Milwaukee Journal, Sentinel group votes in Guild, 161-136

Milwaukee—The editorial and library employees of the Milwaukee Journal and Sentinel voted June 1 by 161 to 136 for bargaining representation by the Guild.

In doing so, they became the largest newly organized unit to vote for Guild representation in 32 years.

In all, 326 employees of the commonly owned dailies were eligible to vote in the election, supervised by the National Labor Relations Board. There also were four employees' ballots voted under challenges, which will not be adjudicated since they could not change the vote's outcome, and 25 employees who did not vote, mostly part-timers not at work that day, TNG representatives reported.

The result also means that for the first time in the 102-year history of the Journal, editorial employees of the afternoon paper are represented by a union.

The Guild had represented editorial employees—plus those in advertising, circulation and business—of the morning Sentinel from the union's earliest days until 1962 when the Hearst chain sold the Sentinel to the then-competing Journal Co. in the midst of a strike against the Sentinel for a new contract.

A new charter for TNG Local #51, originally issued to Milwaukee in 1935, will be presented to a representative of the newly organized group during TNG's 1984 Convention, June 18-22. The charter was returned to TNG in 1967.

Robert A. Kahlor, president of Newspapers, Inc., which owns the two dailies, in an appearance with Journal editors at a Guild victory party the night of June 1 said that he expects the union and company to begin bargaining soon on a contract.

While expressing disappointment at the vote's outcome, Kahlor also said he was "pleased at how the debate over the Guild was conducted by all concerned," noting that "a serious difference of opinion over an important issue was aired with vigor and often good humor," the Journal reported the next day.

Jack Norman, a reporter and a member of the Milwaukee Guild organizing committee, was quoted in the same story expressing appreciation for Kahlor's "gracious appearance" and remarks at the party.

"That's wonderfully encouraging and I think we are starting off very optimistically," Norman said.

The membership of the new Guild local was scheduled to meet June 24 to elect its initial officers. The new local also was launching a survey of employees on their bargaining priorities and an effort to build the greatest unity possible among all 326 of those now represented by the Guild.

The election was held—during three one-hour periods at the papers' Milwaukee plant and one at its bureau in Madison, location of the state capitol—just three months after a recognition petition was filed with the NLRB.

The day before the vote, the NLRB in Washington had denied a petition by the management for review of an NLRB regional decision holding that the appropriate voting and bargaining unit was a single group comprised of the editorial employees of both papers—reporters, copy editors and clerical workers—plus employees of the library that serves both.

The company had sought three separate elections—in each editorial department and the library. The NLRB's regional director held on May 4 that the company's evidence had not established that "departmental units alone are appropriate or that the petitioned-for overall employer unit is inappropriate."

"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," said Joseph A. Szabo, acting regional director.

The Milwaukee Guild organizing committee was assisted by TNG Representatives Marshall

(Continued on Page 2)

The Guild Reporter

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

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MILWAUKEE JOURNAL AND SENTINEL GUILD PEOPLE SIGNAL VOTE RESULT DURING VICTORY PARTY

Front, from left: Dave Hendrickson, Don Walker, Gail Weis, Mary Beth Murphy, Mike Kuchta, Joe McNally. Back: TNG Representative Marshall Schiewe, Jack Norman, Ron Leys, TNG Representative Bruce Nelson, Jeff Squire.

Organizing levy heads agenda

San Juan, Puerto Rico—More than 200 delegates and alternates from Guild locals in the United States, Canada and Puerto Rico are expected here for TNG's 51st Annual Convention June 18-22 at the Caribe Hilton Int'l Hotel.

Central among the issues facing the delegates will be a recommendation from TNG's Int'l Executive Board that they authorize a pair of special membership assessments to finance a vigorous new Guild organizing program.

Delegates also will nominate, and could elect, a TNG vice president to fill the remaining year in the term of an at-large seat on the IEB, that has been vacant since March 27.

The special assessments, which under the IEB's recommendation would be collected in July and August, would be levied on the same basis as higher dues in instances when they are necessary to bolster TNG's Defense Fund. They add amounts 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.

As of June 12, TNG had received credentials certifying that 51 Guild locals were sending a total of 182 delegates and alternates to the convention. More were expected to be registered by the convention's Monday morning opening.

Delegates and alternates will have the opportunity to participate in one of a pair of workshops on the afternoon of the opening day. One of the forums will examine the escalating costs of health insurance and alternative approaches, while the other will look at the means of producing attractive local publications for minimal costs.

Among the speakers scheduled to address the convention is Jacek Kalabinski, president of the Warsaw chapter of the banned Polish Journalists Assn. Kalabinski is currently a research fellow at Yale University's Institute for Social and Policy Studies.

Other IEB recommendations to the convention include calls for:

✓ Extending for an additional year the 85-15 percent formula for apportioning regular per-capita payments between TNG's General Fund and Defense Fund. The 85-15 percent formula was first enacted in 1982.

✓ Raising the wage goal to $1,000 a week for experienced employees in key classifications in the advertising, business, circulation, data processing, editorial and electronic maintenance departments. The proposal would raise the wage goal by $100 a week, from the current $900 goal set in 1980.

✓ Intensifying efforts to win equal pay for work of equal value and upgradings for jobs traditionally filled by women and minorities.

✓ Expansion of TNG's Col-

(Continued on Page 2)

Next Reporter set for July 13

The next issue of the Guild Reporter will be published on July 13 and will include coverage of TNG's 1984 Convention. It will be the only issue of the paper in July.

Twice-a-month publication will resume in August, with the first issue to come off the press on Aug. 10.

INSIDE:

SONG certified for second group at the Spectator Page 5

Albany files for nearly 70 in Glens Falls Page 4

Fairfield union gets certified after 28 months Page 3

THE SHORT OF IT

WHY DO SHAREHOLDERS of the employee-owned Bureau of National Affairs, Inc., have to keep beating back efforts to make it easier to sell the specialized-information firm to one or another of the industry giants? Why are publishing/information industry giants so interested in buying the Washington, D.C., firm? A feature story in the June issue of REGARDIE'S magaizne has some answers: $10 million in pretax profits in 1983 on $105 million in revenues; almost $40 million in cash reserves; ownership of land and buildings that may be worth even more. In April BNA shareholders for the second time voted down proposals that could have opened the door for the latest offer by the Int'l Thomson Organization Ltd. Others who have expressed interest in buying BNA include: Gannett; Media General; A. C. Nielsen, a data firm; Scott, Foresman, a textbook publisher; and the Washington Post Company, Regardie's reported. The article's head: "The Cash Cow of 25th Street."

Labor beat: **The Michigan anti-strikebreaker law is invalid, according to a state circuit court. The law, like those in 16 other states, forbids hiring professional strikebreakers. The court said federal law guarantees employers' right to replace striking or locked-out workers. . . . . The National Assn. of Manufacturers reportedly has changed the name of its "Committee for a Union-Free Environment." The new name: "CUE —An Organization for Positive Employee Relations." . . . . . The Int'l Ladies' Garment Workers Union is sending all sorts of bouquets to Jane Fonda, the actress. She insisted that the line of sports clothing bearing her name (Jane Fonda Workouts) be manufactured only by organized workers. "This is proof that you don't need a sweat shop to make a sweat suit," said ILGWU President Sol C. Chaikin, with a straight face, too.**

Potpourri: Persons with strong positions on issues, regardless of those positions, tend to see news coverage of controversies as biased, according to a study by psychologists at Stanford University. While the coverage in fact may be neutral, partisans tend to see it as slanted because it does not reinforce their views, according to the study. Thus: defeated and retired politicians with bitter memories about "unfair treatment" from the press and so-called interest groups denouncing press "conspiracies" to ignore or distort their concerns. . . . . The Federal Communications Commission is no longer requiring clearance of call letters of broadcast stations, allowing use of any not in use by another station, according to Broadcasting magazine. One of the first applications after the change: WSEX-FM in Arlington, Ill. . . . . "Earshot," biweekly tabloid for radio news employees published by Rip'N'Read, Inc., of San Francisco, lists among its contributing editors "Deep Throat" who, it says, can be found everywhere.

