of State, County & Municipal Employees, a federal district court in Connecticut ruled in February.

It ordered postponement of a special TIU convention to vote on the AFSCME merger proposal until members know more about it and another merger proposal from the Communications Workers, the Bureau of National Affairs reports.

TIU locals also should have time to hold referendums on the merger question to guide their delegates in voting at the special merger convention, the court said.

The 65,000-member TIU, headquartered in Hamden, Conn., is not affiliated with the AFL-CIO.

Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a 0.7-point rise in the index in February to 120.9, up 6.3 points from February 1983, and 14.2 points from February 1982. The first column lists the index for each of the last 12 months, the second the percentage increase over the same month of the preceding year, and the third, the percentage increase over February 1982. Index figures have been converted to a 1981=100 base.

	Index*	Percentage over	
		Same month prior year	February 1982†
March 1983	115.8	7.2	8.5
April	115.8	6.6	8.5
May	116.1	5.4	8.8
June	117.4	5.6	10.0
July	117.9	5.5	10.5
August	118.5	5.5	11.1
September	118.5	5.0	11.1
October	119.2	4.9	11.7
November	119.2	4.2	11.7
December	119.6	4.5	12.1
January 1984	120.2	5.3	12.7
February	120.9	5.5	13.3

*1981 = 100

†Index = 106.7



Guild Retiree

LOCAL 10 • THE NEWSPAPER GUILD OF GREATER PHILADELPHIA AND CAMDEN • MARCH, 1984 VOL. 1 NO. 1

Local's retirees organizing

Retired members of the Philadelphia Guild are organizing as a "Retirement Group" within the local and in March announced the fact in the first issue of their Guild Retiree newsletter. Aims of the group include keeping in touch with each other and focusing collec-

tively on matters of special interest to retired persons. Vol. 1, No. 1 explained. Special interests mentioned include pension benefit levels and medical insurance rates. The local has about 100 dues-paying retired members. Dues are \$15 a year.

RFE/RL accreditation for Summer Games is called for by TNG

Washington—TNG has called on the U.S. Olympic Committee to do everything in its power to ensure that reporters from Radio Free Europe/Radio Liberty are not barred from covering this summer's Olympics in Los Angeles as they were from the Winter Games in Sarajevo, Yugoslavia.

On Feb. 7, the eve of the opening of the Winter Olympics, the International Olympic Committee's executive board announced that it had decided to deny Radio Free Europe/Radio Liberty's request that 11 of its staff members be accredited to cover the games.

Joining in the unanimous vote against accreditation was Julian Roosevelt, a great nephew of President Theodore Roosevelt who is a New York investment banker. An Olympic gold-medal winner as a member of a 1952 Yachting team, Roosevelt is the United States' only representative on the nine-member board.

Acknowledging the efforts by the U.S. committee and its executive director, F. Don Miller, to gain accreditation for the U.S.-funded radio stations, TNG President Charles A. Perlik, Jr., pointed out in a letter to Miller that "even greater efforts" will be necessary to overturn the executive board's ruling "if we are not to witness a repetition" in Los Angeles.

"It is unthinkable" that reporters for a U.S.-supported broadcasting operation should be blocked from covering an international event in the United States, Perlik said.

He noted that the Guild "would be equally outraged" by this violation of the principles of a free press even if it did not happen that some employees of Radio Free Europe/Radio Liberty are Guild members.

In denying press credentials to

the radio stations, which broadcast to several Eastern European countries and the Soviet Union, one member of the international committee's board explained that the decision was influenced by "a number of factors," including the fact that the stations do not broadcast to the territory represented by the national Olympic committee that recommended their accreditation—the U.S. committee.

The U.S. committee had recommended that 11 Radio Free Europe/Radio Liberty staff members be accredited to cover the games.

The board member, Canadian representative Richard Pound, also cited the stations' refusal to accept an offer of five accreditations. That offer, conditioned on the staffers being U.S. citizens, would have deprived the stations of their own personnel fluent in three of the major languages in which they broadcast, as well as their technical employees, James L. Buckley, president of Radio Free Europe/Radio Liberty, explained in a statement issued at a Feb. 9 press briefing in Washington.

Earlier, the international committee had offered to accredit reporters from the Munich-based stations on the condition that they conceal their identity. The "clandestine reporter approach" was unacceptable, Buckley said, because "our journalists are serious, honest professionals."

Initially, in November, the international committee had rejected the recommendation of the U.S. committee that 11 Radio Free Europe/Radio Liberty staff members be authorized to cover the Olympic events, citing a provision of the Olympic Charter. The provision defines the role of national committees but makes no reference to press credentials or territorial broadcasting.

