



The GUILD REPORTER

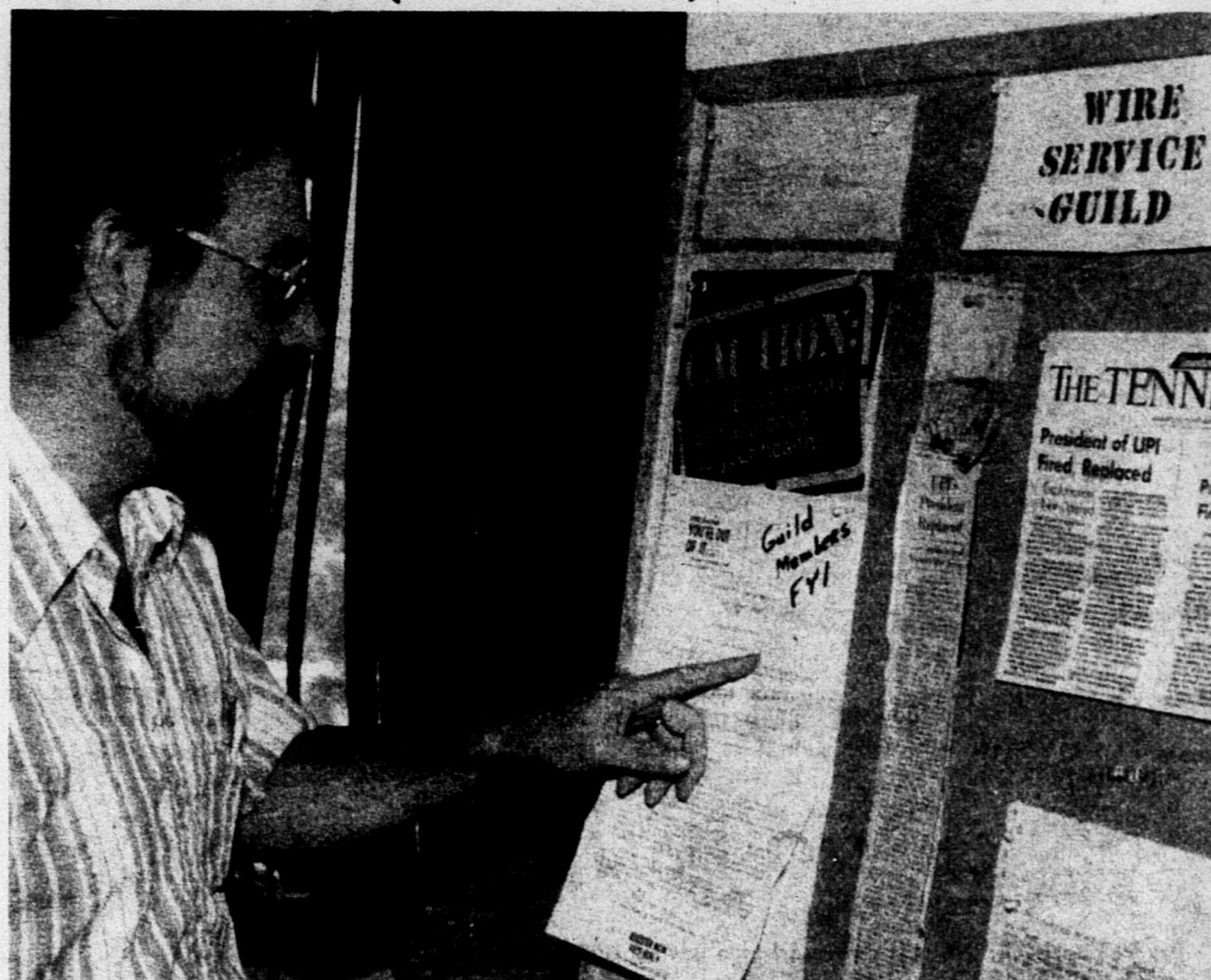
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Unions back in Montreal as lockout ends



Guild pact takes key up by \$99, to \$859

Montreal — Employees of the Montreal Gazette, including some 300 members of the Montreal Guild, returned to work Sept. 2 and 3 as management of the Southam daily ended a nine-day lockout of its union-represented workforce.

The company locked out the employees and halted publication after sporadic job actions over a 10-day period by members of Typographical Union Mailers and Printers locals had caused delays in production and distribution of the paper.

The job actions were initiated as bargaining between the Gazette and the Typographical Unions neared a crucial stage, with management reverting to a demand for elimination of a position-guarantee formula from the Mailers' contract following strike authorization votes by members of the two ITU unions.

Both the Mailers and Printers reached new agreements with the paper Aug. 30. The company began bringing employees back

to work following the settlements, with the bulk of them returning Sept. 3, in time to produce a Sept. 4 election-day issue, the paper's first following the lockout.

Guild bargainers, meanwhile, had reached a tentative agreement with the company on a new contract the day following the lockout, which began at 10 p.m. Aug. 24. The Guild and Typographical Unions had been bargaining jointly. Guild members also had voted strike authorization to their leaders.

The Guild agreement, subsequently ratified, raises the top minimum for reporters, photographers and district managers by \$99, to \$859 a week, over its three-year term.

The minimums, both immediately and ultimately, are the highest for the jobs provided by any Guild contract currently in effect in Canada.

The \$99 increase comes in three increments of \$33 each, with the first effective Aug. 27, and the final two increases on July 1 of 1985 and 1986. In lieu of retroactivity to the agreement's July 1 effective date, a \$300 lump-sum payment is provided for all full-time employees. Part-timers were to receive a pro-rata payment.

A similar \$99 increase over the agreement's term will take the top minimum for copy editors, rewrite employees and critics to \$893 a week in 1986.

Lowest increase for any full-time employee under the settlement is \$20 in the first two years, then 4 percent.

The "signing bonus" of \$300 for each full-time employee is in lieu of retroactivity, which would have come to \$264 for those at the key top minimum.

The service required for a fourth week of annual vacation is reduced by one year, to six years, while a two-year reduction in service required for five- and

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VOTER REGISTRATION INFORMATION IS POSTED ON WIRE SERVICE BOARD

Performing the service is Sean McCormally, Guild branch chairperson at UPI's Washington offices.

Registration drive off to 'good' start

Washington—"You're out of it . . . (if you're not registered)." That has become the rallying cry for dozens of U.S. locals taking part in the biggest voter registration effort in Guild history.

"Overall, reaction has been good," said Int'l Chairperson Harry S. Culver, who is co-ordinating the drive [Guild Reporter, Aug. 24].

The campaign was spawned by the Guild's annual convention in June. It called for a "concerted

effort to identify and contact members not registered" and a similar undertaking to urge all to vote, particularly in the Nov. 6 federal elections.

"People are making use of telephone banks, one-on-one polling of members, bulletin board notices, newsletters and their local newspapers to spread the word," Culver said.

"Quite candidly though, there are areas where we need to generate more enthusiasm," he con-

tinued, adding: "But virtually all locals are taking part in some fashion."

In Philadelphia, for example, Administrative Officer Bill Barry said Guild volunteers plan to set up a table in a day-long registration effort at the Inquirer and Daily News plant. Members will be asked to complete registration forms as they enter. Pennsylvania, like 19 other states, permits registration by mail.

Barry said leaders in smaller

units will check with Guild members individually to be sure they are registered.

Across the continent in San Jose, Guild Administrative Officer Bill Davis said the publisher is giving "favorable consideration" to a proposal that the employer set up registration desks in the Mercury-News plant "with the co-operation of the Guild."

At United Press Int'l world headquarters in Washington,

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Sales group files pay bias charges in Toronto

Toronto—A group of inside classified advertising solicitors, with assistance from the Southern Ontario Guild, has charged the Toronto Star with sex discrimination in establishing their rates of pay.

The complaints, filed with the Ontario Human Rights Commission, allege that the company has denied the employees equal pay

for work of equal value, citing the disparity between the pay of employees who sell classified advertising by telephone and that of employees who sell classified advertising outside the plant.

The minimum under the Guild's contract with the Star for experienced inside classified sales employees is \$459.18 a week, while that for outside classified

sales employees is \$660.17 a week, a difference of \$200.99. Currently the inside sales force is made up of 25 women, while 12 of 16 outside classified sales jobs are filled by men.

The Star refused Guild bargaining demands for parity between the inside and outside classified sales employees, the Guild said in announcing that it had retained counsel for the individual employees initiating the complaints.

They allege that the company's refusal to provide equal pay for employees in the inside and outside sales jobs violates the provincial human rights law's guarantee of "equal treatment with respect to employment" and its prohibition against discrimination because of sex.

