The GUILD REPORTER

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Enquirer vote affirms Guild affiliation

CINCINNATI GUILD'S SIZE IS DOUBLED

Cincinnati—A Cincinnati Guild committee began drafting amendments to the local's by-laws to reflect its new, multi-unit structure and doubled size after editorial employees of Gannett's Cincinnati Enquirer for the second time in a year voted by a decisive margin for the Guild as their bargaining representative.

Tally in the Dec. 13-14 balloting, supervised by the National Labor Relations Board, was 73 for the Guild, 38 for the unaffiliated Enquirer Editorial Employees' Professional Assn. and 19 for "no union."

The Guild local also represents editorial employees of Scripps-Howard's Cincinnati & Kentucky Post, published under a joint operating agreement with the Gannett daily.

Members of the Guild units at both dailies will vote on new local by-laws and elect new local officers from the enlarged membership as preparations move forward for bargaining for an initial Guild contract in place of the EEEPA pact which expired last February.

The NLRB-supervised vote at the Enquirer was held just three days short of a year from the day a membership meeting of EEEPA, open to nonmembers and members alike, voted by 56 to 3 to affiliate with the Guild. In doing so they became the sixth employee group within six years to vote for the Guild over continued representation by an unaffiliated organization. EEEPA had represented Enquirer employees since 1949.

The EEEPA Guild-affiliation vote came shortly after Enquirer management had petitioned the NLRB to disqualify an additional 34 employees from coverage under the EEEPA contract.

A unit-determination ruling issued by NLRB Regional Director Emil C. Farkas in November [Guild Reporter, Nov. 30] cleared the way for the NLRB-supervised vote on a petition the Guild filed with the board two weeks after the EEEPA membership vote.

In his Nov. 7 decision, Farkas rejected most of the additional exclusions Gannett management sought, allowing just six more than had been excluded from EEEPA's last contract with the Enquirer.

His determination came after 18 days of hearings that stretched from January into May, involved 50 witnesses and some 200 exhibits and produced 3,268 pages of transcript. David Cohen of the TNG counsel's office represented the local in the hearings and TNG Int'l Representative Harry L. McCormick assisted it throughout the representation effort.

In recommending affiliation with the Guild, EEEPA leaders had cited the need for technical and financial assistance to effectively resist the company effort to pare a quarter of the EEEPA's membership.

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Join 18-state drive to regulate VDTs, locals are urged

Washington—TNG is urging locals in 18 states to sign on with the giant Service Employees Int'l Union and the 9 to 5, National Assn. of Working Women in their recently announced joint campaign for VDT-safety regulatory action in the locals' states.

Pointing out that TNG has worked closely with both organizations to promote state VDT legislation in recent years, TNG Director of Research & Information David J. Eisen called their campaign "an unparalleled opportunity to intensify our activity."

"Bills have been introduced in more than a dozen states and new ones are being prepared in a number of others," Eisen also pointed out in a Dec. 19 letter to the locals' presidents.

SEIU President John J. Sweeny and Karen Nussbaum, executive director of 9 to 5 and president of the SEIU's nation-wide office-workers' branch, announced in mid-December that their two organizations were targeting the 18 states in the first step of a nation-wide push to assure that the machines do not endanger operators' health and safety.

The target states are California, Colorado, Connecticut, Iowa, Illinois, Indiana, Maryland, Massachusetts, Minnesota, Missouri, New Hampshire, New York, Ohio, Oregon, Pennsylvania, Rhode Island, Washington and Wisconsin.

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Two locals hire organizers with TNG aid

The Washington-Baltimore and San Jose Guilds have become the fourth and fifth locals to add organizers to their staffs through subsidies from TNG's special organizing fund.

The fund was created with proceeds from the special dues assessments Guild members paid last summer after TNG's 1984 Convention approved their being

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BILL BARRY/Philadelphia

$5,000 for Ethiopian famine victims

Philadelphia Guild volunteers await members' Christmas-season contributions for aid to victims of the famine in Ethiopia at a table set up in Knight-Ridder's Inquirer and Daily News. Members' contributions and pledges totalled $5,200, to which the local added $1,000. From left, above, are: Mike Winters; Guild-unit Chairperson and TNG Vice President Carol D. McGarvey; Bill Marimow, the prize-winning reporter whose concern for the famine victims inspired the fund-raiser; and Mary Walton, local vice president. The AFL-CIO, meanwhile, announced it has set up an African Drought Relief Fund through which unions and union members here can channel aid to African unions trying to assist their famine-affected members and their families. Checks to the fund should go to the African-American Labor Center, 1400 K St. NW, Washington, D.C. 20005.