Calling the denial of press credentials "an abject capitulation to



CELEBRATING THE GAINS REACHING FOR THE GOALS

Marking Women's History Week

Mary Sanchez, second from left, president of the Central California Guild and vice president of the Sacramento chapter of the Coalition of Labor Union Women, helps lead March 4 Women's History Week parade in Sacramento. Sanchez is dressed as a carpenter, representing women's gains in nontraditional

jobs. Other organizations marched behind CLUW. Parade ended in rally at the California Capitol where Sanchez presented a proclamation from the Sacramento Central Labor Council to the Secretary of State's office. It has been placed on display in the state archives.

Soviet pressures," Buckley said that the events that led up to the decision exhibit "a pattern of harassment and discrimination" against Radio Free Europe/Radio Liberty "whose only underlying logic is political."

He criticized Roosevelt for acting as a "patsy" in furthering the Soviet's objectives.

Roosevelt, who declared that "the U.S. government doesn't tell me what to say," explained his vote on the international committee's board by pointing to the offer to accredit five U.S.-citizen Radio Free Europe/Radio Liberty journalists. "When they turned it down, they did it to themselves," Roosevelt told the Chicago Tribune.

Efforts to block Radio Free Europe/Radio Liberty from cov-

ering the Olympic Games date back at least to 1976 when the stations' reporters had their press credentials withdrawn just before the opening of the Winter Games in Innsbruck, Austria.

Subsequently it was learned that the international committee's executive board voted to withdraw the credentials after hearing arguments forwarded by representatives of the Soviet Union and Czechoslovakia. They contended that the stations were ineligible because they broadcast across national boundaries.

Later, in 1976, in advance of the Montreal Summer Olympics, the full international committee by a vote of 42 to 21 authorized the accreditation of the stations' journalists. Since then the international committee's charter has been amended to make the executive board the final authority in

determining press accreditation disputes.

In both Montreal and Sarajevo, the radio stations pledged to cover the games as sporting events and offered to make tape recordings available of any broadcast that might draw complaint. Coverage of the Montreal Games drew no complaints.

In 1977 representatives of the Soviet Union unsuccessfully sought to change International Olympic Committee rules to restrict accreditation of broadcasters to those who transmit to their own countries.

Meanwhile, Perlik has also expressed TNG's concern over Radio Free Europe/Radio Liberty's access to this summer's Olympic Games to the House International Operations Subcommittee, which has called hearings on the matter.

Strong gains projected for industry in Canada

Toronto — Continuing growth in advertising lineage, coupled with boosts in rates and economies resulting from cost-cutting measures instituted during the recessionary periods of 1982 and early 1983 should produce a strong economic year for Canada's newspaper industry, the Toronto Globe and Mail has reported.

Advertising lineage rose by 4 percent in 1983 after dropping by 12 percent the year before, and it is expected to rise by another 5 to 6 percent in 1984, according to forecasts by the Canadian Daily Newspaper Publishers Assn., the Globe and Mail reported Feb. 17.

It also cited predictions of advertising rates rising by 6 to 10 percent in 1984 from George Semple, vice president and national media director of J. Walter Thompson Co. Ltd. of Toronto.

While the rise in newspapers' revenue from lineage gains in 1983 was relatively small "it flowed straight through to the bottom line," the Globe and Mail re-

ported, citing larger increases in profits than revenues.

"One of the most difficult problems facing the newspaper industry is the question of investing excess cash flows in diversified areas," analyst Sue Scully of McLeod Young Weir Ltd. of Toronto observed in a report on the profitability of Canada's newspaper chains, the Globe and Mail reported Jan. 25.

The Southam chain had after-tax profits last year of \$41.2 million, more than double the \$20.6 million of 1982. The profit increase came on revenues that were 10.9 percent higher at \$898.3 million.

Thomson's after-tax profits in the U.S. and Canada in 1983 were up by 35 percent, to \$126.1 million, while its operating revenues increased by 5.8 percent, \$705.2 million.

The Toronto Star, meanwhile, is said to have had to add a third press run for its Saturday editions in order to accommodate additional advertising, according to the Globe and Mail.

THE RIGHT TO WRITE THE NEED TO LIVE

Since the imposition of martial law in Poland in December, 1981, Canadians have contributed more than \$10,000 to aid Polish journalists fired or blacklisted by the military government.

But the need is still great. Hundreds of Polish journalists continue to pay a heavy price for their country's brief experiment with press and media freedoms.

Your tax deductible contribution of \$30 or more will enable us to send a package of food aid to at least one of our Polish colleagues in need. Each package lends important material and moral support to these courageous men and women of the Polish media.

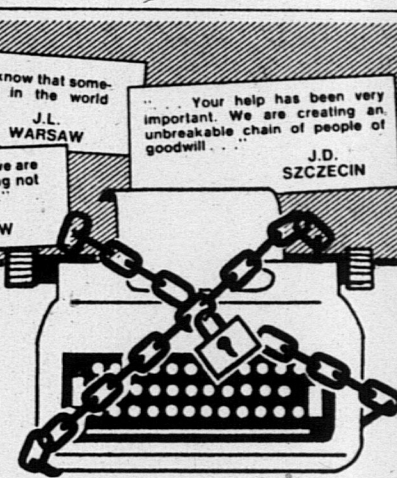
They need our help. They deserve our support.