In initiating the complaints the inside sales personnel "hope to establish the important principle that equal pay for work of equal value is protected" by the pro-

vincial law, briefs accompanying the complaints note.

One of the complainants described the differences between the work of inside and outside sales employees this way:

"The difference between what they do and what we do is that we work inside all day selling advertising over the phone and working on the computer while they go out and sell advertising face to face.

"And for that, I make \$10,000 a year less than they do. I sell more ads and make more money for the Star. But I get \$200 a week less."

The St. Louis Guild also has filed a sex discrimination charge over the disparity between the pay for inside and outside classified sales jobs at the St. Louis Post-Dispatch.

That charge, initiated late in 1981, is before the U.S. Equal Employment Opportunity Commission.

Albany Guild is certified for group in Glens Falls

Glens Falls, N.Y. — The Albany Guild has been certified as the bargaining representatives for a unit of 63 employees of the Glens Falls Post-Star following an Aug. 24 National Labor Relations Board-supervised election in which employees voted 44 to 11 for Guild representation.

Included in the unit are em-

ployees of the advertising, circulation, editorial and maintenance departments of the 33,000 morning circulation daily.

Members of the unit were to meet Sept. 8 to elect unit officers and select a committee to bargain an initial contract with the paper. The Post-Star is owned by Howard Publications.

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Tacoma key to rise to \$634 Oct. 1

Tacoma, Wash.—The top minimum for reporters, photographers, and outside advertising sales personnel under the Pacific Northwest Guild's contract with the Tacoma News Tribune will rise to \$634.85 a week on Oct. 1, under a new agreement.

The contract, retroactive to Oct. 1, 1983, raises the key top minimum by a total of \$77 over the agreement's three-year term. An initial increase of \$23.50 a week raised the key top minimum to \$611.10 retroactive to last Oct. 1. Additional increases of \$23.75, to \$634.85 a week, and \$29.75, to \$664.60 a week, come on Oct. 1 of 1984 and 1985.

The top minimum for classified telephone salespersons is raised by a total of \$72.50, to \$607.60 a week.

The first increase, \$21.50 retroactive to Oct. 1, takes the top minimum to \$556.60, the highest inside sales top minimum currently in effect among Guild daily newspaper contracts. Additional increases of \$22.25 and \$28.75 are effective Oct. 1 of 1985 and 1986.

Added to the contract's promotion clause is a requirement that the company interview all employees who apply for a vacant position.

The top minimum for advertising makeup clerks, national schedule clerks and advertising copy and layout personnel is raised by \$63.25, to \$530.85, in increments of \$18.50, \$19.50 and \$25.25.

Junior advertising clerks and copypersons' top minimum is raised by \$42.25 over the term, to \$355.75 a week, in increments of \$12.50, \$13 and \$16.75.

Victoria pickets protest work by temporaries

Victoria, B.C.—Victoria Guild members mounted informational picket lines around Thomson's Victoria Times-Colonist over a late August weekend to protest the company's engaging employees of a temporary agency to complete the conversion of circulation department work to a computerized system.

The informational picketing, which drew members of craft unions at the paper as well, came a year after a similar incident in which the company hired temporary workers to begin the conversion of circulation department work to the electronic system. An arbitrator subsequently ruled that the company's action violated an agreement with the Guild.

As the result of that decision, handed down in March, the company was required to pay two Guild-covered circulation department employees \$600 to compensate them for overtime pay lost.

Guild representatives said that they were preparing to re-institute proceedings against



TWO WHO MARCHED IN GUILD INFORMATIONAL LINE IN VICTORIA
Cheryl Wilson and Richard Williams, both of the Times-Colonist.

the company for the latest incident of contracting out Guild-covered work.

At times as many as 40 to

50 people joined the picketing Aug. 24-26, carrying signs protesting the action.

Guild President Joe Ravick

said informational picketing would be continued as long and as often as the company employs the temporaries.

Sudbury unions go public about lockout

Sudbury, Ont.—The Northern Ontario Guild and the other two unions that represent employees of Thomson's Sudbury Star are reminding citizens of the community why the paper's presses have been silent and the plant's doors shut for nearly seven months.

"The company locked the doors on its employees on Feb. 22," a letter to the Sudbury community from the Joint Council of Newspaper Unions points out. The company did so "without

any warning," the letter explains, noting that local broadcast media were advised of the lockout before the presidents of the unions.

Money is "fourth or fifth on our priority list," the unions also reported. Issues of more importance, the joint council noted, include: company efforts to terminate printers with as much as 40 years service on a monthly pension benefit of \$200; recognition of the right to transfer from work at electronic terminals for pregnant employees; and retention of

position guarantees for pressmen.

The company is prolonging the lockout, the unions charge, pointing to its "renewing on previous verbal contract commitments" in more recent bargaining sessions.

In "stonewalling" a settlement, the company "is showing a total disregard" for its employees, its subscribers and the community. Readers are deprived of Sudbury's only daily newspaper and local businesses are left without "a most important advertising tool," the unions observed.

The company locked out its 47 union-represented employees, including 29 business-office, circulation and editorial employees represented by the Northern Ontario Guild, after meetings during work hours had interfered with publication of the paper on two days a week apart.

In addition to protection for pregnant employees normally assigned to work on video display terminals, the Guild is seeking improved sick leave and a long-term disability plan.

Registration basics for 30 Guild states

State	Deadline?	By Mail?
California	29 days before election	Yes
Colorado	32 days before election	No
Connecticut	21 days before election	No
Delaware	Third Saturday in October	Yes
Hawaii	30th days before election	No
Illinois	28 days before election	No
Indiana	29th days before election	No
Iowa	10th day before election	Yes
Kentucky	30 days before election	Yes
Maine	Election day registration	No
Maryland	29 days before election	Yes
Massachusetts	28 days before election	No
Michigan	30 days before election	Yes
Minnesota	20 days before election plus election day registration	Yes
Missouri	28 days before election	Yes
Montana	30 days before election	Yes
New Hampshire	10 days before election	No
New Jersey	29 days before election	Yes
New York	30 days before election	Yes
Ohio	30 days before election	Yes
Oregon	None—election day registration	Yes
Pennsylvania	30 days before election	Yes
Rhode Island	30 days before election	No
Tennessee	30 days before election	Yes
Texas	30 days before election	Yes
Virginia	31 days before election	No
Washington	30 days before election	No
West Virginia	29 days before election	No
Wisconsin	Second Wednesday before election, plus election day registration	Yes
District of Columbia	30 days before election	Yes

Guild registration drive kicked off

(Continued from Page 1)

Guild Branch Chairperson Sean McCormally posted a list of locations and telephone numbers for registration in the District of Columbia as well as in suburban Virginia and Maryland.

The notice at UPI was placed on a Wire Service Guild bulletin board under a poster reading: "Caution: This election may be hazardous to your health!"

Similar notices were being posted on Wire Service Guild bulletin boards at Associated Press's central offices in downtown Washington and on Capitol Hill.

Registration reminders also were being mailed to all Wire Service Guild AP and UPI branches in the 50 states.

In Terre Haute, Guild President Patricia Smith said volunteers went to work prior to the national drive and had good results in registering 17-year-olds at city schools.

"We checked all of our members during the primaries," Smith said.

Pittsburgh Guild President Ed Bell said that local had previously pushed registration and now will be urging people to be sure to vote.

"There's no excuse for anyone not to be registered," he said.

In Allentown, Pa., Lehigh Valley Guild President Ronald E. Devlin said Guild members are being urged to register all members of their families, including those in college.

"Our problem is not going to be in registering people," Devlin said. "It is getting our members to vote."

Hawaii Guild Administrative Officer Roy Kruse said shop stewards were going through the dailies' plants in Honolulu, Hilo and Maui in a one-on-one registration campaign.

Hudson County (Jersey City) Guild President Lisa Vives said questionnaires were being placed in every member's in-plant mail box asking if they are registered.

St. Louis Guild Executive Sec'y Robert A. Steinke sent a special bulletin to all members urging them to register and listing the deadlines and voter registration locations for St. Louis and suburban counties, including both Missouri and Illinois.

Manchester Guild President Jim Schaufenbil said that local will conduct "personal, one-on-one efforts."

In Washington-Baltimore, President Ernie Mercer said bulletins had been distributed urging registration and listing telephone numbers for registration sites in the District of Columbia and suburban Maryland and Virginia.

All locals were mailed a packet in late August containing suggestions on registration campaigns and computer printouts of their members not listed as registered—both prepared by the AFL-CIO Committee on Political Education (COPE). Culver said, however, that because of inadequate data, many errors were found by some locals.

For that reason, locals should concentrate on registering everyone and not just those on the computer printouts," he said.

