



The GUILD REPORTER

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Washington, D.C.

April 20, 1984

IEB proposes convention set special levy for organizing for July, August collection

Washington—A pair of special assessments to finance an expanded Guild organizing program would be collected in July and August under a program TNG's Int'l Executive Board is asking the 1984 Convention to enact. The convention is set for June 18-22.

The organizing assessments, under recommendations the IEB approved unanimously April 18, would supplant for those two months any higher dues that

might then be in effect to replenish TNG's Defense Fund.

As the board enacted the recommendations during its spring meeting, it appeared likely that TNG's Defense Fund by no later than June could drop below \$4.5 million to trigger a period of higher Defense Fund dues until the fund is restored to \$5 million. The higher Defense Fund dues last were in effect in April of 1981.

Payments from the fund had

TNG operating funds surpass \$3-million mark 6

been exceeding \$100,000 a week since the end of March when 950 Vancouver-New Westminster Guild members were added to the rolls of those receiving strike/lockout benefits. As of March 31, the fund had liquid assets of just under \$5 million.

The organizing assessments would be collected on the same

basis as the higher Defense Fund dues, adding amounts to members' payments ranging from \$2 to \$27.35 a month under a formula in TNG's Constitution that bases the amount on each member's weekly compensation. To pay the higher amount a member would have to be earning \$895 a week or more.

During its winter meeting, the IEB voted to recommend the assessments to fund an enlarged organizing program that will al-

low the Guild to take advantage of "the changing climate for organizing" and equip the union to respond to "unusual opportunities which may present themselves."

It acted in keeping with the findings of a joint study of organizing prospects and funding alternatives conducted by its Finance and Organizing Committees. That joint study was launched in the wake of the demise of prospects for merger of (Continued on Page 6)



WILLIAM C. BURKE/Washington-Baltimore Guild

Lunch-time at Reuters

Peter Torday and Robert Green of the New York Guild's Reuters unit use their lunch break for informational picketing outside the wire service's Washington bureau. Similar protests of the firm's take-back contract demands were held April 16 at Reuters bureaus in New York and Chicago. (Story, Page 2.)

BOYCOTT IS CANCELLED

CU settlement inspires phone calls

Toronto—One 20-year subscriber to Consumer Reports magazine wonders which it was:

1) The loss of her annual subscription fee, or;
2) The post script on her personal letter of cancellation to Consumers Union Executive Director Rhoda Karparkin which referred to an attachment?

The attachment was the text of an article backing the boycott of Consumer Reports and other CU publications while they were be-

ing struck by 140 members of the New York Guild.

"The article will run in our next union newspaper to 75,000 readers in Ontario," wrote Katie FitzRandolph, public relations officer with the Ontario Public Service Employees Union (OPSEU).

The morning after the strikers ratified a new contract to end their 68-day strike, FitzRandolph, like other boycott backers, received a telephone call from Mt.

Vernon, N.Y., location of CU's headquarters.

The caller identified himself as Dan Franklin, associate CU executive director. Rhoda Karparkin wanted FitzRandolph to know the strike was settled, he said. Had OPSEU's membership newspaper for April been published yet? . . . No? . . . Good! . . . Now it would be current about the CU strike situation, right?

Right, said FitzRandolph, a (Continued on Page 4)

Guild joins Vancouver strike as mediation efforts founder

Vancouver—All 950 members of the Vancouver-New Westminster Guild struck the Vancouver Sun and Province April 11 after honoring the picket lines of the Southam chain dailies' 400 craft union employees for two weeks.

The Guild members launched their own strike after two days in mediation failed to produce any progress toward a contract to replace that expired since Feb. 28 and the mediator said he could see no prospect that additional mediation efforts would help.

The dailies' management reportedly had asked the mediator to "book out" of the dispute even before the April 9 and 10 sessions were held.

A week after putting up its own picket lines, the Sun and

Province Guild unit voted to seek to re-establish joint or co-ordinated bargaining with the five craft unions. The Guild had been expelled from the jointly bargaining interunion council late in March when the Guild voted to seek mediation. There was no immediate response to the Guild overture.

In the mediation sessions the company had offered the Guild a new three-year contract unchanged in the first year and providing no changes except 6 percent increases in each of the next two years.

When the craft unions struck on March 28, the company also was demanding three-year contracts from them and the Guild with changes only in the wage

provisions, with no increase the first year, 3½ percent the second year and 5 percent the third.

Guild President Jim Young told the Globe and Mail that the Sun and Province employees need increases that reflect the Southam chain's vastly increased profitability—doubled last year to \$41 million after taxes.

Young accused the chain of trying to capitalize on the poor economic climate in British Columbia to "put a hold on wage increases or to force rollbacks."

In a prestrike letter to employees, Sun publisher E. H. Wheatley said that the Vancouver dailies had realized \$400,000 after taxes in 1983, with the Sun clearing \$18 million before taxes (Continued on Page 4)

Joint talks hike key rates to \$655

Monterey, Calif. — The top minimum for key jobs under the San Jose Guild's contract with Block's Monterey Peninsula Herald is raised by \$113, to \$655 a week, in a new three-year contract.

The agreement, retroactive to Oct. 30, was reached in joint bargaining by the Guild, Printers' and Pressmen's locals representing employees of the paper. Settlement came on the evening of April 6, the day after union bargainers announced there would be

no more recesses in the talks.

Guild members cleaned out their desks as they left the plant at the end of their shifts April 6. Members of all three unions had voted their bargainers authority to call a strike.

The \$113 increase in the top minimum for outside advertising employees, circulation district managers, reporters, photographers and mailroom foreman/women comes in five increments, with \$29, taking the top minimum to \$571 a week, retroactive to Oct. 30, and increases of \$23, to \$594, on Nov. 4, 1984; \$18, to \$612, on April 28, 1985; \$24, to \$636,

on Nov. 3, 1985; and, finally, \$19 on May 4, 1986.

The top minimum for copy editors is raised by the same amounts, except that their differential above the reporter top minimum is raised by \$2.50, to \$15 a week, taking the weekly top minimum to \$670 after the final increase.

Several other jobs are upgraded, including advertising makeup clerks, whose top minimum is raised by \$191, to \$578 a week. The initial increase, \$116 from Oct. 30, takes their top minimum to \$503 a week. It is followed by (Continued on Page 4)

IEB urges \$1,000-a-week wage goal

Washington—After a four-year hiatus, TNG's Int'l Executive Board is recommending that TNG's wage goal for experienced employees in key jobs be raised by this summer's convention—to \$1,000 a week, up by \$100.

Noting that the reporter top minimum under the Guild's contract with the New York Times will rise to at least \$929.16 a week in 1986, the IEB said that increases in productivity and cost-of-living indexes applied to the Guild's original \$100-a-week goal, set in 1946, "clearly" would take it beyond the \$1,000 mark. In fact, the productivity/cost-of-living formula would have produced a wage goal of more than \$1,000 a week in 1981, the first year in many when the goal was not adjusted, the IEB pointed out.

Two-year contract to take key up \$70 at Canadian Press

Toronto — A new two-year agreement between the Canadian Wire Service Guild and the Canadian Press will raise the top minimum for key editorial jobs by \$70.72, to \$696.51 a week.

Under the agreement, the \$70.72 increase for reporter-editors and national photographers comes in increments of \$37.55 a week retroactive to Jan. 1, and \$33.17 a week beginning next Jan. 1.

The agenda of a joint Guild-management health, safety and environment committee is expanded to call for the committee to make recommendations about office lighting and furniture, maintenance and equipment shielding. It also calls for the committee to review any proposals for remodelling work areas and to make recommendations about arrangements for vision examinations for employees working on video display terminals, including testing procedures to be followed.

Provision for paid time off for eye examinations for VDT operators also is added.

Maternity leave is extended by three months, to a total of nine months, including time provided by the Canada Labour Code. Pregnant employees who normally operate VDTs are given the option of reassignment if other work is available that the employee can perform after a week's training, with an employee not reassigned given the option of taking additional unpaid leave.

The service required for five weeks of annual vacation is reduced by one year, to 15, and that for four weeks of vacation also is reduced by one year, to six.

Minimum severance pay is raised by one week, to three

weeks pay. Calculation of severance pay continues on a formula of one week's pay for each six months of service.

The company is to pay half the premium for a dental plan newly added to the contract.

The mileage rate for employees using their vehicles on company business is raised by six cents, to 33 cents a mile, or 20.5 cents per kilometer, and a meal allowance for employees working three hours or more beyond the end of their regular shift is raised by \$2.50, to \$7.50.

The time an employee must be assigned to temporary work in a higher job to be eligible for pay at the next higher rate than the employee's regular salary is reduced to one week, from three weeks, and a \$20 weekly minimum differential is added.

Other increases and resulting new top and flat minimums include:

Darkroom technicians and photographers—Up by \$59.93, to \$590.30 a week, in increments of \$31.82 and \$28.11.