Among ourselves: **The Twin Cities Guild honored its former presidents at a luncheon May 20 as part of the local's 50th anniversary observance. Twelve attended, including Earl Vogt, the local's second president, in 1934. Next most senior, in attendance, in descending order, were Harold Chucker (1950), Bernard A. Casserly (1952), John R. Finnegan (1957) and Angelo Cohn (1962). All were introduced during the local annual meeting by Maureen McCarthy, current Twin Cities president and the first woman to hold the post. . . . . Wendy Jackson, executive officer of the Ottawa Guild, has been elected to a second term as president of Canada's Centre for Investigative Journalism. . . . . Anne M. Sayer, a former secretary at TNG headquarters, is one of the four authors of "Growing Up At Risk in Connecticut," a 104-page booklet documenting and illustrating hunger among that state's youngest citizens. It was unveiled at a meeting of the Children's Defense Fund Conference in Washington.**

Quote . . . close quote: "If the Reagan White House were a public company its record over the past three years would make it one of the most disreputable of U.S. firms. No member of the Fortune 500 has had as many ethical embarrassments . . . the White House has been involved in more questionable situations than all the Top 100 Washington businesses combined."—Jerry Knight of the Washington Post in the paper's Monday Morning column of April 2 on "transactions" by members of the Reagan administration. . . . . **"Write what you want to write. We do the best we can."**—Larry Speakes, White House press person, June 9 after a U.S. reporter was excluded from the London economic summit to make room for a camera operator filming commercials for the Reagan re-election campaign. . . . . .

UMC News

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respond to the survey.

Of the 77 graduates granted master's degrees, 35 found jobs with newspapers, four on magazines, four in pubic relations, [illegible] in broadcast news, and seven in teaching. One student found a non-journalism position and five were either in school or the military. .

Taken from the June issue of the St. Louis Journalism Review.

Unit of 326 votes in Guild at Milwaukee's two dailies

(Continued from Page 1)

Schiewe and Bruce Nelson. Two members of established locals also came to Milwaukee to assist with the pre-vote campaigns: Ray Warner of the New York Guild's unit at the New York Times where he is a copy editor, and Helen Foley of the Twin Cities Guild's unit at the Minneapolis Star & Tribune, a former Sentinel copy editor. She is a member of the worker-participation committee at the Star & Tribune.

The Journal and Sentinel employees are the largest newly organized group to vote for the Guild since the then-400-strong unit of employees in the commercial departments of the Baltimore Sunpapers did so in June of 1952.

Close in size, in the interim, was the voting unit of editorial department employees of the Detroit News—then 306 persons—who voted for Guild representation by 150 to 90, with 37 challenged ballots, in August of 1974.

VIC FEUERHERD, RIGHT, JOINS CELEBRATION IN PROGRESS
At left, Jim Higgins enjoys co-worker's squeeze.

Key news tops to rise by $132, to $667, in new Buffalo pact

Buffalo—The top minimum for key news-room jobs under the Buffalo Guild's contract with the Buffalo News is raised by $132.07, to $667.71 a week, in a new 39-month contract with the paper.

The $132.07 increase—for experienced reporters, photographers and artists—comes in four increments, with the first increase —$31.07—taking the top minimum to $566.71 from May 1, followed by increases of $60, to $626.71, on next May 1, $33, to $659.71, on May 1, 1986, and $8 on May 1, 1987, three months before the contract's expiration.

The top minimum for district managers is raised by $124.48, to $605.08 a week, over the agreement's term, in increments of $27.86, $60, $29.49 and $7.12.

The agreement also calls for the creation of a joint committee to examine ways of controlling increases in health insurance costs and to study Guild proposals for additional life insurance and eye examinations for employees who regularly operate video display terminals.

A new $5 differential is added for employees whose shifts in a single week are staggered between day and night hours. The $5 differential is in addition to regular night and Sunday shift differentials.

An upgrading for dictation clerks takes their top minimum up by $72.53, to $349.77 a week, over the term. The increase comes in increments of $19.73, $31.42, $17.22 and $4.16.

Other increases and resulting new top minimums include:

Inside classified telephone sales representatives—Up by $66.46, to $336.51, in increments of $15.66, $30.23, $16.57 and $4.

Cashiers, senior accounting clerks—Up by $69.94, to $354.15 a week, in increments of $16.48, $31.81, $17.44 and $4.21.

Copy editors, columnists, rewrite employees, critics—Up by $133.34, to $675.14 a week, in increments of $31.42, $60.64, $33.25 and $8.03.

Librarian, assistant editors, makeup editors, chief photographer—Up by $138.62, to $701.86, in increments of $32.67, $63.05, $34.55 and $8.35.

Arbiter overturns firing of trainee in circulation

San Diego—The discharge of a black employee from a relief district manager's position after just eight weeks of training was without just and sufficient cause under the San Diego Guild's contract with Copley's Union and Tribune, an arbitrator has ruled, ordering the employee's reinstatement.

The company acted discriminatorily by providing the grievant with far less than the six months of training it had generally allowed other district manager trainees, arbitrator Thomas Christopher held. In doing so, however, he dismissed as unsubstantiated Guild allegations that the discharge was motivated, in part, by the racial bias of a white supervisor.

Despite deficiencies in the grievant's work during the six weeks in the relief district manager's position, he appeared to have been at least as qualified as others who were afforded longer training periods and retained, Christopher said.

The grievant was not a "hopeless case," the arbitrator added, noting that the evidence indicated that he might have reached an acceptable level of performance" with more training and home study. The grievant's request for a copy of the district manager's training manual to study at home had been denied by the company on grounds that it was "outdated," but Christopher pointed out that a copy submitted in evidence included "numerous explanations" about day-to-day record-keeping procedures, an area in which the grievant had difficulty.

He ordered the grievant restored to a relief district manager's position with reimbursement for the difference between pay for that job and the grievant's pay as a paper handler in the newspapers' press room, about $10 per week.

The grievant had been rehired as a paper handler following the first day of hearings on the dispute over his discharge, a job he also held previously.

Convention ponders organizing levy

(Continued from Page 1)

lective Bargaining Program to include safeguards for pregnant employees and their unborn children.

✓ Greater efforts by U.S. locals to encourage Guild members to register and vote.

The IEB's proposal for an organizing program financed by two special assessments carries the backing of all six district councils of Guild locals, as well as endorsements from several local governing bodies, including those of the Akron, Bakersfield, San Francisco-Oakland and Wire Service Guild locals.

Going into the convention, there was but one announced candidate for the vacant at-large vice presidency—Gene Turner, president of the Central California Guild. The office was vacated when William T. Davis of San Jose resigned mid-way into his third two-year term to accept appointment as the local's permanant, full-time administrative officer.

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IFJ Congress votes larger efforts for freedoms

Press freedom in Latin America held 'bleak' 4

Edinburgh, Scotland — Renewing expressions of concern for oppression suffered by journalists in Poland and elsewhere, the Int'l Federation of Journalists 17th World Congress voted to expand the organization's efforts on behalf of freedom of thought and association.

The Guild was represented at the early June meeting here by TNG President Charles A. Perlik, Jr., and Int'l Chairperson Harry S. Culver.

The congress also voted overwhelmingly for the IFJ to seek membership in the General Conference of Int'l Trade Secretariats, an arm of the Int'l Confederation of Free Trade Unions (ICFTU), headquartered in Brussels. The 35-year-old organization represents 136 national union organizations with memberships totalling 85 million workers in 95 countries.

David Brombart, head of the ICFTU Communications Dept., told the congress of the organization's long fight for human rights, including freedom of expression, association and movement.

"It is to the credit of journalists," he said, "that we continue to monitor the fate of Nobel Peace Prize winner Dr. Andrei Sakharov and his wife, the drama of the boat people and the plight of 'Solidarnosc'," the Polish workers union.

The congress expressed sympathy and urged co-operation "with our colleagues in Poland and those who have been forced into exile and who still fight for their rights and the right of their union," the Polish Journalists Assn., officially dissolved by the government two years ago.

The IFJ's officers were instructed "to continue to give special attention to the violations of press freedom and union freedom in Poland" and to continue their efforts to keep member unions informed about "developments concerning our Polish colleagues so that material and moral assistance provided them can be continued and possibly extended."

The congress honored Theo Bogaerts, who is retiring after more than 30 years as IFJ general secretary. It also confirmed the IFJ Bureau's appointment of Hans Larsen, chairman of the Danish Journalists Union, to succeed Bogaerts, effective Nov. 1.

Membership applications were approved from journalists' unions in Peru, Hong Kong and Mauritius and accelerated talks with the National Federation of the Italian Press (FNSI) to enable the 9,000-member union to join the IFJ by its 1986 congress were urged upon IFJ leadership.

The congress gave its longest and most enthusiastic ovation to Eric Clarke, general secretary of the Scottish branch of the National Union of Miners, which has been on strike 14 weeks. Clarke, who charged that the British government had repudiated previous agreements between the miners and coal board, accused the government of trying to create a society that cuts pay of workers and producers while rewarding those who play the international money market.

Delegates cheered when Clarke said the miners would never give up their fight to be partners in deciding a national energy policy.

Kenneth Ashton of Great Britain was re-elected IFJ president and Trygve Moe of Norway, 1st vice president.

Perlik was re-elected 2nd vice president and Culver to the IFJ Executive Committee.

The congress also voted to increase per capita dues of affiliates in two steps—from the current 80 Belgian francs per year, to 95 in 1985 and 100 in 1986.

