

# Vancouver crafts settle, Guild votes; 'yes' would end strike, higher dues

**Vancouver**—The 950 members of the Vancouver-New Westminster Guild at the Sun and Province began voting for the second time within a week May 18 on a proposal for a new contract that would end the last of the strikes which closed the Southam dailies since March 28.

The Guild vote began at 2 p.m. May 18 and was to be completed at 4 p.m. on the 19th.

Ratification by the Guild mem-

bership, in addition to ending their strike, would result in cancellation of the Guild-wide period of full regular dues for TNG's Defense Fund, set to begin in June, TNG Secretary-Treasurer Charles Dale announced.

Wires announcing cancellation of the higher dues would be sent to all Guild locals immediately if that is the result of the Guild vote, Dale said.

The memberships of the print-

ing craft unions, which were first to strike the papers, ratified settlements May 10. Guild members, who struck after honoring craft-union picket lines for two weeks, rejected on May 13 by a vote of 408 to 274 a proposal for a settlement mirroring that of the crafts. The Guild local's bargaining committee had recommended rejection.

TNG Canadian Director William H. McLeman and Dale

joined local Guild bargainers in fashioning the second settlement proposal. Both the local's bargaining committee and its executive committee voted to recommend that the membership ratify it.

The economic packages in both Guild proposals and the crafts' settlement were modelled on the settlements reached by Victoria newspaper unions April 28 with the Times-Colonist: increases of 5, 5 and 7 percent in each of

three years. The second Guild proposal also included some clarifications.

Top minimum for key advertising, circulation, data processing and news jobs at the Sun and Province under the contract which expired Feb. 28 was \$701.54 a week.

There had been but two short meetings between the unions and Sun and Province management (Continued on Page 4)



## The GUILD REPORTER

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BASIM M. SHAMIYEH/Lexington Guild

### A Blue Grass bargain

Tommy Gatton, 4, shows off the toy he bought at the Lexington Guild's fourth annual garage sale April 28. His mother, Rita, a member of

the local, was helping conduct the sale. Net of \$490 went to help pay bills, including the final \$150 on a TNG loan.

## Independent shut after considering 'Bildisco operation'

**Richmond, Calif.**—The Contra Costa Independent ceased publication with its edition of Sunday, May 13, after a long period of confusion over its management and financing and after flirting briefly with continuing under the Supreme Court's Bildisco bankruptcy ruling.

The closure made jobless some 90 members of seven unions, including a dozen from the San Francisco-Oakland Guild's editorial-only unit. All of the unions' contracts had been expired since December of 1982 and they jointly had been trying for months to fashion with management a workable proposal for turning around the paper's financial performance.

The greatest barrier recently had been attempting to determine who owned the paper, said Richard J. Olive, the Guild's ass't executive secretary and spokesperson for the jointly bargaining unions: the Brown family which owned it for years, the Ingersoll chain which took over in 1981, or Barclays American Business

Credit, which reportedly had made loans of more than \$7 million to maintain publication of the Independent and its sister paper, the Berkeley Gazette, which was closed March 10.

Suits continue by the Browns charging that Ingersoll broke the contract under which it took over the papers and by Ingersoll charging the Browns with misrepresenting the property when Ingersoll agreed to manage it in the spring of 1981. Also continuing is a petition by the unions seeking a judicial determination of the identity of the effective management.

Olive said he expects much of the severance pay due the Independent's Guild employees will be tied up by the Brown-Ingersoll litigation. Half that due the nine Guild members with more than nine years of service is funded, however.

In mid-April Warren A. Brown IV, self-described as the Independent's "interim acting publisher," told the unions informally that wage cuts of 12 percent and concessions in vacation and sick leave and staff cuts in the composing and press rooms were necessary to the paper's continuation.

Early in May, after Barclays threatened in effect to foreclose, Brown demanded wage cuts of 20 percent, suspension of pension contributions, a 25 percent cut in (Continued on Page 4)

## ITU agrees to new, U.S.-run elections

**Colorado Springs** — The Int'l Typographical Union has agreed to a government-supervised rerun of the elections for all five of its top offices in the face of a U.S. Labor Dept. finding that campaign activity leading up to last November's vote involved violations of the Landrum-Griffin Act.

At the same time, the ITU Executive Council agreed to "refrain from holding any referendum on any proposed merger agreement . . . or taking any irrevocable steps to conduct such a referendum" pending the outcome of the rerun election and the subsequent installation of ITU officers.

The ITU agreements were spelled out in an exchange of correspondence dated May 4 between the union's counsel, Ronald Rosenberg, and Richard G. Hunsucker, director of the Labor Dept.'s Labor-Management Serv-

ices Administration.

Three days before the rerun election agreement, on May 1 a federal district court judge in San Francisco ordered an indefinite delay in the membership referendum the ITU had scheduled for May 16 on the proposal to merge the ITU into the Teamsters [Guild Reporter, May 4].

The rerun election is to be conducted via mail ballots that will go to each of the ITU's 75,000 active and retired members. It is to be "completed as soon as practicable but in no event later than July 31," with an additional 30 days for any objections to conduct in the rerun to be decided by the Labor Dept.

The Labor Dept. moved to have last fall's elections rerun following a two-month investigation requested by Robert S. McMichen, McMichen, a four-term vice

president, had outpolled incumbent Joe Bingel for the presidency by 4,920 votes but was not seated when the ITU Canvassing Board upheld charges by Bingel that local leaders had improperly pro-

moted McMichen's candidacy in local publications and other communications.

Objections by McMichen and other challengers for ITU Execu- (Continued on Page 4)

## Olympics copy-transmission alert

**Washington**—Guild locals have been asked to discourage their members and members' employers from using Western Union Int'l, a subsidiary of MCI Communications Corp., to transmit copy from this summer's Olympic Games in Los Angeles.

A 400-member Teamsters union local struck the company in April seeking renewal of its contract with the company without the retrogressions and pay cuts demanded by the management.

TNG President Charles A. Perlik, Jr., issued the request to Guild locals in response to an appeal from Daniel J. Kane, president of the Teamsters local, who observed that without support from other unions like the Guild "we cannot win" this strike. The strikers also have alerted several unions in Europe and other nations which will be involved in data transmission from the Olympics.

The union, now an affiliate of

the Teamsters' Communications Trade Division, has had a contract with Western Int'l for more than 40 years, but has faced an "adamantly anti-union" management since MCI's recent acquisition of the company, Perlik explained. He pointed to a passage from MCI's employee handbook describing union representation as "inconsistent with the principles of respecting and rewarding individuality and contrary to the (Continued on Page 4)



# THE SHORT



# OF IT

**GANNETT-CHIEF** Allen H. Neuhauser told questioning students at the University of Arizona that "any and all should be able to take advantage" of low-interest, tax-free bonds issued by local governments for industrial development. The students were curious about the giant chain's seeking \$9.75 million in such bonds from Maricopa County to build and equip a plant to print its USA Today in Chandler, Ariz. Gannett asked the county for an interest rate of 55 percent of the prime rate at the time of the bonds' issuance, described as 13 percent lower than any previous applicant had sought from the county's industrial development authority. The application estimated a cost of \$5.4 million for the building and \$4 million for presses and such. . . . A few weeks later, Columbia University announced that it will establish the first center for advanced studies in journalism and communications under a \$15-million, five-year grant from the Gannett Foundation. Twelve to 14 senior journalists and educators would go to Columbia each year as scholars in residence. There also would be a technology laboratory for experimentation with modern communications equipment. . . .

**More Murdoch-ery:** Patrick Oster, chief of the Chicago Sun-Times Washington bureau for six years before Rupert Murdoch added it to his stable, was seated with Don Kummerfeld, Murdoch's chief executive officer for North America, and Nancy Merrill, Boston TV personality and fiancée of Robert E. Page, Murdoch's Sun-Times publisher, at a dinner before the annual Washington Gridiron Show a couple of months ago. Kummerfeld asked Oster, a former Heywood Broun Award judge, what he thought of the Sun-Times under its new ownership and management. "I candidly told him," said Oster. A bit later, Page confronted Oster and told him he had "insulted me and my fiancée . . . you're fired." . . . A couple of weeks earlier, Ed Gilbreth, chair of the Broun competition in 1980 and 1981 and a TNG vice president in 1973-75, left employment as a special assistant to the Illinois Secretary of State to become an editorial writer on the Sun-Times. He once covered politics for the old Chicago Daily News. The Sun-Times editorial writers had left when Murdoch took over. . . .

**Awards, fellowships:** Deadline for entries in the 1984 World Hunger Media Awards is July 31. It is the third year of the award that recognizes "significant contributions to bringing public attention to the critical issues of world hunger." Winners shouldn't be hungry themselves for a while. Top prize in each of seven categories of print, broadcast and film work is \$10,000. Work must have been published in the United States between July 1, 1983, and June 30, 1984. More details: World Hunger Year, Inc., 350 Broadway, New York, N.Y. 10013. . . . The Assn. of Independent Colleges and Schools is inaugurating awards for journalistic work creating awareness and concern for the value of business education. Work published in 1983 or 1984 through June 30 is eligible. Entry deadline is July 14. More information: Campbell Communications, Inc., 2115 E. Jefferson St., Rockville, Md. 20852. . . . The 12-year-old fellowship program for so-called "mid-career journalists" at the University of Michigan has a new name: Journalists in Residence: Fellowships in the Humanities. It was the "N.E.H. Fellowships for the Humanities" for its first 11 years, but the National Endowment for the Humanities ended its funding with the 1983-84 academic year. Next academic year's fellows have already been chosen, and six of the 10 are women, the first time women have been in the majority.