THE POLISH JOURNALISTS' AID COMMITTEE

June Callwood
John Fraser
Robert Fulford
Elizabeth Gray

Richard Gwyn
Peter Gzowski
Peter Kent

Jan Tennant
Peter Trueman
Anthony Westell
Norman Webster



Enclose this card with your contribution and send it to:

The Polish Journalists' Aid Committee,
30 Wellington St. E., Suite 605,
Toronto, Ont. M5E 1S3

Name (optional).....

Address

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

☐ Send a package but do not use my name.

☐ Please send a receipt for tax purposes.

Polish aid effort continues

The Polish Journalists' Aid Committee reports that it has raised more than \$14,000 which it has used to send packages of food and other scarce necessities to more than 200 individual journalists in Poland since the military crackdown there late in 1981. The committee has

been functioning for nearly a year and a half and says that the needs of journalists who lost their jobs in the crackdown have not changed despite the relaxation of martial rule. Address of the committee is 30 Wellington St. E., Suite 605, Toronto, Ont. M5E 1S3.

N.Y. Post ordered to rehire ad seller

New York — The impetus for the New York Post's discharge of an advertising salesperson may have been its perception that the employee was "disloyal," an arbitrator has found, ordering reinstatement with back pay.

Ordering the reinstatement in an expedited arbitration proceeding just eight days after the discharge, arbitrator Thomas Laura dismissed the company's stated arguments that it had been justified in firing the employee because of gross neglect of duty. In so ruling, Laura pointed to the lack of disciplinary warnings about the incidents that the company cited in support of its action.

The company had relied primarily on three incidents in support of its decision to discharge the award-winning sales employee: a complaint from a customer about the employee's aggressiveness and a request that he be removed from the account; the employee's failure to take another customer to lunch as instructed; and his addressing, more than a year earlier, yet another customer by last name.

Following an interview between the grievant and Post sales executives during which the grievant was confronted with the com-

plaint of aggressiveness and removed from the account, he offered to resign from the company on the payment of 150 percent of severance pay. When the company refused to accept the offer, the grievant withdrew it.

The arbitrator said that he doubted that the company had seriously considered dismissing the grievant before he offered to resign with enhanced severance pay, but that once the offer was made the company concluded that the employee was "disloyal" and decided to dismiss him, the New York Guild's publication "frontpage" reported.

While the arbitrator found that the company was within its rights in removing the sales representative from the one account, he said the incident was "no reason" to fire the employee.

The grievant erred in not taking another account to lunch as instructed, the arbitrator said, but noted that the company had taken no progressive disciplinary steps against the employee as a result.

The charge over the grievant's having called a customer by last name, meanwhile, was "pure nonsense," Laura said, pointing out that the company was reviving an incident that had occurred more than a year earlier.

TNG raps Meese on fairness

Washington—Edwin Meese has demonstrated "a disregard for fairness and a meanness of spirit inconsistent with the high standards required of the government's chief law-enforcement officer," TNG told members of the Senate Judiciary Committee in a letter opposing his confirmation as U.S. attorney general.

Meese's record as counselor to President Reagan raises "serious questions" about how effectively he would enforce the nation's civil rights laws, TNG President Charles A. Perlik, Jr., wrote, pointing to his role in the "politicization" of the U.S. Civil Rights Commission, his opposition to "a strong and effective"

Voting Rights Act and "his drive to slash" the Legal Services Corp.

His role in shaping the Reagan administration's decision to circumvent the Internal Revenue Service and grant tax-exempt status to schools despite their policies of racial discrimination, demonstrated Meese's "unwillingness to enforce those laws with which he disagrees," Perlik noted in the letter.

He urged the committee to examine Meese's role as a White House counselor and his public-service record in California. "Close scrutiny" will show that Meese "does not merit confirmation" as attorney general, Perlik said.

Judge orders bogus 'bug' squashed

Providence, R.I.—A nonunion printer using a phony union label has been ordered by a federal judge to stop putting the bogus "bug" on its products.

Judge Bruce M. Selya of the U.S. District Court for Rhode Island ordered Arrow Printing Co. to stop using an illegal "union label" sold to the firm by the so-called American Independent Lithographers Union, Inc. (AILU).

Judge Selya held that using the phony label, which is similar in shape to bona fide printing trades union labels, infringed on trademark protections because it was deceptive and confusing. The suit was brought by the Graphic Communications Union.

AILU, a private company, was in business for several years, selling "union labels" to nonunion printers for an annual fee so they could put a "bug" on their work without having any union contracts.