[A Belgian franc currently is equivalent to about two cents in U.S. money. At that rate, the per capita increase will amount to 40 cents per year by the second year. TNG pays per capita dues on 12,000 members in the U.S. and 500 in Canada.]

Among its other actions, the congress also voted to:

✓ Ask authorities and governments to take action against those responsible for deaths of journalists in Central and South America.

✓ Encourage co-operation between UNESCO and the IFJ and to express concern about the possible consequences of withdrawal by some countries, including the United States, and to appeal to those countries not to do so.

✓ Urge the Turkish government to drop charges against UPI reporter Ismet Imset and to permit his emigration.

✓ Call upon the U.S. and the Netherlands to further pursue an inquiry into the deaths of four Dutch journalists killed in El Salvador March 17, 1982.

✓ Approve a fact-finding mission to inquire into allegations that Arab journalists have been harassed and oppressed in Arab territories occupied by Israel.

TNG DELEGATES POSE WITH IFJ'S OUTGOING, INCOMING GENERAL SECRETARIES
From left: TNG's Charles A. Perlik, Jr.; Theo Bogaerts, leaving IFJ post after 30 years; Hans Larsen of Denmark, replacing Bogaerts; TNG's Harry S. Culver.

CBTU urges AFL-CIO to reassess its South Africa policy

Cincinnati—More than 900 members of 67 unions criticized the AFL-CIO's South African policy during the Coalition of Black Trade Unionists 13th Annual Convention which met in Cincinnati over the Memorial Day weekend.

The AFL-CIO-sponsored African-American Labor Center should reassess its support for industrialization in South Africa, the convention declared. It charged that such support does not confront apartheid and, in effect, encourages multinational corporations to build runaway shops that use oppressed workers.

Other foreign policy resolutions called for a nuclear freeze and withdrawal of all troops from Central America.

TNG was represented at the convention by Richard M. Peery of Cleveland, TNG Vice President from Region 3, the Midwest.

The politically charged delegates declined to endorse a candidate for U.S. President, but adopted a series of positions that many said could have been taken from the Rev. Jesse Jackson's platform.

Resolutions called for increasing federal spending for human needs while cutting the military budget, job training, public works projects, control on plant closings and affordable health care.

Affirmative action was defended. Support was pledged for ERA and the concept of comparable worth. The CBTU executive board was authorized to work for the abolition, if necessary, of the U.S. Civil Rights Commission as constituted by the Reagan administration.

A motion to endorse Jackson, clearly the convention's favorite candidate, was defeated after a lengthy debate. Delegates were told that an endorsement could hamper the effectiveness of black labor leaders at the Democratic convention and beyond.

"The over-riding priority of 1984 . . . is getting Ronald Reagan out of the White House," said William Lucy, CBTU president and secretary-treasurer of the American Federation of State, County and Municipal Employees.

In a session devoted to South Africa, Manoko Nchwe, of the Johannesburg Black Municipal Workers Union, said union leaders there face constant arrests.

"Things are worsening," she said. "The government has recognized the potential [threat] of black unions."

Dumisani Kumalo, an exile with the American Committee on Africa, urged unions to withdraw pension-fund investments from corporations doing business there.

In addition to members of AFL-CIO-affiliated unions, delegates attended from the Teamsters and the National Education Assn. President Robert White of the independent National Alliance of Postal and Federal Employees was a speaker.

Rep. Charles Hayes of Chicago,, a United Food and Commercial Workers Union official before he was elected to Congress, attended and retained his seat on the CBTU council. Marc Stepp, head of the United Auto Workers' Chrysler division, also serves on the council.

RAYMOND CROWELL/Washington-Baltimore Guild

Preparing for PUSH on technology

Panelists confer before speaking about issues raised by new technology to Labor Plenary Session of the 13th Annual Convention of Operation PUSH (People United to Serve Humanity) in Washington June 9. From left: U.S. Rep. Charles A. Hayes (D-Ill.), a former United Food & Commercial Workers leader; Lynette Lewis, PUSH labor liaison; Steve Kirschbaum, political action chair of a Boston Steelworkers local; Addie Wyatt, UFCW vice president; and Anna M. Padia, TNG human rights co-ordinator. Padia said that only by working together through bargaining, legislative and political activity can all of society, including minorities, women and the poor, realize the promises held out by technology.

NLRB dismisses objections, certifies union in Fairfield

San Francisco—The National Labor Relations Board's regional office has certified the Northern California Newspaper Organizing Committee (NOCNOC) as bargaining representative of all 135 of the employees of the Daily Republic in suburban Fairfield.

In doing so on May 22, acting NLRB Regional Director Pamela Talkin used such terms as "without merit," "no evidence" and "not borne out by the evidence" in dismissing all eight objections by management to union conduct before the representation election held among the employees on March 8.

That NLRB-supervised election, in which the tally was 62 votes for the union and 53 against, was a rerun of one held 28 months previously which the NLRB set aside after finding management's actions then had made a fair vote impossible. Final tally in that first election had been 62 against and 47 for union representation.

NOCNOC is composed of five area newspaper-employee unions, including the San Francisco-Oakland Guild. About 45 of the Republic's employees are in traditional Guild jurisdiction in advertising, art, business, editorial and maintenance.

DAY BOOK

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.

CLC convention guarantees women six vice presidencies

By Jim McCarthy
Ottawa Guild

Montreal — Affirmative action on behalf of equality of the sexes within the house of labor itself highlighted the 15th Constitutional Convention of the 2-million-member Canadian Labour Congress here May 28-June 1.

First, the 2,350 delegates changed the CLC Constitution by a virtually unanimous vote to guarantee women six of the 12 vice-president at-large positions on the CLC executive council.

Then, two days later, delegates elected six women—one each from the three largest private-sector and public-sector unions—along with six males as at-large vice presidents for the next two years.

In the process, they dumped from one vice-president at-large seat controversial Jean Claude Parrot, president of the Canadian Union of Postal Workers, which represents the majority of the inside workers.

Parrot, who two years ago beat the official slate, was offered a spot on the '84 slate but refused because he would not support all of the other slate members. Bob McGarry, president of the Letter Carriers Union of Canada replaced him on the slate and won.

Jim McCarthy, an at-large member and former president of the Ottawa Guild, is director of communications and editor of the membership publication of Canada's Union of National Defense Employees (UNDE).

Meanwhile, Dennis McDermott, who was elected by acclamation to a fourth two-year term as president, spearheaded the affirmative action drive.

The CLC Women's Committee had recommended to the executive council that a quota system be studied, for implementation in 1986.

The council was divided, but McDermott insisted the time was now and won unanimous backing from the council. In the convention itself, the proposal brought massive line-ups at the "pro" microphones, but only one lonely delegate at each of the "con" mikes—two of whom used the occasion to deliver speeches denouncing capitalism.

When the standing vote showed virtually unanimous agreement, pandemonium broke out, ending only after a lusty rendering of Solidarity Forever was led from the head table by a member of the women's committee.

Incumbent Executive Vice President Shirley Carr, of the Canadian Union of Public Employees, was acclaimed to the No. 2 spot in the congress, secretary-treasurer, a position left vacant by its longtime occupant, Steelworker Don Montgomery, who retired.

Richard Mercier and Richard Martin were acclaimed as the two executive vice presidents. Together with the president and secretary treasurer they constitute the table officers and are all full time. Those four plus eight general vice presidents—one a woman—constitute the CLC's executive committee. Adding the 12 VPs at large and 14 provincial federation of labor presidents produces the 38-member executive council. Thirteen of the 38 [34 percent] are women.

On the economic front, the convention endorsed a national campaign the CLC is launching to reduce hours of work without loss of pay in an effort to increase employment.

At the same time, the convention reaffirmed the CLC's total opposition to concessions and to past, current and future attacks on bargaining rights.

To put teeth into a series of national action plans, a five cent per-capita increase specifically for the national campaigns was passed. It is voluntary in 1984-85, but compulsory from Jan. 1, 1986. In the past, national programs required volunteer contributions from affiliated unions.

In all, the convention adopted eight major policy papers. Among them:

Workers rights in the silicon age; peace, security and disarmament; collective action for collective victories; jobs and justice; and deregulation.

Lee C. Clifford, vice president from Eastern Canada, and William H. McLeman, Canadian director, represented TNG.

Mandatory bargaining on bias urged

Montreal—Declaring that voluntary affirmative action has failed, the CLC's 1984 Convention called for legislation to require employers to negotiate affirmative-action programs with their employees' unions, or other representatives where there are no unions.

Programs should assure equal opportunity for all Canadians, including the disabled, native peoples, "visible minorities" and women, the convention said.