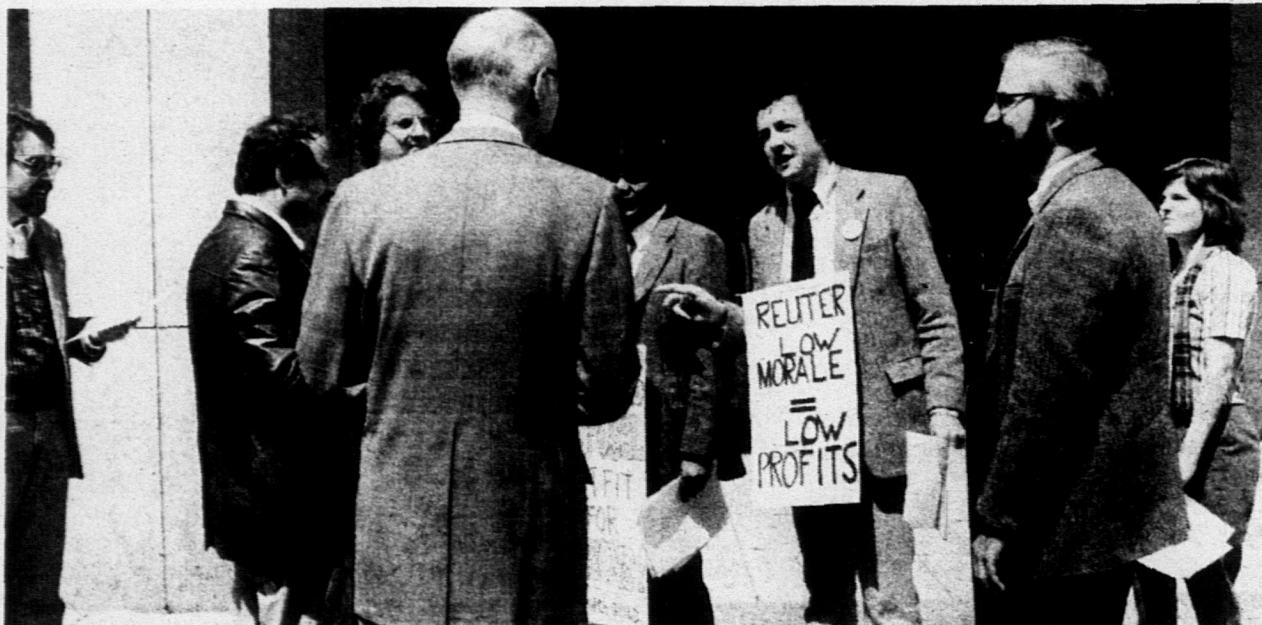
News editors, picture editors, voice supervisors and cable supervisors—Up by \$75.19, to \$740.57 a week, in increments of \$39.92 and \$35.27.

Accountants—Up by \$61.83, to \$609.03 a week, in increments of \$32.83 and \$29.

Accounting clerks — Up by \$48.85, to \$481.19 a week, in increments of \$25.94 and \$22.91 a week.

Typists, telephone operators—Up by \$37.44, to \$368.75 a week, in increments of \$19.88 and \$17.56.

Employees paid above the top minimum for their classification will maintain their differential above the top minimum.



REUTERS PICKETS BRIEF SUPPORTERS FROM WIRE SERVICE GUILD UPI BRANCHES

From left: Sean McCormally, Frank Csontos and Drew Von Bergen of UPI-Washington; TNG Int'l Chairperson Harry S. Culver (back to camera) of UPI-Oklahoma City; Ranjit DeSilva, Peter Szekely, Ken Barry and Audrey Earnhart of Reuters-Washington.

Reuters unit goes public with bargaining woes

New York—Members of the New York Guild's Reuters unit conducted noon-time informational picketing outside the New York Stock Exchange and the British news agency's bureaus here, in Chicago and in Washington April 16 to draw public attention to the company's intransigence in bargaining with the Guild for renewal of its contract that expired nearly 16 months ago.

Among other retrogressive com-

pany proposals, it seeks elimination of arbitration in all but discharge cases, termination of contractual provisions guaranteeing retroactivity and would exempt new hires outside New York from the contract's minimum salary structure.

Its wage offer, 3-4 percent for most employees, "is ludicrous in view of the company's 50 percent increase in pre-tax earnings in 1983," the local charged.

Some of the pickets' signs bore slogans like "Reuters Proposals Not Fit for Pigeons," alluding to the company's origins when founder Paul Julius used pigeons to carry stock prices between European financial centers, and "All Is Not Well With Reuters," a cautionary note to investors who may be contemplating purchase of Reuters stock if the company goes through with plans to go public.

Time now for Hispanics in media, conference participants are told

Washington—This is the decade of Hispanics—the era for marked social and political advancement—and now is the time for Hispanic journalists to move into decision-making positions in the nation's news rooms, said speakers at the National Hispanic Media Conference here April 11-15.

Among the more than 600 Hispanics attending was Frank Del Olmo, editor primarily responsible

for the 27-part series on Southern California's growing Hispanic community that won this year's Pulitzer gold medal for public service for the Los Angeles Times.

Guild-member participants included Anna Padia, TNG human rights co-ordinator, one of four persons who led a workshop on concerns of minority women working in the media, titled Latinas in the Media/Coping as a Double Minority.

Others included Yolando Alvarado, former vice president of the Lansing Guild, Diane Solis, human rights chair of the Central California Guild, Juan Gonzalez, of the Philadelphia Guild's Daily News unit, Norma Sosa, of the Chicago Guild's Sun-Times unit, and Mannie Suarez, of the Puerto Rico Guild's San Juan Star unit.

Conference participants also formed the National Assn. of Hispanic Journalists and about 160 of the full-time broadcast and print journalists in attendance, including editors and publishers, joined the organization.

NAHJ's goals include encouraging and supporting Hispanics' efforts to pursue journalism careers, fostering accurate portrayals of Hispanics by the media and

fostering greater understanding of Hispanic journalists' special concerns.

Attendance at the conference was double that of the first, held in San Diego last year. Next year's will be in Tucson, Ariz.

Other new organizations that held national meetings for the first time at the four-day conference included the Hispanic Public Affairs Assn. (HPAA), the Hispanic Academy of Media Arts and Sciences (HAMAS) and the National Assn. of Hispanic Publications (NAHP).

The nation's 17 million Hispanics are grossly under-represented in media professions and even less represented in decision-making posts in main-stream broadcasting and print media, conference speakers said.

Formal strategies were not developed, but the resolve to push for high-ranking positions and ownership of newspapers permeated workshop discussions.

A job bank was operating throughout most of the conference, with representatives of employers collecting resumes and conducting interviews. The New York Times and the Washington Post were among those who sent recruiters.

Mike Kelly of Cleveland, dead at 49

Cleveland — Mike Kelly, a member and former leader of the Cleveland Guild, died Jan. 28 of a heart attack. He was 49.

Kelly, an assistant city editor of the Plain Dealer, was Cleveland Guild president in 1970 and a vice president of the local during the four preceding years.

He was a key member of the local committee that made arrangements for the 1968 Guild Convention that met in Cleveland.

A member of the Society of Professional Journalists, Sigma

Delta Chi, Kelly was serving as its regional director at the time of his death.

Survivors include his spouse, Carolyn, daughters Elizabeth and Cynthia and his mother.

Protest lodged over abuse of strikers

Washington—TNG officers and employees have joined in a nationwide call to President Reagan and Atty. Gen. William French Smith to take immediate steps to protect workers' rights and safety in the strike of some 17,000 members of three unions against 26 Las Vegas hotel-casinos.

In forwarding to the White House a petition signed by all 20 TNG headquarters personnel, TNG President Charles A. Perlik, Jr., characterized the actions of city and private police against the strikers as the kind of brutality found in police states.

It has "no place in the Amer-

ican system of employee-employer relations" with its unique system of "protected constitutional rights to bring disagreements . . . to the attention of the public," Perlik wrote.

The petitions (see left) were initiated by the AFL-CIO after more than 20 officials and members of the striking unions were brutally beaten and abused by police on April 4, the third day of the strike by members of the Hotel Employees & Restaurant Employees, Musicians and Stage Employees unions.

The incidents prompted a Federal District Court Judge to remark in court that guards at one struck Hilton hotel had "acted like labor goons in the 1920s; it was gruesome to see."

The AFL-CIO also placed the struck hotels on its official boycott list and pledged financial support as well for the union members who struck after the hotels rejected terms of contracts signed by some 20 independent casinos employing about 15,000 workers.

Instead the 26 demanded a two-year wage freeze, changes in work rules that could cut guaranteed work-time from 40 hours to 20 per week and cuts in employer contributions for health and welfare benefits.

CLIP & MAIL

RONALD REAGAN, President
The White House
1600 Pennsylvania Ave.
Washington, D.C. 20500

The undersigned is totally outraged at the vicious and totally unwarranted attack upon peaceful pickets perpetrated recently in Las Vegas by corporate and public police. Such brutal conduct has no place in the United States.

This, therefore, is to call upon Atty. Gen. William French Smith to dispatch marshals immediately to protect workers' rights and safety and to initiate an investigation of these wanton acts of violence.

(Signature)

(Street address)

(City, State & Zip Code)

CLIP & MAIL

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Brantford accords put DM, reporter minimums at \$600

Brantford, Ont.—A pair of contracts between the Southern Ontario Guild and Southam's Brantford Expositor will raise the top minimum for key editorial jobs by \$67.38, to \$600.20 a week, and sets a top minimum for circulation district managers at the same rate.

The two-year agreements, a renewal of the local's contract covering the daily's editorial and mailroom employees and a new contract covering its inside and outside circulation employees, are retroactive to Jan. 12.

The local was certified as the bargaining representative for the circulation department employees in December.

It has represented the paper's circulation employees twice before, most recently in 1979. An agreement covering the circulation unit at that time also provided parity for district managers with reporters.

The \$67.38 increase for reporters and photographers comes in increments of \$31.97 a week, taking the top minimum to \$564.79, from Jan. 12, and \$35.41 next Jan. 12.

Extended to the circulation contract are health and safety protections for employees who operate video display terminals, including provisions that the company make every effort to supply adjustable furniture and recognizing the need for employees to take breaks away from the terminals.

Added to the editorial and mailroom contract and included in the circulation agreement is provision guaranteeing a pregnant employee the right to work away from a VDT at no reduction in pay if a position for

which she is qualified is available. If one is not available, the employee will have the option of taking an unpaid leave.

A new vision care plan providing reimbursement of up to \$50 for frames and lenses and up to \$150 for contact lenses once every two years is included in both agreements.