In 1982, in another suit brought by GCIU and the Allied Printing Trades, a federal court ordered the company to stop selling the bogus labels and inform anyone

who had bought one about the injunction against its further use.

Arrow Printing said it never got the notice and continued using the bug, but it was spotted last May by a GCIU local leader on an invitation to a political fundraiser in Providence. When the company refused an answer to the union's inquiries about the label, GCIU sued.

In his decision, Judge Selya pointed out that the appearance of a legitimate union label on printed materials is very important to many potential customers,



Walking for change

Pickets outside passenger terminal at Chicago O'Hare airport are joined by AFL-CIO President Lane Kirkland in demonstration for reform of bankruptcy laws that permitted Continental Airlines to declare itself broke and cancel its

union contracts even though it had cash in the bank. The AFL-CIO is urging Congress to amend laws to prevent firms from using unjustified claims of bankruptcy as a means of union-busting.

Unions ask court to name owner

Richmond, Calif. — Seven unions which represent employees of the Contra Costa Independent, including the San Francisco-Oakland Guild, have petitioned in Contra Costa County Superior Court for a declaratory order to establish who currently owns the paper.

Further bargaining with the paper has been recessed pending that determination.

Meanwhile, the jointly owned and published Berkeley Gazette ceased publication March 10 — the paper's 107th birthday. It had switched from daily to twice weekly publication a month earlier.

With the closure of the Gazette, the Guild's editorial-department unit was reduced by five, to about a dozen persons, while employment in the other

unions' jurisdictions was reduced by a dozen employees or more. Altogether the seven unions now represent a total of about 95 employees at the Independent.

In addition, the Brown family, which owned the Independent for years, filed suit against the Ingersoll newspaper chain and Barclays American Business Credit on Feb. 29, charging Ingersoll with breach of the contract under which it took over the papers in 1981 and naming Barclays as a "co-venturer," charging that it exceeded its position as a lender and joined in management of the company.

The same day, all the directors of the Brown Newspaper Publishing Co. resigned those positions, leaving no one claiming ownership of the Independent and Gazette.

Ingersoll President Tom Geyer told Editor & Publisher magazine he considers the allegations in the Brown suit "utterly ridiculous"

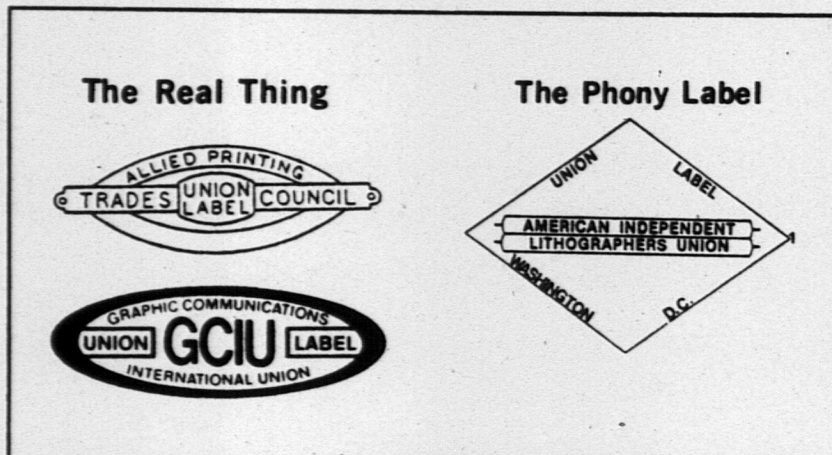
and that the chain in 1981 took over only the management of the Gazette and Independent.

Ingersoll says it manages 22 dailies and 40 weeklies around the U.S., all of which are owned by separate corporations, the magazine reported.

On March 1, Warren A. Brown, Jr., told the unions that he was operating the Independent and Gazette with Barclays, but is not an owner.

The Browns are seeking \$6.4 million they say the chain agreed to pay for the papers and another \$7 million in amounts owed to Barclay's.

The unions have told representatives of the paper that they will agree to extensions of contracts that expired at the end of 1982. Management has been seeking agreement on further wage cuts, however. Before Ingersoll took over in 1981 the papers' editorial staff had numbered 34.



The U.S. price elevator

The table below records the ascent of the Consumer Price Index in the United States over a 24-month period following a 0.6-point increase in the index in February to 303.3, up 11.0 points from February 1983, and 20.4 points from February 1982. The first column lists the index for each of the last 12 months, the second the percentage increase over the same month of the preceding year and the third, the percentage increase over February 1982. The Urban Wage-Earners' and Clerical Workers' Index (CPI-W) is the source.