The programs should address both hiring and promotion practices, equal pay for work of equal value, training, paid leaves, child care, prohibitions against sexual harassment and the accumulation of seniority by women during leaves, the convention declared.

COHA calls press freedom in hemisphere 'bleak'

Washington—The governments of El Salvador, Guatemala, Honduras, Haiti, Chile, Paraguay and Uruguay were the worst violators of press freedoms among Latin American countries in the past year, underscoring a "bleak situation in the hemisphere" for working journalists.

So said the Council of Hemispheric Affairs in releasing its 2nd annual survey of press freedom in Latin America.

The 42-page booklet examining the treatment of journalists by the governments of Latin American countries was issued jointly by COHA and TNG. TNG President Charles A. Perlik, Jr., is chairman of COHA.

The governments of Argentina, Belize, Bolivia, Venezuela and Costa Rica were rated best in respect for press freedoms among the governments in the southern half of the hemisphere. COHA noted that the four countries are all governed by civilian democracies.

The democratization of Argentina brought an end to a seven-year reign of severe censorship and repression of journalists, the COHA survey pointed out.

In an introduction to the report, however, Perlik said that "the good news from Argentina was overshadowed by the direct role" the U.S. government played in curbing press freedom in Latin America in 1983. He pointed to the restraints imposed on reporters during the invasion of Grenada and the expulsion of a Canadian reporter from the U.S. on grounds he did not have the license required to represent a Cuban agency.

The COHA report also pointed to improvements in Nicaragua "where even the Sandinistas' harshest critics admit that the government, perhaps responding to domestic and international pressure, has relaxed press restrictions considerably," as Perlik put it.

The report cautioned, however, that Nicaragua continues routinely to subject newspapers and other media to government censorship.

Meanwhile, in El Salvador, the need for overt censorship has diminished, the survey observes, noting that since 1980 two of the country's more moderately independent newspapers have been forced to close after some of their reporters were murdered and their plants bombed. In recent years more than 35 journalists have been assassinated or have "disappeared," it reports.

Prior to El Salvador's spring elections, voters had only limited access to information due to self-censorship instilled by fear and the control of many media outlets by persons hostile toward "independent-minded journalists," Perlik observed. "Such an environment makes the holding of an election meaningless, as the Reagan administration would be quick to point out" if it were taking place in Nicaragua, Perlik speculated. In Nicaragua, he said, "it might be noted, no journalists have been killed under the present regime."

"In the vast majority of Latin American nations, including Honduras, Chile, Paraguay, El Salvador, Guatemala, Haiti and Uruguay, the price of attempting to exercise press freedom is often job termination, banishment, jail, beatings and even death," Perlik observed, noting that in Cuba "the very concept of fredom of the press is utterly meaningless."

"The more notorious cases of overt censorship . . . do not represent the most sinister day-to-day threat to a free press" in Latin America, Perlik pointed out, citing more subtle forms of restriction including government bribes and other economic incentives, the licensing of journalists and control of newsprint supplies and publishing equipment.

"In many cases, officials need only to place a phone call to spike a story," he said.

Latin American governments whose restraints for the press are "cause for alarm," according to the survey, included the Dominican Republic, Jamaica, Mexico and Peru, plus Nicaragua.

Peru's record was the "most disturbing" in the past year among the group, COHA said, noting that the massacre of eight journalists early in 1983 "marked a period of increasing intimidation and threats against newspersons," while the government has abused libel laws "to discourage dissent."

The Paraguayan government, among those ranked worst by the COHA survey, has kept the media under "strict government control," throughout the 30 years of dictatorship by Gen. Alfredo Stroessner, the report noted. The country's leading independent newspaper, ABC Color, was the "continuous target of harassment" throughout 1983 and in March of this year was indefinitely closed.

Incidents of harassment, censorship and the closure of media outlets "increased notably" in the past year under the decade-old military regime of General Augusto Pinochet in Chile, the survey reported. In Uruguay, it cited a "similar phenomenon," noting that the military government has imposed heavy censorship and forced the closure of at least nine newspapers and one radio station.

Among the "bright spots" cited by the report, the record of Belize continued untarnished, with no attempts at media control recorded since independence in 1982, COHA said.

Press freedoms enjoy the "full force of the law" in Colombia according to the survey. It noted, however, that "unofficial intimidation by the army, terrorists and drug traffickers continues. Venezuelan media "is essentially free of restrictions," it said.

The survey cited "some slippage" in Costa Rica, citing a statutory prohibition against licensing journalists other than graduates of the University of Costa Rica, and an increasing willingness within the government to suspend publications that report the views of warring factions in neighboring countries.

Compiled by the
Council on Hemispheric Affairs and
The Newspaper Guild (AFL-CIO, CLC)

42-PAGE BOOKLET IS THE SECOND BY COHA AND TNG
Single copies are $4.95 from COHA, 1900 L St. NW., Washington, D.C. 20036.

Albany petitions for 70 in Glens Falls

Glens Falls, N.Y.—The National Labor Relations Board was to conduct a hearing June 15 on a petition by the Albany Guild for recognition as the bargaining representative for nearly 70 employees of the Glens Falls Post-Star.

The employees work in the paper's advertising, circulation, editorial and maintenance departments.

The paper, a 33,000 morning circulation daily, is owned by Howard Publications.

The local petitioned the NLRB for recognition after the company expressed doubt that it represents a majority of the employees. In a May 24 letter to the paper's management, the local had offered to demonstrate that a majority of the employees had signed cards designating the Guild as their collective bargaining representative.

2ND TIME IN 5 YEARS

St. Louis Review wins Mellett prize

Washington—For the second time, the St. Louis Journalism Review has won the annual Lowell Mellett Award for Improving Journalism through Critical Evaluation.

The Review, which won the initial Mellett Award in 1978, won the 1983 award for its extensive coverage of the decision by Newhouse Newspapers to close the St. Louis Globe-Democrat and then, under pressure from the U.S. Justice Dept., to sell the paper.

The judges cited, among other things, the Review's in-depth analysis of the joint operating arrangement between Newhouse and the Pulitzer-owned St. Louis Post-Dispatch under which Newhouse would have continued to share in Post-Dispatch profits after having closed the Globe-Democrat as Newhouse now does after selling it.

This, the judges said, has national implications for the Newspaper Preservation Act "which supposedly was designed to keep newspapers alive and not reward publishers for closing them down."

Both the press and the public would be better off if there were more local and regional publications like the St. Louis Journalism Review, the judges said. They congratulated editor and publisher Charles L. Klotzer and his staff for "proving once again that good journalism can be carried out by dedicated people despite limited staff and modest resources."

The judges also awarded two honorable mentions:

✓ To Time magazine for its cover story, "Journalism under Fire," in the Dec. 12, 1983, issue. "Coming in the aftermath of the Reagan administration's decision to keep the media from covering the U.S. invasion of Grenada," the judges said, "the article did a superb job in summing up the problems facing the media in the United States today."