The service required for a sixth week of vacation is reduced by two years over the term, to 28 years, and that for five weeks is reduced by one year, to 18. The same vacation accrual schedule applies to circulation employees. It provides four weeks vacation after 10 years service and three weeks after three years.

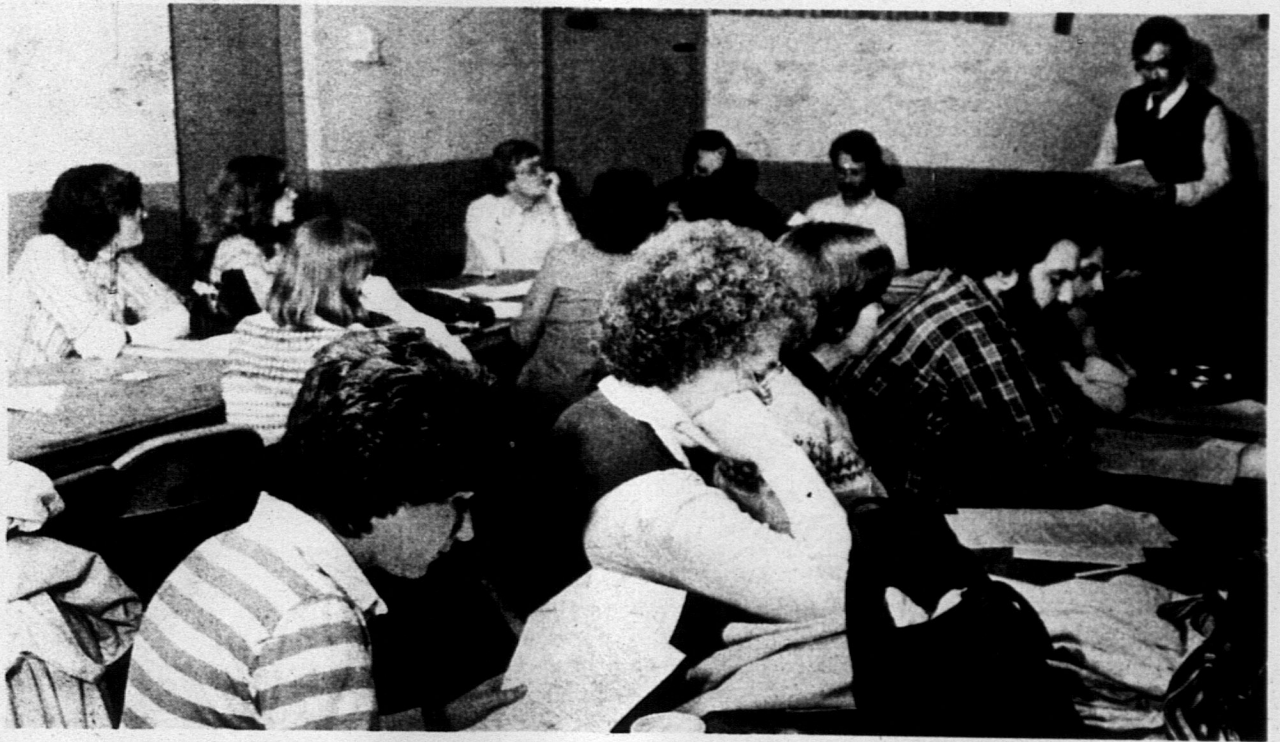
The top minimum for copy desk employees, sports editors and editorial writers-reporters is raised by \$72.38, to \$613.63 a week, in increments of \$36.97 and \$35.41.

The top minimum for circulation clerical employees is set at \$323.30 a week from Jan. 12, rising to \$343.57 next Jan. 12. A top minimum for district-manager trainees is \$414.46, going to \$440.45 a week on Jan. 12, 1985.

The top minimum for mail room clerks is raised by \$43.31, to \$381.36 a week, while that for librarian and receptionists is raised by \$42.98, to \$382.84 a week.

The night differential under the editorial and mailroom agreement is raised by \$1.50, to \$11 per shift, while a night differential for circulation department employees is set at \$7.25 a shift, up from \$4 a shift, the local reports.

The new agreement also calls for the company to supply "shop coats" to full-time mailers and aprons to part-timers.

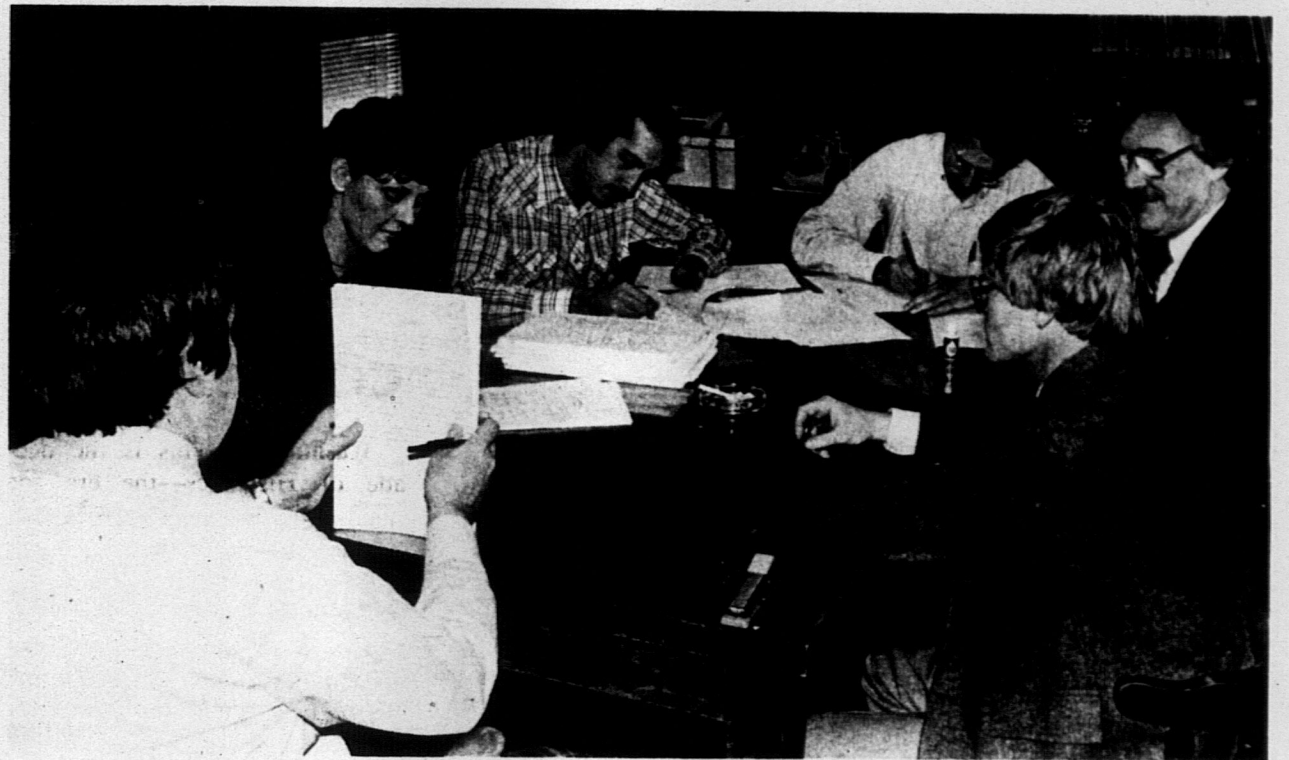


Sealing first pact at Bristol Press

Members of the fledgling Bristol (Conn.) Guild study closely the text of the union's first contract with the Bristol Press (above) before ratifying it unanimously April 5. Pact establishes a top minimum of \$465 a week for experienced reporters, photographers and outside ad sales persons [Guild Reporter, April 6]. Following ratification, the members as-

signed themselves their first week's raise for the local's treasury. Leaders of the local and Press management met a week later to sign the contract. From left, below: Donald Goranson, managing editor; Kathy Klosowski, Walter Cherniak and Guild President Gustav Spohn; TNG Representative Leo Ducharme and Dave Therriault of the local.

JOSH KOVNER/Bristol Guild



VDT bill clears first hurdle in California

Sacramento—Legislation to establish comprehensive health and safety standards for VDT workers has passed its first hurdle in the California Legislature but faces what may be a much tougher one, the budgetary restrictions imposed by the "Proposition-13" provisions of the state's constitution.

The measure was developed in consultation with a coalition of unions concerned with the well-being of VDT operators, including several Guild locals. Chief sponsor is Assembly-member Tom Hayden.

It was approved 7 to 3 by the Assembly's Labor and Employment Committee late April 3, capping a day taken up with proponents calling on committee

members and both advocates and opponents testifying at a 4 p.m. hearing that drew a crowd so large proceedings were piped to the many who could get no closer than a corridor.

About a dozen members of the San Francisco-Oakland, San Jose and Central California Guild locals were involved in the day's activities and TNG Director of Research & Information David J. Eisen, along with Hayden and Karen Nussbaum of "9 to 5, Working Women," were the principal witnesses for the bill during the hearing.

Hayden's office set up a "model" VDT work station in the hearing room featuring adjustable furniture, an "ergonomic VDT" and more. It demonstrated

that the equipment required by the bill already is "on the shelf," Hayden said.

Chief opponents included representatives of VDT manufacturers, like IBM and Hewlett-Packard, and firms that use them, like AT&T, represented by Bell Laboratories of New Jersey.

The administration of Gov. Deukmejian also opposed the measure, but nearly was unable to get that position on the record.

The committee chair, Assembly-member Richard Floyd, said he was angry that Jeffrey Jones of the Dept. of Industrial Relations waited until just minutes before the hearing to deliver the administration's letter of opposition. If it happens again, Floyd told Jones, "I'm going to throw

your ass out the door."