	Index*	Percentage over	
		Same month prior year	February 1982†
March, 1983	293.0	3.7	3.6
April	294.9	3.9	4.2
May	296.3	3.4	4.7
June	297.2	2.4	5.1
July	298.2	2.2	5.4
August	299.5	2.4	5.9
September	300.8	2.7	6.3
October	301.3	2.6	6.5
November	301.4	2.8	6.5
December	301.5	3.3	6.6
January, 1984	302.7	3.6	7.0
February	303.3	3.8	7.2
*1967 = 100		†Index = 282.9	

Editor advocates premium pay for copy editors

By Craig Klugman

I THINK I HAVE a guaranteed way of attracting good copy editors to our newspapers:

Pay them what we say they're worth.

We say they're worth a lot. We write articles about how important they are to our newspapers. We give guest lectures to journalism students and tell them to think about copy editing as a career. When we talk shop, we complain about the scarcity of good copy editors.

We all know how crucial copy editors are to our business; so look at how we treat them:

✓ Copy editors work the worst hours on the paper. They are the first ones in at an afternoon paper and the last ones out at a morning paper.

✓ They receive none of the glory of this business. Their names aren't on stories or mastheads.

✓ People who go into newspapers tend to be, well, independent. Reporters lead comparatively unstructured lives; many can call the desk to say the interview is at 3 p.m., not 1 o'clock, and so they'll be in late. Copy editors must be at work on time, then stay at their desks through deadline. Meal breaks are closely timed; many editors eat at their desks.

✓ Many newspapers make it almost impossible for a copy editor to move from editing to reporting. The reasons for this are obvious: Good copy editors are hard to find, and once they are found, we don't want to give them away. But the tradeoff is that, after a while, we have a frustrated and unhappy employee.

✓ Many newspapers use the copy desk as a dumping ground. Malcontents

and misfits are transferred to the copy desk in the belief that they'll do less harm there. Well, the harm they can do is considerable, not the least of which is to copy-desk morale.

✓ We editors spend a lot of time whining about the dumb mistakes copy editors make. We respond to the errors by sending out tearsheets marked in grease or red markers, or we buttonhole the copy desk chief by the water fountain and demand to know who spelled John Glenn's last name with one "n." We don't meet with desk chiefs and copy editors to talk about such things as newsroom strategy, the tone of the newspaper, or the style of headlines. We don't conduct headline seminars. We may send copy desk chiefs or telegraph editors to API, but we don't often send copy editors, in the way we send reporters.

✓ We seldom show the desk that we know how to do these things ourselves. Do we really know what we are demanding from the desk? Have we given the desk the staffing and the resources that lead to excellence? How many of us would spend \$2,500 for a set of "Facts on File" yearbooks instead of

sending a reporter to the legislature? job in which recognition is low, criticism is frequent and transfers are out of the question. And we wonder why copy desk morale is low.

Think about those good reporters on your staff who you think would make good copy editors—those with good news judgment, a solid writing style and a deep concern for accuracy.

Now ask yourself: How much money would I have to pay to get them to work on the copy desk?

That's how much we should be paying copy editors. With that as a guide newspapers would pay copy editors 25 percent more than they pay reporters and that would be about right for what we say we want.

Such a sharp increase in pay would, I hope, make copy editors happy—or at least less unhappy. It would give reporters pause before they rejected the copy desk as a career alternative. And most important, it would be easier for us to hire copy editors from colleges or other media.

But maybe the problem is the gap between what we say we want and what What it seems we are offering is a

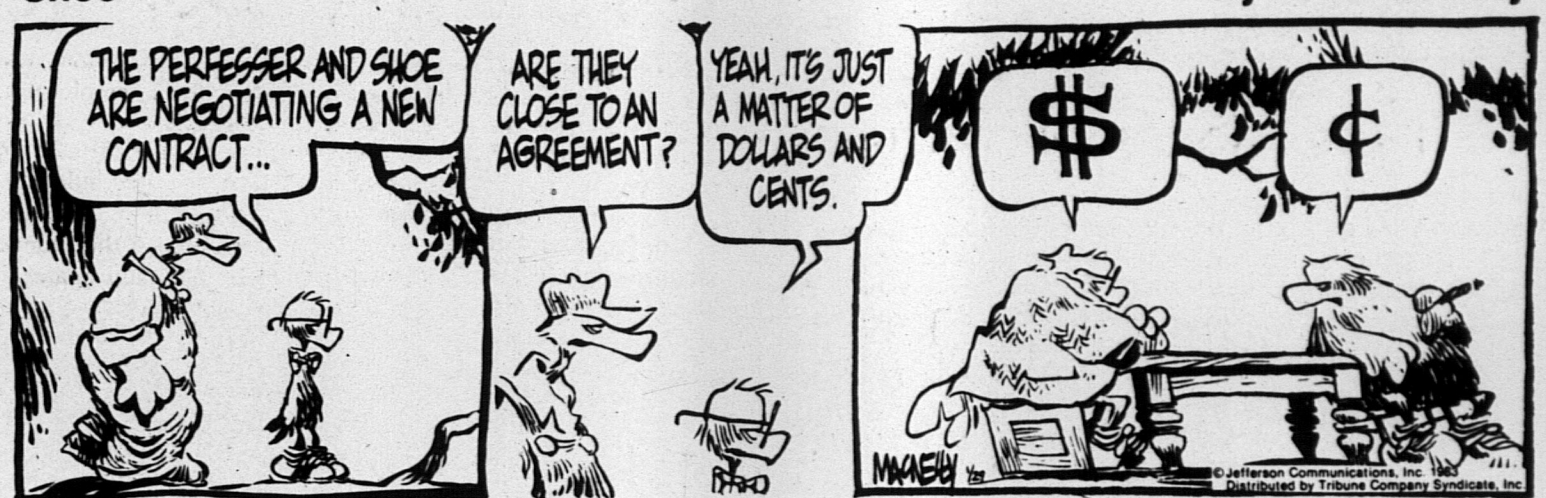
we put up with. We say we want determined, ambitious copy editors with a sense of style, a passion for facts, and a commitment to fairness. We put up with people who know the stylebook and can write "Reagan mulls plan."