Other locals reporting plans for registration drives in various states of completion included:

Akron, Albany, Bakersfield, Battle Creek, Boston, Bristol, Brockton, Buffalo, Central California, Chattanooga, Chicago.

Cincinnati, Cleveland, Columbus, Denver, Erie, Eugene, Gary, Great Falls, Hampton Roads (Norfolk), Harrisburg, Indianapolis, Kenosha, Kingston, Knoxville.

Lake Superior (Duluth), Lansing, Lexington, Los Angeles, Lynn, Madison, Memphis, Mountaineer (Morgantown), New York, Pacific Northwest (Seattle), Tacoma, Bellevue, Pawtucket.

Peninsula (Newport News), Peoria, Portland, Providence, Pueblo, Rochester, Salem, San Antonio, San Diego, San Francisco-Oakland, Scranton, Toledo, Twin Cities, Utica, Wilkes-Barre, Woonsocket, Yakima, York and Youngstown.

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'No' vote urged on FOIA exemptions for CIA

Washington—TNG has called on key members of the House of Representatives to vote to defeat a bill that would provide a blanket exemption from the U.S. Freedom of Information Act for most operational files of the Central Intelligence Agency.

In a Sept. 12 letter to 150 House members, TNG President Charles A. Perlik, Jr., cautioned that it is "both naive and sim-

plistic" to support the bill on grounds that it would relieve the intelligence agency from fruitless searches of its operational files and improve its ability to respond to other requests in a timely fashion.

The bill lacks adequate safeguards against the agency concealing in exempt operational files materials that otherwise would be subject to release, Perlik said, and he called a provision for judicial review "so limited as to be essentially meaningless." He pointed

out that TNG's 1984 Convention voted to oppose the bill.

The measure was expected to come to a vote Sept. 17 under a procedure that requires a two-thirds vote for passage. The bill would require the CIA initially to make public reports describing its compliance.

"While no one questions the CIA's right to keep its operational information secret," secrecy must be justified by security considerations, not by convenience, Perlik wrote.

He pointed to numerous CIA abuses brought to light in recent years through information secured under the information act and to the reforms that have followed.

The American Civil Liberties Union, which had voiced support for the CIA exemption bill, meanwhile, was reviewing that stand.

The ACLU's executive committee ordered a review of the national organization's position on the bill after its Northern and

Southern California chapters voted to oppose it.

ACLU testimony in support of the bill was considered instrumental in its winning approval from a pair of House committees.

A similar measure was approved by the Senate last year.

Other organizations opposing the bill's passage include the Reporters Committee for Freedom of the Press, the Freedom of Information Project and the Fund for Open Information and Accountability.

Reagan OKs pension law amendments

Washington—The Retirement Equity Act, legislation intended to eliminate some features of private pension plans that often penalize women, was signed into law by President Reagan Aug. 23.

A chief sponsor of the bill and its amendments to the Employee Retirement Income Security Act (ERISA) was Rep. Geraldine A. Ferraro, the Democratic Party's vice presidential nominee.

Under the new law pension plans will be required to:

- ✓ Provide survivor benefits to the widow or widower of any person vested in the plan, rather than only to survivors of vested participants age 55 or over.

- ✓ Maintain a minimum participation age no higher than 21.

- ✓ Provide for no break in service for up to one year's leave for child care.

- ✓ Pay retirement benefits on the basis of a survivor-benefit election unless both the employee and spouse waive the survivor-benefit option.

- ✓ Provide past service credit for nonvested employees who return to the workforce within five years of termination.

The amendments become effective in 1985.

Guild and AP agree to alter timekeeping

New York—Representatives of the Wire Service Guild and the Associated Press have agreed on a new system for recording employee work time.

The Guild and the company worked out the details of a new record-keeping system after the U.S. Labor Dept. required the wire service to pay nearly \$50,000 for uncompensated overtime to Guild-covered employees in four cities.

The Guild initiated a complaint with the Labor Dept.'s Wage & Hour Division after it had difficulties obtaining records needed to process an overtime grievance.

Under settlements with the Labor Dept., the AP has paid back-overtime totalling \$49,891.18 to employees in Little Rock, Newark, Oklahoma City and New York.

In addition to the back payments, the federal investigators also required the company to institute a system of recording the actual hours worked by individual employees and to terminate the practice that existed in some bureaus of employees working outside their scheduled hours without additional compensation.

Labor Day parades draw Guild contingents



A contingent of New York Guild members was among the estimated 500,000-plus union members and supporters who turned out for New York City's mile-long 1984 Labor Day Parade (top photo, left). Guild leaders, who marched at its head, said it was the largest Guild group to participate in the parade in memory.

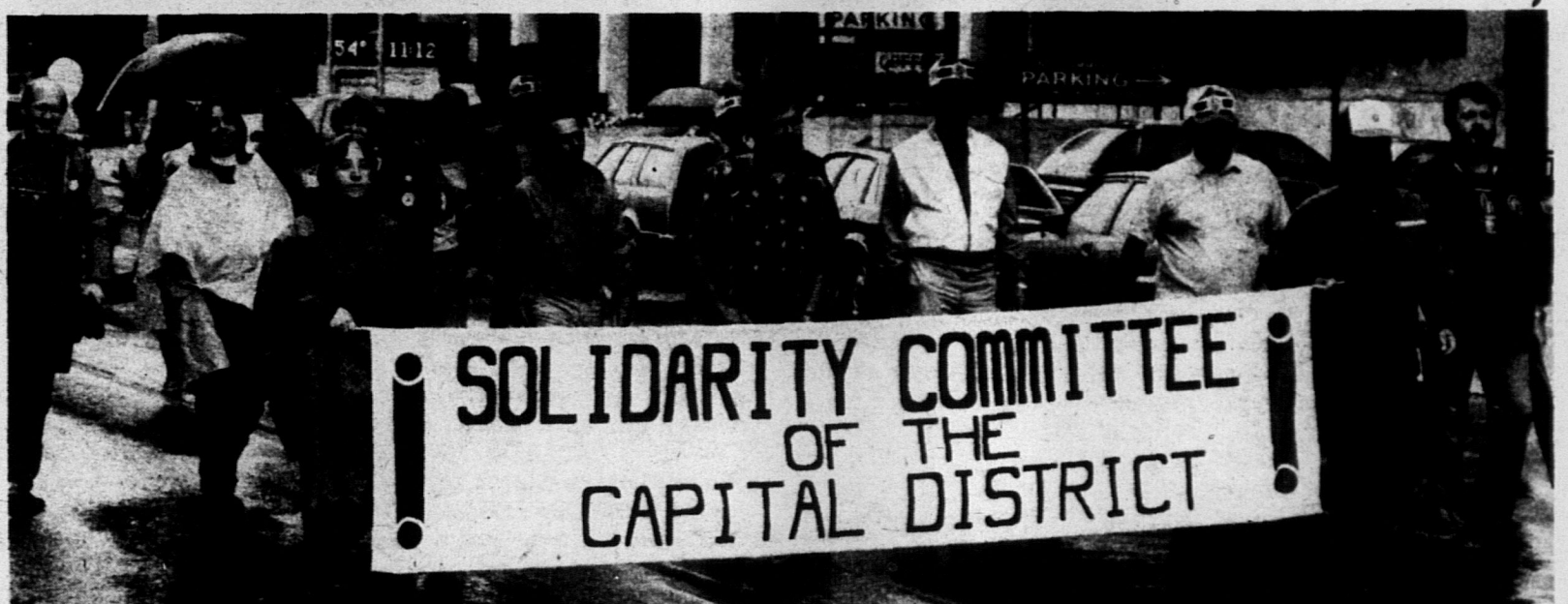
At the head of the full parade (middle photo, left), which took eight hours to run its course and stretched for miles, were the Democratic Party's candidates for president and vice president, Walter F. Mondale and Geraldine A. Ferraro, alongside AFL-CIO Sec'y-Treasurer Thomas R. Donahue and Henry Van Arsdale, central labor council president.

Members of other Guild locals also participated in Labor Day observances in their cities.

In Albany (photo below) they included Treasurer Tim Schick, far left, and President Tom LaPoint, far right. Helping carry the banner, at right, is a former local president, John Funicello.

At the head of the New York City Guild marchers are from left, Richard Brandow; Sec'y-Treasurer Barry F. Lipton; Peter E. McLaughlin, a TNG vice president and local chairperson; Thomas Keenan; and Edwin R. Egan, local president. Other marchers included Oliver Pilat, 81, a former local president.

The Guild hosted a gathering of marchers from the city's Allied Printing Trades Council and the Federation of Teachers afterwards.



Sept. 17 vote tally set in UPI bail-out effort

New York—Ballots were to be tallied Sept. 17 in a referendum among Wire Service Guild members at United Press Int'l on a proposed package of cost-saving measures aimed at safeguarding the jobs of employees of the news service by keeping it in business.