Other opponents included the California Chamber of Commerce, the California Newspaper Publishers Assn. and the California Manufacturers Assn. The chamber early in March distributed a "legislative alert" that charged "unions raise VDT issue in push for new members" and asked: "VDT effects: Valid concern or union ploy?"

The bill would set standards governing such conditions in VDT work places as light levels, glare ventilation and the placement of the machines. It also would require adjustable furniture, emissions monitoring and record keeping, regular maintenance and shielding against radio-frequency emissions.

It would require employer-paid vision testing for operators, rest breaks as recommended by the National Institute for Occupational Safety and Health and the option for pregnant employees to transfer to non-VDT work with no less pay, benefits or seniority.

The measure would apply for both private and public employees, and several opponents objected to what they said would be enormous costs for compliance.

Eisen, Nussbaum and Hayden led a noon-hour discussion of VDT problems with dozens of state employees.

From the Labor and Employment Committee, the bill went to the Ways and Means Committee. One of its chief concerns will be costs. Since the passage of Proposition 13, a measure that will produce a budget increase needs a two-thirds vote for passage.

DAY



BOOK

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.

New England District Council, spring meeting, May 19-20, Portland, Me.

Int'l. Executive Board, pre-convention meeting, June 15-16, Caribe Hilton, San Juan, Puerto Rico.

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

Int'l. Executive Board, post-convention meeting, June 22, Caribe Hilton, San Juan.

Gannett-chain Caucus, summer meeting, Michigan State University, East Lansing, Mich., Aug. 10-12.

International Executive Board, fall meeting, Oct. 15-18, TNG headquarters, Washington.

52nd Annual Convention, June 24-28, 1985, William Penn Hotel, Pittsburgh.

53rd Annual Convention, Buffalo.

CLC urges emissions shield on all VDTs

Ottawa—The Canadian Labour Congress has called upon the federal government to require shields against emissions on all VDTs and to mandate regular monitoring of VDT workplaces for machines that might be emitting excessive radiation.

The requests were forwarded to the federal ministers of health and labor by CLC Executive Vice President Richard Mercier in mid-March.

"We have had too many tragic experiences of substances and forms of energy that were once thought to be harmless but which later turned out to be lethal," Mercier said in a letter to Health and Welfare Minister Monique Bégin.

He asked that Bégin issued regulations under the Radiation Emitting Devices Act to make it mandatory the VDTs be shielded during manufacture against emit-

ting nonionizing radiation.

The same requirements would apply to imported units, "many of which are now so shielded for distribution in the European market," Mercier noted.

He urged Labour Minister André Ouellet to publish regulations under a section of the Canada Labour Code to require monitoring of VDT workplaces under federal jurisdiction.

Joint Monterey talks produce settlement boosting key top \$113

(Continued from Page 1)

increases of \$20, \$16, \$22 and \$17.

Circulation clerks and general mailroom personnel also are upgraded, with their top minimum rising by \$80 over the term, to \$394 a week. Increases of \$17, \$14, \$11, \$15 and \$11 on the same dates other minimums are increased are supplemented by an additional increase of \$12 effective on the date the agreement is signed.

The annual "deductible" for employees with family coverage under the health insurance plan is reduced by \$100, to \$200. A vision-care plan is added, and dental insurance is improved to provide reimbursement at an 80-percent rate for all work other than orthodontia. Orthodontial work continues to be reimbursed at a 50-percent rate.

The company's payment to the pension plan is raised by \$1.10, to \$20 a week.

Group life insurance coverage is increased to \$15,000, from \$10,000, and a ninth holiday is added—each employee's anniversary of employment—beginning in 1985.

A package of safeguards for employees who operate video display terminals is expanded to require the company to furnish adjustable chairs.

Other increases and resulting new top minimums include:

Chief dispatch, ad control desk, and copy service clerks—Up by \$81, to \$468 a week, in increments of \$21, \$16, \$13, \$17 and \$14.

Computer operators, senior bookkeepers, relief district managers—Up by \$100, to \$578 a week, in increments of \$25, \$20, \$16, \$22 and \$17.

Inside classified sales employees, telephone operators—Up by

Copy messenger goes way of . . .

Monterey, Calif.—There is no coverage for an editorial-department copy messenger under the San Jose Guild's new contract with the Peninsula Herald.

There is no more editorial-department copy messenger.

The position—known as "copy boy," or just "Boy!" in an earlier era—has become the victim of the paper's VDT-fed computerized production system.

In short, there is no more copy—at least not on paper, to be manually transported from one location to another.

\$70, to \$410 a week, in increments of \$18, \$14, \$11, \$15 and \$12.

Employees paid above the top minimum for their classification will receive equivalent dollar increases to maintain their differentials.

Consumers Union 'helps' cancel boycott

(Continued from Page 1)

former president of the Ottawa Guild. The issue now would report cancellation of the boycott along with the strike's settlement and presumably spare CU from cancellation of any more subscriptions by OPSEU members as a result. [The official position of CU management was that the boycott was having little effect.]

John E. Mara, sec'y-treasurer of the AFL-CIO Union Label Dept., which is in charge of publicizing boycotts endorsed by the federation, got a call the same morning from a CU management representative. The caller wanted to be sure Mara knew the strike was settled.

Consumers Union was not as fortunate with the press schedules of several other unions and their publications, which had received announcements of the boycott and sample subscription-cancellation coupons just a few weeks earlier, after the boycott was endorsed first by TNG's Int'l Executive Board late in January and then by the AFL-CIO Executive Council at the end of February.

The IUE News, tabloid which goes monthly to the 300,000 members of the Int'l Union of Electrical Workers, almost literally stopped the presses on its April issue to insert a bold-face prelude on a feature on the boycott. The prelude announced the settlement and the boycott's cancellation.

Solidarity, the United Auto Workers' 1.5-million circulation

magazine, carried both a story and cancellation coupon in its March issue.

Railway Clerk/interchange, which goes monthly to 170,000-plus members of the Brotherhood of Railway, Airline and Steamship clerks, carried a story and coupon in its March/April issue.

Other national and international unions in the process of publicizing the strike and boycott among their memberships ranged from the smallest to the largest.

These included the 500,000-member American Federation of Teachers, Cesar Chavez' Farm Workers, the 3,000-member unaffiliated Writers Guild of America, West.

Also, the 40,000-member Furniture Workers, the 360,000-member Hotel & Restaurant Workers, the 1.1-million member

assist with the section, for \$120 a day, according to Maclean's magazine. The section was heavy on photos and promotion ads, and light on news, however.

On Aug. 27, 1980, Thomson sold its half interest in the joint publishing company that owns the Sun and Province to Southam, giving Southam total ownership of both dailies.



DEAN TKATCHOW/Vancouver-New Westminster Guild

VANCOUVER SUN, PROVINCE GUILD MEMBERS COLLECT FIRST WEEK'S BENEFIT CHECKS
Disbursements followed discussion of status of craft unions' strike, since joined by the Guild.

Guild joins Vancouver strike as talks founder

(Continued from Page 1)

and the Province losing \$15 million.

Young and leaders of the other unions said they expect wage settlements in line with those at other Southam dailies, pointing to 8 percent in each of two years at the Calgary Herald and 6 percent and 8 percent at the Hamilton Spectator.

Meanwhile, the Thomson chain's Globe and Mail added a four-page Vancouver section to the copies of its British Columbia edition printed in Vancouver, and boosted its press run to 60,000, from 19,000.

A dozen or so reporters, editors and photographers from the Sun and Province were being hired on a day to day basis to

assist with the section, for \$120 a day, according to Maclean's magazine. The section was heavy on photos and promotion ads, and light on news, however.

On Aug. 27, 1980, Thomson sold its half interest in the joint publishing company that owns the Sun and Province to Southam, giving Southam total ownership of both dailies.

CLIP & MAIL

BOYCOTT! **CONSUMERS UNION, INC.** **BOYCOTT!**

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

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

This gives Consumers Union a free-relationships practices a rating of "not acceptable" in my book.

Therefore, you hereby are asked 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
Penn Power
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 a mailing label from each Consumers Union to which I have a subscription.

(Name) _____
(Address) _____
(City & State/Province) _____

CLIP & MAIL

Jobs protected in Consumers pact

Mt. Vernon, N.Y.—A boycott of the publications and services of Consumers Union was terminated with the April 4 ratification of a new three-year agreement between the New York Guild and the publisher of Consumer Reports magazine.

TNG's International Executive Board and the AFL-CIO's Executive Council had endorsed the boycott and asked union members nationwide to cancel subscriptions to the monthly consumer magazine and other CU publications.

The local's 140-member unit struck the company Jan. 9 after the management throughout several months of bargaining for a new contract had been uncompromising in demands for unrestricted authority to create new contract-exempt positions and assign Guild employees' work to exempt employees and subcontractors.

The new contract protects employees against job loss resulting from the subcontracting of bargaining unit work or assignment of the work to exempt employees. It also specifies that any new ex-

emptions from the contract must conform with statutory criteria for supervisory, managerial or confidential employees.

It also protects employees on the rehired list from loss of reinstatement because of the assignment of work to subcontractors or exempt employees.

Wage increases over the contract's final two years—5 percent on Jan. 1, 1985, and 7 percent on Jan. 1, 1986, are double the company's prestrike offer. As in the prestrike offer, there are no increases in the first year of the contract.

The increases will take the contract's highest top minimum—that for senior editors, assistant managing editor, senior applied statisticians and senior project leaders—up by \$107.61, to \$978.92 a week, in increments of \$43.57 and \$64.04.

The settlement also provides for a joint Guild-management committee to examine health and safety concerns centered on the use of video display terminals.

The company's payment to a jointly administered pension plan will be raised by \$2, to \$7 a week, over the term of the contract. The

increase is expected to produce a \$30 increase in the monthly pension benefit under the plan, a local representative said.