Now you'll probably want to know what I've done about this. Have I, for instance, raised salaries? No, I haven't. This idea came to me over a period of time. My 1984 budget is in, and I, too, faced the realities of budgeting in a newly recovering economy. I am just not ready to do battle over this, nor have I thought through what, if anything, should be sacrificed for increased copy editors' pay.

BUT NEXT year, I *might* be ready. Our copy desk has had its share of turnover but appears to be settling down. Not long ago, we took the copy desk out for beer and Mexican food as a reward for outstanding work after the Beirut blast, the Grenada invasion and a local refinery fire.

We have sent two copy editors to copy editing seminars, and the managing editor, assistant managing editor and copy desk chief conducted their own headline-writing workshop. The copy desk chief has become acting metropolitan editor, and we're in the market for a good copy editor. I'd welcome your nominees.

'Shoe'



By Jeff MacNelly

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This is reprinted by arrangement with the author and the publication from the February issue of the Bulletin of the American Society of Newspaper Editors.

Craig Klugman is editor of the Ft. Wayne (Ind.) Journal-Gazette, a former assistant managing editor with the Chicago Sun-Times and once taught copy editing at Northwestern University. The Guild is not organized at the Journal-Gazette.

Higher copy-desk pay in 51 Guild pacts

A SURVEY of Guild contracts with daily newspapers shows that top or flat minimums for copy-desk employees is higher than that for reporters under 51, or 43 percent, of the 119 Guild contracts with dailies in effect on Feb. 1.

In 12 of the 51 contracts, the top minimum for rewrite employees also was higher than that for

reporters, and in all but one of the 12 contracts it was the same as that for copy-desk employees.

In more than half of the 51 contracts with differentials for copy-desk employees, less experience is required to be paid the higher weekly minimum than is required to be paid the reporter top minimum. In five other contracts, while the

top minimum for copy-desk employees and reporters are the same, less experience is required for copy editors to reach the top.

Below are comparisons of the top or flat minimums for copy editors and reporters in effect Feb. 1 under contracts where the copy-desk minimums are higher.