**Quote . . . close quote:** "I am not persuaded that lie detector tests are the thing to do by a long shot. So it's very difficult to find out who's leaking what. . . . But if they do, they ought to be put in jail."—Sec'y of State George P. Shultz, to editors and staff members of the Washington Post. . . . "It's always better if he's a little guy, if he's not mean. If I were an editor, I'd hire only midgets."—Don Reuben, a Chicago libel lawyer to a conference marking the 20th anniversary of the Supreme Court's *Times vs. Sullivan* decision. . . . "Is the failure of newspapers to discuss this inadequate enforcement of the nation's antitrust laws related to the many papers, including the one I am associated with, that have been provided special protection or exemption, if you please, from antitrust laws?"—W. E. Chilton III, president and publisher, Charleston (W. Va.) Gazette, to the Southern Newspaper Publishers Assn. Convention, Nov. 13-16, 1983. . . .

**Among ourselves:** Linda Foley, president of the Lexington Guild, is 1984 chairperson of the labor participation committee of the United Way of Bluegrass. She also is a vice president of the Lexington-Bluegrass Central Labor Council. . . . Barbara Kucera, a former secretary of the Lake Superior (Duluth) Guild and a "graduate" of TNG's first residential seminar for new local officers, has gone from a year of graduate study at the University of Wisconsin to a six-month internship as an investigative officer with the National Labor Relations Board. . . . Christina Spencer, a reporter with the Ottawa Citizen and a Guild member since 1980 has won a Canadian Science Writers' award for the best article by a newcomer to the field. . . . Dan Biddle, a former Guild unit vice chair at the Cleveland Plain Dealer who now reports for the Philadelphia Inquirer and is a vice president of the Philadelphia Guild, has won first place in the newspaper division of the Roy W. Howard Public Service Awards plus a National Headliner Award for stories developed over 18 months on conflicts of interest, influence peddling, nepotism and other misconduct by justices of Pennsylvania's Supreme Court.



## Scranton news gathering

TNG Int'l Representative Leo Ducharme, center, takes a look at *The Daily Carrion*, a satirical tabloid published by Scranton Guild members for distribution at their annual News-writers Dinner, where Ducharme was presented a special citation for assisting the local in bargaining. Pictured with Ducharme during the

festivities on April 29, are, from left: Joseph X. Flannery, Guild treasurer and dinner co-chairperson and toastmaster, Victor J. Alfano, 1st vice president; Christine Vanston, secretary; Mitchell Grochowski, president; John Hart, 2nd vice president; and Tony Sandone, dinner cochairperson.

## Kirkland shuns Murphy, ceremony

**New York**—The Catholic Interracial Council marked its 50th anniversary May 15 at its annual John LaFarge Awards dinner at which it gave four of the awards for significant contributions to the

## Oshawa key up \$51, to \$507

**Oshawa, Ont.**—The top minimum for key editorial jobs is raised by \$51.49 to \$507.17 a week, in a new 26-month contract between the Southern Ontario Guild and Thomson's Oshawa Times.

The \$51.49 increase comes in two increments, with \$27.34 on May 3 taking the top minimum for reporters, photographers and desk persons to \$483.02 a week, and the other \$24.15 on June 3, 1985.

Service required for a fourth week of vacation is reduced by two years, to 10, and that required for five weeks of vacation each year is also reduced by two years, to 24 years.

Night differential for editorial employees with shifts beginning at 6 p.m. or later is raised by \$2.50, to \$21.25 a week.

Other increases and resulting new top or flat minimums include:

**District, sports, editorial-page editors**—Up by \$52.54, to \$517.48, in increments of \$27.90 and \$24.64.

**Display salespersons**—Up by \$49.70, to \$489.51, in increments of \$26.39 and \$23.31.

**Inside classified salespersons**—Up by \$32.45, to \$319.61, in increments of \$17.23 and \$15.22.

## SONG petitions for Hamilton mailers

**Hamilton, Ont.**—The Southern Ontario Guild has petitioned the Ontario Labour Relations Board for certification as bargaining representative for 170 part-time mail room inserters at Southam's Hamilton Spectator.

The Guild in January signed its first contract covering some 110 employees in the 147,000-circulation daily's news room [Guild Reporter, Jan. 27].

The Guild Reporter (ISSN: 0017-5404) is issued semi-monthly, except monthly in July and December, at 1125 15th St. N.W., Washington, D.C. 20005. \$15 a year. Second-class postage paid in Washington, D.C. and additional mailing offices. Printed in U.S.A.  
Postmaster: Send address changes to The Guild Reporter, 1125 15th St. N.W., #550, Washington, D.C. 20005.

cause of improving race relations.

Only three of those designated to receive the awards attended the dinner, however. The fourth—AFL-CIO President Lane Kirkland—declined to attend after discovering that one of the other recipients was Thomas S. Murphy, chairman of Capital Cities Communications.

The AFL-CIO Executive Council last year put Capital Cities on its list of "unfair" employers whose policies and practices it views as blatantly anti-union.

In a letter to the council informing it that he would not attend the dinner, Kirkland pointed out that he had not been aware that Murphy also was to receive a LaFarge Award at the event.

He pointed out that Capital Cities has "a long record of seeking to destroy" the collective bar-

gaining relationships of its employees' unions, referring to strikes at the Wilkes-Barre Times-Leader and the Oakland (Mich.) Press as well as efforts to break the ITU at the Kansas City Star.

In addition, Kirkland wrote, Capital Cities uses "a self-proclaimed union busting attorney" to guide the managements of its several properties in labor relations.

"It would be singularly inappropriate for me to share the platform with Mr. Murphy" at the council's awards dinner, Kirkland concluded.

A representative of the Catholic Interracial Council said the organization was not aware of what he termed "the difficulties between Mr. Kirkland and Mr. Murphy" when both were chosen as award recipients.

## June 1 representation vote set at Milwaukee dailies

**Milwaukee**—Milwaukee Journal and Sentinel editorial and library employees will vote June 1 on bargaining representation by the Guild. The balloting will be supervised by the National Labor Relations Board.

The way was cleared for the vote on May 4 when the NLRB's regional director held that there should be a single election and bargaining unit instead of three separate ones as maintained by the company: the Journal news room, the Sentinel news room and the library.

Evidence put forth by the company at hearings and in

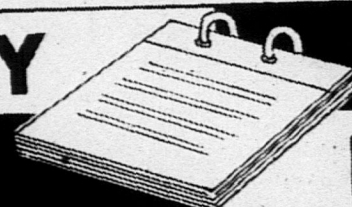
briefs "does not establish that departmental units are alone appropriate or that the petitioned for overall employer unit is inappropriate," said Joseph A. Szabo, acting regional director.

"Generally, 'employer-wide' units are deemed appropriate and I note that the employer advanced no case precedents in the newspaper industry holding contrarily to this general view," Szabo said.

The company let it be known that it planned to appeal. The move would not further delay the election, though it could result in the ballots being impounded until the appeal is determined by the full NLRB.

The Guild petitioned for certification as bargaining representative for the group of 300-plus on March 1 after a majority had applied for Guild membership and representation. Card-signing has continued in the interim.

# DAY



# BOOK

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.

Ingersoll Chain Council, fall meeting, Oct. 13-14, Philadelphia.

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

Western District Council, fall meeting, Oct. 20-21, San Francisco.

Southern District Council, fall meeting, Oct. 27-28, Lexington.

Great Lakes District Council, fall meeting, Nov. 3-4 (tentative), Terre Haute, Ind.

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

53rd Annual Convention, Buffalo, 1986.



# Toledo key to rise by \$56, to \$632

**Toledo**—The key advertising, circulation and editorial top minimum under the Toledo Guild's contract with Block's Toledo Blade is raised by \$56.99, to \$632.19 a week, under a new two-year agreement.

The pact was reached in joint bargaining with the other unions representing Blade employees, including the Typographical Union and the Teamsters. The economic package totals \$70 over the term.

The \$56.99 increase—for reporters, photographers, advertising salespersons and circulation district managers—comes in increments of \$29.34 and \$27.65, with the first retroactive to March 22, the second a year later.

The company's payment to a jointly administered health and welfare plan also is raised by \$9.53 a week in the first year of the contract. In the second year members will have the option of designating another \$10 per employee per week to wage increases, pensions and/or health and welfare. The agreement also calls for a \$1 increase in the company's weekly payment to the pension plan in 1985.

A new job of telemarketing sales is added to the contract with a top minimum of \$449.69 a week, going up by \$20.56, to \$470.25 in 1985. Currently one employee is working in the job

performing inside sales work in the retail advertising department.

The top minimum for inside classified salespersons is raised by \$38.15, to \$423.17 a week, in increments of \$19.64 and \$18.51.

Other increases and resulting new top minimums include:

**Terminal operators** — Up by \$36.26, to \$402.25 a week.

**Newsstand collectors** — Up by \$46.44, to \$515.21 a week.

**Editors** — Up by \$61.50, to \$682.26 a week.

**Copy readers** — Up by \$59.67, to \$661.97 a week.

## Legal service plan renewed in Toledo

**Toledo, Ohio** — Toledo Guild members have approved renewal of a legal services program that provides them and their families with free assistance for many relatively routine procedures.

Under the arrangement with the legal firm that also represents the Guild on labor-relations matters, members are entitled to free service on such matters as wills, home real estate transactions, family problems and consumer complaints, as well as advice on such other subjects as estates, damage claims and traffic violations, the Guild reports.

The Guild local pays \$1,500 a



RON MOSCATI/Bufalo Evening News/Bufalo Guild

## Happy 50th, No. 26 (Buffalo)

A few of the principals at the Buffalo Guild's 50th Anniversary Ball pause for a pose May 12. From left, Buffalo Guild President Dick Christian; TNG President Charles A. Perlik, Jr., an at-large member and former president of the local; labor troubadour Joe Glazer; and Pat Swift, chairperson of the local's Buffalo

News unit. Marnie Perlik, spouse of Charles and a former local secretary, also was a guest. In addressing those gathered for the celebration, Charles Perlik challenged his local to be the first to bargain a \$50,000-a-year top minimum for ad salespersons, reporters, photographers, and others in key positions.

year to cover its 350 members and their families. Last year persons covered under the Guild plan received more than \$8,000 in services, the local reported.