Among the cost-saving measures included in the tentative agreement between representatives of the Guild and the company is a 25 percent wage cut that would take effect Sept. 15 and then gradually be restored over the next year. [Guild Reporter, Aug. 24.]

Pay cuts would apply to all employees, including middle and top management.

While the Wire Service Guild's 900-member U.S.-wide UPI unit was voting on the proposal by mail, UPI announced Sept. 6 that the 25 percent pay reduction for non-Guild employees would be applied retroactive to Sept. 1 and that senior managers would forego their pay for the

first two weeks of the month.

About 25 managers "volunteered to skip" those paychecks, UPI general manager Luis G. Nogales announced, explaining that the "critical nature of the cash situation" had prompted the company to speed up payouts for non-Guild employees. "Moves we are able to make now, we must make now," he said, expressing confidence that the company "will be saved."

On Sept. 8 UPI President William J. Small was fired and Nogales named as his replacement. Small, a former official of NBC and CBS television, had been president of UPI for two years.

Wire Service Guild President William Morrissey called the appointment of Nogales to head UPI "a positive development." The Guild negotiating team, which spent weeks in talks with the UPI team led by Nogales, "thinks highly" of him and "believes he can get operations and finances under control," Morrissey said in a statement released

in tandem with UPI's announcement of the change in presidents.

Small, meanwhile, contacted by a Washington Post reporter appeared to be uninformed about the change. "What makes you think I've been terminated," was Small's reaction to the reporter's inquiry, the Post reported.

The company later acknowledged that the announcement of Small's termination preceded official notice to him, the Post said.

In the meantime, Douglas Ruhe and William Geissler, principal owners of Media News Corp., UPI's parent company, boosted the share of the company they are willing to sell to potential investors. Initially offering 30 percent of the company, the two announced Aug. 31 that they would consider selling more than half.

Approval of the cost-saving measures by Guild-covered employees would "enhance the company's ability to put its house in order and convince investors that it is in the process of improving operations," Morrissey observed.

The latest issue of the local's publication, "WiReport," is devoted almost entirely to the situation at UPI and the proposed "austerity plan."

While offering no assurance "that the employee concessions alone will keep UPI in business," a statement from the Guild negotiating team pointed out that in the "unanimous opinion" of the negotiators and Guild legal and financial advisors "rejection of the proposal will mean a quick end to UPI."

Losing \$1 million to nearly \$2 million a month, UPI also faces millions of dollars in debt and many of its creditors "have not been paid in months," WiReport said in a front-page "Q & A" feature on the company's finances. "Under its current operating program, it has no business being in business," the unsigned article said.

The cost-saving measures would give the company "a shot at putting it all together, attracting some outside capital and implementing" economies employees have recommended for years, the publication said.

Under the proposed agreement, Guild representatives would have access to the company's financial records to ensure that pay cuts are applied equally and to enable them to assess the firm's financial progress.

The 25 percent cut would reduce the reporter top minimum under the Guild's contract with UPI by \$139.40, to \$418.20 a

week. The reduction would decline to 10 percent in April 1985 and to 5 percent in July. Beginning next October pay would be restored to current levels, to be followed by increases of 3 percent in December 1985 and 2 percent in January 1986.

The top minimum for news people under the Guild's contract with UPI has been set to rise to \$645.56 in October 1985. (That minimum was reported incorrectly in the Guild Reporter of Aug. 24.)

The cost-saving agreement also would suspend the company's payments to the pension plan for a 12-month period, while providing the Guild a second seat on an expanded UPI executive committee.

It also calls for 6.5 percent of the nonvoting stock in Media News Corp. to be set aside for distribution to employees in proportion to their length of employment during the period of wage cuts.

Dates set for finance meeting

Washington—Dates for a special meeting of local Guild representatives and TNG officers to examine TNG's financial structure have been set for Oct. 26-28 in Washington.

The special, three-day meeting was called as an initial step in responding to this year's convention directive that TNG's Int'l Executive Board conduct a study of TNG's finances and develop a long-term plan to ensure the

union's future viability.

Results of the IEB's study are to be distributed to locals by no later than next March, under the convention action.

In an Aug. 24 letter announcing the meeting dates, TNG President Charles A. Perlik, Jr., urged a quick response from locals about plans to attend the three-day session. Registration is limited to one representative per local due to space constraints,

Torney leaving post with SONG

Toronto—Linda Torney, local representative for the Southern Ontario Guild since 1977, will leave her position with the local at the end of September to become a negotiator for the Ontario Public Service Employees Union.

As SONG's local representative, Torney has bargained numerous contracts, been involved in organizing several new departments and units and handled grievances and other servicing work.

She is currently treasurer of the Metro Toronto Labour Council and a member of the council's VDT committee.

Torney has been a delegate to each of the last eight TNG conventions.

Prior to joining the local staff, Torney was a member of the Public Service Alliance, a union of federal employees, while working as a field representative in the government's "New Horizon" program for senior citizens.

ITU officers installed after challenges are dismissed

Colorado Springs—The year-old struggle for leadership of the Int'l Typographical Union ended here Aug. 27 with the formal installation of the five officers who will lead the union through 1986—three of them new to their positions.

The installation took place three days after the U.S. Labor Dept. without elucidation dismissed challenges by three incumbents who were defeated in the mail-ballot, rerun election supervised this summer by the agency.

The three new ITU officers—President Robert S. McMichen, 2nd Vice President Billy Joe Austin and 3rd Vice President William J. Boarman—are serving with returned incumbents 1st Vice President Allan J. Heritage and Sec'y-Treasurer Thomas W. Kopeck. (Heritage was unable to participate in the formal installation because of union business elsewhere.)

The three new officers comprise a new majority on the ITU Executive Council that is committed to seeking to merge the union with another AFL-CIO-affiliated union. All five members of the previous executive council had advocated a proposal for merger of the ITU into the unaffiliated Teamsters.

Many observers said a key to the McMichen-Austin-Boarman slate victory in the rerun election was the position of the three on merger.

McMichen outpolled incumbent Joe Bingel by more than 12,800 votes—nearly 2 to 1—in the rerun while Austin and Boarman reversed defeats in the last November's ITU elections.

McMichen assured the family members, friends and staff mem-



FORMER INT'L TYPOGRAPHICAL UNION PRESIDENT JOHN J. PILCH, CENTER, SWEARS IN UNION'S NEW OFFICERS

From left: Vice President William J. Boarman, President Robert S. McMichen, Pilch, Sec'y-Treasurer Thomas W. Kopeck, Vice President Billy Joe Austin. Vice President Allan J. Heritage was absent.

bers assembled for the installation that "we will do everything in our power" to make the ITU Convention Sept. 8-14 "a process of healing and reconciliation."

"It's time to put our differences behind us and get on with the real business at hand, the business of making sure that printers, mailers and other workers in our industry get the best possible representation," McMichen said.

McMichen bested Bingel by nearly 5,000 votes last November but was kept from office when the union's canvassing board, when citing campaign irregularities, called for a rerun of the presidential race, promising one after March.

Meanwhile, Bingel and the other four incumbents approved a Teamsters-merger proposal and scheduled a referendum on it for May 16. On a petition by six San Francisco area ITU members, Federal District Court Judge Thelton Henderson blocked the

referendum, however, at least until after the union's leadership was settled. Late in July Henderson extended the injunction through Sept. 17, effectively blocking a Teamster-merger referendum the Bingel-council had set for Sept. 19 in response to a petition for a vote on the question from more than 160 locals.

After the Labor Dept. intervened in the ITU officer-election

dispute at McMichen's request, the Bingel administration agreed to the agency's supervising a rerun of the elections for all five officer positions.

After the rerun results were announced at the end of July, the three losing incumbents challenged the campaign's conduct, alleging that the AFL-CIO had illegally aided their opponents. On Aug. 23, however, the Labor

Dept. said its investigation of their charges showed that the rerun "had not been affected by any violations."

McMichen comes to the ITU presidency from four terms as one of the union's vice presidents. Boarman has been president of the Columbia Typographical Union in Washington, D.C. Austin was president of the Denver Typographical Union.

Key top up \$99, to \$859, in Montreal accord

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six-week vacations make employees eligible for five weeks after 12 years and for six weeks after 20 years.

The ceiling on severance pay is raised to the equivalent of 52 weeks, from 45. A severance pay accrual formula of one week's pay for each four months of service replaces one based on one week's pay for each six

months of service with the paper.

Janitors are to receive an annual payment for the cost of a pair of safety shoes. The payment, initially \$55, is to be raised by \$5 each July 1.

A flat minimum for janitors is raised by \$60 over the contract term, to \$488 a week.