	Weekly top minimums			Copy-desk	
	Copy-desk	After	Reporter	After	Differential
Allentown Call	\$497.50	4 yrs.	\$485.56	4 yrs.	\$11.94
Baltimore Sun and Evening Sun	*630.00	5 yrs.	600.00	5 yrs.	30.00
Battle Creek Enquirer & News	*349.00	5 yrs.	346.00	5 yrs.	3.00
Brantford Expositor	541.25	2 yrs.	532.82	6 yrs.	8.43
Brockton Enterprise	480.57	1 yr.	459.00	4 yrs.	21.57
Buffalo Evening News	*541.80	5 yrs.	535.64	6 yrs.	6.16
Chicago Sun-Times	*721.57	5 yrs.	697.86	5 yrs.	23.71
Denver Post	*647.00	5 yrs.	635.00	5 yrs.	12.00
Denver Rocky Mountain News	642.00	5 yrs.	635.00	5 yrs.	7.00
Detroit News	*563.44	4 yrs.	552.44	4 yrs.	11.00
Eugene Register-Guard	637.80	5 yrs.	612.80	5 yrs.	37.00
Fall River Herald-News	502.63	1 yr.	491.96	4 yrs.	10.67
Hamilton Spectator	665.00	4 yrs.	639.00	4 yrs.	26.00
Jersey City: Jersey Journal	*476.97	flat	456.03	4 yrs.	20.94
Kenosha News	560.00	5 1/2 yrs.	513.00	5 1/2 yrs.	47.00
Lansing State Journal	*510.60	5 yrs.	496.68	5 yrs.	13.92
Lowell Sun	476.92	1 yr.	448.00	4 yrs.	28.92
Lynn Item	475.15	1 yr.	459.15	5 yrs.	16.00
Manchester Union Leader	547.75	6 mos.	537.75	3 yrs.	10.00
Monessen Valley Independent	383.50	3 yrs.	331.50	5 yrs.	52.00
Monterey Peninsula Herald	554.50	6 yrs.	542.00	6 yrs.	12.50
Montreal Gazette	*794.00	5 yrs.	760.00	5 yrs.	34.00
New Brunswick Home News	433.25	1 yr.	425.75	4 yrs.	7.50
Norristown Herald	413.40	5 yrs.	402.80	5 yrs.	10.60
Ottawa Citizen	629.84	2 yrs.	600.42	5 yrs.	29.42
Pawtucket Times	483.22	1 yr.	477.65	4 yrs.	5.21
Pittsburgh Post-Gazette	*610.00	3 yrs.	606.00	4 yrs.	4.00
Portland Press Herald and Express	495.20	3 yrs.	489.00	4 yrs.	6.20
Pottstown Mercury	544.33	flat	510.47	5 yrs.	33.86
Providence Journal and Bulletin	619.50	2 yrs.	607.50	5 yrs.	12.00
St. Louis Post-Dispatch	617.87	5 yrs.	605.37	5 yrs.	12.50
Salem News	490.20	flat	471.72	4 yrs.	18.48
San Antonio Light	*412.24	2 yrs.	409.76	5 yrs.	2.48
San Jose Mercury-News	658.93	6 yrs.	646.43	6 yrs.	12.50
San Juan: El Mundo	312.00	5 yrs.	309.00	5 yrs.	3.00
Scranton Times	504.10	flat	491.60	4 yrs.	12.50
Seattle Post-Intelligencer	630.47	5 yrs.	625.35	5 yrs.	5.12
Seattle Times	630.47	5 yrs.	625.35	5 yrs.	5.12
Sioux City Journal	417.62	2 yrs.	402.73	4 yrs.	14.89
Tacoma News Tribune	595.60	3 yrs.	587.60	5 yrs.	8.00
Toledo Blade	*602.30	2 yrs.	575.20	5 yrs.	27.10
Toronto Globe & Mail	631.66	5 yrs.	621.66	5 yrs.	10.00
Toronto Star	667.48	5 yrs.	647.48	5 yrs.	20.00
Victoria Times-Colonist	663.47	2 yrs.	634.66	5 yrs.	21.79
Washington Post	*647.33	4 yrs.	616.50	4 yrs.	30.83
Waterbury Republican and American	426.92	1 yr.	405.04	4 yrs.	21.88
Waukegan News-Sun	527.65	5 yrs.	522.65	5 yrs.	5.00
Woodbridge (N.J.) News	464.94	2 yrs.	451.00	4 yrs.	13.94
Woonsocket Call	419.29	5 yrs.	416.74	5 yrs.	2.55
York Daily Record	406.15	flat	394.25	5 yrs.	11.90
York Dispatch	386.28	flat	374.00	4 yrs.	12.28

* Rewrite top minimums are identical to the copydesk top minimums; except at the Jersey City Journal, \$468.12 and San Antonio Light, \$409.76; rewrite minimum is a flat rate at the Toledo Blade.

The next 'new journalism'?



THE SPECIAL INTEREST CANT

Organized labor called 'integral,' not 'special' segment of society

By Irving Howe

A NEW CANT PHRASE—"special interest"—has entered our political language. Politicians gravely declare themselves against it; television commentators toss the phrase about as if its meaning were transparent; and in this moment of spiritless conservatism there seems to be general agreement that the Republic will be endangered if "special interests" aren't curbed.

Lately, the phrase has been put to a special use. It has become a code word for attacking unions, often by political figures intent upon picking up conservative votes within or near the more-or-less liberal arena of the Democratic Party.

When not sheer demagoguery, the talk about "special interests" is mostly nonsense. It is also, for a while, politically effective. It conveys the impression of something small-minded, narrow-spirited—say, little groups trying to cover up pollution, or find dubious tax shelters, or keep children from getting needed medicines.

WHEN THE term is applied to unions, whose members and families may total 40 million people, then one can detect a malicious intent. For the organized workers of America constitute a large segment of the American people. They are not something apart or "special." They are integral to our life.

Hundreds of thousands of these people have suffered badly during the recent recession, and

Irving Howe is co-editor of *Dissent* and author of several books, most recently "A Margin of Hope."

This is reprinted from the Op-Ed Page of the March 6 New York Times with the permission of the Times.

for workers in Detroit, Youngstown and Gary, Ind., that recession is by no means over. Their unions have come under sharper attack than at any time since the late 1920s. If the organized American workers do form a "special interest," it is largely in the sense that they have taken a special beating during the Reagan years.