TNG's 'professor' retires after 35 years

Washington—Ellis T. Baker—who under a succession of titles over more than three decades helped untallied hundreds of Guild members and leaders to a better grasp of their union in all its aspects, all the while also filling a series of other less visible, though equally key roles—has retired from TNG's staff.

While sorting and attempting to order the accumulated papers, reports, journals and books that overflowed the shelves, cabinets and closets of his office, he spent the waning time of his 35 years and 26 days on the job preparing for yet one more appearance in the role he relished most, the Guild's "professor."

On a consultant basis he will return to help conduct this year's TNG residential seminar for new local officers, to be held Feb. 15-18 at the George Meany Center for Labor Studies in suburban Silver Spring, Md. [See: 'Officers register for seminar,' Page 5.]

The seminars were launched four years ago in large part at Baker's urging. So, too, 30 years before were the series of regional weekend institutes which he and J. William Blatz, director of field operations, have conducted mostly as a team the length and breadth of the Guild nearly every year since.

He, along with Blatz, held the first of the regional week-enders in the spring of 1952—in Los Angeles—just a few months after



Ellis T. Baker

Baker had joined the Guild's headquarters staff as director of research and information the previous Nov. 1. The topic: bargaining.

He had spent the previous two years as an international representative, organizing and bargaining mostly in the South, after serving as first president of the then re-organized Baltimore Guild and helping bargain its first contract with the Sunpapers (editorial only then; top reporter minimum, $87.50 a week).

Baker and Blatz last conducted a regional institute jointly last May, for the New England District Council in Portland. The topic: organizing.

While the topics of the first and last regional week-enders conducted by the pair were those most frequently addressed in the inter-

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Strikers reject a 'final offer' Page 8

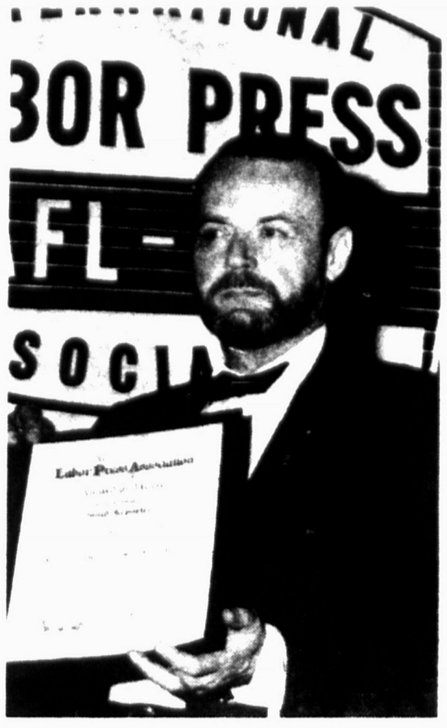
Pair says 'QWL' part of bargaining Pages 4-5