Other increases and resulting new top minimums include:

Librarians, darkroom techni-

cians — Up by \$87, to \$703 a week, three increments of \$29.

Receptionists, clerk typists — Up by \$60, to \$450 a week, in \$20 increments.

Copy clerks, office persons — Up by \$60, to \$386 a week.

General office clerks, customer service clerks, statistics clerk — Up by \$60, to \$453 a week.

Dispatchers — Up by \$66, to \$540 a week, in \$22 increments.

Peking pair in Seattle learn about Guild, too

By Jean Godden
Pacific Northwest Guild

TWO PEOPLE'S Republic of China journalists have been introduced to Newspaper Guild wages, hours and working conditions at the Seattle Post-Intelligencer, where they are spending 10 weeks as interns.

"We have decided not to sign them up for the Guild. Innocent signatures have been misunderstood sometimes in other countries," said Gil Bailey, president of the Pacific Northwest Guild and a reporter at the Hearst daily.

However, the two, Yao Jingtang, 45, and Fan Xianyi, 38, both of the China Daily, a sort of Chinese USA (World) Today published in English in China, did have to sign up for Social Security—the U.S. government insisted. In addition the State Department was worried about their wages—too high, officials fussed. Higher than the premier of China makes.

And the two were a bit confused about their paychecks. A payroll clerk had to come down and hand them their checks when they didn't pick them up for a week.

Bailey took the pair to the company cafeteria on the P-I's third floor to explain Guild contract provisions. He also had to explain that the machines produced coffee, tea and hot chocolate (their favorite) as well as Coke and other drinks. No, no beer, Bailey said sadly.

The Chinese journalists asked Bailey if actions taken by the Guild would identify them with a particular political stance.

"Would we have a duty to support President Reagan's re-election?" inquired Fan.

Bailey assured them that would not be required of them.

He did inform them of some past positions taken by the Guild, including the international board's controversial backing of Walter Mondale for the Democratic nomination. Bailey noted the Guild often took positions on press freedom matters.

Bailey and the Chinese speculated on potential problems. What would happen if the Guild took a stand on U.S. trade with China, for example?



EXAMINING THE GUILD'S 'LITTLE GRAY (CONTRACT) BOOK' AT THE SEATTLE POST-INTELLIGENCER

Yao Jingtang of China Daily, Pacific NW Guild President Gil Bailey and Fan Xianyi, also of China Daily.

The question couldn't be answered.

Said Fan, "What we care for is that we would have a duty to do something that would not be approved by our government. We were invited to come here by the Post-Intelligencer."

Yao asked if the Guild had been aware before their arrival that two Chinese would be working at the P-I. Bailey responded that the Guild had been consulted and had given consent.

"We are grateful for approval from the Guild," said Fan. "We do not want to cause problems."

In discussing membership, Fan and Yao inquired about membership dues. Yao pointed out that they would be in the United States for only 10 weeks before returning to their jobs on the China Daily, the PRC's only English-language newspaper.

The three-year-old paper, published in Peking, has a circulation of around 80,000. Editions are printed in Shanghai and Hong Kong. A new North American edition is printed in New York City.

The paper's 200-member staff produces a sophisticated publication that

reminds some who read it of USA Today. It combines national and international news with commentary, letters to the editor and features such as a bridge column and crossword puzzle.

Copy is still typed and corrected by hand at the China Daily. Then it is sent to the composing room where it is set by computer. Yao and Fan are studying the P-I's computer system and have been in contact with American computer firms about fully computerizing their newspaper.

Yao, formerly a sports reporter, works as day news editor. Fan has been night news editor, serving also as a wire editor selecting wire service stories.

The internships are part of a journalist exchange program worked out between the China Daily and the Post-Intelligencer last year. Earlier this year, Jack Swanson, P-I Pacific Rim correspondent, spent five weeks at the China Daily as the first step in the exchange program.

The Guild hasn't been the only cultural gap for Fan and Yao to bridge.

They expressed surprise that they've not seen gangsters on street corners.

"Some articles or news stories write that many people in the United States, while enjoying an affluent material life, suffer a lot from the emptiness of their inner lives," Fan said. "But in my eyes there are not many who look like gangs hanging out on the streets. Maybe I have only gained a blind-man's view to the elephant."

Yao was impressed by the "beautiful scenery in Seattle," by billboard advertising and by the casual business attire.

"It seems to me that the Seattle residents do not pay much attention to their dress," Yao added. "They can wear what they like and that loosens my heart for I don't like formal clothing personally."

At the end of a long discussion on journalism in China and America and on the Guild's role in American newspapering, the two Chinese mentioned that they had a journalistic society in China.

"But it's not like the Newspaper Guild," one said.

Times seen withdrawing demand for reporter's notes in arbitration

New York—It appeared that the New York Times could be backing away from demands by one of its lawyers in an arbitration that a veteran, prize-winning reporter turn over notes and other materials the reporter and the New York Guild assert would reveal confidential sources and information.

"We won't know for sure until the next arbitration hearing," scheduled for early October, "but one could gather that from Mr. Sulzberger's memo," said Barry F.

Lipton, the Guild local's secretary-treasurer.

He was referring to a mid-August memo from publisher Arthur Ochs Sulzberger to the paper's news and editorial staffs in which Sulzberger said he wanted "to set the record straight."

"The Times," Sulzberger wrote, "has and had not intention of asking Mr. Severo [reporter Richard Severo] to reveal any confidential documents and our lawyers have been instructed to withdraw any requests to Guild lawyers that

might be construed as such.

"The New York Times, which has fought and won so many battles on behalf of a free press, has no intention of ever violating its principles on these issues," Sulzberger concluded.

Lipton's caution was grounded on earlier portions of the memo in which Sulzberger said the demand was made to permit cross examination on notes and other materials referred to by Severo in his testimony.

Similar claims were made in an earlier letter from attorney Floyd Abrams circulated among the Times staff when many of its members expressed anger and disaffection after a member of Abrams's firm had made a blanket, written demand for Severo's materials.

The Guild is seeking in the arbitration to have Severo restored to the Times's science-reporting staff on grounds that he was removed from the beat as punishment for having sold a book proposal to another publisher after it outbid Times Books.

The Times, while maintaining

Figures disprove sick-leave abuse

Bellevue, Wash.—Management of the Journal-American here told Guild bargainers seeking an initial contract that the daily's Guild-represented employees have been abusing company sick leave policy.

Prove it; show us numbers, responded TNG Representative Gene Bryant, who is heading the Guild team.

The company later reported an average of 2.0 sick days per employee in 1982, 2.1 days in 1983 and 1.65 days to date this year.

"That's abuse . . . ?" asked the Pacific Northwest Guild's Bulletin.

that the sole issue is its right to transfer a reporter from one assignment to another, said the sale violated a longstanding company rule that books on subjects covered for the paper be sold only to the company's book subsidiary if it is interested.

Severo is writing a book about "Lisa H.," the young woman whose radical facial surgery for neurofibromatosis, the disease of the "Elephant Man," he first wrote about for the Times.

In response to the Abrams letter's claim that "no requests were made for the disclosure of any of Mr. Severo's confidential sources," the Guild reproduced and distributed copies of the handwritten 10-point demand made by Times lawyer Jack Stanton for documents from Severo.

In a letter to Sulzberger, Lipton

called special attention to one that asked Severo to produce "all date books, calendars, diaries, notebooks and other similar documents maintained by Severo, or by someone else on his behalf, for the period Jan. 1, 1980 to the present date."

Lipton said that "any lawyer . . . knows he will automatically obtain the reporter's confidential sources and a lot of other personal information about the reporter—information not relevant to the case."

Meanwhile, the Guild reported that at the time the demand was made, arbitrator James Altieri said he would not allow a "broad, sweeping fishing expedition" and that Altieri ruled against the request by Times counsel Stanton for Severo's calendars, diaries and notebooks.

Local Representative Wanted

The Southern Ontario Newspaper Guild has a position for a local representative. Duties will include bargaining, organizing and servicing for units in Southern Ontario. A full benefit package is provided. Salary commensurate with experience. Written applications will be accepted up to Oct. 1, 1984. Please address applications to:

**Southern Ontario Guild
1253 Queen St. East
Toronto, Ont. M4L1C2
Attn: John Bryant, Executive Officer**

\$520 key top set in Pawtucket pact

Pawtucket, R.I.—The top minimum for reporters and photographers is raised by \$42.50 a week, to \$520.15, in a new two-year contract between the Pawtucket Guild and Ingersoll's Pawtucket Times.

The \$42.50 increase comes in two increments, with the first, \$21, retroactive to Dec. 22, 1983, taking the top minimum to \$498.65 a week. The second increment—\$21.50 a week—is effective this Dec. 22.