Maintained in the agreement is a cost-of-living formula that could produce additional increases of up to 2.5 percent in 1985 and 1986 if the cost-of-living should rise by more than 9 percent in either of the preceding years.

Other increases and resulting new top minimums under the agreement include:

Accountants, programmers and research librarians—Up by \$72.10, to \$655.97 a week, in increments of \$29.19 and \$42.91.

Assistant editors, art directors, promotion writers and senior accountants—Up by \$93.26, to \$848.42 a week, in increments of \$37.76 and \$55.50.

Laboratory technicians—Up by \$53.32, to \$485.03 a week, in increments of \$21.59 and \$31.73.

Clerk-Typists, mail clerks and file clerks—Up by \$42.52, to \$386.81 a week, in increments of \$17.21 and \$25.31.

Guild-covered employees returned to work April 9, ending the three-month strike.

VICTORIA ARBITRATION

Year's leave ok'd for breast feeding

Victoria, B.C.—An employee's desire to breast feed and otherwise provide a mother's care to a new-born child meets the contractual test of good and sufficient cause for a leave of absence, an arbitrator has ruled, ordering Thomson's Victoria Times-Colonist to honor the application for a year's unpaid leave.

The employee, the paper's family editor, sought the year's leave to begin at the end of the 18-week maternity leave provided under provincial law and incorporated in the Victoria Guild's contract with the paper.

In a March 14 decision, arbitrator Richard B. Bird, ruled that the advantages to the baby of its mother extending for a year her leave from employment would probably be "substantial" and that the "general social good" would "probably be well-served," as well.

In finding the request for leave both "good" and "sufficient," Bird relied in part on evidence presented by several "expert" witnesses that the baby, born late in December, would benefit by a continuation of a close mother-child relationship during its early months of life.

In support of its case, the Guild elicited the testimony of an expert in the field of infant and preschool child development, a social worker and a general practitioner, among others.

The company argued that the contract's provision that maternity leave "will be granted . . . in conformity" with provincial law precluded the grievant from seeking additional time off to care for the baby under the contract's provision for leaves of absence for good and sufficient cause. In addition, the company argued that while there was "good" cause for leave, it was not "sufficient."

In rejecting these arguments, Bird pointed out that the leave would not place a "heavy financial burden on the employer, since it would be unpaid."

In response to company assertions that granting the additional leave would open the "floodgates" to similar requests, the arbiter noted that leaves for good and sufficient cause are limited to one in any classification and to no more than four at one time throughout the bargaining unit.

Other "practical constraints" also will limit the number of similar requests, Bird said, pointing out that "many mothers will not be able to afford to take the additional time off without pay."

"Another mother may sensibly decide that the loss of salary resulting from a leave of absence without pay would produce such financial distress in the baby's home that on balance her baby's interest would be better served by the mother going back to work," he said.

Post-Dispatch ordered to share book's profits

St. Louis—Part of the St. Louis Post-Dispatch's profit from the sale of a 1982 World Series commemorative booklet should be distributed among eligible employees of the Pulitzer paper under the "reuse and syndication" clause of its contract with the St. Louis Guild, an arbitrator has ruled.

The book, containing photos taken by Post-Dispatch photographers and articles written by other Guild-covered employees, was published as a joint venture with the St. Louis Cardinals baseball club. It bore the Cardinals logo on the front cover and included the team's 1983 schedule.

Before publication the Cardinals agreed to purchase 16,500 copies, or more than 80 percent of those produced, at \$2.50 each, for a total of \$41,250. The booklet's retail price was \$4.95.

The transaction involved in

publication of the 1982 World Series booklet was different than in previous ventures when the company had created special booklets from news photos and articles, offering them for sale to individuals, arbitrator Burt L. Luskin ruled March 14. The arrangement with the Cardinals, he said, "constituted a 'sale for profit' to an outside organization," thereby falling under the contractual requirement that a portion of the proceeds from a sale "for profit" be shared with employees whose work is sold.

Noting that the contract requires agreement between the company and the Guild on the rate of payment and the longstanding practice of pooling half the proceeds from sale of photographs and splitting them annually among all photographers, Luskin returned the issue to the parties for agreement.

Arbiter orders makeup work restored to Guild-unit person

Tacoma, Wash.—Editorial-page makeup is work covered by the Pacific Northwest Guild's contract with the Tacoma News-Tribune, an arbitrator has ruled, ordering the company to reassign the work to a bargaining unit employee.

While, in arbitrator Eaton H. Conant's view, the contract lacks a clear statement of the work it covers, the company failed to prove why editorial-page makeup work should not be covered.

It had been performed by a

Guild-covered employee for 10 years prior to the reassignment that prompted the grievance, Conant noted.

No effort was made to establish that the "editorial page would necessarily be deficient if a Guild-member copy and makeup editor did the work," he said, adding, however, that "it is not difficult for the union to affirm" that loss of the work "can reduce economic benefits to a member of the unit in terms of earning opportunity."

Guild bulletin 'read-in' at the N.Y. Post!



Democratic presidential hopeful Walter F. Mondale uses the time before an interview with the New York Post's editorial board to check the news in a Post Guild unit shop-paper, The South St. Other (left).

Mondale's apparently intense interest in the Other's account of Post management's bargaining demands drew the interest of others awaiting the interview's start, too (below), including publisher Rupert Murdoch, at right, and Fred Dicker, chief of the Post's Albany bureau.

Several days later, the Guild launched what proved to be a weekend strike against the Post [Guild Reporter, April 6].



ITU members' suit seeks to halt May 16 vote on Teamsters merger

San Francisco—A federal district court judge has set for April 26 a hearing on a suit by six Typographical Union members seeking to block the May 16 referendum in the ITU on merging the union into the Teamsters.

The judge set the hearing, on a motion for a preliminary injunction, while on April 16 denying a motion for a temporary order to halt both the referendum and a series of conferences being held to promote approval of the proposed "merger/affiliation" in the referendum.

The suit—filed by six active

printer-members of the Bay Area Typographical Union and one retired member of the San Francisco-Oakland Mailers Union—also seeks to have Robert S. McMichen seated as ITU president pending the outcome of any rerun elections.

McMichen outpolled incumbent ITU President Joe Bingel by a wide margin in union-wide balloting in November.

Named as defendants in the suit are Bingel and all four other members of the ITU Executive Council.

The suit seeks to prevent the five from taking any "irrevocable steps" or spending any union funds to change the ITU's structure, "including any merger or affiliation, until the completion of any rerun" election.

The suit contends that until the election disputes are resolved the

five currently in the executive council seats have no authority to reach any agreement on a merger proposal and no authority to order a referendum on it.

The suit has been endorsed by the Merger Committee for One Big Printing Union, made up of leaders of printer and mailer locals who are opposed to the ITU-Teamsters merger. The committee is headed by McMichen, who has been put on the AFL-CIO staff as a temporary representative for publishing-industry unions.

Cat scratched from settlement

New York—There'll be no cat, union or otherwise, in the offices of the Wall Street Journal here.

A proposal by the union that represents the paper's news, clerical and technical employees for "a cat and maintenance thereof" for the news room and "any other rodent infested area" was not part of the three-year contract ratified by the union's membership late in March.

"The problem seems to ease considerably as renovation work is completed," commented Eric Frankland, president of the Independent Assn. of Publishers' Employees.

Dial-a-merger? 1-800-IBT . . .

Washington — The Teamsters union has set up a special phone service for ITU members who have questions about the proposal for merger of their union into the Teamsters, the April edition of the International Teamster reports.

"ITU members are encouraged" to call, toll-free, "1-800-IBT-MERGE, which has been set up to respond to inquiries," the magazine reports.

There has been no report of any similar ITU service, either for printers, mailers or Teamsters.

California unit bans bans on hiring spouses

Sacramento—An employer cannot refuse to hire an applicant on grounds that the job seeker is the spouse of a current employee, unless one spouse would be supervising another, the California Fair Employment and Housing Dept. has ruled.

It did so under provision of the state's Fair Employment and Housing Act prohibiting discrimination based on marital status.

\$3-million budget proposed

Washington—Income to TNG's General Fund exceeded the \$3-million mark for the first time during the fiscal year that ended March 31, and TNG's Int'l Executive Board is recommending that this year's convention approve a General Fund budget anticipating expenditures exceeding \$3 million for the first time.

Income to the fund from which TNG's operating expenses are paid was \$3,071,568, \$83,798 more than expenses for the year, which totalled \$2,987,770. It was the second consecutive year with a record General Fund surplus. It was \$48,897 in 1982-83.

The income exceeded projections for the year by \$148,362, largely due to payments from several locals that reduced their delinquencies in per-capita payments, the IEB's Finance Committee reported during the IEB's spring meeting.

The convention will be asked to approve a budget for the fiscal year that began April 1 totalling \$3,264,723, based on income projections of \$3,252,794, which, if both held firm, would produce a

deficit of \$11,929.

Neither the income nor the expenditure projections include funds that would be produced under the proposed special two-month organizing assessment nor the costs of the beefed-up organizing program they would finance. A special fund would be set up for that purpose.

The IEB also voted to recommend that the convention extend for another year the 85-15 percent formula for apportioning regular per-capita payments between TNG's General Fund and Defense Fund. The budget being recommended to the convention is based on continuing the 85-15.

Under that formula, first enacted in 1982, 85 percent of each per-capita payment, less \$1.35, is appropriated to the General Fund and the remaining 15 percent to the Defense Fund. The full \$1.35 goes to the General Fund.

Without the extension the formula would revert to an 80-20 apportionment in July.

The reapportionment produced an estimated \$140,345 in General Fund income in the fiscal year

just ended. Without it the fund would have had a \$56,547 deficit.

Also contributing to the General Fund surplus, only the third in nine years, was a below-normal number of international representatives during the early part of the year, the IEB explained.