## Stafford, former Cleveland and TNG leader, dies at 77

**Miramar, Fla.**—Robert C. Stafford, former TNG vice president and Cleveland Guild president, died May 4 after a two-year battle against cancer. He was 77.

Stafford was a charter member of the Akron Guild, which he joined in 1934 shortly before joining the staff of the Cleveland Press, where he worked over the next 35-plus years as a reporter, copy editor and assistant news editor.

He was elected one of TNG's at-large vice presidents in the spring of 1954 to fill the unexpired term of another Cleveland Guild member, William Ware, who had been promoted into management at the Plain Dealer. Stafford then was elected to a full two-year term in 1955.

Earlier he had served several years first as a Cleveland Guild vice president, then president.

He also helped organize the

Cleveland chapter of the American Civil Liberties Union and the Cleveland Clearing House on Civil Liberties.

## Arbitration index updated for '83

**Washington** — A supplement to TNG's index of Guild arbitrations has been distributed to locals.

It catalogues arbiters' decisions issued in 1983 on issues arising under Guild contracts. Like the 25-year index of arbitrations distributed last year, the supplement indexes the decisions chronologically, by issue and by name of the arbitrator.

Copies of the awards listed and the index itself are available from TNG's Collective Bargaining Dept.

## Three councils meet; MW elects

**St. Louis** — Delegates to the joint meeting of the Great Lakes, Midwest and Southern District Councils heard TNG President Charles A. Perlik, Jr., Sec'y-Treasurer Charles Dale and several TNG vice presidents outline the officers' recommendations to the 1984 Guild Convention, scheduled for June 18-22.

The meeting was held at the Sheraton hotel here May 5-6, being moved from the Bel Air Hilton, part of the same chain as some of the hotels then being struck by three unions in Las Vegas. The Las Vegas Hiltons subsequently reached new contracts with the unions.

Much of the discussion centered around the proposal for a special assessment in July and

August to finance an expanded Guild organizing program [Guild Reporter, April 20 and May 4].

The organizing levies — like higher dues for TNG's Defense Fund—would add amounts ranging from \$2 to \$27.35 to members' monthly dues under a constitutional formula basing the amount on each member's weekly compensation. To pay the high amount a member would have to be earning \$895 or more per week.

If the Guild then should be in a period of higher dues to support the Defense Fund, the additional amounts generated by the higher payments for the two months would go to the special organizing fund instead, under the proposal to the convention. This

would result in two additional months of higher dues in order to restore the Defense Fund to \$5 million, the officers explained to the councils.

Meanwhile, in their separate meeting Midwest Council delegates elected Al Ostrowski of the Kenosha Guild to be the council's new president.

Ostrowski, who had been vice president, replaces Victor Ciuccio of Denver, who resigned after taking a position with the Graphic Communications Int'l Union [Guild Reporter, May 4].

Paul Pennick of St. Louis was elected to fill the unexpired portion of Ostrowski's term as council vice president.

The Midwest Council's fall meeting will be in Gary, Ind.

## San Francisco smoking ordinance scatters butts

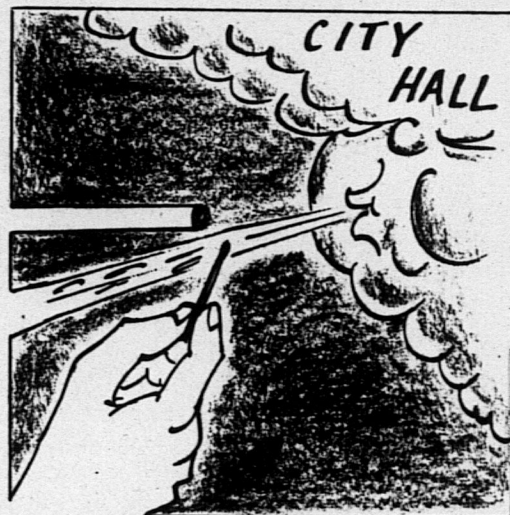
Bay Guild News, San Francisco-Oakland

**T**HE CIGARETTE butts by the entrance to the Newspaper Agency's ground floor classified department are one sign of the effects of San Francisco's new anti-smoking ordinance.

Smoking has been totally banned in the large room, occupied by about 90 employees. Smokers duck outside for quick hits; 21 Guild members in classified have signed a petition to management protesting that their views and needs weren't considered before the blanket ban.

Elsewhere in Guild areas policies differ. In the third floor composing room, no smoking is allowed anywhere. In the second floor room shared by the 60 employees in credit and accounts receivable, the smokers were moved to the middle of the room. Smoke, however, still reaches into the rest of the room.

At the Chronicle, pipes, cigars and cigarillos are verboten. Cigarette smoking at reporters' desks is permitted as long as people don't complain and/or the smoker uses a smoke-eating ashtray.



"We are trying to live within the law and accommodate conflicting needs," said city editor Jerry Burns. "And it's a pain in the butt."

At the Examiner, the room occupied by news and copy editors and business is off limits for smokers. In the adjoining newsroom, one row in cityside and a row in Scene have been set aside for smokers. In sports, "there's been a truce," said

sports editor Charles Cooper. "Besides, most of the smokers work at night."

The truce seems to exist throughout the Examiner newsroom. No one has yet made an official complaint about the smoking sections.

At the Bay City News office on Grove Street, smoking has been banned but, according to Guild unit chairman Karl Heisler, "it's always been disallowed." Only two BCN people smoke, he said, and they work in outlying bureaus.

In the case of the Agency's classified department, company representatives told the Guild that several employees had asked for the ban, but the Guild's assistant executive secretary, Richard Olive, in a letter to management following the petition signed by the 21, pointed out that it did not appear the company had really tried to find alternatives to an outright smoking ban.

**S**AN FRANCISCO's Office Workplace Smoking Ordinance requires that employers make accommodations for the preferences of both nonsmoking and smoking employees, and if a satisfactory

accommodation to all affected nonsmoking employees cannot be reached, then the employers must prohibit smoking in the office.

Any nonsmoking employee may object to smoke in the workplace, and "the preferences of nonsmoking employees shall prevail," says the ordinance.

An employer is not required to make any expenditures or structural changes to accommodate smokers or nonsmokers.

## Alternatives to bans on smoking advanced

Guild locals should make efforts "to alleviate the environmental problems associated with smoking through such measures as re-arranged seating, ionizers and improved air circulation, without resorting to outright bans on smoking," TNG's 1982 Convention recommended in its Safety & Health Report.

The Int'l Executive Board is asking this year's convention to reaffirm it.



## State Dept. 'license rule' is protested

Washington—Requiring foreign journalists seeking to cover the U.S. State Dept. first to be certified by their country's U.S. embassy "is an ill-considered trespass on principles of a free press," TNG President Charles A. Perlik, Jr., has protested in a letter to the agency.

The requirement gives the correspondent's government a licensing power, Perlik pointed out, emphasizing that U.S. media organizations, and the government itself, have condemned government certification of journalists as a "first step towards licensing and journalistic orthodoxy" before UNESCO and other world press forums.

"We cannot oppose that abroad and countenance it at home," he said in a May 9 letter to John Hughes, State's ass't sec'y for public affairs.

Through the letter, TNG joined with other organizations which have protested the certification requirement. Among them: the World Press Freedom Committee, Freedom House, the State Dept. Correspondents' Assn., the Int'l Press Institute and the Canadian Press.

Dana Bullen, executive director of the World Press Freedom Committee, protested as well similar practices by the White House and U.S. Information Agency foreign press centers.

Bullen suggested that the government, "possibly through its



**Capturing a budget leak**

Ottawa Citizen photographer Chris Mikula, a member of the Ottawa Guild, won a National Newspaper Award for this photograph of television crews filming the then unreleased federal budget as Canadian Finance Minister Marc Lalonde registers mock dismay. TV networks

caused a mild scandal by broadcasting the budget's contents before their official release. Mikula's photo brought a prize in the spot news photography category. Mikula was a circulation district supervisor before studying photography.

embassies abroad, can satisfy itself that a news entity exists and that a particular person works for it without handing a government a veto power over who will be recognized as a correspondent."

The position of the committee, which includes Perlik among its members, is that "the credentials a reporter already has from his employer should be enough," Bullen added.

## Richmond daily shuts doors

(Continued from Page 1)

health and welfare payments and more.

When the Guild unit by a vote of 12 to 2, and all the unions by a combined vote of 66 to 5, rejected the demands, Brown proposed publishing under the Bildisco ruling, which upheld employers breaking their union contracts upon filing for bankruptcy. Union representatives advised

Brown against doing it.

In the Independent's final edition, Brown said that the "financial and other problems that have burdened this newspaper since 1981 have proven impossible to overcome."

The Independent's editor, Eric Newton, told a television interviewer that years of mismanagement, not unions, were responsible for the paper's closure.

## Alert issued on struck MCI-firm

(Continued from Page 1)

best interests of all employees and the company."

He also pointed to a 1983 ad by MCI for a personnel manager which said that "a strong background in employee relations/union avoidance is a must."

Perlik urged Guild leaders whose managements are planning coverage of the Olympics to arrange for transmission services from communications firms other than Western Union Int'l or MCI in order that Guild-covered em-

ployees working at the Games may be "spared the embarrassment and inconvenience that would result" from dealing with the struck firm.

Doing so also will ensure against interruptions in service that could plague Western Union Int'l if the strike is in progress.

He also asked locals to urge Guild-covered employees in a position to select carriers to seek alternative transmission facilities.

MCI purchased the Western Union Int'l from the Xerox Corp.

## ITU agrees to rerun officer elections

(Continued from Page 1)

tive Council seats were dismissed, but the board said there should be a rerun of the presidential election and that Bingel should remain in the office pending its outcome.

The Labor Dept. reportedly found that campaign violations involving "the illegal use of union funds to promote candidates" could have affected the outcome of the elections for the entire ITU Executive Council.