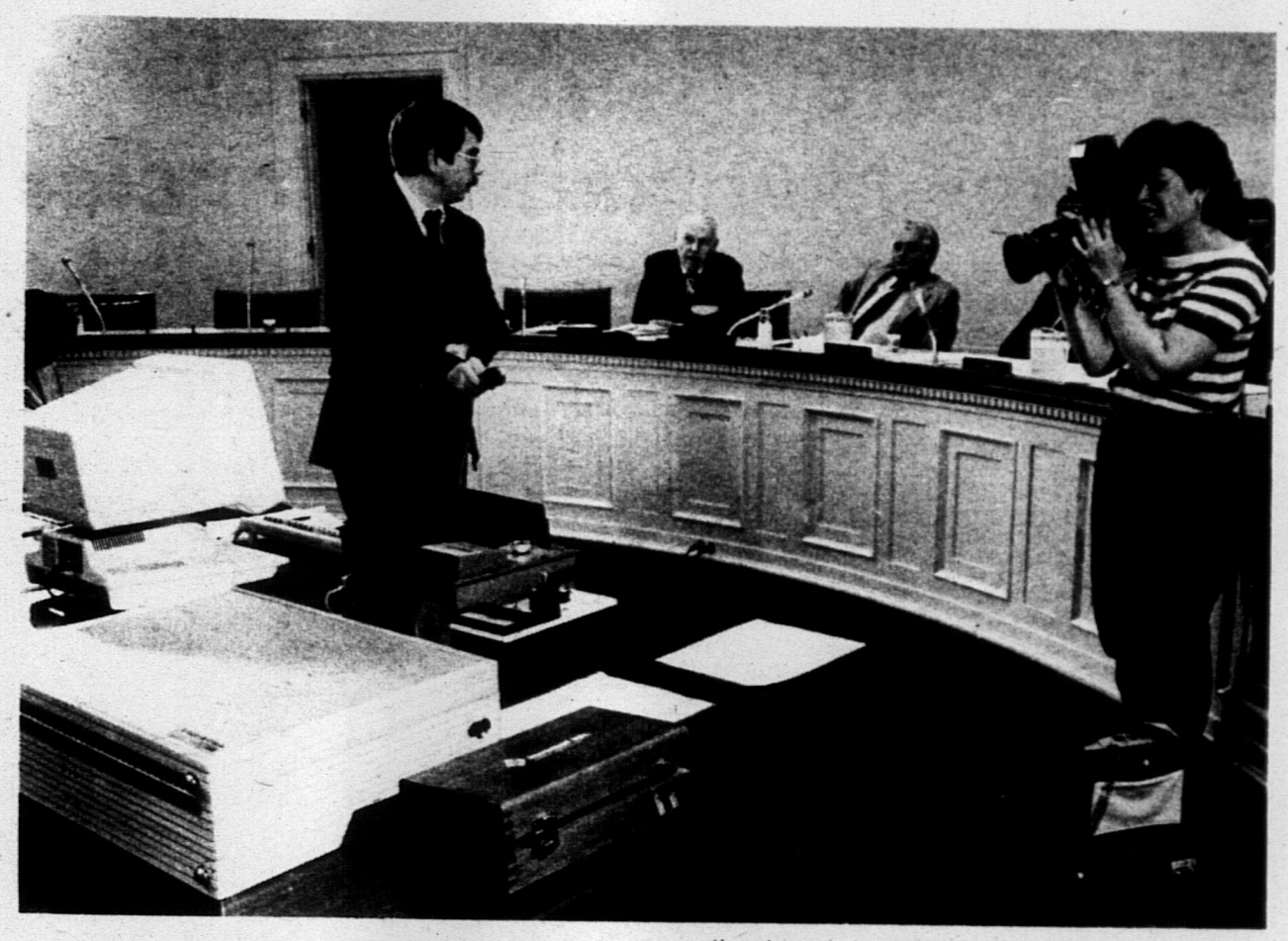
✓ To the News Media Performance Project of the Graduate Program in Journalism and Public Affairs at the American University in Washington, which, first under the direction of Nick Kotz and now under the guidance of Richard T. Stout, has produced for publication student-written articles on press performance. In 1983, the judges said, the program produced articles of "exceptionally high quality"—published in Quill, Public Opinion and the Washington Journalism Review—on early coverage of the presidential campaign, efforts of foreign embassies to influence the press and reliance by reporters on often misleading U.S. intelligence sources.

Judges were Howard Bray, executive director of the Fund for Investigative Journalism; Julius Duscha, director of the Washington Journalism Center, and Sam Zagoria, ombudsman for the Washington Post.

The award was established by the Mellett Fund for a Free and Responsible Press, an independent nonprofit corporation established in 1966 through a bequest to TNG from Lowell Mellett, Scripps-Howard editor and columnist.

The Mellett Fund earlier also financed a series of pilot community press councils and made grants to PhD-candidates in the field of press freedom and responsibility.

Its resources expended, and after seeking foundation grants to continue operation, the Mellett Fund's directors in April of 1983 voted to dissolve the fund and seek another sponsor for the award. TNG financed this year's award while new sponsorship is sought.



presstime, journal of the American Newspaper Publishers Assn.

ANPA AIDE PROBES FOR VDT EMISSIONS BEFORE HOUSE SAFETY HEARING

Left foreground, Richard Neergaard, ass't ANPA environmental co-ordinator; center background, Rep. Joseph M. Gaydos (D-Pa.), subcommittee chair.

ANPA calls VDT legislation impediment

Washington — VDT legislation or regulation is unnecessary and would "impede" the process of providing a "safe, comfortable and productive environment" for VDT operators, the American Newspaper Publishers Assn. told the House of Representatives June 5.

George Cashau, the ANPA's director of technical research, told the House Subcommittee on Health and Safety that "the natural forces of the workplace will penalize a manufacturer selling ergonomically inferior VDTs and furniture and reward the manufacturer who produces a quality product."

Cashau said the ANPA urges its members to buy VDTs "with a full range of operator controls"—"brightness and contrast controls as well as viewing angle, height, etc."

He did not deal specifically with any other ergonomic recommendations, but said the ANPA plans to publish a handbook soon as "a resource for publishers and workers in understanding the VDT."

Cashau said the ANPA "would welcome further study in the ergonomic area" of VDT problems but said it is unnecessary in the radiation area.

He said the ANPA, which performs radiation testing for member publishers, has "yet to find any radiation which approached existing standards."

Richard Neergaard, the ANPA's assistant environmental co-ordinator, who put on a testing demonstration for the subcommittee, went even further. He said he was "unaware that any type of emissions" for which the ANPA was probing had ever been detected in its testing operations.

However, an ANPA report on testing it performed at at least one newspaper plant, that of the Albany Times-Union and Knickerbocker News, showed measurable, if low, amounts of X-radiation—up to .05 milli-Roentgens per hour after deduction of background radiation. The testing was Jan. 12-15, 1983, and the report issued May 4, 1983.

ANPA's demonstration test before the committee—like its testing elsewhere—utilized an instrument for radiofrequency detection that measures only for frequencies over 10 megahertz, where VDT emissions are virtually nonexistent.

The ANPA does not test for lower frequencies, notably in the Very Low Frequency (VLF) area of 15 to 125 kilohertz, in which VDTs do emit radiation. Neergaard did not mention VLF to the subcommittee, nor did he or Cashau discuss another problem area, Extremely Low Frequency (ELF) radiation, which has also been cited as a possible source of VDT problems.

Neergaard said the ANPA charges member papers $1,200 plus transportation and expenses for radiation testing. It has had 11 requests to date, he reported, four last year and none thus far in 1984.

Cashau said that despite ANPA's position that there is no reason for further research on VDT radiation, it believes "we should keep measuring."

"At least psychologically it's helpful" he declared.

Asked whether other countries "have put the radiation issue to rest," he replied: "I don't think we'll ever put it to rest."

Royster denounces goddam computer

Washington—Arrival of the "goddam computer" has been one of the worst things to happen to newspapers because it has resulted in less editing of news stories, says Vermont Royster, former editor of the Wall Street Journal.

Speaking to a writing workshop during the American Society of Newspaper Editors convention, Royster urged that papers "put the real emphasis on copy editors and value them more than your best reporters." That's the real answer to improving newspaper writing, he said.

'Evergreen' held viable in Reuters pact

New York — A dispute is arbitrable under the New York Guild's contract with the Reuters news agency despite the passage of more than a year since the agreement's expiration date, an arbitrator has ruled.

He did so on grounds that the agreement includes an "evergreen" clause that provides that the terms and conditions of the contract will continue in effect during bargaining for a new agreement.

Although the company contended that bargaining for a new contract had reached an impasse in February following the contract's expiration date, the Guild pointed out that bargaining sessions between the parties have continued.

The Guild's grievance over the company's unilateral change in overtime premiums is a "patently" contractual matter and one that is arbitrable, Matthew A. Kelly ruled in an April 9 decision.

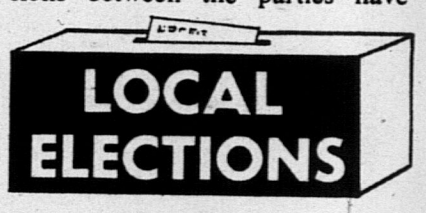
Although common in Guild contracts, Kelly noted that the contract's duration and renewal provisions and its evergreen clause were "unlike most."

SONG certified for Hamilton mailers

Hamilton, Ont.—The Ontario Labour Relations Board has certified the Southern Ontario Guild as the bargaining representative for a group of 183 part-time mailroom inserters at the Hamilton Sepectator.

The certification, May 25, came automatically under Ontario labor law on a finding by the board that a sufficient majority of the employees had joined the Guild.

The local in January signed an initial contract with the Southam paper covering its editorial department employees.



Battle Creek

Denis Wolcott, president; Phil Frame, vice president; Leslie Rardin, secretary; Ronald Lietzke, treasurer.

Erie

William (Bucky) Buchanan, president; Tom Rupert, vice president; Irene Reed, secretary-treasurer; Carol Przybyszewski, recording secretary.

Harrisburg

Interim election: Rev. Barker Howland, president.

Kenosha

John Krerowig, president; David Backmann, vice president; Jean Korten, secretary; Bernice L. Nagy, treasurer.

The U.S. price elevator

The table below records the ascent of the Consumer Price Index in the United States over a 24-month period following a 0.8-point increase in the index in April to 304.1, up 9.2 points from April 1983, and 20.4 points from April 1982. The first column lists the index for each of the last 12 months, the second the percentage increase over the same month of the preceding year and the third, the percentage increase over April 1982. The Urban Wage-Earners' and Clerical Workers' Index (CPI-W) is the source.

