



The GUILD REPORTER

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

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Washington, D.C.

November 30, 1984



BILL BURKE/Washington-Baltimore Guild

LOCAL 35's ERNIE MERCER AT SOUTH AFRICA'S EMBASSY
Other unions represented in daily protests of South Africa's apartheid policies include Auto Workers and Teachers.

Board finds most 'bosses' are not, sets Enquirer poll

Cincinnati—After for the most part rejecting an effort by Gannett's Cincinnati Enquirer to more than triple the number of its editorial employees ineligible for union representation, the National Labor Relations Board has scheduled a vote on an 11-month-old Guild petition to be certified as the group's bargaining agent.

The NLRB-supervised election among 135 eligible employees is set for Dec. 13 and 14, just three days short of a year from the date a membership meeting of the unaffiliated union that represented the employees since 1949 voted 56 to 3 to affiliate with the Cincinnati Guild. Two weeks later, the Guild filed its petition.

That vote, in which both members and nonmembers were eligible to participate, took place a week after the Enquirer's Gannett management had petitioned the NLRB to carve an additional 34 employees from coverage under the Enquirer Editorial Employees' Professional Assn. contract.

In talks before the petition was filed, EEEPA representatives had agreed to exemption of 10 positions in addition to the 13 already excluded under the contract. When the company petitioned for all 34, EEEPA's leaders called for affiliation with the Guild, citing the expertise and financial resources available and necessary to counter

such moves by the company.

A TNG international representative has been assisting the Guild local throughout the representation effort and TNG counsel represented it in the lengthy and complex hearings on the company's continued and expanded efforts to increase the number of exempt employees. There were 18 days of hearings, from late January into May, involving 50 witnesses, 35 called by the Guild, and some 200 exhibits—all producing 3,268 pages of transcript.

Voters in the NLRB election will have a choice between the Guild, EEEPA or no union.

Under the detailed, 78-page unit-determination ruling issued Nov. 7 by NLRB Regional Director Emil C. Farkas, a total of 19 positions were held to be supervisory, managerial, confidential or otherwise exempt—nine stipulated by management, the Guild and EEEPA plus 10 of those management sought to add. In addition, Farkas said he could not decide the status of three disputed positions and will do so only if challenged ballots would determine the election's outcome.

The total of 19 positions excluded from union representation eligibility by Farkas is four fewer than the total EEEPA was prepared to accept a year ago and only six more than were in

EEEPA's last contract, noted TNG's Harry McCormick.

The positions stipulated exempt as supervisory are the editor, managing editor, two assistant managing editors, associate editor, the metro, features and news editors, plus the office budget manager.

The contested positions held exempt as supervisory include the deputy metro editor, Kentucky bureau chief, business editor, sports editor, assistant metro editor for outlying bureaus, the chief librarian and the sports editor.

The reader editor, or ombudsman, was held to be a managerial employee and two secretaries were ruled confidential

(Continued on Page 2)

Strikers try pilot weekly in San Juan

San Juan, Puerto Rico—Talks in the San Juan Star strike remained deadlocked after six weeks as members of the Puerto Rico Guild's Star unit published a 24-page, pilot edition of an English-language strike weekly, calling it the San Juan Sun.

Talks were to be resumed at the call of a mediator, a Guild representative said while reporting "still no movement" by the Scripps-Howard Star in a meeting on Nov. 23.

Later, several advertisers reported that they had been solicited to buy space in a Sunday edition of the Star that would be published on Dec. 2, reported Luis Montanez, Jr., the Guild's assistant executive secretary and chief bargainer with the Star. Montanez speculated that the planned paper

(Continued on Page 2)

Guild joins protests to South Africa

Washington—TNG has joined with more than 20 other international unions in calling on the South African government to end "the brutal recession" being imposed on that country's black unions.

In a letter to South African President P. W. Botha over the signatures of the presidents of the unions, including that of TNG President Charles A. Perlik, Jr., the union leaders call for the release of five black union leaders and two other black activists, as well as all other detainees "whose real 'crime' was to speak out against injustice."

At the same time, in a letter to President Reagan, the U.S. labor leaders urged him to advise Botha "in the strongest possible terms

... that normal diplomatic, commercial and trade relations are unthinkable in the face of the current campaign of institutional violence being waged by South African security forces."