The rerun will match the same candidates: Bingel vs. McMichen;

Sec'y-Treasurer Thomas W. Kopeck vs. Robert E. Petersen of Washington; Vice President Robert L. Wartinger vs. Billy Joe Austin of Denver; Ray Brown, currently sitting as 3rd vice president, vs. Bill Boorman of Washington. Vice President Allan J. Heritage is unchallenged.

All the candidates were to meet with Labor Dept. officials in Denver on May 17 to review procedures for the election under the agency's supervision. Ballots are expected to be mailed to the ITU's retired and working members in June.

## Black groups' boycotts hit dailies in 3 cities

Baltimore—A boycott of the Baltimore Sunpapers by many members of the city's black community was ended early in April when the papers' management and the local chapter of the NAACP reached an agreement on issues the civil rights organization had raised about the papers' editorial and employment policies.

Meanwhile, black leaders in New York and Chicago have called for boycotts of Murdoch's Chicago Sun-Times and the Tribune Co.'s New York Daily News and, in New York, have threatened also to launch a boycott of Murdoch's New York Post.

The boycott of the Sun-Times, called by a coalition of black groups, was announced April 21 after a list of more than 30 demands was delivered to Sun-Times Publisher Robert E. Page.

The coalition criticized the paper's coverage of the campaign of Jesse L. Jackson for the Democratic Party's presidential nomination, as well as its level of black employment and dealings with black-owned businesses.

Jackson has expressed support for the boycott calling it "unbelievable that a candidate from Il-

linois, from Chicago, could run for president and the Sun-Times would not have a reporter covering him."

A group of black ministers who said they represent more than 350 congregations in New York announced a boycott of the Daily News during Sunday services May 6.

The ministerial group, the Organization of African-American Clergy, said they called the boycott after a 16-month effort to forge "a just and equitable relationship between the Daily News and the city's black citizens."

The group accuses the paper of failing to adequately cover issues of concern to the black community and of inadequate employment of blacks. It also seeks a commitment from the paper that it will make greater utilization of black contractors and black financial institutions.

The agreement between the NAACP and the Sunpapers calls for the dailies to provide broader, more balanced coverage of the black community and to enhance coverage of events in South Africa. It also calls for the papers to accelerate the hiring of blacks to its news and advertising staffs.

## Correction: Victoria guarantee

The extent of the new lifetime job guarantees included in the settlements by the Victoria Guild and other unions at the Times-Colonist was reported inaccurately in the May 4 Guild Reporter.

The new provisions are included in the contracts of the Guild, the Mailers, the Pressmen and the Stereotypers and provide that no regular full-time or regular part-time employee on the Thomson paper's staff as of Nov. 4, 1983, will be dismissed for economy. They do not cover temporary employees. Previous job guarantees in the ITU-printers' contract are continued.

The new provisions were included in jointly bargained settlements reached at 1 p.m. April 28, with Tom Ferris, printers' chapel chairman, Alf Wheeler, Graphic Communications Int'l Union representative, and Guild President Joe Ravick serving as chief bargainers for all five unions.

... **Vancouver**  
(Continued from Page 1)  
before the craft unions struck. In each the company demanded three year contracts with no increases the first year. In the second, it proposed increases of 3½ percent in the second year and 5 percent for the third.

In two days of mediation before the Guild struck, the company had proposed Guild increases of 6 percent in the second and third years of a three-year contract; still none the first year, and no other changes.

# News workers and their unions in South Africa

By Denis MacShane  
National Union of Journalists

DO NOT ENTER the building which houses the Rand Daily Mail and other titles in the SAAN group in Johannesburg with a swagger.

In the foyer, you will encounter the roughest-looking security guards in the world.

It isn't clear whether their long, greasy hair and small eyes match their operating techniques; they are all white and look balefully not only at blacks but at any Brit whose expression indicates an interest in anything other than triviality.

Certainly the heavy revolvers slapping against their thighs suggest as much.

Guns are a contemporary and normal South African phenomenon, but to have to run the gauntlet of the average British county police force's small arms allotment in order to say hello to a representative of what claims to be the sole opposition to the apartheid régime raises doubts about the nature of the English press; doubts that are slowly and surely confirmed the more you talk to journalists, black and white, working for South African newspapers.

The English-language newspapers are dominated by two companies, the Argus Group and South African Associated Newspapers (SAAN), with the former holding a sizeable block of SAAN shares.

Open the Daily Mail (SAAN, circulation 110,000) or the Cape Town Argus (Argus, circulation 102,000) and you can read articles attacking apartheid in the most virulent terms.

Leaders of black South African groupings such as the Anzanian Peoples Organization (AZAPO) are given center-page articles to lash "white liberal and left-wingers" as being no different from the Afrikaner oppressor.

Prominent visitors to South Africa who criticize the régime are quoted at length.

British attempts to block rugby tours or American efforts to stop Krugerrand exports are heavily reported.

No reader of the English-language press can fail to be aware of the international detestation of apartheid or the views of blacks inside South Africa who are struggling for majority rule.

WHY THEN did every journalist I met during a two week tour of South Africa in March consider the English-language press a professional and ethical disappointment?

It stems from the fundamental journalistic division between fact and comment.

All the articles critical of South Africa tend to be reports of comment or speeches, précis of academic or institutional enquiries, or directly written opinion pieces.

What is missing is direct reporting based on detailed research, interviewing and investigation of exactly how the apartheid régime works in South Africa.

Certainly there are a myriad of laws which make life for a South African journalist difficult.

Every month when she visits her imprisoned husband, Winnie Mandela has a press conference. But, as she is a banned person, she may not be quoted.

Denis MacShane is a former president of the British National Union of Journalists. Currently he is working for the Int'l Metalworkers' Federation, the international union secretariat headquartered in Geneva. This is adapted from a report he filed with the NUJ's publication, the Journalist, after a recent trip to South Africa for the IMF.

## A VISITOR'S SITUATION REPORT

The reporting of the behaviour of the South African army in Namibia is controlled by a censorship process that makes the behaviour of the Ministry of Defense during the Falklands War look excessively honest, open and truthful.

A new law is being proposed which will place information about South Africa's energy resources on a par with classified military secrets.

Other laws covering internal security as well as a compliant press council also hinder journalistic enquiry.

Yet, in facing up to this pressure and in seeking to open up areas of reporting which would be permitted, the Argus group and SAAN have opted for a quiet life.

In particular, the companies do nothing to encourage their journalists to develop or increase their professional abilities.

As one department head on the Daily Mail told me, "In this country you're considered a senior journalist at the age of 30!"

White journalists tend to be recruited direct from school and work as so-called "cadets."

By their mid-twenties they often are burnt out and move into better-paid jobs in public relations or, if they stay in newspapers, will have lost any desire to fight against management in defense or promotion of good journalism.

There are exceptions, notably in the labor reporting field, where the growth and industrial militancy of black unions has been well covered in some papers.

Against these conditions both the unions of non-Afrikaner journalists—the Southern African Society of Journalists and the black Media Workers Assn. of South Africa—battle bravely. MWASA, however, is wracked with ideological differences and split early this year.

The SASJ represents 800 white journalists in the English language press. Its president, Pat Sidley, a sub [copy editor] on the Daily Mail, commenting on the low salaries and poor training of South African journalists, said that "many of those who remain in the profession are too inexperienced and, frankly, inadequate for the jobs they are forced to carry out."

Her predecessor, David Bleazard, was forced out of his job as labor editor of the Argus because of his forthright presentation of the case for better pay and training.



**SASJ'S PAT SIDLEY**  
Speaking to TNG's 1983 Convention; she was then union's vice president.

IF THE FLIGHT of the white journalists is bad, that of their black colleagues is infinitely worse.

Although black by-lines, such as that of Zwelakhe Sisulu, chief writer of the Sowetan, and son of imprisoned African National Congress leader Walter Sisulu, and Percy Quobozo, ex-World editor now a columnist on the pugnacious City Press, represent a quality of journalism rarely to be found in white newspapers, the black reporter or sub has a hard time of it.

SAAN and the Argus group operate an equal pay policy but few blacks move up through the complex grading system that enshrines white wage superiority behind a facade.

Furthermore, black journalists on the big dailies tend to find themselves relegated to the daily supplements and slip [zone] editions of the main newspaper editions on sale in the townships and catering for black readers.

Their union, MWASA, is the descendant of the Union of Black Journalists founded in the mid-1970s as part of the Black Consciousness movement.

Joe Thloloe, founder member of the UBJ, situates MWASA thus: "Black Consciousness was the very foundation of MWASA. When we formed the UBJ in 1973 it was as an outcome of our disillusionment with white liberals."

"The material conditions that dictated this have not changed in the last ten years. Racism is as rife as ever, and capitalism is still very much in existence."

MANY LEADING black journalists have been imprisoned or banned especially those, like Thloloe or Sisulu, associated with MWASA.

But MWASA is more than a black journalists organization.

Of its 2,000 members, only about 200 are journalists, the rest working for the newspaper industry in various jobs.

Few are printers, however, as the white controlled South African Typographical Union (SATU) rigidly enforces its closed shop system to keep out black printers.

The major industrial actions undertaken by MWASA have been initiated by non-journalist members, including a strike in Cape Town in 1980 which led to solidarity action by all MWASA members and then a strike in April 1983 by black workers at the Johannesburg Star.

In the latter case, management simply dismissed 209 striking workers and hired replacements.

SATU offered no support and the MWASA journalists in Johannesburg were not in a strong enough position to intervene decisively.

The leadership of MWASA has remained in the hands of journalists despite the clear numerical superiority of non-journalist media workers.

The failure of MWASA to grow beyond its 2,000 members and the ineffectiveness of its industrial action has to be contrasted with the extraordinary growth of the independent black union movement in South Africa.

From about 40,000 black workers in unions in 1973 it has grown to more than 400,000 a decade later.

Strikes, recognition agreements, wage increases and growth in black worker-controlled organizations are daily reported.