		Percentage over	
	Index*	Same month prior year	April 1982†
May, 1983	296.3	3.4	4.4
June	297.2	2.4	4.8
July	298.2	2.2	5.1
August	299.5	2.4	5.6
September	300.8	2.7	6.0
October	301.3	2.6	6.2
November	301.4	2.8	6.2
December	301.5	3.3	6.3
January, 1984	302.7	3.6	6.7
February	303.3	3.8	6.9
March	303.3	3.5	6.9
April	304.1	3.1	7.2

*1967 = 100 †Index = 283.7

Newspaper chiefs rank high on executive salary surveys

ALLEN H. NEUHARTH, **Gannett's** chairman and chief executive, received compensation of more than a million dollars in 1983. His salary and bonuses for the year totaled $1,137,500, a 58-percent increase, placing him second in the Gallagher Report's annual survey of the 100 highest-paid media executives of the year.

When long-term compensation is added to the equation, however, Neuharth was out-distanced by two others: **Capital Cities Communications Inc.'s** Thomas S. Murphy and Daniel B. Burke. So were most other corporate executives in the United States.

Murphy, CapCities chairman and chief executive, and Burke, its president and chief operating officer, placed fourth and fifth, respectively, on Business Week's tabulation of the country's highest-paid executives.

This is excerpted from the Industry section of the Officers' Report to TNG's 1984 Convention.

Long-term compensation of $5.6 million guaranteed to Murphy, plus salary and bonuses for 1983 of $480,000, gave him a total compensation package of $6,083,000. Burke had salary and bonuses of $455,000, plus long-term compensation of $3.9 million, for a total of $4,349,000. Pay to Murphy during the year rose by six percent; Burke's increased by 11 percent.

Among Capital Cities properties is the Wilkes-Barre Times-Leader, which four newspaper unions, including the Guild, struck on Oct. 6, 1978. The still unsettled strike began months after CapCities bought the paper.

Adding long-term compensation to Neuharth's compensation package brings it to more than $1.7 million. On the basis of salary and bonuses alone, Neuharth was 29th on U.S. News and World Report's list of the nation's highest-paid executives.

Douglas H. McCorkindale, **Gannett's** vice chairman and chief financial officer, had salary and bonuses for 1983 of $490,000, up 11 percent, plus long-term compensation of $302,000, for a total package of $792,000.

Alvah H. Chapman, Jr., chairman and chief executive of **Knight-Ridder,** had salary and bonuses in 1983 totalling $595,000, up 19 percent, plus $377,000 in long-term compensation, for a total of $972,000. The company's president, James K. Batten, had salary and bonuses for the year of $340,000, up 52 percent, and long-term compensation of $40,000, for a total of $380,000.

Joseph L. Dionne, president and chief executive of **McGraw-Hill,** had salary and bonuses totalling $445,000 in 1983, up 39 percent, plus $88,000 in long-term compensation, for a total of $533,000.

OTHER publishing executives included on Gallagher's list and their compensation in cash, cash equivalents, and benefits for 1983 include:

Arthur Ochs Sulzberger, chairman and chief executive of the **New York Times Co.,** $779,881, up 11.7 percent; Walter E. Mattson, Times president and chief operating officer, $574,921, up 9 percent; John D. Pomfret, Times senior vice president, $456,279, up 17.3 percent.

J. Richard Munro, president and chief executive of **Time Inc.,** $720,027, up 9.4 percent; Ralph P. Davidson, Time chairman, $598,481, up 10 percent.

Katharine Graham, chairman and chief executive of the **Washington Post Co.,** $514,344, up 12.9 percent; Richard D. Simmons, Post president, $473,469, up 13.8 percent.

Stanton R. Cook, president and chief executive of the **Tribune Co.,** $488,543, down 27 percent from 1982; Robert M. Hunt, president and chief executive of the Tribune Co.'s New York News, $405,957, down 7.6 percent.

Warren H. Phillips, chairman and chief executive of **Dow Jones & Co.,** $738,535, up 10.7 percent; Ray Shaw, Dow Jones president and chief operating officer, $532,221, up 18.1 percent. Figures for both executives include deferred compensation.

Otis Chandler, **Times-Mirror** chairman and editor-in-chief, $674,136, down 5.5 percent; Robert F. Erburu, Times-Mirror president and chief executive, $674,136, down 3.7 percent.

Highest-paid media executive on Gallagher's list was Robert A. Burnett, president and chief executive of the Meredith Corp., with compensation of $1,452,846, up 83.8 percent.

Meanwhile, last fall Forbes magazine's tally of the 400 richest persons in the United States included 54 who are involved in publishing or whose money is. It took a personal fortune of at least $125 million to make the Forbes list.

Forbes ranks Murphy'$ 3rd highest

Capital Cities Communications' Thomas S. Murphy ranked third on Forbes magazine's listing by compensation of 805 executives of companies included on one of Forbes' "top-500s".

Other publishing executives on the 1983 list included:

Gannett's Allen H. Neuharth, ranked 39th; New York Times' Arthur O. Sulzberger, ranked 127th; Time Inc.'s J. Richard Munro, ranked 179th; Dow Jones' Warren H. Phillips, 208th.

Plus, Times Mirror's Robert F. Erburu, ranked 250th; Knight-Ridder's Alvah H. Chapman, Jr., ranked 310th; McGraw-Hill's Joseph L. Dionne, ranked 328th; Washington Post's Katharine Graham, ranked 398th; Tribune's Stanton R. Cook, ranked 402nd.

"I did indeed get $5.6 million in addition to my $480,000 salary," Murphy acknowledged to Forbes, noting that the $5.6 million from stock gains came "over a nine-year period. During those years stockholders' shares went up in value over 800 percent," he explained.

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Maclean Hunter profits rise 74%

Toronto—After-tax profits of Maclean Hunter, publisher of Maclean's magazine, rose by 74.5 percent, to $7.5 million, in the first quarter of 1984.

The strong gain in profits came on revenues for the quarter of $208.5 mililon, up 54.1 percent, for a profit margin of 3.6 percent.

Last fall Southern Ontario Guild members struck Maclean's magazine for 14 days before reaching agreement with the company on an initial contract covering its editorial employees.

IT SEEMS TO US

No voting guides needed, Philadelphia member says

CHALFONT, PA.

Editor:

The controversy over the Mondale endorsement reinforces what I always maintained during my active Guild career: that labor unions have no business engaging in partisan political activities and any attempt to do so is an arrogant assumption of a right they do not and cannot have.

The windy IEB policy statement to be submitted to the Guild convention evades the essential issues: that a union's sole reason for existence is to represent its members in negotiations with employers at the bargaining table; that members unite only for that purpose; as individuals they hold diverse and often conflicting views on political, social, and moral issues.

Because of such diversity, union leaders cannot possibly speak for them on controversial issues. To do so is nonsense. Worse, it creates division, discord, weakens union solidarity, alienates potential members and wastes resources.

If union leaders want to play politics, let them form an avowed labor party. But stop using the Guild as a stooge for partisan or selfish purposes.

Guild members pride themselves on having above-average intelligence. We don't need anyone to lead us by the noses or to pull the vote lever for us.

MICHAEL CASINO
Philadelphia Guild
Retired

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.

Six in ITU seek contempt charge

San Francisco—A federal district court hearing was set for June 18 on a motion by six Int'l Typographical Union members urging that the ITU and its officers be held in contempt of a May 1 ruling by the court that blocked an ITU referendum on a proposal to merge the ITU into the Teamsters.

The hearing was to be held within four days of the date the U.S. Labor Dept. was to begin mailing out ballots to ITU members for the rerun election of ITU officers the Labor Dept. is supervising. Results of the rerun are to be announced by the end of July.

The May 1 ruling by U.S. District Court Judge Phelton E. Henderson also forbade the ITU and its officers from spending any more funds or using staff services to promote merger of the ITU with any other union until the question of the ITU's leadership is resolved.

The same six ITU members who sued to block the May 16 ITU-Teamsters merger vote filed the contempt petition. They charged that the ITU Journal and a special mailing of a letter from Teamsters President Jackie Presser along with the May issue of the International Teamster magazine to key local leaders of the ITU violated Judge Henderson's May 1 order.

Three days after Judge Henderson's order, the ITU's five top officers agreed to a Labor Dept.-supervised rerun election for their five seats. They acted in the face of a Labor Dept. finding that campaign activity leading up to last November's vote involved violations of the Landrum-Griffin Act.

The Labor Dept. was acting on a complaint by Robert S. McMichen, who had outpolled incumbent President Joe Bingel in the fall election by 4,920 votes but who was not seated when the ITU Canvassing Board upheld charges by Bingel that local leaders had improperly promoted McMichen's candidacy in local publications.