The surpluses came in the first two quarters of the year, followed by two quarters in which expenses exceeded income.

The net worth of TNG's Defense Fund, meanwhile, after steadily increasing for nearly five years, declined to \$5,157,925 on March 31, from \$5,226,476 the year before.

Defense Fund income for the year of \$892,037, was exceeded by strike-related expenses of \$960,588, producing a drop in net worth of \$68,551.

Special levy urged in July, August

(Continued from Page 1)

TNG and the Int'l Typographical Union.

The board pointed to a surge in interest in Guild representation among unorganized employees and cited a series of representation victories over a three month period which saw groups containing nearly 600 employees opting for the Guild.

For the entire 1983-84 fiscal year, ended March 31, a total of 10 groups encompassing 760 eligible employees chose the Guild. During the same period, the Guild concluded eight first-time contracts. In addition, bargaining rights for groups totalling 630 persons were protected from de-

Locals get call to 51st Convention

Washington—Official notice of TNG's 51st Annual Convention has been sent to all Guild locals.

The convention is to meet June 18-22 at the Caribe Hilton hotel in San Juan, Puerto Rico.

In an April 17 letter to locals, TNG Sec'y-Treasurer Charles Dale pointed out that TNG's Constitution requires delegates to be elected by secret ballot if there is a contest and that U.S. law includes the same criteria for delegates to conventions that elect officers.

Nominations for the remaining year of the term of one at-large vice presidency will take place at this year's convention. An unopposed nominee will be declared elected.

In other action, the IEB approved contributions of \$150 to the Freedom of Information Center at the University of Missouri School of Journalism, \$500 to the Polish Journalists Assn., and \$100 each to Amnesty Int'l and the labor-supported public television production "Made In U.S.A."

In addition, it approved renewal of an annual contribution

of \$750 to the Leadership Conference on Civil Rights, \$300 to the National Committee on Pay Equity, \$100 to the United Negro College Fund and \$50 each to the YWCA National Board and Planned Parenthood.

Earlier, by mail poll, the board had approved by a contribution of \$300 to the Citizens Against Nuclear War.

IEB lists locals delinquent on payments

In keeping with a directive by TNG's 1983 Convention, TNG's Int'l Executive Board reported that the following locals were delinquent in the payment of per-capita to TNG as of April 1:

Local	Arrears	Amount
Battle Creek	1 mo.	\$ 96.40
Canadian Wire Service	1 mo.	7,384.24
Columbus	6 mos.	6,015.36
Detroit	1 mo.	10,015.96
Eugene	1 mo.	665.16
Great Falls	1 mo.	163.88
Madison	2 mos.	38.56
New York	3 mos.	150,000.00

Northern Ontario	1 mo.	2.60
Puerto Rico	1 mo.	9,003.76
Rochester	1 mo.	279.56
San Antonio	1 mo.	665.16
Wire Service	5 mos.	64,925.40

The delinquencies of the 13 locals added up to \$249,256.04. Sec'y-Treasurer Charles Dale reported. Payment was received from Detroit after April 1. The Northern Ontario's delinquent payment represents a 10-cent per capita for each of the local's 26 members who are locked out from their jobs.

1983-84 TNG audit: What came in; where it went

Following is the report of TNG's financial standing, including the Defense Fund, and General Fund operations for the fiscal year ended March 31, 1984, as audited by Shulman, Kurtz, Turer & Topaz, certified public accountants.

Balance Sheet—General Fund, March 31, 1984

ASSETS	
Cash in banks and on hand	\$ 18,939
Advances receivable	27,075
Loans receivable	65,802
Due from Defense Fund	401,199
Exchanges receivable	37,344
Prepaid insurance and transportation expenses	29,025
Deposits	675
Investments	100
Equipment (net)	56,122
Total assets	\$ 636,281
LIABILITIES	
Accounts payable	\$ 41,362
Payroll taxes payable	20,117
Severance pay reserve	259,808
Total liabilities	\$ 321,287
Net worth	\$ 314,994
Total liabilities and net worth	\$ 636,281

Income & Expense, General Fund, year ended 3/31/84

INCOME	
Membership—Per-capita taxes	\$2,908,730
Initiation fees	11,133
Reinstatement fees	840
Agency fees	34,970
Servicing salaries and expenses paid by locals	34,068
Guild Reporter income	3,499
Research Department sales	5,093
Expenses paid by Defense Fund	66,387
Miscellaneous income	6,848
Total income	\$3,071,568
EXPENSES	
Per-capita taxes	\$ 136,943
Field operations	982,656
Administrative operations	460,412
Office management	842,188
Executives	131,420
Other expenses	434,151
Total expenses	\$2,987,770
Operating surplus	\$ 83,798
Net worth—beginning of year	\$ 231,196
Net worth—end of year	\$ 314,994

General Fund, budget & expense, year ended 3/31/84

	Expended Year Ended 3/31/84	Budget Year Ended 3/31/84	(Over) or Under Budget
1. Per-capita taxes	\$ 136,943	\$ 132,060	\$ (4,883)
2. Field Operations:			
A. Director—Salary	\$ 52,191	\$ 48,677	\$ (3,514)
Expenses	4,548	3,500	(1,048)
B. Organizing and Servicing:			
IRs' salaries	\$ 447,302	\$ 500,254	\$ 52,952
IRs' expenses	216,381	240,000	23,619

	Expended Year Ended 3/31/84	Budget Year Ended 3/31/84	(Over) or Under Budget
Secretaries—stenographers	10,593	10,363	(230)
Miscellaneous organizing and servicing	74,186	80,000	5,814
C. Collective Bargaining Salaries—Executive Secretary, Contracts Committee	\$ 50,374	\$ 46,284	\$ (4,090)
Pension consultant	19,750	15,000	(4,750)
Secretaries—stenographers	10,593	10,363	(230)
Collective Bargaining and Research Asst.	23,721	22,916	(805)
Human Rights Coordinator	36,651	33,956	(2,695)
Research & Information Associate	28,408	26,022	(2,386)
Expenses—personnel	7,958	7,500	(458)
\$ 982,656	\$1,044,835	\$62,179	
3. Administrative Operations:			
A. Director—Salary	\$ 52,246	\$ 48,677	\$ (3,569)
Expenses	620	1,500	880
B. Research and Information:			
Salaries—Director	\$ 44,944	\$ 41,415	\$ (3,529)
Assistant Director	16,481	15,423	(1,058)
Secretaries—stenographers	10,593	10,363	(230)
Expenses—personnel	1,863	4,000	2,137
Books and periodicals			
Legal and bargaining services	1,825	2,500	675
Subscriptions	5,897	5,000	(897)
Other printed material	2,596	2,000	(596)
Publications and literature			
Constitution	10,727	14,500	3,773
Organizing and other literature	2,926	5,500	2,574
Institutes and seminars	25,526	25,000	(526)
Miscellaneous	2	500	498
C. Guild Reporter:			
Salaries—Editor	\$ 47,699	\$ 42,082	\$ (5,617)
Assistant editor	16,481	15,423	(1,058)
Clerical	27,635	27,093	(542)
Expenses:			
Personnel	4,832	4,500	(332)
Printing	99,758	96,800	(2,958)
Postage	58,026	67,000	8,974
Addressing	22,917	21,000	(1,917)
Pictures & special material	6,305	4,000	(2,305)
Miscellaneous	513	500	(13)
\$ 460,412	\$ 454,776	\$ (5,636)	
4. Office Management:			
Salaries—Office manager	\$ 31,439	\$ 28,548	\$ (2,891)
Secretaries—stenographers	31,777	31,090	(687)
Bookkeeping	45,198	41,693	(3,505)
General clerical	42,585	36,657	(5,928)
Expenses:			
Rent & maintenance	144,380	143,774	(606)
Moving expense	29,649	10,000	(19,649)
Stationery & supplies	30,980	28,300	(2,680)
Equipment	9,000	9,000	—

	Expended Year Ended 3/31/84	Budget Year Ended 3/31/84	(Over) or Under Budget
Telephone & telegraph	29,199	25,500	(3,699)
Repairs & improvements	6,607	5,000	(1,607)
Postage	24,746	26,000	1,254
Auditing	13,200	13,575	375
Insurance & bonding	20,000	16,000	(4,000)
Employee pension	89,854	83,865	(5,989)
Employee health and welfare	111,631	108,100	(3,531)
Directly billed transportation	135,585	140,000	4,415
Data processing	35,637	36,000	363
Miscellaneous	10,721	6,500	(4,221)
\$ 842,188	\$ 789,602	\$ (52,586)	
5. Executives:			
Officers' salaries	\$ 113,472	\$ 104,017	\$ (9,455)
Officers' expenses	17,948	17,000	(948)
\$ 131,420	\$ 121,017	\$ (10,403)	
6. Other Expenses:			
Legal	\$ 40,645	\$ 60,000	\$ 19,355
Payroll & personal property taxes	79,818	71,000	(8,818)
Contributions & tickets	16,197	12,500	(3,697)
Delegates and committees	27,079	22,000	(5,079)
I.E.B. meetings	61,678	65,000	3,322
Severance pay	50,000	50,000	—
provisions	135,000	75,000	(60,000)
Convention reserve	1,000	1,000	—
Broun Award	2,567	2,000	(567)
Broun Award expenses			
AFL-CIO-IUD	2,322	3,500	1,178
Conventions	509	200	(309)
CLC Convention	13,679	14,000	321
IFJ meetings	1,657	1,500	(157)
Guild Service Award			
Irving Leichter Scholarship Fund	2,000	1,500	(500)
\$ 434,151	\$ 379,200	\$ (54,951)	
Totals	\$2,987,770	\$2,921,990	\$ (66,280)

Balance Sheet—Defense Fund, March 31, 1984

ASSETS	
Cash in banks:	\$ 6,004
Checking account	1,842,951
Savings accounts, certificates of deposit	3,501,904
Investments (at cost)	
Loans receivable:	35,000
Detroit Guild	8,760
Great Falls Guild	48,426
New York Guild	46,000
San Francisco-Oakland Guild, Vallejo Unit	18,100
Terre Haute Guild	40,390
Washington-Baltimore Guild	2,850
Wire Service Guild	8,739
Other investments (at cost)	
Total assets	\$5,559,124
LIABILITIES	
Due to General Fund	\$ 401,199
Net worth	\$5,157,925
Total liabilities and net worth	\$5,559,124

Reorganization proposal includes Guild representative on UPI board

New York—Wire Service Guild members at United Press Int'l are being asked to approve a tentative agreement that would clear the way for UPI to spin off its non-news operations and at the same time, assign a seat on UPI's executive committee to a Guild representative and extend Guild representation rights to employees of a UPI subsidiary.