But a major chasm has opened up between those who felt that unions should be non-racial—i.e. open to any

race providing there was democratic majority control—and those who followed the black consciousness line and argued, as Joe Thloloe does, that no whites should be allowed to be members.

It is difficult to do justice to all the arguments sincerely held on both sides but a demonstrable fact is that the non-racial unions connected with the Federation of South African Trade Unions (FOSATU) have made more gains, economically and organizationally, by concentrating on effective workplace recruitment and a strict insistence on rank and file control of the union, than the blacks-only unions connected with the Council of Unions of South Africa (CUSA).

A further ideological complication is that the black consciousness unions in CUSA have friendlier relations with the United States, via the AFL-CIO, than do the FOSATU unions, whose stated aims include the liberation of their country but who avoid any explicit political endorsement.

To add yet another layer of political confusion it needs to be stressed that the black-consciousness MWASA president, Zwelakhe Sisulu, is of course closely identified personally with the non-racial African National Congress, which is anathema to the United States under Reagan.

This background is necessary to understand what led to the recent split in MWASA.

Increasingly, non-journalist members of MWASA, especially in the Cape Town area, were questioning the automatic dominance of journalists in the union's national leadership.

As well, Cape Town MWASA argued that the union should become non-racial, in line with the dynamic of effective black working-class growth in South Africa.

On the face of it then it could be seen as a straight-forward dispute between an MWASA that would be an industrial union open to all media workers or an MWASA that stayed firmly in the Black Consciousness camp.

It was also, however, a geographical split with the Cape province in the south being firmly non-racial while the northern Transvaal MWASA was committed to blacks-only membership.

An added complication was the decision of the Cape MWASA to affiliate



**MWASA'S PHILLIP MTINKULU**  
Speaking to TNG's 1977 Convention as secretary of a predecessor union.

to the United Democratic Front, the alliance of black groups that came together to oppose last autumn's referendum which endorsed setting up separate chambers in Parliament for "MPs" from the coloured and Indian communities.

The UDF has gathered very quickly an extraordinary range of black support and looks set to rival the Black Consciousness AZAPO as main focus of organized political opposition to the Botha regime inside South Africa.

However, the non-racial black unions, although expressing support for the UDF, have declined to affiliate formally.

The Cape MWASA decision to affiliate, which set it at odds with the part of the union movement with which it wished to identify, also has to be located in the tradition of Cape politics whose complexities few outsiders can begin to comprehend.

So when MWASA held a special constitutional congress late in January the ingredients were there for a major row.

The Johannesburg delegates were angry at the call to drop the blacks-only clause in MWASA's constitution.

The Cape representatives, with non-journalists in the majority, accused their northern colleagues of being "personalities without constituencies."

There were accusations that delegates who did not even work in the media were allowed to speak, and quarrels over voting rights and accreditation.

The Transvaal-led MWASA members said that the question of becoming non-racial should not even be debated and walked out.

Effectively MWASA was split, with about two-thirds of the members and the title belonging to the Cape-led regions, while the Transvaal and Natal delegates set up an interim committee.

To split any organization purporting to advance the cause of workers is stupid.

To split one representing just 2,000 of a potential membership of 30,000 in as hostile an environment as South Africa is bordering on criminal folly.

As implications of the split dawned MWASA members on both sides began to have second thoughts.

In March, a delegation from Johannesburg went down to Cape Town.

They talked, but no formal agreement was forthcoming.

According to Tyrone August, one of the Johannesburg MWASA leaders who was sent on the peace mission, it may be possible to re-convene the congress and shelve the two issues that led to the split.

"But, although we may have unity in the short term, it is difficult to see how we can overcome the basic differences in the long run," he said.

As Zwelakhe Sisulu noted, "We are entering an era in this country where the trade union movement cannot go forward unless it addresses the two basic issues . . . whether membership should be for blacks only or open to all workers; and, of course, the question of political affiliation."

FOR THE TIME being it is the employers who are laughing.

They now confront four unions in the newspaper industry, each separate from, and to a large extent at odds with the others.

The MWASA story reflects the awesome choice now being made amongst blacks in South Africa: Is their liberation struggle one chiefly to replace white rulers with black rulers or is it a workers' fight in which race, although central to every South African problem, should not be determinant in deciding who may enter the struggle?



# Stringer push cited at Ingersoll forum

Philadelphia — Ingersoll dailies could be in the midst of a chain-wide push to cut news room costs by "hiring" stringers instead of full-time reporters, Guild leaders from seven of the chain's papers discovered when they met here to revive the Ingersoll Council of Guild locals.

Such at least was a plan proposed to a meeting of publishers and editors three years ago, according to a letter to publishers from one of the general partners in the Ingersoll Publications Company.

Copies of the letter were circulated at the chain-council meeting. It asked each publisher and "your top editor" to a two-day meeting May 25-26, 1981, at the Philadelphia Airport Sheraton to "discuss the details of our plans and talk about how to put them in place."

The letter called increased use of stringers "one of the best alternatives" for publishers seeking to hold circulation by broadening local news coverage while faced with rising costs.

Many of the chain's papers can "sustain the level of coverage they need" only if they "learn to use fundamentally different techniques for the collection of news," it said.

"Within three years," the letter continued, "we expect your news room to have developed means for assembling a substantial part of its local news from such self-employed reporters."

"With a sizable number of these contractors, working part-time in flexible hours and off your payroll, you will be able to buy more news from more places without increasing your overall news room expense," the letter said.

It also called for use of "more and shorter stories, better headline writing and much tighter organization of your newshole."

"The training of your independent contractor corps and the editing of their copy also will make greater demands on your editors and copy desks," however, the letter cautioned.

"As you probably sense, the May meeting will mark a departure from our past policy of leaving our newsrooms perhaps too much to themselves," the letter said.

Several participants in the Ingersoll Council meeting said they could see evidence of efforts to carry out the plan at the Ingersoll papers employing their locals' members.

Others told of management



BILL BARRY/Philadelphia Guild

## INFORMATION EXCHANGE REINS AS INGERSOLL-CHAIN COUNCIL REVIVES

Among 30 from seven chain dailies at meeting, from left: Mike Sangiacomo, Pottstown; Marshall Rothman, Fall River; Sheila Isenberg, Kingston; TNG's J. William Blatz; Gerry Oliver, Delaware County.

proposals to weaken contract provisions limiting the use of stringers to perform reporting work.

During its business session, council delegates elected Mike Contos of Pottstown, chairperson, Pat Smith of Terre Haute, secretary, Patrice Courtney of Kingston, vice chairperson, and Gene Koch of Pottstown, treasurer.

The council's next meeting will be in October.

## Key up \$48 in Fall River

Fall River, Mass.—Advertising, circulation and editorial key top minimums are raised by \$48 in a new two-year agreement between the Boston Guild and Ingersoll's Fall River Herald-News.

The \$48 increase, in two increments of \$24 each, takes the top minimum for reporters, pho-

tographers and outside advertising employees to \$539.96 a week next Jan. 1, while the top minimum for outside circulation representatives and assistant mailroom supervisor goes to \$415.85 on that date. The initial \$24 increase is retroactive to the agreement's Jan. 1, 1984, effective date.

Night differential for employees whose shifts fall between 6 p.m. and 6 a.m. is doubled to \$25 a week. Extra pay for working temporarily in an exempt job is raised by \$1, to \$5 per shift.

The top minimum for classified telephone solicitors is raised by \$27.48, to \$309.10 a week, in two increments of \$13.74 each, while the starting minimum for the job is upgraded to \$287.56 a week, a \$25.56 increase over the term.

The top minimum for mailroom helpers is raised by \$24.46, to \$275.25 a week.

## Hertz: '83 driving costs average 46.5¢ a mile

New York—The average cost of driving and operating a new compact-sized automobile in 1983 was 46.5 cents a mile, down slightly from 1982, according to the Hertz Corp.'s annual survey of driving costs in 20 major U.S. cities.

The firm's average-cost for the year was off by 1.4 percent, or 0.68 cents per mile, from 47.2 cents in 1982. Increases in automobile prices, sales taxes, insurance premiums and licensing fees were offset by lower interest rates and gasoline prices, accounting for the decline in driving costs found in most of the 20 cities surveyed, the auto-leasing firm reported.

The overall costs of owning and operating a new compact car were higher in three of the cities however, Hertz said, citing a 1.76 cent increase, to 43.4 cents a mile, in Detroit; a 0.76-cent rise, to 47.7 cents, in Denver; and a 0.26-cent rise, to 54.6 cents, in

San Francisco.

The cost of operating a compact car was highest in Los Angeles, at 56.9 cents a mile, the company found. In Atlanta the operating costs were calculated at 41.6 cents, the lowest of the 20 cities.

Survey costs are for a 1983 compact car—like a Ford Fairmont—driven 10,000 miles a year and kept for five years. The cars are equipped with automatic transmission, air conditioning, power steering and power brakes.

The cost of gas, oil, maintenance, license fees, taxes, insurance, loan interest and depreciation are included in computing the costs. Parking and toll charges are not.

The Hertz study found that the cost of purchasing a 1983 compact car ranged from an average of \$8,225, in Detroit, to \$8,561, in New York, while the costs of insurance, licenses and fees, on a per mile basis, ranged from 9

cents, in Houston, to 21.4 cents in Los Angeles.

The add-on for maintenance costs ranged from three cents, in Atlanta, to five cents a mile in San Francisco, and estimated interest costs added amounts ranging from 7 cents, in Washington, to 8.3 cents, in San Francisco and Los Angeles.

Keeping a car for more than

five years or driving it more than 10,000 miles a year reduced the mileage costs, the company noted.

It said decline in average driving and operating costs in 1983 was only the second "in at least 30 years." In 1971 government price controls brought a decline in the average city driving costs from 19 cents a mile to 18.7 cents, Hertz said.

### IT



### SEEMS TO US

## 22 at Post oppose Guild taking political positions

WASHINGTON, D.C.