McMichen, not a party to the San Francisco federal court actions, charged that the Labor Dept. had improperly permitted the mailing of the Teamsters material. The mailing, he charged, jeopardized timely delivery of campaign material for him and his running mates—William Boarman of Washington, opposing Ray Brown for one ITU vice presidency, and Billy Joe Austin of Denver, opposing Robert L. Wartinger for another.

The Teamster material was sent in envelopes bearing ITU-generated computer mailing labels, McMichen charged. The May Teamster magazine contained three articles dealing with the merger, one listing pro-merger ITU candidates accompanied by their photographs.

McMichen and his running mates oppose the proposal for merger of the ITU into the Teamsters. Rather, they advocate merger with the Graphic Communications Int'l Union.

Robert E. Petersen of Washington, who again is seeking the post held by Sec'y-Treasurer Thomas W. Kopeck, is not on the McMichen ticket but also opposes the Teamsters merger.

Defeat urged of CIA exemptions from FOIA

Washington—A bill that would permit the director of the Central Intelligence Agency to exempt all material included in the agency's "operational" files from release under the Freedom of Information Act would amount to "a conflict of interest not allowed other agency chiefs," Angus Mackenzie, a member of the San Francisco-Oakland Guild, told a House panel considering the exemption.

Mackenzie, director of the Freedom of Information Project of the Center for Investigative Reporting in San Francisco, called on members of the House Government Information, Justice and Agriculture Subcommittee to defeat the proposed exemption and expressed TNG's opposition to the measure as well.

Despite prohibition against the CIA engaging in domestic security activities, the proposed exemption would permit the CIA director to withhold information about the agency's domestic activities as well as its foreign operations, Mackenzie warned, pointing to the bill's definition of "operational" files.

"I do not believe that it is Congress' intent to . . . allow the CIA to cover up domestic operations of questionable legality. Yet that it exactly what this legislation will do," he said during hearings on the exemption May 10.

The agency could also cover up domestic operations by classifying them as "counter-intelligence," Mackenzie said, thereby exempting data about such operations from FOIA requests under the proposed legislation.

"Counter-intelligence," he said, is how the CIA described its domestic activities "against the civil rights movement, the anti-war movement and the so-called underground press," in the United States.

Mackenzie has researched and written about the CIA's role in intelligence activities aimed at keeping "dissident" newspapers in the U.S. under surveillance during the Vietnam war.

The American Civil Liberties Union, meanwhile, endorsed the proposed exemption for the CIA's operational files.

AN ACLU representative told the House panel that the organization anticipated that passage of the exemption would ultimately give the public far greater access to information by aiding the CIA in cleaning up its two-to-three year FOIA backlog.

"We have gone over . . . all the documents we've obtained from the agency in the past. We're confident that we're not going to lose anything," ACLU attorney Mark Lynch told the committee, explaining that only limited material is currently released from the agency's operational files.

Earlier, a representative delivering testimony for the American Newspaper Publishers Assn. and the American Society of Newspaper Editors cautioned the same House panel that congress should employ "skeptical oversight" if the new CIA exemptions to the FOIA are enacted.

Elimination of the backlog of requests for data from the CIA "is desirable," but "it should not be at the expense or denial of information forever," the ANPA/ASNE representative said.

The Senate and the House Intelligence Committee have approved amendments to the FOIA encompassing the CIA operational file exemption. They would exempt files designated by the agency's director from "search, review, publication or disclosure."

RISE IN 'STRINGERS' TROUBLING

Preference for part-timers affirmed at Post

Washington — The Washington Post has reassigned a copy editor from a part-time position to a full-time job in settlement of a grievance raised by the Washington-Baltimore Guild after the employee's several applications for full-time copy desk openings were denied.

In settling the dispute, the day before arbitration hearings were set to begin, the Post reaffirmed its contractual obligation to give first consideration "whenever practicable" to part-time and temporary employees in filling permanent vacancies.

It also agreed to avoid excessive use of part-time employees on its "Metro" copy desk, in compliance with the contract's prohibition against using part-time positions to eliminate or avoid creating full-time jobs.

As part of the settlement, the grievant agreed to withdraw charges of age discrimination filed with the local human rights commission.

The company agreed to reimburse the grievant for more than a year's premiums paid for coverage under its hospitalization program. The Post pays a portion of a part-time employee's premium, while coverage for a full-time employee is fully paid.

In Philadelphia, meanwhile, Guild complaints about the use of so-called "stringers" on the business section of the Philadelphia Daily News brought agreement to discontinue the practice and the conversion of one of the former business-page stringers to a full-time reporting job covered by the local's contract.

In the past six months the News has hired six stringers into full-time jobs, the locals reports, but warns that the pattern of hiring casual employees to perform reporting work "is troubling."

"They work full-time, side by side with Guild-covered reporters . . . yet they carry no union cards, are paid well below Guild scale, receive no health or insurance benefits and have no job protection," the local's publication, "Guild News," observed.

These employees are not "stringers" in the traditional sense of free-lance writers paid on a piecerate basis, but rather employees "hired by the same editors" and competing "for the same space in the newspaper as do Guild members," it continued.

Pointing to the addition of 23 "stringers" on the Inquirer's suburban sections, the local reported that it is seeking talks with the paper's management about the "extensive" contract violations posed by the use of stringers.

"The local's aim is not to have any stringers dismissed, but to have them hired as full-time, dues-paying reporters," local administrative officer Bill Barry explained, noting that the local has an obligation to stop the exploitation of persons hired as stringers.

GUILD NEWS/Philadelphia Guild

Steno, phone operator minimums compared

AVERAGE TOP MINIMUM for stenographers in 44 Guild contracts covering 53 daily newspapers in the United States, Canada and Puerto Rico on June 1 was $332.61 a week according to data from TNG's Collective Bargaining Dept.

Also on June 1, the average top and "flat" minimums for telephone operators in 67 Guild contracts covering 77 daily newspapers was $313.49, $19.12 below the stenographer average.

The highest of the minimums for the two jobs, however, is a top minimum of $463.53 for telephone operators covered by the Hawaii Guild's contract with the Maui News. A top minimum of $435.68 a week in the New York Guild's contract with the Times leads the list of stenographer minimums.

Minimums in excess of $350 a week are found in 20, or 45 percent, of the contracts covering stenographers and in 22, or 33 percent, of the agreements covering telephone operators.

Following are the stenographer and telephone operators top or flat —those where there is no progression schedule—minimums in Guild contracts in effect June 1. Results of settlements since June 1 and deferred increases effective in the interim are not included.

Telephone operators

	Minimum After
Maui News	$463.53—4½ yrs.
Vancouver Sun and Province	415.35—1½ yrs.
New York Times	409.94—2 yrs.
Toronto Star	405.97—3 yrs.
Hilo: Hawaii Tribune-Herald	403.72—3 yrs.
Victoria Times-Colonist	388.87—flat
Ottawa Citizen	381.53—2 yrs.
Manchester Union Leader	379.55—3 yrs.
San Francisco Chronicle and Examiner	375.19—2 yrs.
New York Post	*374.95—3 yrs.
Toledo Blade	374.37—3 yrs.
Boston Herald	373.75—3 yrs.
Seattle Times	370.75—2 yrs.
New York News	367.65—3 yrs.
Sacramento Bee	367.12—4 yrs.
San Mateo Times & News Leader	363.16—3 yrs.
Long Beach Press-Telegram	360.61—3 yrs.
Monterey Peninsula Herald	358.00—3 yrs.
Honolulu Advertiser and Star-Bulletin	355.37—3 yrs.
Philadelphia Inquirer and Daily News	353.86—4 yrs.
Royal Oak Tribune	351.11—1 yr.
San Jose Mercury-News	350.31—2 yrs.
San Diego Union and Tribune	345.38—3 yrs.
Sacramento Union	339.14—2 yrs.
Denver Post	336.00—3½ yrs.
St. Paul Pioneer Press and Dispatch	338.27—2 yrs.
Oakland Tribune	335.57 2 yrs.
Detroit Free Press	333.45—3 yrs.
Baltimore Sun and Evening Sun	331.00—3 yrs.
Denver Rocky Mountain News	330.00—4 yrs.
Mt. Clemens: Macomb Daily	324.65—2 yrs.
Salem News	322.19—3 yrs.
Stockton Record	319.07—2 yrs.
Eugene Register-Guard	317.20—4 yrs.
Delaware County Times	315.00—3 yrs.
Memphis Commercial Appeal	310.79—4 yrs.
Cleveland Plain Dealer	310.25—2 yrs.
St. Louis Post-Dispatch	306.32—3 yrs.
Erie News and Times	302.54—3 yrs.
Washington Post	297.40—2 yrs.
Portland Press Herald and Express	296.56—2 yrs.
Pottstown Mercury	288.95—3 yrs.
Great Falls Tribune	285.00—4 yrs.
Yakima Herald-Republic	282.50—4 yrs.
Pawtucket Times	281.20—2 yrs.
Buffalo Evening News	280.69—5 yrs.
Oshawa Times	276.84—2 yrs.
Kingston Daily Freeman	276.30—2 yrs.
Lowell Sun	276.11—3 yrs.
Rockford Register Star	275.27—2 yrs.
Fall River Herald-News	274.96—2 yrs.
Sheboygan Press	271.67—3 yrs.
Sudbury Star	270.08—3 yrs.
St. Louis Globe-Democrt	269.10—3 yrs.
Harrisburg Patriot and News	261.72—2 yrs.
Allentown Call	258.70—2 yrs.
Brockton Enterprise	255.44—2 yrs.
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Bristol Press	233.02—5 yrs.
San Juan Star	225.27—4 yrs.
Tonawanda News	225.10—4 yrs.
San Juan: El Vocero	222.00—2 yrs.
Canton Repository	221.43—3 yrs.
San Juan: El Mundo	212.00—4 yrs.
Terre Haute Tribune	185.12—4 yrs.
Morgantown Dominion-Post	175.09—3 yrs.