The communiques were dispatched in the wake of news of arrests of black and multi-racial union leaders following a two-day general strike called to protest the government's apartheid policies

and acts of police and military violence.

Among those arrested were the leaders of two of the country's largest multi-racial unions, Phiroshaw Camay, general secretary of the Council of Unions of South Africa and Chris Dlamini, president of the Federation of South African Trade Unions.

Pointing to the mass firing of 6,000 workers at a government-

owned facility in South Africa's Transvaal province following the two-day strike, the U.S. labor leaders called the detention and arrests of union and community leaders, the killing of protestors and the mass firings, "evidence of a society disdainful of even minimum democratic human values."

Earlier, in a Nov. 16 statement,

(Continued on Page 2)

One Reporter in December

The Guild Reporter will publish a single issue in the month of December, on the 14th.

It will resume twice-a-month publication in January, with issues going to press on the 11th and 25th.

This issue contains but half the paper's usual eight pages due to staff health problems and difficulties experienced in switching from hot- to cold-type composition [See: 'Fare thee well, Intertype, Ludlow, etain shrdlu,' Page 4].



EDDIE CRISPO/Puerto Rico Guild

SAN JUAN STAR STRIKERS MARK SCRIPPS-HOWARD DAILY'S SILVER ANNIVERSARY ON THE PICKET LINE
They also were observing the 25th anniversary of striker Claudia Moore's employment at the Star. Up front, from left: Francisco Rosado, Andrea Nieves, Guild Representative Luis Montanez, Jr., Moore and Onil Suarez.

Guild joins protests to So. Africa

(Continued from Page 1)

the AFL-CIO called the arrests and detentions a "repudiation" of South Africa's "claim that it is committed to black labor reform and to the protection of the rights of black workers." The federation urged the Botha government to "enter into a serious dialogue with its black citizens" and to release those men and women being detained "for their commitment to democracy, multi-racialism and unionism."

Other unions joining in the protest to Botha included the Graphic Communications Int'l Union, the Int'l Typographical Union, the Communications Workers, the Steelworkers, the Machinists and the United Food and Commercial Workers. Also, the American Federation of Government Employees, the American Federation of State, County and Municipal Employees and the American Postal Workers Union.

Meanwhile, the imposition of tight censorship of news and the closure of six publications by the Chilean government of Gen. Augusto Pinochet brought a message of protest from TNG to his government.

In a cable condemning those actions as well as a crackdown on labor unions and their leaders, Perlik called on Pinochet to restore press freedom and labor rights and



BOB BRENNAN/Bufalo Guild



to release all journalists and unionists held prisoner.

TNG also has endorsed a proclamation distributed by Amnesty Int'l calling on governments to condemn the practice of torture and take steps to ensure the safety and wellbeing of persons held prisoner.

The proclamation focuses on the plight of three victims of torture—a government official in Brazil, a Baptist parishioner in the Uzbek Republic of Russia and a Catholic

lay community worker in the Philippines.

Earlier, at the request of Amnesty Int'l, TNG had sent letters to Chilean President Pinochet and Syrian President Hafez al-Assad expressing concern over reports of continued incidents of torture in those countries.

He urged them to launch impartial investigations into the reports of torture and take the steps necessary to protect against recurrence.

San Juan strikers print weekly

(Continued from Page 1)

might be published on the continent and flown to the island.

The Guild's 220-member Star unit, composed of all the paper's employees—production as well as advertising, circulation, business and editorial—struck the Star, the island's only English-language daily on Oct. 14 in quest of a new contract.

The pilot strike weekly, a tab-

loid, contained enough advertising to pay for its production, the local reported and said that any surplus from sale of its 10,000 copies would go toward payment of the strikers' health insurance premiums, dropped by the Star when the strike began. They total about \$12,500 a month.

A second edition of the Sun was scheduled for Dec. 7.

The local also was devoting all

contributions from Guild locals and members elsewhere to meeting the strikers' health insurance premiums, Montanez reported.

A special appeal for contributions to meeting the premiums was sent by Guild President Charlie Ramis to all who participated in the 1984 TNG Convention in San Juan last June.

"Please dig deep into your pockets and purses and pull out those old bills (if you don't have old bills, send new bills) in support of our strikers," wrote Ramis, himself a printer at the Star, noting that \$5 from each delegate and alternate would bring in about \$1,400.