Editor:

We have long been active in the Newspaper Guild at the Washington Post. Our record is one of support for the union even in adverse times. We hope that lends extra weight to what we have to say.

We strongly oppose the Guild's policy of taking positions in political campaigns and on political issues that its members cover. We don't believe one gives up citizenship to become a reporter, but we do believe in the obligation to avoid even the appearance of conflicts of interest. That is why the unit voted to protest the Guild's endorsement of Walter Mondale.

Because of the endorsement, we had threats of resignations even in the middle of negotiations.

No one would argue that President Perlik, individually, should not make political endorsements. But institutional endorsements are another thing. The harmful impacts of those endorsements are

clear to those of us trying to organize in an open shop where many workers strongly oppose such endorsements. The benefits to Guild members elude us.

We work in a poorly organized industry where gains are hard fought. The Guild has more pressing jobs at hand than involving itself in the debate over Central America or making political endorsements.

MARTHA M. HAMILTON, MORTON MINTZ, CHARLES R. BABCOCK, WARD SINCLAIR, BOB LEVEY, KARLYN BARKER, CLAUDIA LEVY, JOANNE OMANG, WARREN BROWN, CALVIN ZELAR, SPENCER RICH, GEORGE LARDNER, JR., BARRY GROSS, CHARLES W. PUFFENBARGER, LEWIS H. DIUGUID, ROBERT L. ASHER, EUGENE L. MEYER, HERB BLOCK, CASS PETERSON, LOIS REED MUNDAY, THOMAS W. LIPPMAN, WILLIAM R. MACKAYE.

Post unit  
Washington-Baltimore  
Guild

## VP Stonebanks weighs in for special organizing levy

VICTORIA, B.C.

Editor:

Although it was impossible for me to attend the April IEB meeting because of crisis bargaining in Victoria [Guild Reporter, April 20], the record is clear that I support the special organizing levy which will go before the convention in June.

It was my pleasure, at the January IEB meeting, to move adoption, seconded by President Perlik, of the report of the IEB joint committee report on organizing, which recommended this measure.

I urge Guild delegates to the convention to also support this necessary proposal to meet the upsurge of organizing interest.

ROGER L. STONEBANKS  
TNG vice president  
Western Canada

By TNG convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue. Deadline, Friday before publication.

## Hertz's cost-per-mile estimates

| City             | Sub-Compact | Compact | Small mid-size | Intermediate | Standard |
|------------------|-------------|---------|----------------|--------------|----------|
| Atlanta          | 33.3¢       | 41.6¢   | 43.7¢          | 47.6¢        | 53.3¢    |
| Boston           | 36.3        | 45.3    | 47.6           | 51.9         | 58.1     |
| Chicago          | 39.6        | 49.5    | 52.0           | 56.6         | 63.3     |
| Cincinnati       | 34.2        | 42.7    | 44.8           | 48.9         | 54.7     |
| Cleveland        | 34.6        | 43.2    | 45.4           | 49.5         | 55.3     |
| Dallas           | 33.8        | 42.3    | 44.4           | 48.4         | 54.1     |
| Denver           | 38.1        | 47.6    | 50.0           | 54.6         | 61.0     |
| Detroit          | 34.8        | 43.4    | 45.6           | 49.7         | 55.6     |
| Washington       | 33.7        | 42.1    | 44.2           | 48.2         | 53.9     |
| Houston          | 35.3        | 44.1    | 46.3           | 50.5         | 56.5     |
| Los Angeles      | 45.5        | 56.9    | 59.7           | 65.1         | 72.8     |
| Miami            | 40.0        | 50.0    | 52.6           | 57.3         | 64.1     |
| Milwaukee        | 35.4        | 44.2    | 46.5           | 50.7         | 56.6     |
| Minneapolis      | 36.0        | 45.0    | 47.3           | 51.5         | 57.6     |
| New York         | 43.6        | 54.5    | 57.3           | 62.4         | 69.8     |
| Pittsburgh       | 34.9        | 43.6    | 45.8           | 49.9         | 55.8     |
| St. Louis        | 38.0        | 47.5    | 49.9           | 54.4         | 60.9     |
| San Diego        | 36.3        | 45.3    | 47.6           | 51.9         | 58.1     |
| San Francisco    | 43.7        | 54.6    | 57.4           | 62.5         | 69.9     |
| Seattle          | 37.7        | 47.1    | 49.4           | 53.9         | 60.3     |
| 20-city average  | 37.2        | 46.5    | 48.9           | 53.3         | 59.6     |
| National average | 34.6        | 43.3    | 45.5           | 49.6         | 55.4     |

Driving cost-per-mile for 1983 car driven 10,000 miles a year for five years.  
Sub-compact is a car like a Ford Escort; compact is a car like a Ford Fairmont; small mid-size is a car like a Ford Mustang; intermediate is a car like a Ford LTD-4; Standard is a car like a Ford Crown Victoria.



# Checks from Seattle P-I look good despite being 15 and 9 years late

From the PNNG Bulletin  
Pacific Northwest Guild

**A**LICE ZENNAN started work as a library clerk at the (Seattle) Post-Intelligencer in June of 1968.

She got a paycheck a couple of weeks ago that was 15 years late.

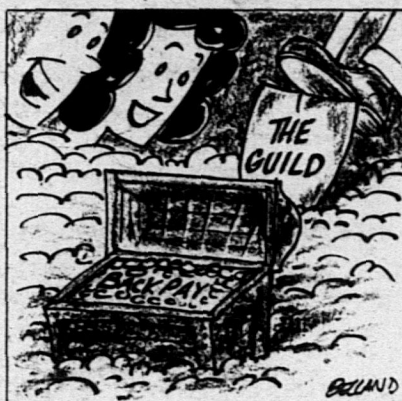
Jack Hopkins started work as a reporter at the morning newspaper in June of 1975.

He got a paycheck a couple of weeks ago that was nine years late.

If it hadn't been for the Guild, the two of them never would have gotten the checks at all.

Zennan and Hopkins both were hired as temporary employees and were given permanent status not long afterwards.

Temporary employees at the P-I don't get a paycheck the first Friday they are working for the newspaper; there is a one-week



lag. That's different than the procedure used for permanent employees, who are paid the same week in which they put in the hours.

When temporary employees are made permanent, they are supposed to get a double paycheck to get caught up to date. Somehow Zennan and Hopkins never got theirs.

Zennan always knew she had

another paycheck coming. Hopkins wasn't so sure.

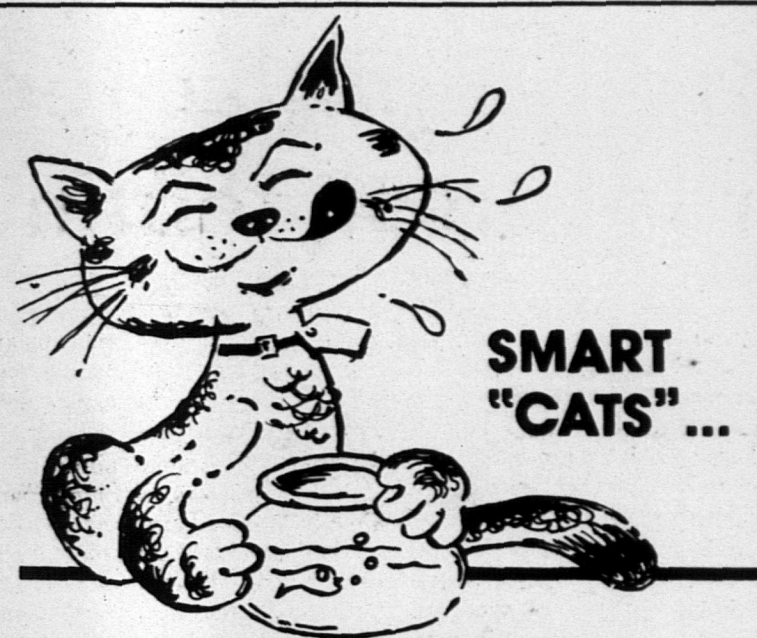
The Guild's inquiry into the matter came up last fall during negotiations for a new contract at the P-I. Management comments led the Guild to post a notice on union bulletin boards asking all members who thought they might have pay coming to them to contact their shop stewards.

Ten persons did and Guild Administrative Officer Bob Bruner asked P-I management to check payroll records. The company did and discovered eight of the ten had been paid, but there was no record of Zennan and Hopkins getting their pay.

**T**HE COMPANY coughed up the cash on April 6. Zennan got \$90.46, which was her weekly salary back in the late 1960s. Hopkins got \$341.50, which was the going rate for top-scale reporters in 1975.

That was less than a fourth of what Zennan makes now. Hopkins, like other reporters, makes nearly double what he was getting back then. Zennan and Hopkins, however, were happy to get the cash—even at the old rates.

"It was fun," said Zennan, who wrote a thank-you note to the Guild. "I got a real kick out of it."



## LOOK FOR THE UNION LABEL

UNION LABEL AND SERVICE TRADES DEPARTMENT, AFL-CIO

## Dues deducted under 90% of contracts

**Washington**—More than 90 percent of all Guild contracts in effect April 1 made it possible for members to pay their dues via payroll deduction, according to a new survey by TNG's Collective Bargaining Dept.

The survey showed a total of 190 contracts providing for dues checkoff, a gain of 10 in 12 months. The 190 contracts in-

clude three which provide for dues deductions to go to special Guild accounts in a credit union rather than being transferred directly to the Guild.

The survey also shows that 86 percent of the 210 contracts in effect April 1 provided some form of union security, with nearly 75 percent providing a full or modified Guild shop.

## Funds raised for member's surgery

**Ottawa**—The Ottawa Guild is assisting with an effort to raise funds to help one of its newer members meet bills incurred in successful surgery for removal of an aneurism in his brain.

Al Rogers, 55, had been working as a reporter at the Ottawa Citizen about two months—not long enough to qualify for medical benefits or sick leave—when

he was stricken and hospitalized, the local reports.