Olive of SFONG Leuchter winner Page 8

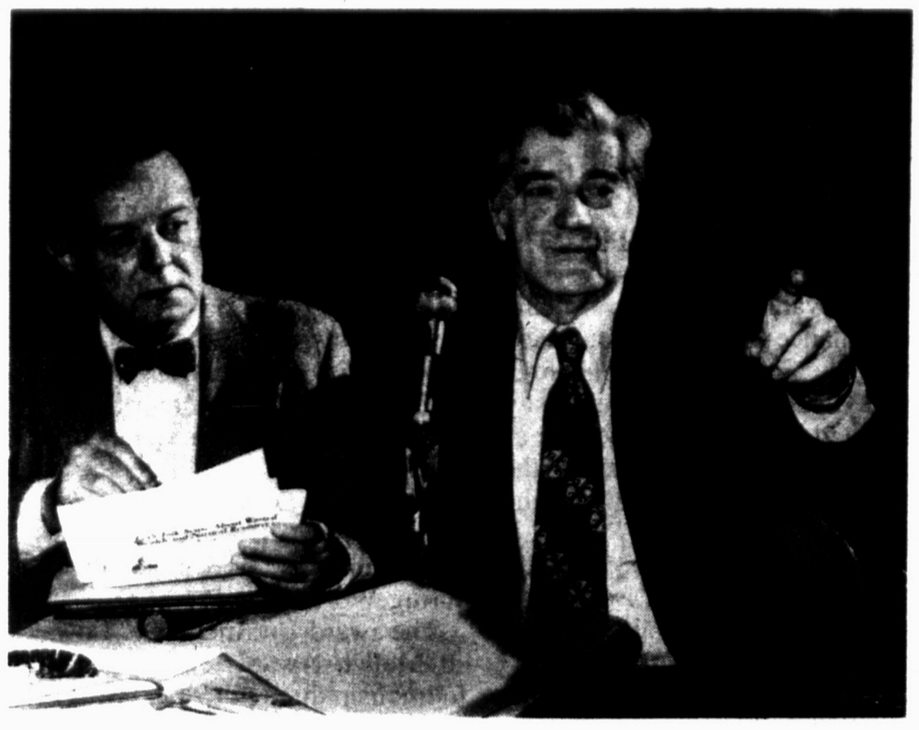
Terms reached by GCIU, ITU Page 8



Guild Reporter editor at the LBJ White House, 1964
President Johnson, right, gave union editors special briefing



A meritorious front page
1965 labor press contest



Typical TNG regional week-end institute scene, 1952-84
Baker, left, and Blatz; this was in March of 1975

Baker, TNG's 'professor,' says '30' after 35

(Continued from Page 1)

vening years, the week-end sessions also dealt with much more.

As early as the mid-'50s there were sessions on the necessity for and ways to build unity among the unions in the publishing industry.

(In 1961, Baker chaired the Working Committee of the Presidents' Committee of the Allied Printing & Related Trades, one of the early formal efforts to put together "one big union" in the publishing industry, in which there then were a total of seven principal international unions.)

There also were week-end institutes devoted to examining "The Guild in a Changing Society in 1969-70.

Three of the institute series dealt with automation and its impact on newspaper employees, the first also in the '50s.

There also were institutes on training shop stewards (Baker wrote TNG's stewards' manual and conducted training sessions for many locals individually, as well), on administereing a local, on recruiting and activating new members, on intra-Guild communication, on making district councils (which hosted most of the week-end sessions) more effective, and more.

Along the way, Baker also was editor of the Guild Reporter as well as director of research and information for more than six years, from March of 1963 through October of 1969.

A year after becoming editor, he was surprised while paging through Esquire magazine while getting his crew-cut trimmed to discover himself listed as a member of "The Washington Press Establishment." He was placed on the left along with nine others from "The House of Labor."

(He continued since being named director of administrative operations in 1969, the title he held until his retirement, to write occasional articles for the Guild Reporter. He also has written for publications of the American Federation of Teachers and for the Federationist magazine.

He also helped prepare and conduct several national conferences on topics such as wage bargaining and on bargaining in the face of government wage controls.

Opening day forums at the Guild's annual conventions were an outgrowth of the regional week-end institutes.

He also played major roles in the occasional TNG training sessions for international and local staff members, as well as those for potential staffers. At the most recent of the latter, last October as part of the union's stepped-up organizing effort, he conducted sessions on the preparation of organizing and bargaining bulletins.

Since joining TNG's headquarters staff in 1951, he has been credited with writing, editing and/or rewriting virtually each of the Guild's position papers.

A summa cum laude and Phi Beta Kappa graduate, in English, of Duke University, Baker first joined a union in 1946—the Baltimore local of the American Federation of Musicians (drums and washboard) and holds a life membership in it.

He is living in retirement in the same house that he and his spouse, Margaret (Peggy) Bretz Baker, moved into soon after they, with the Guild's international offices, came to Washington from New York in the mid '50s.

TNG President Charles A. Perlik, Jr., reported in a memorandum to the Int'l Executive Board the week after Baker's retirement that he will recommend elimination of Baker's title, created by Perlik in 1969 when he became president to take advantage of Baker's particular skills and circumstances.

Baker's Guild education responsibilities, and others, will be assigned to a new employee, now in the process of being hired, who will carry the title of director of education, Perlik said.



1951 Greensboro signing
Baker, (standing) bargained it

How Baker left the Sunpapers

Baltimore—Why, when Ellis T. Baker seemed "on his way up," did he quit the Sunpapers in 1949, then take a Guild job?

He "got the word . . . that in return for his Guild activities (local officer, bargainer, in-shop organizer) he was permanently ineligible for promotion," according to a 1983 column by James H. Bready, a Baker colleague at the Sun.

Fairfield firings draw union charge

San Francisco—The Northern California Newspaper Organizing Committee (NOCNOC) has asked the National Labor Relations Board to order the Fairfield Daily Republic to reinstate three employees who the union asserts were fired illegally for their efforts to win a contract with the paper.