The tentative agreement provides for enhanced severance pay for Guild-covered employees dismissed as a result of UPI's reorganization measures. It also provides the option of guaranteed jobs at no reduction in pay for a two-year period for employees selected for positions with affiliated companies or companies entering agreements with UPI on purchasing segments of its operation.

The Guild entered talks on UPI reorganization proposals after the Guild's accountant verified company claims that it needs to make operational changes in order to ensure its future fiscal viability and "the future of about 850 Guild-covered jobs that will remain within UPI," the local's executive committee said in an April 7 letter to the UPI membership.

UPI's losses in 1983 came to nearly \$3.7 million, down from about \$11 million in 1982, according to figures published by it in Nevada. The current management acquired the wire service from the E. W. Scripps Co. in June of 1982.

The so-called "impact agreement" would apply immediately to 21 employees dismissed March 31 from Guild-covered jobs in UPI's New York photo library when that segment of the business was taken over by Bettman Archive, Inc.

Another 75 Guild-covered employees are expected to be affected as the company seeks to

enter a joint venture ownership arrangement covering its Dallas-centered computer operation and examines such an ownership plan, the sale or automation of its racing wire and "Unistox" operation.

During the reorganization, affected employees would be excluded from the contractual ban on discharge as a result of automation.

Offers of guaranteed jobs with other companies are expected to be made to about 50 current Guild-covered employees, the local reported. Those accepting the job offers would continue to be covered by job security provisions of the Guild's contract, with any discharge subject to the grievance and arbitration procedure. Although they would receive no severance pay from UPI, the company would subsidize their salaries to keep them at least equal to what would have been paid by UPI.

An employee discharged for just and sufficient cause would be eligible for severance pay, subject to a 50 percent offset of the salary paid by the new employer and a 100 percent offset for any UPI subsidy.

The agreement calls for UPI to provide the necessary training to qualify employees for jobs with the other companies and would require UPI to pay any expenses involved in the transfer of employees.

Employees dismissed as a result of the reorganization, including those who turn down job offers, would have the option of severance pay equal to 115 percent of that provided under the Guild contract—a maximum of 75 weeks of pay after 33 years of service—or 108 percent of contractual severance pay, plus the services of a job placement agency, including counselling, resume development and aid in searching for a job. Severance payments

would be made in weekly installments.

UPI would maintain health and life insurance coverage for dismissed employees for a period of four months or until they were re-employed, whichever came first.

Staff reductions under the agreement would be completed by April 15, 1986.

The agreement would prohibit staff reductions among telephoto engineers during the term of the current contract but would permit reassignment of duties to eliminate travel.

Under the agreement, the Wire Service Guild would be recognized as the bargaining representative for employees of the UPI Focus Group, Inc., located in Brentwood, Tenn.

Employees of the UPI subsidiary perform accounting functions for the parent company. Currently about 30 employees would be included in the Guild unit, a representative said.

The agreement also calls for the Guild and the company to examine the status of all UPI employees not included in the bargaining unit.

A UPI executive committee member from the Guild would be chosen by agreement of the Guild, its executive committee and UPI.

I will not
be moved—
show me a
Union Label



UNION LABEL TRADES & SERVICES DEPT.
CLC

Key raised \$24, to \$433, in San Antonio

San Antonio—The top minimum for reporters, photographers and artists is raised by \$24, to \$433.76 a week, in the first year of a new agreement between the San Antonio Guild and Hearst's San Antonio Light.

The \$24 increase came in two increments of \$12 each, with the first, taking the top minimum to \$421.76 a week, effective March 19, and the second coming on Sept. 19.

The agreement will reopen for bargaining on wages, holidays, vacations and health and welfare provisions to take effect in the second year of the contract.

A fifth week of vacation is added for employees with 20 years or more of service, and the company's weekly payment to the pension plan is raised by \$1, to \$12.

The top minimum for porters, paperhandlers, copy persons and

file clerks is raised by \$11.97 in the first year of the agreement, to \$216.28 a week.

The top minimum for the highest of four business office clerical jobs is increased by \$17.35, to \$313.63 a week, while that for lowest of the four jobs goes up by \$13.60, to \$245.76 a week.

A flat minimum for assistant city editors, assistant sports editors, wire and society editors is raised by \$25.86, to \$467.37.

Newspapering by the fiery light from Mauna Loa

By Gene Tao

Hilo unit, Hawaii Guild

Hilo, Hawaii (April 11)—It was 1 a.m. Sunday, March 25. Mauna Loa, the world's largest active volcano on the Big Island of Hawaii, blew its top.

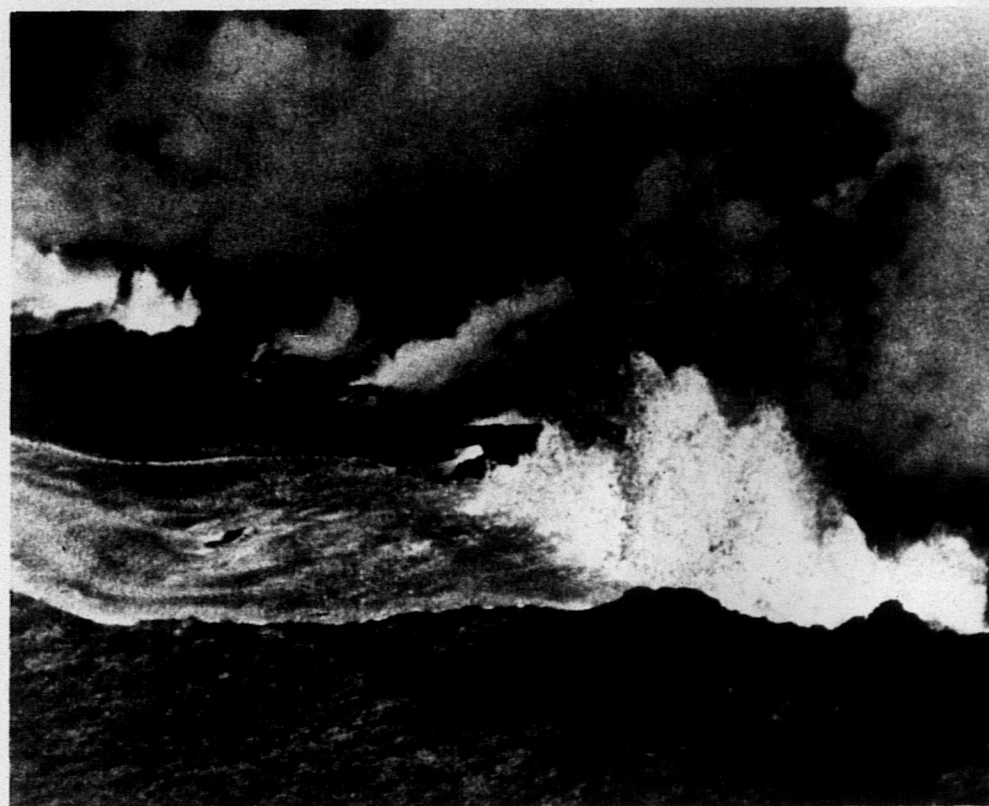
In less than one hour the news staff of the 19,000-circulation Hawaii Tribune-Herald in Hilo, a Donrey Media-chain paper, was mobilized. Ever since, the four reporters and one photographer haven't stopped working, while millions of cubic yards of molten lava kept pouring out of the volcano.

At this writing, Mauna Loa's eruption has entered its third week without showing any sign of weakening. A meandering flow of red hot lava has been threatening Hilo, a lush green town of 44,000 built on the slopes of Mauna Loa.

As if there weren't enough to do for the overworked news staff, Kilauea Volcano, also on the Big Island, came back to life on March 30.

It was the first time in 116 years that Mauna Loa and Kilauea had erupted simultaneously.

Kilauea, the most active volcano in the world, has been erupting intermittently since January 1983. This time, as it did several times within the past year, a lava flow forced the evacuation of a dozen homes 35 miles



LARRY KADOOKA/Hawaii Guild, for the Hawaii Tribune
FIERY SHOW OF MAUNA LOA, WORLD'S LARGEST ACTIVE VOLCANO
Lava flow down its eastern flank threatened Hilo's 44,000 residents.

southwest of Hilo before the eruption finally stopped.

"As for Mauna Loa, I wish it would stop," said Leigh Critchlow, who once walked in a recently formed lava field trying to get a

closer look at a lava flow. "Enough is enough. It has made its point."

For Frankie Stapleton, who wrote most of the lead stories about the eruption, the initial excitement has waned.

"Its first 10 days were filled with excitement and tension," Stapleton said. "I felt a great responsibility to report accurately."

"Now it has turned into a nightmare: Is it going to be a big blob swallowing up Hilo?"

For the more sporty writer, Marcia Reynolds, her daily routine was disturbed. "It's cutting into my golfing time," she said.