It will be another few months before Rogers, who was a managing editor at the Winnipeg Tribune before it was closed, is able to return to work.

A benefit at the National Press Club and friends had raised about \$3,000 for the Alan Rogers Fund by late April.

# \$843 is highest minimum for computer jobs

**H**IGHEST TOP minimum among 96 for a wide variety of computer-related jobs found in 39 Guild contracts with daily newspapers and wire services is \$843.26 a week—for systems analysts, senior programmers and senior systems programmers at the New York Times.

Twenty-five percent, or 24, of the minimums exceeded \$550 a week, and 15 of them were higher than \$600 a week, according to a tabulation of the top minimums in effect on April 1 by TNG's Collective Bargaining Dept.

A total of 38 of the minimums were \$500 a week or more, 67 exceeded

\$400 a week and 49 were \$450 a week or more.

Top minimums of \$600 a week or more were found under contracts with the New York News, Vancouver Sun and Province, St. Louis Post-Dispatch, San Francisco Chronicle and Examiner, San Jose Mercury-News, St. Paul

Pioneer Press and Dispatch, Toronto Star, Washington Post and Eugene Register-Guard, plus the New York Times.

A tabulation of the top minimums as of April 1 follows. The results of settlements and deferred increases effective in the interim are not included.

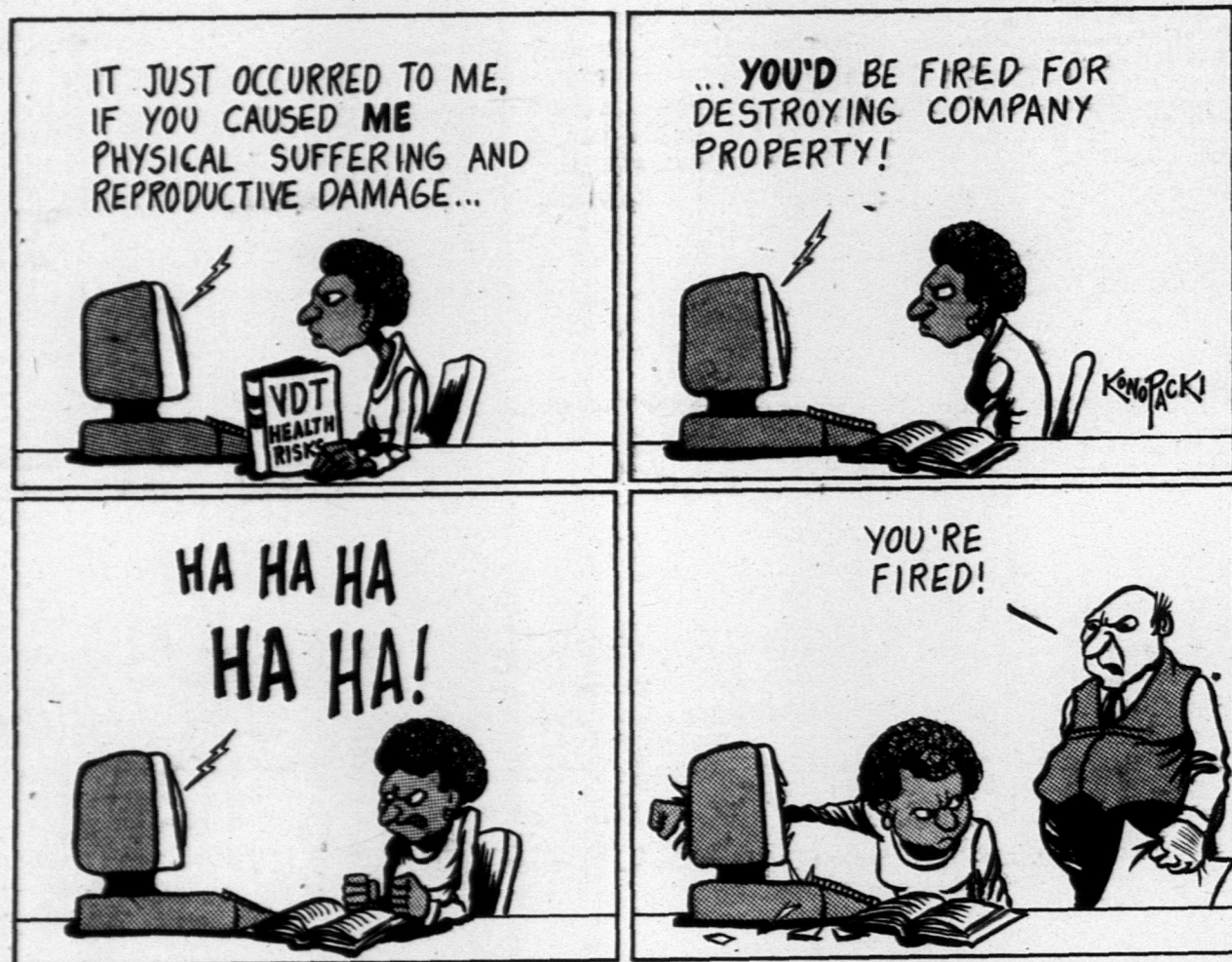
|                                                                    | Minimum         | After |
|--------------------------------------------------------------------|-----------------|-------|
| <b>New York Times</b>                                              |                 |       |
| Senior programmer, senior systems programmer, systems analyst      | \$843.26—4 yrs. |       |
| Systems programmer, programmer                                     | 566.15—3 yrs.   |       |
| Computer operator                                                  | 730.23—4 yrs.   |       |
| EDP control clerk                                                  | 534.78—3 yrs.   |       |
| EDP posting clerk                                                  | 435.68—3 yrs.   |       |
| EDP tape library clerk                                             | 409.94—2 yrs.   |       |
| <b>New York News</b>                                               |                 |       |
| Systems analyst, computer operations supervisor, senior programmer | 822.03—1 yr.    |       |
| Programmer, senior computer operator, data control supervisor      | 694.54—6 yrs.   |       |
| Computer operator                                                  | 542.79—3 yrs.   |       |
| Ass't computer operator, head data control clerk                   | 507.81—3 yrs.   |       |
| Data control clerk                                                 | 394.99—2 yrs.   |       |
| <b>Vancouver Sun and Province</b>                                  |                 |       |
| Programmer analyst                                                 | 701.54—4 yrs.   |       |
| Senior programmer analyst/operations supervisor                    | 701.54—flat     |       |
| Computer operator                                                  | 559.18—3 yrs.   |       |
| <b>St. Louis Post-Dispatch</b>                                     |                 |       |
| Senior programmer, senior systems analyst                          | 647.75—5 yrs.   |       |
| Junior programmer, junior systems analyst                          | 483.91—5 yrs.   |       |
| Machine operator (computer)                                        | 450.01—4 yrs.   |       |
| <b>San Francisco Chronicle and Examiner</b>                        |                 |       |
| Computer programmer                                                | 646.43—6 yrs.   |       |
| Senior computer operator                                           | 464.24—2 yrs.   |       |
| Computer operator                                                  | 420.62—2 yrs.   |       |
| EDP machine room supervisor                                        | 525.71—2 yrs.   |       |
| <b>San Jose Mercury-News</b>                                       |                 |       |
| Computer programmer "A"                                            | 646.43—6 yrs.   |       |
| Computer programmer "B"                                            | 537.32—3 yrs.   |       |
| Senior computer operator                                           | 506.36—2 yrs.   |       |
| Computer operator                                                  | 420.61—2 yrs.   |       |
| <b>St. Paul Pioneer Press and Dispatch</b>                         |                 |       |
| Senior programmer-analyst                                          | 639.86—5 yrs.   |       |
| Programmer-analyst                                                 | 532.68—4 yrs.   |       |
| Programmer                                                         | 507.31—4 yrs.   |       |
| Junior programmer                                                  | 380.94—2 yrs.   |       |
| Computer room shift supervisor                                     | 553.00—5 yrs.   |       |
| Senior computer operator                                           | 483.83—4 yrs.   |       |
| Operator                                                           | 460.79—4 yrs.   |       |
| Junior operator                                                    | 314.08—1 yr.    |       |
| <b>Toronto Star</b>                                                |                 |       |
| Senior programmer                                                  | 629.48—1 yr.    |       |
| Intermediate programmer                                            | 598.50—2 yrs.   |       |