The top minimum for copy editors is raised by the same amounts, taking it to \$525.62 a week this December.

The agreement guarantees outside advertising sales representatives an annual salary and commission at least equal to the minimum for reporters.

The company's payment toward the cost of health insurance coverage is raised, and the for-

mula for computing pension benefits is improved.

A half-day personal holiday is expanded to a full-day holiday.

Maternity leave is increased by two months, to up to six months.

An expanded "integrity" provision requires that a reasonable effort be made to discuss with reporters any substantive changes in copy before publication. It also provides for simultaneous response by any employee whose work is mentioned in a letter to the editor.

The contract's coverage is extended to part-time and temporary employees.

Other increases and resulting new top or flat minimums include:

Advertising, editorial clerks—Up by \$35, to \$314.97 a week.

Maintenance employees "A"—Up by \$35, to \$351.40 a week.

Billing statement, payroll clerks—Up by \$35, to \$354.44 a week.

EEOC files race suit against N.Y. News

New York—The Equal Employment Opportunity Commission has filed suit in federal district court charging the New York News with discriminating against black employees in its editorial department.

The EEOC alleges that the pay of black employees in the newsroom is less than that of whites and that the paper denies blacks the same opportunities for promotion that it provides white employees.

It also alleges that the paper's management has retaliated against black employees who have filed grievances on grounds of racial discrimination and that discrimination extends to other unspecified departments of the paper as well.

The EEOC's suit is separate from another initiated by 15 cur-

rent and former black employees of the paper.

In that action, supported by the New York Guild and currently before a federal judge, the EEOC found "reasonable cause" to believe that the News had discriminated against the black employees concerned. Efforts to negotiate a settlement with the News broke down when the company, while offering a cash settlement, refused to agree to promotions.

In the latest action, the EEOC seeks back pay and promotions and the implementation of an affirmative program "to provide equal opportunities for blacks in the future."

It is estimated that about 30 of the News' 450 editorial department employees are black.

York newsroom rewired at OSHA's behest

York, Pa.—Nearly a year after installing VDTs, the York Dispatch has rewired its newsroom after being found in violation of U.S. Occupational Safety and Health Administration regulations for having used flexible cords and cables in lieu of permanent wiring to provide power to the machines.

In finding the Dispatch in violation, on a complaint by the

York Guild, OSHA ordered the situation corrected by Aug. 24, but levied no penalty.

Guild representatives said the newsroom wiring had needed upgrading for the last eight or nine years—"ever since Selectrics were installed." Circuit breakers often were tripped when too many people were typing at once, they said.

The situation only got worse

when the VDTs were installed, with power cords to the machines hung from the ceiling.

While ordering the wiring corrected, OSHA dismissed several other allegations by the Guild, including complaints that fire exits were sometimes blocked and that there was no ventilation.

Bernice Pasche, was early staffer

San Francisco—Bernice Morgan Pasche, a leader in organizing the Knoxville Guild in 1936 while a reporter on the News-Sentinel and later a full-time organizer elsewhere in the South, died of cancer at her home here on Aug. 27. She was 74.

When the Guild joined the CIO in 1937, she was one of ten organizers assigned to the Guild by the late John L. Lewis, CIO president. She and seven others were laid off after six months in the face of financial problems. Later she worked for a year on the Guild Reporter.

Survivors include her husband, Victor Pasche, the Guild's first international secretary-treasurer, a son, a daughter and a sister.

AFL-CIO unveils TV ad series

At right is an example of the print portion of a series of television, radio and print ads the AFL-CIO is running across the U.S. the last three weeks of September explaining the union federation's position on such vital issues as education, jobs, health care, taxes and equal rights. The campaign, which includes purchase of \$1 million in TV time, is not related to the AFL-CIO's endorsement of Walter F. Mondale in the presidential race, AFL-CIO President Lane Kirkland told a news conference. Issues addressed "are enduring ones that go through campaigns and . . . legislative debates" and the AFL-CIO exists "to advance a point of view on all public affairs." The effort is part of the program begun three years ago with the establishment of the Labor Institute of Public Affairs, which produced and distributed the ads.

America's workers are calling for action on the issues.

Issues that insure better opportunities for ourselves and our children.

We believe all Americans deserve: good public education, affordable health care, fair taxes, justice and dignity in the workplace, fair trade policies, equal opportunities, a good job.

For over 100 years, working people and their unions have stood up for America. And we still do. From the workplace to city hall, from the bargaining table to the halls of Congress, Labor fights for a better America. For everyone. This message is the true story of labor's role in building a better America.

We're fighting for the issues because we care. Join the 1984 Campaign for America's Future. On radio and TV this fall.

Presented by the AFL-CIO. Produced by the Labor Institute of Public Affairs.

Let's Fight for the Issues. Let's Care for the Future.



State Dept. reply said lacking

Washington—A State Dept. representative's belated response to an objection by TNG to the government's insistence that a Canadian reporter be licensed to work in the U.S. for a Cuban news service is unsatisfactory, TNG has informed an agency official.

The response—by John Hughes, asst. sec'y for public affairs—was more than 4½ months in coming after TNG President Charles A. Perlik, Jr., early in February filed the objection.

Hughes said the reporter involved, Robert Rutka, returned to Canada of his own accord rather than comply with requirements of a law that prohibits

transferring "property for economic benefit" to Cuba. It has been upheld by the courts even in First Amendment matters, he said.

"Certainly news reporting involves no transfer of property," Perlik wrote.

Even if it might "under certain circumstance involve 'economic benefit'" that is "treacherous ground" for a government to argue when it is aligned with major news-industry groups in opposing a "new world information order" that would include de facto licensing of journalists, Perlik added.

The under-developed nations supporting that new order "propose to codify, in a large way, what the U.S. government is practicing here in a limited one," Perlik continued.

Those governments "have their reasons for contravening the principles of press freedom." For the U.S. government "to say in this case that we have ours does not put us in a very advantageous position to contest the principle that is involved," Perlik concluded.

News ad spending up 18% from '83

Expenditures for advertising in U.S. newspapers for the first five months of 1984 totalled \$9.37 billion; up by 18.7 percent over Jan.-May 1983, according to the National Advertising Bureau.

Classified was up by 32.7 percent, to \$3.06 billion; retail, up by 13.6 percent, to \$5.04 billion; national, up by 10.3 percent, to \$1.26 billion.

IT

SEEMS
TO US

Southern African union nonracial, leader writes

JOHANNESBURG, SOUTH AFRICA
Editor:

We have just received our May 18 copy of your much-valued publication, which carries Denis MacShane's report on newspaper unions in South Africa.

His report states that the SA Society of Journalists "represents 800 white journalists" in South Africa. To avoid misunderstanding among your readers, we would like to make clear that we are a nonracial union and although our membership is predominantly white, we have black members as well.

We have viewed with sympathy the philosophy of those of our black colleagues who believe black people have to act on their own to improve their situation in South Africa. We have felt that

black journalists should have a free choice in how to organize themselves.

But for ourselves we are firmly committed to an open (that is, nonracial) constitution.

JOHN ALLEN
National Organizer
Southern African Society
of Journalists

P.S. We find your material on VDT developments in particular of great value, and we follow closely your reports on press freedom, moves toward news monopolies, pay levels and redundancy actions.

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.

LOCAL ELECTIONS

Harrisburg

Interim election: Barker Howland, president.

Hudson County

Lisa Vives, president; Ron Lair, vice president; Bernard Hassan, recording secretary; Mike Rowan, corresponding secretary; Bob Aronson, treasurer.

Madison

Irv Kreisman, president; Mike Kono-packi, secretary-treasurer.

Milwaukee

Jack Norman, president; Victor Feuer-herd, 1st vice president; Mary Beth Murphy, 2nd vice president; Mary Ann Esquivel, treasurer; Jeff Squire, correspondence secretary; Gail Weis, recording secretary.

Northern Ontario

Bonny Kutschke, president; Don MacDonald, vice president; Ron Gibbons, secretary; Louise Taylor, treasurer.

Ottawa

Tony Cote, president; Dave Elder, vice president; Doug Yonson, secretary; David Evans, treasurer.

Providence

Al Aleixo, president (Aleixo, 108; Charlie Walker, 101; C. Claire Keefe, 77); Pearl Holloway, secretary.

Sheboygan

Mary L. Eckhardt, president; Dave Liebelt, 1st vice president; Sharon Hildebrand, 2nd vice president; Jeanette Kilejunas, secretary; Janice Hildebrand, treasurer.

BILLS IN AT LEAST A DOZEN

VDT studies okayed
by two states in '84

State legislators in Rhode Island and Massachusetts have authorized studies of the effects of VDTs on employees who operate them, while in New York a bill has been introduced that would establish a task force to study available data on the subject.