Top minimum for experienced reporters under the Guild's expired contract with the Star was \$383.37, 13th from the bottom among 127 newspaper and wire service contracts in effect Oct. 1.

Norfolk group votes 'no union'

Norfolk, Va.—Camera-room employees of the Landmark chain's Virginian-Pilot and Ledger Star rejected bargaining representation by the Hampton Roads Guild Nov. 16 in an election supervised by the National Labor Relations Board. The vote was 16 to 0.

The Guild, which was reaffirmed as bargaining agent for the dailies' editorial-department employees in a 105-to-88 vote last Dec. 14, petitioned for bargaining rights for the second group at the end of this summer after a majority had signed Guild cards.

On Nov. 8 the Guild withdrew allegations of unfair labor practices it had filed with the NLRB. They included a charge that the employer had begun soliciting grievances and suggestions only after the Guild petition was filed.

97% provide severance

Washington—Nearly all Guild contracts include provision for severance pay, according to a new analysis compiled by TNG's Collective Bargaining Dept.

The survey of Guild contracts in effect on Sept. 1, shows that 97 percent, or 206 of 212 Guild contracts, provide for severance pay. Among Guild contracts with daily newspapers the proportion is the same, with severance pay provisions found in all but four of the 134 contracts.

Among contracts with severance pay provisions, all but one require payment in the event of dismissal for economic reasons and 81 percent of the contracts, or 167,

provide for severance payment on discharge for cause.

The most common rate of severance pay accrual is a week's pay for each six months of service. This formula or its equivalent is included in 141, or 68 percent, of the contracts providing for severance pay.

Ten percent of the agreements put no limit on the amount of severance pay that can be accrued, and another 40 percent provide for accrual of 40 weeks or more.

Copies of the new study have been furnished to local officers. Additional copies are available on request from TNG's Collective Bargaining Dept.

Enquirer group vote is set

(Continued from Page 1)

employees on grounds they have "access to labor relations policy information before it becomes known to others."

At the same time, however, Farakas pointed out that "mere access to labor relations material such as personnel files, evaluations and salary information does not warrant the exclusion."

Contested positions found not to

be supervisory under the criteria of labor law include the copy desk chief, picture editor, chief photographer, six assistant metro editors, four assistant feature editors, two assistant sports editors and the Sunday sports editor.

Company claims of managerial exemption were denied for editorial writers, the letters editor, editorial cartoonist and the systems editor.

IT

SEEMS
TO US

Retiree has assignment for Reagan-vote casters

NEW BALTIMORE, MICH.

Editor:

Newspaper people who voted for Reagan should be sentenced to serve as White House correspondents for "four more years."

WARREN STROMBERG
Retired
Detroit Guild

GR is corrected on use of the word 'seminarian'

MONTREAL, QUE.

Editor

A dart to the Guild Reporter for incorrect English usage: The photo headline on Page 3 of the October 12 GR reads "Seminarians study organizing."

A seminarian is a student in a

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.

seminary. The word does not mean a participant in a seminar.

DAVID E. PINTO
Gazette unit
Montreal Guild

WANTED:

Local representative (temporary)

The Central California Guild seeks an experienced organizer for member education, free-rider signup, organizing nonunion departments. Temporary, one year; early '85 start. \$32,000 plus full fringes. Inquire immediately.

Central California Newspaper Guild
1330 21st St., #103
Sacramento, Calif. 95814

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TNG PRESIDENT PERLIK SPEAKS TO NEW ENGLAND, MID-ATLANTIC COUNCILS
At the table, New England's Tom Hiltz, New York's Peter McLaughlin, Mid-Atlantic's Eugene Jones.

FINANCE NEWSLETTER CASE

TNG, others back appeal on licensing

Washington—TNG has joined with the Reporters Committee for Freedom of the Press and several other news industry-related organizations in asking the U.S. Supreme Court to affirm the right of an investment newsletter to publish without having registered with the government.

In a "friend of the court" brief, in support of Christopher L. Lowe, the sponsoring organizations, in-

cluding TNG, ask the court to find a Security and Exchange Commission regulation requiring financial newsletters to register as investment advisers a violation of First Amendment rights.