Stenographers

	Minimum After
New York Times	435.68—3 yrs.
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Vancouver Sun and Province	427.88—1½ yrs.
San Jose Mercury-News	407.27—2 yrs.
Manchester Union Leader	400.05—2 yrs.
Victoria Times-Colonist	398.49—1 yr.
Toledo Blade	387.95—3 yrs.
San Francisco Chronicle and Examiner	375.19—2 yrs.
New York Post	*374.95—3 yrs.
Boston Herald	373.75—3 yrs.
San Diego Union and Tribune	372.92—3 yrs.
Detroit Free Press	371.61—3 yrs.
Fresno Bee	370.53—4 yrs.
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New York News	367.65—3 yrs.
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Chicago Sun-Times	337.24—3 yrs.
Oakland Tribune	335.57—2 yrs.
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San Juan Star	225.27—4 yrs.
Sioux City Journal	224.47—4 yrs.
Battle Creek Enquirer & News	222.00—3 yrs.
Norfolk Virginian-Pilot	139.00—3 yrs.

* Applies to hires after 3-30-82. If hired on or before 6-11-81: $420.85.

'STOP! IN THE NAME OF . . . THE LAW???'

A MASQUERADE REVERSAL

'Back in your clothes,' cops urged

By Sydney H. Schanberg

Sydney H. Schanberg is a columnist with the New York Times. This column is reprinted, with Schanberg's and the Times' permission, from the paper's issue of June 2.

I'M SICK AND tired of being impersonated by law-enforcement agents. Every Tom, Dick and Harry with a badge thinks he can cross-dress as a reporter. So I'm going to do something drastic about it.

But first, a little history about this heinous design to compromise the press' independence, integrity and legitimacy.

The Cetnral Intelligence Agency has been assigning agents to pose as journalists for years and refuses to stop. The F.B.I. a few weeks ago repeated again that it has an inalienable right to impersonate in peace or war. The Internal Revenue Service said the same on page 1 of this newspaper this week. And so on, right down to local cops, and most recently, sheriff's deputies in Morristown, N.J., who posed as a television crew to entrap drug-law protesters smoking marijuana.

With the poison having seeped so deep, how can anybody trust us anymore, talk to us confidentially, if they think they're talking to a cop?

This is my counterplan. Starting today, I shall cease posing as a reporter and start posing exclusively as an agent of the CIA, FBI, IRS, DIA, CIC, DEA, NYPD and any other undercover initials that occur to me.

Every self-respecting, red-blooded journalist coast to coast should do the same. If it works, we could put the press-impersonators out of business in a month.

All it takes is a publicity campaign to spread the word about our masquerade to the public nationwide. Once that's done, no cop or investigative type will be believed by any citizen.

A TYPICAL SCENE, I predict, will go like this. A highway patrolman pulls a driver over for speeding on the Long Island Expressway. The cop strides up to the window, asks the driver for his license and registration, and the driver suddenly starts to laugh.

"What's so funny?" the cop growls.

"Come on," says the driver. "Don't put me on, I know who you are."

"Oh, yeah? Well, who am I?"

"You're Schanberg, of course —or any one of the other wacko journalists in his crusade," replies the grinning motorist, as he revs his engine and speeds off.

It will happen a thousand times a day all across America. The Jones' phone will ring, Ed Jones will answer it and the voice on the other end will say: "Mr. Jones, this is Rappaport of the IRS. We need some clarifications about your expense-account deductions on your '82 return. Could you bring everything down to my office next Wednesday at noon?"

"What do you take me for, Schanberg—a greenhorn?" Jones snorts into the receiver. "I've got no time for these charades. Get lost." Rappaport's ear suffers pain as the phone slams down.

Or an FBI agent rings the apartment buzzer of a member of the Woolly Wobbly Mugwump Alliance, which has just edged its way onto the subversive list. "We have a few questions we'd like to ask you. Can we come up?"

"Is that you again, Schanberg?" squawks the voice irritably through the intercom. "Carrying this a bit far aren't you? Get off my stoop right now or I'll call the precinct."

AS DOORS are slammed in their faces, CIA operatives will plead their legitimacy through keyholes: "I'm *not* Schanberg! I'm Agent Y4734. Just call my office, they'll confirm it." Did you ever hear of the CIA's confirming an agent's identity over the telephone? That operative's career is finished.

I realize this campaign will have a devastating effect on law enforcement, espionage and counterespionage everywhere. No one will ever take a G-man or T-man or traffic cop seriously again.

But that's what they're doing to us. What source is going to take a reporter seriously if the source thinks he might be talking to a narc?

We had to protect ourselves. There was no other way.

And the law-enforcement types really shouldn't complain. They were always telling us to stop carping and nattering, stop playing the adversary and get on the team. So we did.

They can bar reporters from covering D-Day on Grenada—but can they bar the CIA? We're finally in the locker room.

IT'S A GREAT victory for the press. Just as the public was beginning to turn against us for being arrogant and self-important, we joined the FBI. Has any decent American ever asked: "Who elected the FBI?" Or declared: "The IRS lost Vietnam"? Or accused the CIA of being elitists or, worse, pinko dupes?

It's nice for a change to be on the side with the subpoena power and the bugging equipment.

Nonetheless, I'm willing to call it off whenever they are. Cross-dressing is pornographic. If they'll promise to stop it, we'll get back into our clothes too.

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As they put it

Assessing the climate

The following is adapted from the Introduction to the Officers' Report to TNG's 1984 Convention.

For the first time in many years, the organizing climate appears to be improving. The Guild is winning representation elections for new bargaining units; large groups of employees that have been outside the Guild are moving in our direction.

But if we are to take full advantage of that climate, if we are to achieve real growth in the face of challenges from other unions, we must act affirmatively.

That is what the Int'l Executive Board's Organizing and Finance Committees proposed be done after a joint review of the Guild's situation in January in the light of the failed move for merger with the Int'l Typographical Union and enhanced organizing prospects. And that is what the IEB is asking the 1984 Convention to do.

The IEB is recommending that the convention move to initiate a new period of Guild growth by raising $740,000 for organizing. The money would be raised through two special assessments to be levied in July and August.

The money would be used exclusively for organizing and could finance as many as four special organizers.

By acting now, when conditions are favorable, we can assure the Guild's continued growth and health as it moves into a period in which the only certainty in our industry appears to be its profitability.

The Industry section of the Officers' Report [Guild Reporter, June 1] confirms that the newspaper industry has emerged from the recession more prosperous than ever, its profitability enhanced by both automation and, in many places, the consolidation of separate morning and afternoon papers into single publications.

In this election year in particular, however, economic action alone is not enough. To safeguard the gains we have made, not to speak of moving on to new ones, we, like other unions, cannot disregard the necessity of political involvement. The Guild's future is to a great extent dependent on the political color of the administration that will be making so many of the rules and appointing so many of the referees under which we will be operating in the next four years.

Contrasts in management 'styles'

While the final verdicts are not yet in—no contract has been bargained in either place—the contrasts are startling between the reactions of the managements of the Milwaukee Journal and Sentinel and of the Fairfield (Calif.) Daily Republic to their respective employees voting for union representation (see stories, Pages 1 and 4). In Milwaukee, Newspapers, Inc., President Robert A. Kahlor, while understandably less than pleased, told partying Guild people he expects bargaining to begin soon and expressed recognition that reasonable people can have differences over important matters while continuing to respect one another. That's the way this system is supposed to work.

The Guild Reporter

CALM ACPS

JAMES M. CESNIK, Editor
BARBARA E. NELSON, Assistant Editor

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