The legislation establishing a study commission in Rhode Island evolved from a comprehensive bill designed to establish minimum safeguards for employees who work at electronic terminals. The initial proposal was patterned on a TNG "model bill."

In Massachusetts, where a comprehensive bill technically still is under consideration, legislators appropriated \$75,000 for a VDT study when they approved the state's budget for the fiscal year that began July 1.

Bills seeking to mandate safeguards for employees operating VDTs were introduced in at least a dozen states during the 1984 legislative sessions. Many of the measures remain in the legislative hopper and more are expected to be introduced in 1985, according to Mark A. Pinsky, editor of VDT News, a bimonthly report on VDT health and safety developments.

TNG's model bill, intended to regulate the VDT work environment in areas that appear amenable to legislation, would regulate VDT placement and lighting levels and would require adjustable furniture and machine features. It calls for shielding of some transformers, periodic rest breaks and regular employer-provided eye examinations for VDT operators.

A bill before the California Assembly that sought to protect pregnant employees from non-ionizing radiation emissions and would have established a task force for further study of VDT health and safety concerns was defeated in June when it was sent back to the Assembly's Labor Committee for more hearings.

The bill had been considerably diluted from that initially proposed by Assembly-member Tom Hayden. He had developed it in consultation with a coalition of unions, including several Guild locals.

"Industry swamped the legislature with the most pressure seen on any bill all year," Hayden said.

"Newspaper publishers, banks, airlines, travel agencies and giants like Hewlett-Packard and IBM waged a massive campaign" against the bill, Hayden reported.

The American Newspaper Publishers Assn. has often stated its opposition to the enactment of any VDT legislation.

In an address to the Gannett Human Resources Conference in June, ANPA counsel Claudia M. James urged conference participants to "get involved" in lobbying against any legislation proposed in their states. In doing so she noted, however, that "while we would all agree that we do not want VDT provisions in legislation, regulations or collective bargaining agreements, it must be recognized that there are steps . . . to improve worker comfort and thereby worker productivity."

James recommended VDT work stations with a "maximum amount of operator controls" including brightness and contrast controls on terminals, adjustable furniture and keyboards and indirect lighting.

After the New York Assembly's Labor Committee conducted hearings on the health and safety concerns among VDT operators, as well as a year-long review of information on the subject, its chair, Frank J. Barbaro, proposed legislation to establish a task force to conduct a more thorough examination of the "scientific data and findings" in the field.

Barbaro also is sponsoring a comprehensive bill to establish minimum safeguards for employ-

VDT manual printed en francais

A LIMITED edition of a French-language version of the revised and expanded manual of "Humanizing the VDT Workplace" has been published for French-speaking members of the Guild and Typographical Union in Canada.

Just over two-thirds of the 1,000 copies went to the Typographical Union and just under one-third to the Canadian Wire Service Guild, which suggested and paid for a major share of the Guild portion of the project.

The English version of the booklet, a joint project of TNG and the Int'l Typographical Union, was first published in 1981, then revised and updated late last year.



Un manuel de santé à l'intention des administrateurs et délégués locaux



ees using the equipment.

In the Labor Committee's report on its hearings and investigation into concerns about working at the electronic terminals, it said it had reached "the inescapable conclusion that workers are, indeed, experiencing severe health problems due to the continual operation of these machines."

Some of the problems, the committee said, are "ergonomic in origin," while others "may be attributed to radiation emission."

Calling the research on radiation hazards associated with VDTs "fragmentary," and citing "little epidemiological evidence" of a link between VDTs and birth defects, the committee queried: "Can we in good conscience wait and then possibly find that thousands of workers became victims because we have not now established a casual relationship beyond a doubt?"

The Connecticut Dept. of Consumer Protection, meanwhile, reporting on its portion of a two-part VDT study mandated by legislation adopted last year, has recommended four areas in which VDT work should be regulated.

It calls on legislators to require periodic eye examinations for VDT operators and employer payment for eyeglasses necessary for VDT work. It also recommends against utilizing electronic equipment to monitor an individual employee's performance, and recommends that monitoring or recording employee conversations "be discouraged."

The second portion of the study involved a review of research into potential radiation hazards associated with VDTs was conducted by the Connecticut Academy of Science and Engineering.

That body concluded that no

further research into the radiation question appeared justified.

Meanwhile, a coalition of state officials, equipment manufacturers and labor representatives have agreed to embark on yet another study in Connecticut.

In Maine, where any proposed VDT safety measures forthcoming as a result of the legislated study were to be limited in application to state, county and municipal employees, the state's Occupational Safety and Health Board voted 4 to 3 against adopting employee-safeguard and terminal-design regulations recommended by the state's Bureau of Labor Standards. Instead, the OSHB is preparing voluntary recommendations.

Action on a bill in Hawaii was reduced to a resolution commending industry efforts to educate consumers in the proper use of VDTs.

Average minimum for copy persons tops \$250

AVERAGE TOP and "flat" minimums for copy and office persons in 88 Guild contracts with daily newspapers in the United States, Canada and Puerto Rico on Aug. 1 was \$251.77 a week, according to data from TNG's Collective Bargaining Dept.

Highest of the minimums is a top of \$398.76 a week at the Vancouver Sun and Province, reached after 18 months' experience.

The top or flat minimums for the jobs were more than \$300 a week under 12 other contracts, while in 45, or more than 51 percent, of the contracts the minimums exceeded \$250 a week.

Following are the copy and office person top minimums or flat minimums—those where there is no progression schedule—in Guild contracts in effect Aug. 1. The results of settlements since and deferred increases effective in the interim are not included.

	Minimum	After		Minimum	After		Minimum	After
Vancouver Sun and Province	\$398.76	18 mos.	Providence Journal and Bulletin	274.50	2 yrs.	Woodbridge News Tribune	227.09	2 yrs.
Victoria Times-Colonist	370.64	flat	Denver Post	273.00	3½ yrs.	Brockton Enterprise	226.06	flat
Honolulu Advertiser	346.30	2½ yrs.	Delaware County Times	268.35	3 yrs.	Sun Juan Star	225.27	4 yrs.
Honolulu Star-Bulletin	346.30	2½ yrs.	Rockford Register Star	264.77	3 yrs.	Pueblo Chieftain	224.00	1 yr.
Manchester Union Leader	335.30	1 yr.	Philadelphia Inquirer and Daily News	264.55	3 yrs.	Peoria Journal Star	221.00	18 mos.
Ottawa Citizen	329.59	flat	St. Paul Pioneer Press and Dispatch	263.56	1 yr.	Pottstown Mercury	218.95	1 yr.
Montreal Gazette	326.00	6 mos.	Detroit News	262.24	1 yr.	Akron Beacon Journal	213.00	2 yrs.
Seattle Times	320.50	2 yrs.	Washington Post	261.65	18 mos.	San Juan: El Vocero	212.00	2 yrs.
Seattle Post-Intelligencer	319.40	2 yrs.	Oakland Tribune	260.76	16 mos.	San Antonio Light	210.29	2 yrs.
San Mateo Times & News Leader	315.91	2 yrs.	Brantford Expositor	260.45	1 yr.	Youngstown Vindicator	209.85	2 yrs.
Tacoma News Tribune	313.50	2 yrs.	Lynn Item	259.69	flat	Lowell Sun	209.27	1 yr.
Toronto Star	311.52	1 yr.	Minneapolis Star & Tribune	259.50	6 mos.	Allentown Call	208.00	2 yrs.
Stockton Record	308.98	2 yrs.	Baltimore Sun and Evening Sun	259.00	5 yrs.	Norristown Herald	204.16	1 yr.
Honolulu Advertiser and Star-Bulletin	298.52	6 mos.	Hamilton Spectator	255.00	2 yrs.	St. Louis Post-Dispatch	202.44	1 yr.
San Francisco Chronicle and Examiner	297.65	16 mos.	Toronto Globe & Mail (circulation)	254.69	1 yr.	Yakima Herald-Republic	200.25	2 yrs.
San Jose Mercury-News	297.65	16 mos.	New York Post	250.40	6 mos.	San Juan El Mundo	197.00	3 yrs.
Santa Rosa Press Democrat	297.65	16 mos.	Toronto Globe & Mail	249.82	1 yr.	Albany Times-Union and Knickerbocker News	192.00	1 yr.
Waukegan News-Sun	296.01	flat	Jersey City: Jersey Journal	245.21	1 yr.	Indianapolis Star	190.15	flat
Sacramento Bee	294.38	2 yrs.	Bristol Press	244.67	5 yrs.	Knoxville News-Sentinel	188.00	4 yrs.
Modesto Bee	293.00	1 yr.	York Daily Record	243.96	3 yrs.	Duluth News-Tribune & Herald	184.00	2 yrs.
Long Beach Press-Telegram	291.14	flat	Memphis Commercial Appeal	241.55	2 yrs.	Terre Haute Tribune	180.60	3 yrs.
Toledo Blade	289.00	6 mos.	Boston Herald	240.90	2 yrs.	St. Louis Globe-Democrat	177.85	1 yr.
San Diego Union and Tribune	286.42	1 yr.	Pittsburgh Post-Gazette	240.00	1 yr.	Sioux City Journal	174.70	1 yr.
Cleveland Plain Dealer	283.25	1 yr.	Pawtucket Times	239.58	1 yr.	Salem News	169.75	flat
Chicago Sun-Times	282.98	1 yr.	New York Daily News	238.80	2 yrs.	Chattanooga Times	160.00	2 yrs.
New York Times	281.51	1 yr.	Buffalo Evening News	236.25	1 yr.	Great Falls Tribune	160.00	flat
Sacramento Union	280.79	18 mos.	Gary Post-Tribune	235.21	1 yr.	Utica Press, Observer and Dispatch	160.00	flat
Fall River Herald-News	280.66	2 yrs.	Denver Rocky Mountain News	229.00	1 yr.	Waterbury Republican and American	159.95	flat
Fresno Bee	274.98	16 mos.	Portland Press Herald and Express	228.81	flat	Battle Creek Enquirer & News	149.00	2 yrs.
			Kingston Daily Freeman	227.10	1 yr.			