Lowe has been prohibited from publishing financial newsletters since the SEC withdrew his investment advisers registration in 1981. The 2nd Circuit Court of Appeals has upheld the SEC's action on grounds that such publications constitute "commercial speech" which may be subjected to government regulation.

The appeals court "failed to perceive the distinction between speech on a commercial or financial subject and 'commercial speech'," the brief asserts, noting that the Supreme Court has defined commercial speech "as commercial advertising, solicitation or the promotion of the speaker's products or services, and nothing else."

"The commission may prohibit and punish specific instances of fraud committed by publishers of investment advice, but it may not require them to obtain licenses to publish," nor deny them the right to publish because of prior conduct, nor may it "obtain injunctions against publishers who have done no more than publish without [first] obtaining the commission's approval," the brief states.

The SEC imposes its regulations on publishers of investment advice under the Investment Advisers Act of 1940. That law specifically exempts "any bona fide newspaper, news magazine or business or financial publication of general and regular circulation."

Other organizations joining in the brief include the American Society of Magazine Editors, the American Society of Newspaper Editors, the Associated Press Managing Editors and the Media Institute. Plus, the National Newspaper Assn., the Newspaper Assn., the New York Financial Writers Assn. and the Society of Professional Journalists, Sigma Delta Chi.

Sponsors of the brief share in the costs of its publication.

Anti-bias agency holds Post biased in '76 firing

Washington—The District of Columbia Human Rights Commission has found that the Washington Post eight years ago discriminated against an employee who is black and then fired him for having filed a discrimination complaint with the city agency.

The Post has asked the commission to reconsider its finding, issued in mid-October.

In that decision, the commission ordered the Post to reinstate the former copy aide to a newsroom position and to admit him to the next opening in the news internship program established under the Washington-Baltimore Guild's contract with the paper.

The commission also ordered the Post to pay the complainant, Mario Schowers, the difference between what he earned since his discharge and what he would have

earned if he had worked for the last eight years.

Schowers said that since his discharge he has written book reviews and editorials for a pair of Washington weeklies and articles for a small daily in Brooklyn while also working as a dishwasher and parking lot attendant and selling fruit and flowers at street stands.

The commission issued its ruling after holding hearings on six days in 1981 and 1982 on Schowers' allegations of discrimination by the Post.

Earlier, in 1978, an arbitrator ruled that the Post was within its bounds under the Guild's contract in discharging Schowers for misconduct in performing the work of a copy aide assigned to the wire room.

Earlier still, however, another arbitrator ruled that the company

Councils endorse finance concept

New York—The concept of increasing the size of the "cushion" in TNG's Defense Fund was endorsed by delegates to the joint fall meeting of the New England and Middle Atlantic District Councils of Guild locals here Nov. 10-11.

Delegates acted after hearing TNG President Charles A. Perlik, Jr., and others report on the recent TNG Finance Forum attended by representatives of 34 locals from throughout the Guild [Guild Reporter, Nov. 9.]

One of the points of "apparent consensus" in the forum was a proposal aimed at reducing the likelihood and frequency of higher dues to replenish the defense fund.

Under that point, the fund's higher-dues-triggering floor would remain at \$4.5 million, but its "cushion" would be increased to \$1.5 million, from \$500,000, by raising the fund-level at which lower dues become effective to \$6 million, from \$5 million.

New England delegates also voted a \$200 contribution to the Puerto Rico Guild's San Juan Star strike fund.

had violated its agreement with the Guild when it refused to admit Schowers to the training program, selecting an outside applicant instead.

The city's human right commission found that the Post first had retaliated against Schowers for initiating a discrimination complaint by transferring him to the wire room from copy aide duties connected with the metro desk.

Prior to the incidents in the wire room, Schowers record as a whole "would not establish adequate grounds for his discharge," the commission pointed out, quoting from the arbitrator's decision in the discharge case.

Pact ends boycott of insurance firm

Syracuse, N.Y.—Ratification of a three year contract by Service Employees Union members at Equitable Life Assurance Society offices here has brought cancellation of the labor movement's boycott of the giant insurance company.

The contract also brought an end to a three-year struggle by some 50 women clerical workers in the firm's highly automated claims office to win the first union contract covering clerical workers at Equitable, third largest insurance company in the U.S.