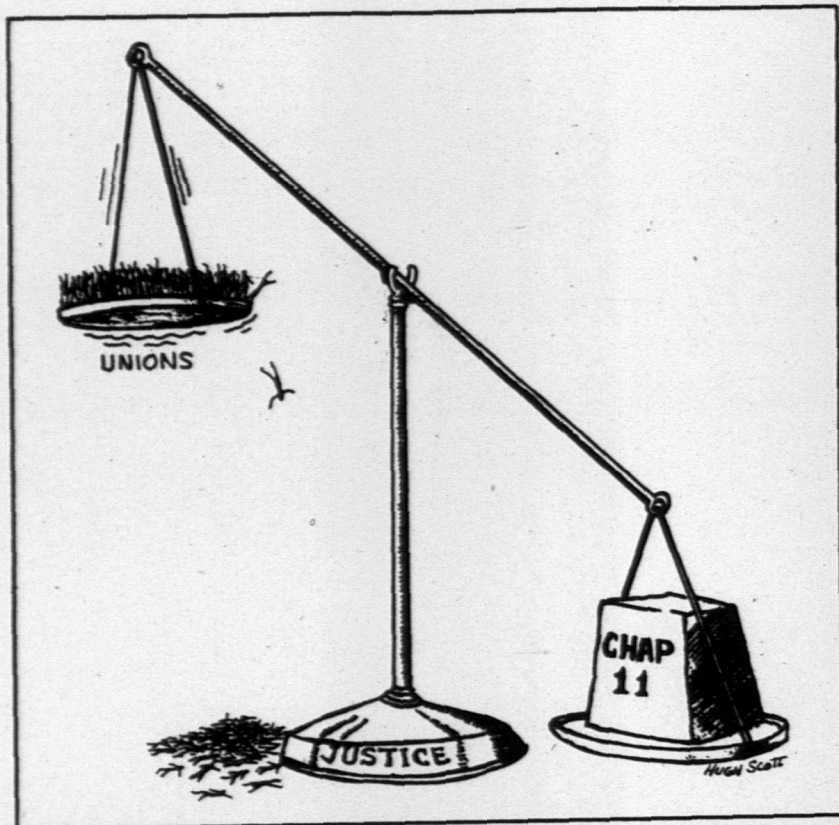
Nothing, however, has daunted the spirit of Larry Kadooka, 30-year veteran photographer with the Tribune-Herald.

"These days, covering an eruption is easy," Kadooka said. "You can shoot pictures from a plane. Before, we had to chase after lava flows by foot, or by car."

The news staffers are veterans in covering natural disasters. As recently as Nov. 16, Hilo was hit by an earthquake measuring 6.7 on the Richter Scale. The early morning temblor damaged 350 homes and hurt six people, though none seriously.

As for Mauna Loa, the news staff at the Tribune-Herald may be in for a long period of excitement. The volcano historically is known for long eruptions. Its 1855 eruption, for example, continued for 450 days.

Editor's note: Mauna Loa's latest eruption was declared officially over on April 16, three weeks after it started.



THIS CARTOON is by Captain Hugh Scott, a pilot striking Continental Airlines, a firm that invoked Chapter 11 of the Bankruptcy Act to unilaterally terminate the Airline Pilots' contract.

Stop use of bankruptcy act to break pacts, IEB urges

Washington — The Senate, as did the House in March, should approve bankruptcy reform legislation that includes provisions to offset the Supreme Court's Bilasco ruling, which upheld employers breaking their union contracts on filing for bankruptcy, TNG's Int'l Executive Board said during its spring meeting.

The House-passed version of a bankruptcy reform bill would require a financially troubled employer to obtain the approval of a bankruptcy court before terminating a union contract and would permit such court approval only on a finding that failure to do so would ruin the firm's financial reorganization efforts and result in job loss among union represented employees.

The bill would also encourage

bargaining over economy measures in advance of seeking court relief.

Passage of bankruptcy reform legislation with the House labor provisions intact "is crucial if any semblance of a national policy that encourages collective bargaining is to be maintained," the IEB declared.

Without these safeguards, the IEB noted, newspapers as well as other companies facing financial difficulties "will be encouraged to improve their profit performance at the exclusive expense of their employees."

"The practice allowed by the ruling is 'an available option for a newspaper approaching insolvency to consider as an alternative to get concessions it needs

from unions," John S. Irving, former NLRB general counsel, told "presstime," the American Newspaper Publishers Assn. magazine.

"To eliminate it as an alternative would be shortsighted. It's a way to make unions become realistic," Irving said.

Action on a bill restructuring federal bankruptcy law faces a deadline because of another Supreme Court decision holding that the authority of judges under the federal bankruptcy court system established in 1978 exceeds constitutional limits since they do not enjoy the independence of lifetime appointment.

The deadline on revising the law before the bankruptcy adjudicators lose their authority was extended first to May 1 and then to May 25.

TNG VP advanced for GOP panel

Washington—TNG's Int'l Executive Board was informed during its spring meeting that, in response to an invitation from the chairman of the Republican National Committee, one of its number is being recommended to become a member of the RNC Labor Advisory Council.

It is TNG Vice President David M. Mulcahy of New York, the sole avowed Republican currently holding TNG elective office.

TNG President Charles A. Perlik, Jr., told the IEB that while the invitation was addressed to him, Mulcahy is a more apt candidate because of his political affiliation.

In addition, Perlik wrote to RNC Chairman Frank J. Fahrenkopf, Jr., in recommending Mulcahy, for Perlik himself to accept, "given our institutional position with respect to the 1984 presidential campaign," would be "completely misunderstood."

Perlik was referring to his and

other TNG representatives' participating in the AFL-CIO endorsement of Walter F. Mondale to be the Democratic nominee for president.

Mulcahy voted against TNG participating in the AFL-CIO endorsement. He said he would "consider it a pleasure" and "accept with alacrity" a position on the GOP advisory council.

Fahrenkopf wrote that the council was formed, initially in September of 1982 as an ad-hoc group, in response to "complaints that the party was not responsive to labor's needs and issues."

"In this election year, as we prepare our platform and examine the various issues surrounding this process, we seek to add" to the advisory group in order to obtain "input as to how the GOP can be more responsive to labor in 1984 and beyond."

"We would also like to see the council discuss and study current problematical labor issues," the

RNC leader said.

Patrick Cleary, a committee staff member, said that the entire advisory council has met once, when its creation was announced in the fall of 1982. Several members have met and/or been consulted occasionally since.

First and, so far, only chair of the council has been William J. Usery, Sec'y of Labor and director of the Federal Mediation & Conciliation Service under Presidents Nixon and Ford.

Other members include Sen. John Heinz of Pennsylvania and Rep. Claudine Schneider of Rhode Island, as well as such national union leaders as Jesse Calhoun of the Marine Engineers Beneficial Assn., Francis Chappardi of the Federation of Independent Unions.

Also, Thomas W. Gleason of the Int'l Longshoremen's Assn., Leo Marchetti of the Fraternal Order of Police, John Sytsma of the Locomotive Engineers, Shan-

non Wall of the National Maritime Union and J. J. O'Donnell, formerly of the Airline Pilots.

There also are state and local union leaders from building trades councils in Michigan and Long Island, the New Jersey AFL-CIO, the Transport Workers in Cleveland, Machinists in Minnesota and the Operating Engineers in Illinois, Cleary said.

It is expected that by the end of April, the RNC will announce the addition of several more local and national union leaders to the council, Cleary added.

Mulcahy would fill the bill on both levels since, in addition, to serving as a vice president of TNG, he is chairperson of the New York Guild's unit at Standard & Poor's and is 2nd vice president of the local.

In addition, Perlik wrote to

Position paper on endorsement

Washington—TNG's Int'l Executive Board on April 19 approved a position paper on TNG endorsements of political candidates for inclusion in this year's Officers' Report. It grows out of objections by some locals and members to TNG leaders casting the union's votes for the AFL-CIO endorsement of Walter F. Mondale for the Democratic presidential nomination.

The next Guild Reporter, to be published May 4, will carry a full report.

Fahrenkopf, Mulcahy "need bow to no one... in his commitment to trade unionism... and I know of no one, at either side of the political spectrum, who works harder and longer at his trade union activity."

Prepublication review ban backed

Washington—A bill before the House Post Office and Civil Service Committee that would end "for once and for all" President Reagan's plan to require government employees to submit to lie detector tests and lifetime censorship deserves quick passage, TNG's Int'l Executive Board said during its spring meeting.

The bill, introduced by Rep. Jack Brooks (D-Texas), would ban all requirements for prepublication review except those applying to persons associated with federal intelligence agencies. It would

prohibit lie-detector tests except in cases where employees voluntarily submit to them during investigations into criminal misconduct or disclosure of classified data.

Passage of the legislation "is essential" if the administration's concept of prepublication review—conflicting "head-on... with the First Amendment—is to be quashed," the IEB said.

It called on the committee to move the bill (H.R. 4681) on to the full House for "early passage" and urged the Senate to enact similar legislation, noting that

while the Reagan administration agreed to "shelve" for the current congressional session its plan to have employees sign pledges to submit material they may write to prepublication review, the order can be reinstated any time.

Moreover, government employees "are currently being pressured to sign an alternative nondisclosure agreement" that could lead to prepublication review through the back door if no legislation is passed," the board said. [Guild Reporter, April 6.]

GR delivery faster now?

Publications that are issued less frequently than weekly and are distributed under the U.S. Postal Service's second-class rate structure, as is the Guild Reporter, now officially are to be getting the same sort of accelerated delivery as publications issued weekly or more frequently.

This "red tag" treatment is officially the equivalent of that accorded first-class mail.

Filling out and returning the coupon at left will help determine if delivery is improved by "red tag" service.

The Guild Reporter



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