That's why it seems opportunistic and peculiarly nasty for politicians, some even boasting liberal backgrounds, to snipe at "special interests" when everyone knows they really mean labor. Not only is this to join the right-wing attack on the interests of millions of Americans, it is also to forget that whatever portion of social decency we have achieved these past 50 years—those measures of the "welfare state" that have eased the lives of both the poor and the middle class—are in good part due to the efforts of the labor movement.

To say this is not at all to endorse the unions uncritically. I have my disagreements with the AFL-CIO leadership on foreign policy, and, besides, no institution should be endorsed uncritically. It is only, for people on the liberal side, to recognize who their allies are and to refrain from tripping

them up when they are already bruised.

There is a long tradition in this country to which the rhetoric of "special interests" is related. It is the tradition of an elite gentry, a self-ordained patrician class, which supposes itself to be above the battle over "mere" material needs. This political tradition claims to care only about high-minded, moral concerns: It presents itself as an advocate of "higher" values.

I think such claims are often delusional. Politics may sometimes be about the "larger" themes of national survival and moral style, but more often it's about the mundane division of power, income and wealth. In so diversified a country as the United States that is unavoidable.

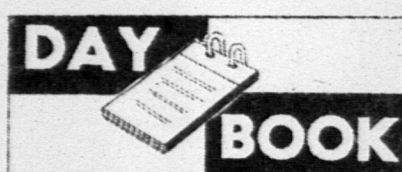
WHAT THE "welfare state" has done for us is to enable previously mute and oppressed social groups to speak up, at long last, on behalf of their needs and wants. That is good, intrinsically, and, more often than not, it helps the rest of us. When an increasing number of constituencies learn to articulate their demands, the result can sometimes be a confusion of voices and a scramble of appetites. But in the long run, it represents a triumph for democracy.

Next time you hear a candidate or commentator declaim against "special interests," challenge him to say what he really has in mind—if, that is, he has anything in mind.

Daily cites labor, backs Mondale

Atlanta — The support of "organized labor and teachers' groups" is one reason Walter F. Mondale should get the Democratic Party's presidential nomination, said the Atlanta Constitution March 10 in endorsing Mondale itself.

"That doesn't mean he is their toady. It means he has won the co-operation of the very groups whose involvement is needed to get the nation back up to economic and educational speed," the daily said in an editorial.



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.

GR's publication shifted thru July

The Guild Reporter will be published on the first and third Fridays of April, May and June, instead of the customary second and fourth Fridays.

The adjustment is necessitated to accommodate coverage of TNG's 1984 Convention, which will conclude on the fourth Friday in June. Just one issue will be published in July.

Editorial

VDTs and productivity

One of the many things that electronic data processing systems do very well is count. That includes those used at newspapers, magazines and wire services to write, edit, set/send news and advertising copy and compose it into pages.

Because the systems count so well they are equally adept at keeping track of the productivity of each person who sits in front of a VDT and enters through its keyboard the various kinds of data that the systems process.

In the departments and firms that have been established to enter data into the systems of establishments such as banks and insurance companies the machines report regularly on how well each operator is conforming to standards of productivity established for data entry workers. The reports might include the number of key strokes by an operator per minute or per hour; also, the proportion of entries that require correction; even the time the operator is present at the machine and the time he or she is gone from it—to the second—and more. In some places, particularly where the operators are not organized, rates of pay depend on meeting those productivity standards. Often a data entry operator's keeping her or his job depends on the same thing. The operators have little, if any, say in setting those standards.

Several years ago, when electronic entry systems began to be introduced into the parts of the publishing industry where Guild members work—particularly into advertising, circulation and editorial departments—TNG foresaw just such problems and added a provision to its Collective Bargaining Program to deal with them. The provision requires locals to "seek protection that employers not be permitted to establish standards of speed and accuracy in the use of new types of equipment, and that proficiency in the use of such new equipment not be the basis" for assignments.

Some thought the bargaining position unnecessary—crying "wolf," if you will. No one seriously would consider making proficiency at a VDT a criterion for inside or outside sales jobs, or for editing and reporting jobs. The very nature of the work, particularly of the latter, defies conventional measurement. Right?

Consider, however, some of the reported comments of one panelist in a session on newsroom productivity at the California Newspaper Publishers Assn. convention early in February.

Max Jennings, executive editor of the Mesa (Ariz.) Tribune, a Cox-chain daily, actually touted using the computer to keep track of how much copy a reporter produces as a way to monitor and increase productivity, according to Publishers' Auxiliary, publication of the National Newspaper Assn.

Jennings told of a reporter who complained about another who was being paid more. The computer's tabulation showed that the higher-paid staffer was producing more. The complaining reporter also began producing more after seeing the data, Jennings said.

Sounds like piece-work to us, but then it is 1984.

The Guild Reporter



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