Top up by \$64 in Waterbury pact

Waterbury, Ct.—The top minimum for reporters and photographers under the New York Guild's contract with the Waterbury Republican and American is raised by \$64.65, to \$469.69 a week, in a new agreement.

The \$64.65 increase comes in two increments, with the first—\$42.28 a week, taking the top minimum to \$447.32—from Oct. 10. A \$22.37 increase is effective Sept. 1, 1985.

The top minimum for copy editors, and a variety of assistant editors is raised by \$67, to \$493.92 a week, over the term of the agreement. It expires Sept. 1, 1986.

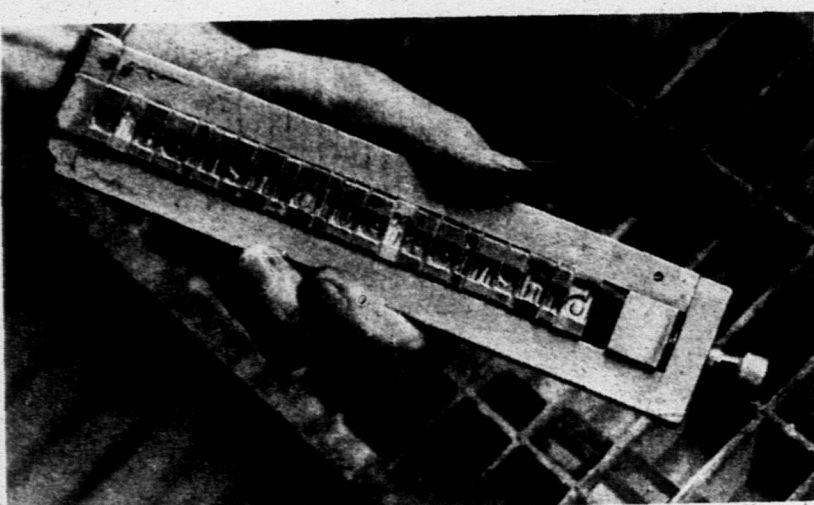
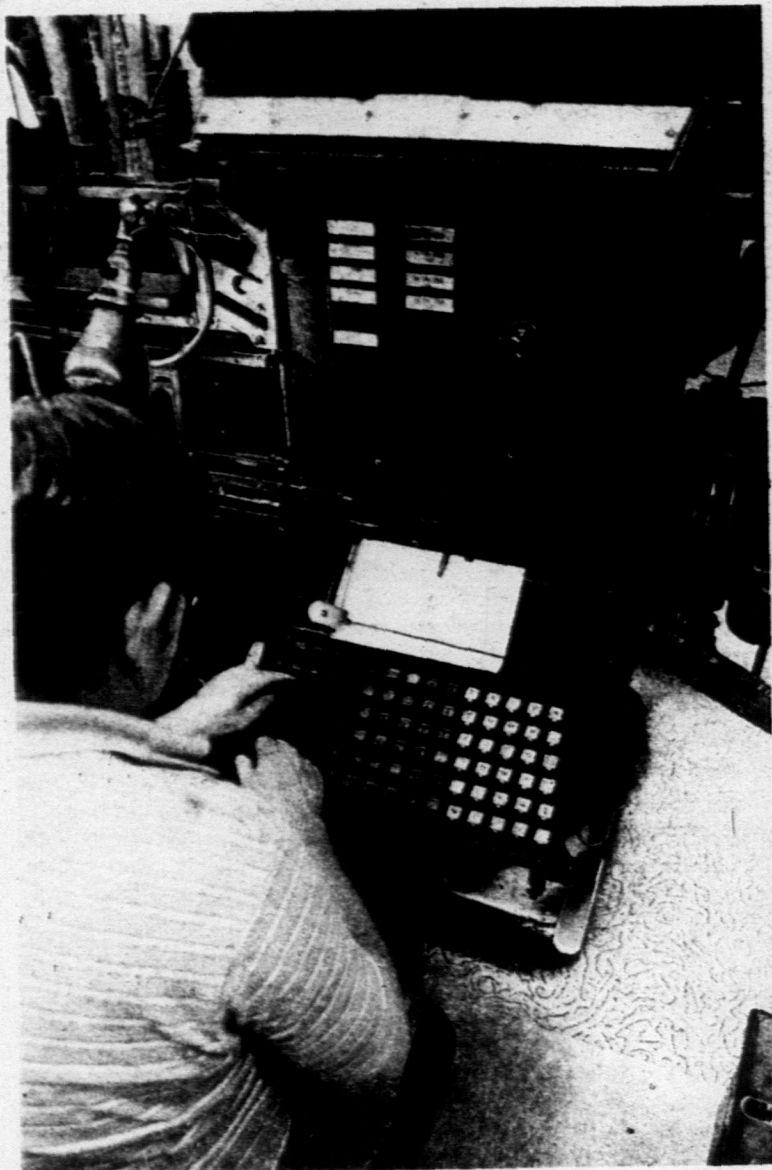
Benefits for part-time employees are improved and the ceiling on severance pay is raised by three weeks, to 13.