|                                               | Minimum        | After |
|-----------------------------------------------|----------------|-------|
| <b>Junior programmer</b>                      | 517.25—2 yrs.  |       |
| <b>Programmer trainee</b>                     | 406.90—1 yr.   |       |
| <b>Senior computer operator</b>               | 503.18—2 yrs.  |       |
| <b>Computer operator</b>                      | 445.19—4 yrs.  |       |
| <b>Data processing machine tender</b>         | 382.76—3 yrs.  |       |
| <b>Ass't supervisor data processing</b>       | 485.60—flat    |       |
| <b>Supervisor data processing</b>             | 616.98—2 yrs.  |       |
| <b>Senior supervisor data processing</b>      | 623.48—flat    |       |
| <b>Washington Post</b>                        |                |       |
| Data processing programmer analyst            | 616.50—4 yrs.  |       |
| Data processing programmer                    | 427.50—3 yrs.  |       |
| Senior processing machine operator            | 371.25—1½ yrs. |       |
| Data processing machine operator              | 326.40—3 yrs.  |       |
| <b>New York Post</b>                          |                |       |
| Ass't data processing supervisor              | 587.85—3 yrs.  |       |
| Machine operator-data processing              | *433.80—3 yrs. |       |
| Head machine operator-data processing         | *499.65—3 yrs. |       |
| <b>Associated Press</b>                       |                |       |
| Programmer                                    | 584.50—5 yrs.  |       |
| Computer maintenance controller and tabulator | 429.14—1 yr.   |       |
| <b>Eugene Register-Guard</b>                  |                |       |
| Programmer/operator                           | 573.00—5 yrs.  |       |
| Programmer/operator-on-call                   | 603.80—5 yrs.  |       |
| Unsupervised computer operator                | 436.10—2 yrs.  |       |
| Computer operator                             | 343.30—4 yrs.  |       |
| <b>Toledo Blade</b>                           |                |       |
| Programmer                                    | 565.77—4 yrs.  |       |
| <b>Detroit Free Press</b>                     |                |       |
| Programmer/analyst                            | 555.79—3 yrs.  |       |
| Computer operator                             | 539.44—4 yrs.  |       |
| <b>Honolulu Advertiser and Star-Bulletin</b>  |                |       |
| Senior programmer                             | 541.66—4 yrs.  |       |
| Computer operator/junior programmer           | 477.78—3½ yrs. |       |
| <b>Boston Herald</b>                          |                |       |
| Programmer                                    | 504.95—3 yrs.  |       |
| Computer operator                             | 414.27—3 yrs.  |       |
| <b>Providence Journal and Bulletin</b>        |                |       |
| Machine-computer operator                     | 484.50—3 yrs.  |       |
| Computer room supervisor                      | 513.00—2 yrs.  |       |
| <b>Monterey Peninsula Herald</b>              |                |       |
| Computer operator                             | 478.00—4 yrs.  |       |
| <b>United Press International</b>             |                |       |
| ADP Programmer                                | 460.25—5 yrs.  |       |
| ADP operator                                  | 363.68—3 yrs.  |       |
| <b>Lowell Sun</b>                             |                |       |
| Computer operator-programmer                  | 448.00—5 yrs.  |       |
| <b>Portland Press Herald and Express</b>      |                |       |
| Computer programmer                           | 428.28—3 yrs.  |       |

|                                                  | Minimum        | After |
|--------------------------------------------------|----------------|-------|
| <b>Computer operator "A"</b>                     | 389.50—1 yr.   |       |
| <b>Computer operator "B"</b>                     | 319.71—1 yr.   |       |
| <b>Memphis Commercial Appeal</b>                 |                |       |
| Computer programmer                              | 426.85—5 yrs.  |       |
| <b>Philadelphia Inquirer and Daily News</b>      |                |       |
| IBM programmer, computer operator                | 421.38—4 yrs.  |       |
| <b>Victoria Times-Colonist</b>                   |                |       |
| Operator-mini computer                           | 420.21—flat    |       |
| <b>Baltimore Sun and Evening Sun</b>             |                |       |
| Programmer                                       | 420.00—4 yrs.  |       |
| Computer operator                                | 360.00—4 yrs.  |       |
| <b>San Mateo Times &amp; News Leader</b>         |                |       |
| Computer operator                                | 413.52—4 yrs.  |       |
| <b>Denver Post</b>                               |                |       |
| Computer operator                                | 396.00—3½ yrs. |       |
| <b>San Juan Star</b>                             |                |       |
| Programmer, EDP office operations supervisor     | 383.37—5 yrs.  |       |
| Programmer trainee                               | 351.33—3 yrs.  |       |
| Computer operator                                | 241.80—4 yrs.  |       |
| <b>Mt. Clemens: Macomb Daily</b>                 |                |       |
| Data processing operator                         | 354.87—2 yrs.  |       |
| <b>Salem News</b>                                |                |       |
| Computer applications specialist                 | 354.02—flat    |       |
| Computer operator                                | 333.00—3 yrs.  |       |
| <b>Yakima Herald-Republic</b>                    |                |       |
| Computer operator/payroll clerk                  | 313.75—4 yrs.  |       |
| <b>Duluth News-Tribune &amp; Herald</b>          |                |       |
| Computer operator                                | 313.00—4 yrs.  |       |
| <b>Allentown Call</b>                            |                |       |
| Information systems computer operator            | 298.50—2½ yrs. |       |
| <b>Columbus Dispatch</b>                         |                |       |
| Circulation systems operator                     | 298.14—1 yr.   |       |
| <b>Brockton Enterprise</b>                       |                |       |
| Computer operator                                | 296.91—4 yrs.  |       |
| <b>Albany Times-Union and Knickerbocker News</b> |                |       |
| Computer operator                                | 292.55—2 yrs.  |       |
| <b>Pueblo Chieftain and Star-Journal</b>         |                |       |
| Computer operator                                | 271.00—3 yrs.  |       |
| <b>Buffalo News</b>                              |                |       |
| Computer operator advanced                       | 269.72—3 yrs.  |       |
| Computer operator                                | 250.49—3 yrs.  |       |
| <b>San Juan El Mundo</b>                         |                |       |
| Programmer                                       | 267.00—4 yrs.  |       |
| Computer operator                                | 257.00—2 yrs.  |       |

\* Applies to hires on or after 3/31/82. If hired before 6/11/81: Machine operator—\$490.35; head machine operator—\$564.80.





DATELINE: OTTAWA

## Stronger anticombines legislation too late to save news competition

By HUGH WINSOR, Canadian Wire Service Guild



COMPETITION is something that businessmen like to boast about but are less than keen about practicing, especially in the publishing industry.

That's why various lobbies have been successful in killing the last three attempts by the Canadian government to strengthen its competition, or antitrust, legislation.

When the latest version was tabled by Parliament in April, it appeared with its teeth already pulled. The new bill has a special significance for the publishing industry, however, because the minister responsible claimed it would eliminate the necessity of the specific newspaper antitrust legislation previously proposed.

THE NEWSPAPER Act died when its major backer, Multi-Culturalism Minister James Fleming, was dropped from the cabinet. That move signaled a major victory for the publishers lobby which strongly opposed proposals to limit the size of newspaper chains and to limit cross ownership between print and electronic news outlets.

"The new legislation will do nothing to stop Thomson or Southam from expanding, although it may stop them from buying each other or buying another paper when they already own one in the same area,"

Fleming said in an interview.

Fleming also pointed out a loophole in the bill's already limited constraints. That loophole would permit mergers and acquisitions when they will lead to efficiency.

"IT MAY be efficient for one company to own all the newspapers in the country, but it certainly wouldn't be good for journalism," Fleming added.

Although major business groups have already endorsed the new legislation, it would restrain some types of mergers or new purchases if it could be proven those moves would lessen competition. Moreover, it would no longer be necessary to prove there is an element of conspiracy involved to get a conviction.

The bill only relates to price competition and other commercial transactions, however. It doesn't even attempt to deal with journalistic competition.

It also is doubtful whether the new legislation, had it been in effect on Black Wednesday of August of 1980, would have had any effect on decisions by the Southam and Thomson chains to close simultaneously the Winnipeg Tribune and the Ottawa Journal, wiping out journalistic competition in the two major cities.

The companies were charged under existing anticombines leg-

islation and evidence at the trial seemed impressive.

The two papers were closed on the same day, giving the two chains effective monopolies in the two cities. Evidence showed there had been extensive consultation between executives of the two chains prior to the closings and that the chains saved a total of \$27 million as a result of their new monopolies.

Combines investigators even caught one of the executives trying to shred a hand written memo outlining "the deal." There were also several other trade-offs of assets in Vancouver and Montreal tied in directly to "the deal."

Eventually all of the charges were dismissed because the prosecutors could not prove an "intent" in all of the dealings to lessen competition.

THE BOTTOM line in the Southam-Thomson trial seems to be that there are really no effective combines or monopolies restraints on newspaper chains.

Whether or not the new law will change that, assuming it gets approval, is really an academic question because there are no places in Canada left where the two largest chains compete with one another.

## 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.

## As they put it

### Morality, not biology

Women have always worked, and they have always worked for less.

In the earliest days of the republic, women worked alongside men as spinners, weavers, shoemakers and hotel and restaurant employees. They were paid about one-third less than unskilled white males, and one-fifth less than hired-out slaves.

Women began entering government service as clerks during the War Between the States, at half the salaries of men. Nursing became a woman's profession during those same years, not really because women were held to have some divine calling or special gift for healing, but because of what businessmen call their "cost-effectiveness."

For the same reason office work became a female domain over the 30-year period from 1870, when women made up 3.3 percent of the office workforce, to 1900, when they were 75 percent.

In manufacturing, women were the workers most eagerly sought by the New England textile magnates as early as 1800. You may have heard that those employers idealized women. So they did, to the extent that the ideal worker is obedient, submissive and inexpensive.

Women did not always accept this treatment meekly. Women millhands in Lowell, Mass., organized in 1843 to protest wage cuts and speedups. It was 40 years later that the young American Federation of Labor went on record urging "all working girls and women to array themselves under the banner of organized labor" and adopted the principle that "equal amounts of work should bring the same price, whether performed by a man or a woman."

Over the century since then and especially in the last decade, women have grown into a mighty force within the union movement.

Women workers from coast to coast are asserting that a worker is a worker, a person is a person, and a 40 percent wage gap is 100 percent wrong.

That assertion must get louder and stronger between now and Election Day. The struggle for equal rights must now move with full force into the political arena. Jan. 20, 1985, must be Ronald Reagan's last day in office.

Thanks to him, women have become the fastest-growing poverty group in America.

For three years, women have been the chief victim of Mr. Reagan's deliberate reversal of the thrust toward equality in American life.

It isn't any wonder that polls indicate that growing numbers of women perceive that fact and resent it.

The so-called gender gap is not a biological phenomenon, it is a moral one.

—From an address by AFL-CIO President Lane Kirkland to the AFL-CIO Women Working for '84, April 26, 1984.

## The Guild Reporter



JAMES M. CESNIK, Editor

BARBARA E. NELSON, Assistant Editor



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## The Newspaper Guild

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Guild Reporter  
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Washington, D.C. 20005

My copy of the Guild Reporter of May 18 arrived on \_\_\_\_\_ 1984.

Compared to recent issues, this was (check one) \_\_\_\_\_ faster, \_\_\_\_\_ slower, \_\_\_\_\_ about the same, \_\_\_\_\_ don't know.

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