* Applies to hires after 3/30/82. If hired on or before 6/11/81: \$281.05.

'NOW THAT'S A PRETTY FAIR TAX CUT, RIGHT NANCY!'



HE SAVED \$91,341 ON 1982 LEVY

Reagan runs from candor on taxes

By Carl T. Rowan

WHOEVER would have believed that Walter Mondale could put Ronald Reagan and the Republicans on the run by telling the American people an unpalatable truth: Whoever is sworn in as president next January will either raise taxes or watch this country fall through the trapdoor of colossal budget deficits.

Republicans are trying everything to turn Mondale's candor into a goof. Rep. Jack Kemp of New York says Mondale "was categorical in committing himself and his party to raising taxes on America's working families." President Reagan insists testily that he has no plans for a tax increase, and won't permit any other Republicans to have such plans. Then Vice President George Bush throws in the caveat that Reagan is keeping his options open to raise revenues through everything but an increase in personal income taxes.

Reagan's uneasiness seems to reflect fear that the public knows that the colossal budget deficit represents a grave threat to the national well-being, and that ordinary Americans have come to

This column by Carl T. Rowan, former member of the Twin Cities and Washington-Baltimore Guilds, is reprinted with his permission.

realize that these crippling deficits exist because of Reagan's tremendous expansion of military spending even as he imposed heavy tax cuts for business and wealthy individuals.

Mondale talks of restoring a fair level of taxes on businesses and the rich, while Reagan, Bush, Kemp and others are pretending that Mondale is out to zap "working families."

Watching President Reagan bristle every time someone mentions his tax cuts for the rich, I get the impression that he fears the public may conclude that his opposition to a tax increase is not to protect "working families," but himself and his rich friends. He has good reason to worry.

LINCOLN ARNOLD, who worked for 23 years on tax committees in the Congress, including as deputy chief of staff of the Joint Committee on Internal Revenue Taxation, pointed out in a letter the other day how much Mr. Reagan's tax policies favor the rich, and how little they help the middle class family, by comparing Reagan's own 1982 taxes with those of a married blue collar worker with a taxable income of \$30,000.

On their taxable income of \$610,334 in 1982, the Reagans saved \$91,341—a reduction of 23.79 percent—as a result of

Reagan's tax reduction act of 1981.

The savings of the worker with \$30,000 taxable income was \$632, a reduction of 10 percent.

That 1981 tax cut law becomes fully phased in during 1984. Arnold says that a person with \$1 million in taxable income will get a reduction of \$185,326 from what he would have paid under 1980 tax laws—a saving of 27.79 percent.

The worker with \$30,000 in taxable income will save \$1,429, a reduction of 22.87 percent.

These examples show that not only does the tax scheme that Reagan wants to protect fly into the face of the philosophy that the burden ought to be heaviest on those most able to pay, but it shows that the 1981 tax reduction law gives disproportionate relief to the wealthy.

I think Mr. Reagan is sweating out of fear that once Mondale makes taxes and the deficits a major issue, ordinary Americans are going to discover what is going on.

Reagan and Bush also must fear a debate in which Mondale asks the simple question: "If you absolutely rule out more taxes, what will you do to reduce deficits that the Congressional Budget Office says will rise to \$263 billion by fiscal '89?"

IS REAGAN going to announce that once he does not have to worry about re-election he will go all out to "cut domestic spending"? That he'll "revamp" the Social Security system, meaning cut benefits? Halt federal funds for education? Slash the Medicaid, Medicare and Food Stamp programs? Cut further the school lunch program and Aid to Families with Dependent Children?

The likelihood is that by the time Reagan or Mondale must deal with these deficits in 1985, the U.S. will be back into a recession, with unemployment up, fewer taxes flowing into the treasury and more money going out in unemployment benefits, certainly no time to cut welfare, food stamps, Medicaid.

Expect Mr. Reagan to run as fast as he can and hide as long as he can, hoping that between now and election day he won't be forced to tell us the truth about what he plans to do.

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Editorial

Reagan and the press II

In its last issue, the Guild Reporter reprinted a lengthy article by David Hoffman of the Washington Post in which he chronicled how Ronald Reagan and his aides controlled press coverage of the first three-and-a-half years of his term to the point of making him the least accessible president in modern history.

Now that the candidates and political parties formally have launched their campaigns for the Nov. 6 election, one might expect to see some sign of change. It has yet to appear.

On Labor Day the White House staff announced a new rule barring wire service reporters from the pool covering Reagan when he approaches the public during campaign stops. Thereafter there was to be one TV correspondent, two TV technicians and two photographers close enough to record and report the forays. That was all. Protests restored wire service reporters to the pool.

Before the week was out reporters were barred from covering remarks Reagan made to corporate executives invited to meet with him. No reason was given, but it was pointed out that reporters had been permitted to shout a few questions over the sound of helicopter engines as Reagan left for Camp David.

Then there was the following at the conclusion of a briefing session at which the president announced that he and Soviet Foreign Minister Andrei Gromyko will meet.

Associated Press White House correspondent Maureen Santini had just given the traditional, question-ending "thank you."

- "A: What?"
 "Q: Could I—"
 "A: I was hoping to get beyond the second row."
 "Q: Bruce—"
 "Q: Mr. President—"
 "A: I can't. Maureen is—Maureen said, no."
 "Q: Yes, but you pointed—"
 "A: No, but let me tell you—"
 "Q: The moving finger points and having pointed—"
 "A: No, let me just say, we'll be back and there'll be more of—we'll be having more of these. So—"
 "Q: Oh, when?"
 "Q: When?"
 "A: What?"
 "Q: Before the election?"
 "Q: We'd like to make a date."
 "Q: What about debates?"
 "A: I'm just going to wait and surprise you again."
 "Q: Are we going to have a full-scale half-hour news conference, sir, before the election?"
 "A: I don't know; but, I've been talking about that myself."
 "Q: When's the first debate, Mr. President?"
 "A: What?"
 "Q: When's the first debate?"
 "A: Can't take any more questions."
 "Q: How's the campaign going so far?"
 "A: Save them for the next time. Save it for the next time."
 "Q: But we're not certain there's going to be a next time, sir."
 "Q: Thank you."

The Guild Reporter



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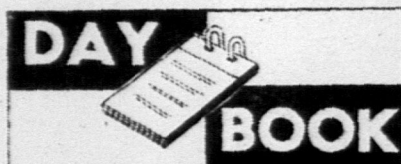
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Ingersoll Chain Council, fall meeting, Oct. 13-14, Philadelphia.

International Executive Board, fall meeting, Oct. 22-25, TNG headquarters, Washington.

TNG financial planning meeting, Oct. 26-28, IBEW conference room, 1125 15th St. N.W., Washington.

Southern District Council, fall meeting, Nov. 3-4, Hyatt Regency, Lexington.

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

Knight-Ridder Chain Council, fall meeting, Nov. 9-11, Philadelphia.

Western District Council, fall meeting, Nov. 10-11, Holiday Inn (Financial District), San Francisco.

New England and Middle Atlantic District Councils, joint meeting, Nov. 10-11, New York.

Midwest District Council, Nov. 17-18, Merrillville, Ind.