The top minimum for librarian is raised by \$34.19, to \$351.44, and that for copy clerks is raised by \$17.24, to \$177.19.

Bay Area leaders then and now

San Francisco-Oakland Guild honors its leaders past and present at 50th anniversary banquet Nov. 10, in conjunction with the Western District Council's fall meeting. At right, some of those present: (seated) Bert Frazier and Jack McDonald, charter members from the old Call Bulletin unit and the Examiner unit; (standing) Lou Broun, 1959-60 president; Ed O'Connor, president in 1954, 1971; Charles Raudebaugh, charter member, Examiner; Ernie Rapley, 1957 president; Barney Peterson, Examiner charter member, 1961-63 local president, former TNG Int'l Chairperson. At left, Roger Warnock, chair of the Vallejo unit that struck the Times Herald in 1978, says thanks for the gold TNG membership pin presented him by TNG Sec'y-Treas. Charles Dale for distinguished service in the long strike.





RAYMOND CROWELL/Washington-Baltimore Guild

Left, above: printer Pete Harchner sets copy for the Nov. 9 Guild Reporter, the last in hot type, on an Intertype line-casting machine. Right: top, mats in a Ludlow headline "stick" spell out "etaoin shrdlu" in 72-point Tempo Bold; below, Carl Weger, makeup printer, left, talks over a layout with the Guild Reporter's staff.

Fare thee well, Intertype, Ludlow and etaoins shrdlu!

With this issue—reduced to four pages because of staff health problems and transitional difficulties—the Guild Reporter moves to cold-type composition.

The Nov. 9 issue was the last to be set and composed in hot type—body type and 24-point and smaller heds on Intertype linecasting machines; larger headlines on Ludlow casting machines from hand-composed "sticks" of mats, each mat producing a single letter.

Under the procedure begun more than 30 years ago, reproduction proofs of the hot-type pages were photographed,

photos and other non-type elements were stripped into each page and the paper then was printed on an offset press.

With the change to cold-type composition, the Guild Reporter also is switching headline type faces, initially to Futura, from Tempo with an occasional condensed Franklin Gothic. Futura also replaces Tempo in cut lines.

Body type remains Times Roman, but goes to 10 point for the standard one-column measure, from 9 point, and goes to 11 point for text set wider measure, from 10 point. Tabular and agate matter remain in Gothic.

Dispute with United Way in Pottstown

Pottstown, Pa.—A group of Philadelphia Guild members in the local's Pottstown Mercury unit are withholding contributions to the local United Way campaign in protest of its refusal to provide donors the option of earmarking funds for PHILAPOSH—the Philadelphia Area Project on Occupational Safety and Health.

While contributors to the United Way agency serving the Philadelphia metropolitan area, among others, can select the recipient of their funds through a "donor option," the Pottstown agency limits contributions to some 23 pre-approved organizations, a Guild representative explained.

A group of employees represented by a local of the United Auto Workers has called a similar boycott of the United Way agency serving Trenton, the Philadelphia Inquirer reported.

At least nine members of the Guild's Pottstown unit expressed an interest in designating United Way contributions for PHILAPOSH to support its efforts to prevent health and safety hazards in the workplace, the local reported, citing the organization's role in winning passage of a state "right-to-know" law, which requires disclosure of data about chemicals found in the working environment.

Sixty percent of PHILAPOSH's \$110,000 budget is derived from contributions made through United Way payroll deductions, the local said.

The local has urged the Pottstown Area United Way to approve PHILAPOSH as a member agency or to institute a donor option plan that would allow contributors to designate funds to it and other organizations, a Guild representative said.

Kenen chairs '84 Broun Award; entry deadline is set for Jan. 12

Washington—I. L. Kenen, a founder of the Cleveland Guild and an early vice president of the American Newspaper Guild, has been appointed chairperson of TNG's 1984 Heywood Broun Award competition.

The Broun Award is presented annually by TNG for journalistic achievement "in the spirit of Heywood Broun," the Guild's founding president. It carries a \$1,000 prize and a citation.

Broun's spirit was distinguished by an abiding concern for the underdog and the underprivileged. The award is intended to encourage and recognize individual journalistic achievement in that spirit by working news people, particu-

larly work that helps right a wrong or correct an injustice.

Kenen was a delegate to the Guild's founding convention in 1933 and was instrumental in forming the Cleveland Guild, the first Guild local to be chartered.

He chaired the constitution committee at many of the Guild's early conventions, including the first, and served as a national vice president from 1938-40.

Kenen, now 79, currently publishes a newsletter, the Near East Report. He was one of the Guild pioneers honored at TNG's 1983 Convention, in Cleveland.

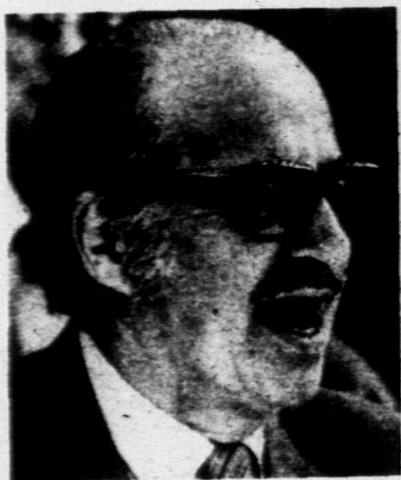
The 1984 Broun Award—the 44th—will be given for work done or completed during the calendar

year. Entries from employees working in the Guild's jurisdiction on newspapers, magazines, news services and broadcast stations in the United States, Canada and Puerto Rico are eligible, whether or not the employee is a Guild member or works under a Guild contract.

Publications as such are not eligible, and first consideration is given to entries on behalf of individuals or teams of no more than two persons.

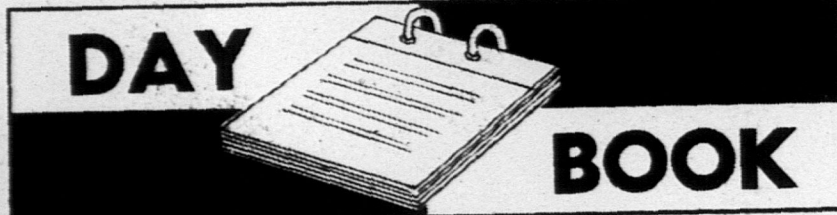
Deadline for receipt of entries at TNG headquarters is Jan. 12.

Winner of the 1984 Broun Award will be announced during the Int'l Executive Board's winter meeting, Jan. 21-24.



I. L. KENEN

At 50th anniversary banquet



Heywood Broun Award, entry deadline, Jan. 12, TNG headquarters, Washington.
Guild Service Award, entry deadline, Jan. 14, TNG headquarters, Washington.
Int'l Executive Board, winter meeting, Jan. 21-24, TNG headquarters, Washington.
Western District Council, winter meeting, Jan. 26-27, Seattle.
Middle-Atlantic District Council, winter meeting, Feb. 2-3, Philadelphia.
Great Lakes District Council, winter meeting, Feb. 2-3, Youngstown.
TNG residential seminar for new local officers, Feb. 15-18, George Meany Center for Labor

Studies, Silver Spring, Md. (suburban Washington).
New England District Council, winter meeting, Feb. 23-24, Providence (tentative).
Int'l Executive Board, spring meeting, April 22-26, TNG headquarters, Washington.
Great Lakes, Midwest and Southern District Councils, joint spring meeting, (tentative) May 4-5, Toledo.
52nd Annual Convention, June 24-28, William Penn Hotel, Pittsburgh.
53rd Annual Convention, Buffalo, 1986.
54th Annual Convention, San Diego, 1987.

The Guild Reporter



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

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The Newspaper Guild

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