NOCNOC, a group of San Francisco-area newspaper unions, including the San Francisco-Oakland Guild, was certified as the bargaining representative for the paper's 135 employees in a plant-wide unit following a March 8 representation vote. Subsequent efforts to bargain a contract covering the employees have been frustrated, however, and the NLRB, through its regional director, has charged the company with violation of federal labor law by refusing to bargain with NOCNOC.

Following issuance of the board charge on Nov. 28, Daily Republic employees and other area newspaper union members began a leafletting campaign in shopping centers to advise readers of the paper's unlawful practices.

While they found a receptive public, the company retaliated against the stepped-up union activity by discharging three of the union leaders, a representative said.

The union seeks reinstatement of the employees—a district manager, a driver and a circulation department clerical employee—on grounds that they were fired because of their union activity; an action prohibited by the National Labor Relations Act.

Brockton top up by $39

Brockton, Mass.—The top minimum for key advertising and editorial employees is raised by $39.84, to $498.84 a week, over the first two years of a new agreement between the Brockton Guild and the Brockton Enterprise.

The $39.84 increase for reporters, photographers and outside advertising sales employees comes in two steps, with the first, $18.36 a week, retroactive to May 3, and the second, $21.48, effective this May 2. The agreement, expiring in 1987, will reopen for bargaining on wages to take effect in May 1986.

The top minimum for district managers is raised by $35.66, to $446.54 a week, in increments of $16.43 and $19.23. Provision is also added for bonus payments for district managers to encourage new techniques for expanding circulation.

The company's payment to the pension fund is raised by $2.50 a week, to $10, and night differential is also raised by $2.50 a week, to $12.50.

Other increases and resulting new top minimums include:

Clerks, bookkeepers, telephone operators—Up by $22.17, to $277.61 a week, over the term.

Maintenance persons—Up by $31.75, to $397.52 a week.

Area representatives, librarian, computer operators—Up by $25.78, to $322.69 a week.



Anita R. Rynning
Leaving after six years

Lehr is replacing Rynning as TNG office manager



Pamela Lehr
New TNG office manager

Washington—Pamela Lehr has joined TNG's headquarters staff as office manager.

She is replacing Anita R. Rynning, who has held the position for the last six years. Rynning is leaving the Washington area and TNG employment at the end of January.

Most recently the administrative manager and assistant corporate secretary for a trade association headquartered in a Washington suburb, Lehr has a wide range of experience in office and personnel management, including conference planning, data processing and record-keeping.

Earlier, she worked as a music teacher in Denver and performed with a dinner theater chain in the Southwest.

Rynning came to TNG from the Graphic Arts Int'l Union where she was a political-legislative assistant. Prior to joining the GAIU staff she had held office-management positions on Capitol Hill.

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Penn State new home of the Mellett Award

University Park, Pa.—The Lowell Mellett Award—given for critical evaluation of news media performance—has moved to a new home, the School of Journalism at Pennsylvania State University here, and March 1 has been set as the deadline for entries in the seventh annual competition for the award.

"In a period when the media are the targets of a rash of irresponsible attacks, responsible media criticism is particularly crucial," said R. Dean Mills, director of the Penn State school.

"Thoughtful media critics act as watchdogs of the watchdog. By encouraging responsible journalism, they can strengthen support for the First Amendment," he added.

TNG President Charles A. Perlik, Jr., speaking as secretary-treasurer of the Mellett Fund for a Free and Responsible Press, which established the award, expressed the fund's appreciation to Penn State and Mills for assuming sponsorship of the award, which Perlik called "more relevant today than ever."

Perlik also said the Guild is proud to have played a part, through the Mellett Fund, in implementing Lowell Mellett's bequest to seek ways of increasing the press' responsibility without limiting its freedom.

The award was established by the Mellett Fund in 1978. The fund, currently being dissolved, was set up in 1966 through a bequest to TNG from Lowell Mellett, an editor and columnist who died in 1960.

Mellett, during a career spanning more than a half-century, was a columnist for the Washington Evening Star, editor of the Washington Daily News and of Colliers Weekly, an aid to President Franklin D. Roosevelt during World War II and a war correspondent for United Press during World War I.

The award—formally the "Lowell Mellett Award for Improving Journalism through Critical Evaluation"—recognizes contributions to the improvement of print and broadcast journalism through responsible analysis or critical evaluation. It also encourages new and innovative approaches to constructive journalism or media criticism that increases press responsibility without impairing press freedom.

Mills noted that the award is intended to honor the work of media ombudsmen, journalism reviews, news councils, journalism "watchdog" groups, constructively critical articles, books and broadcasts and academic and other research studies.

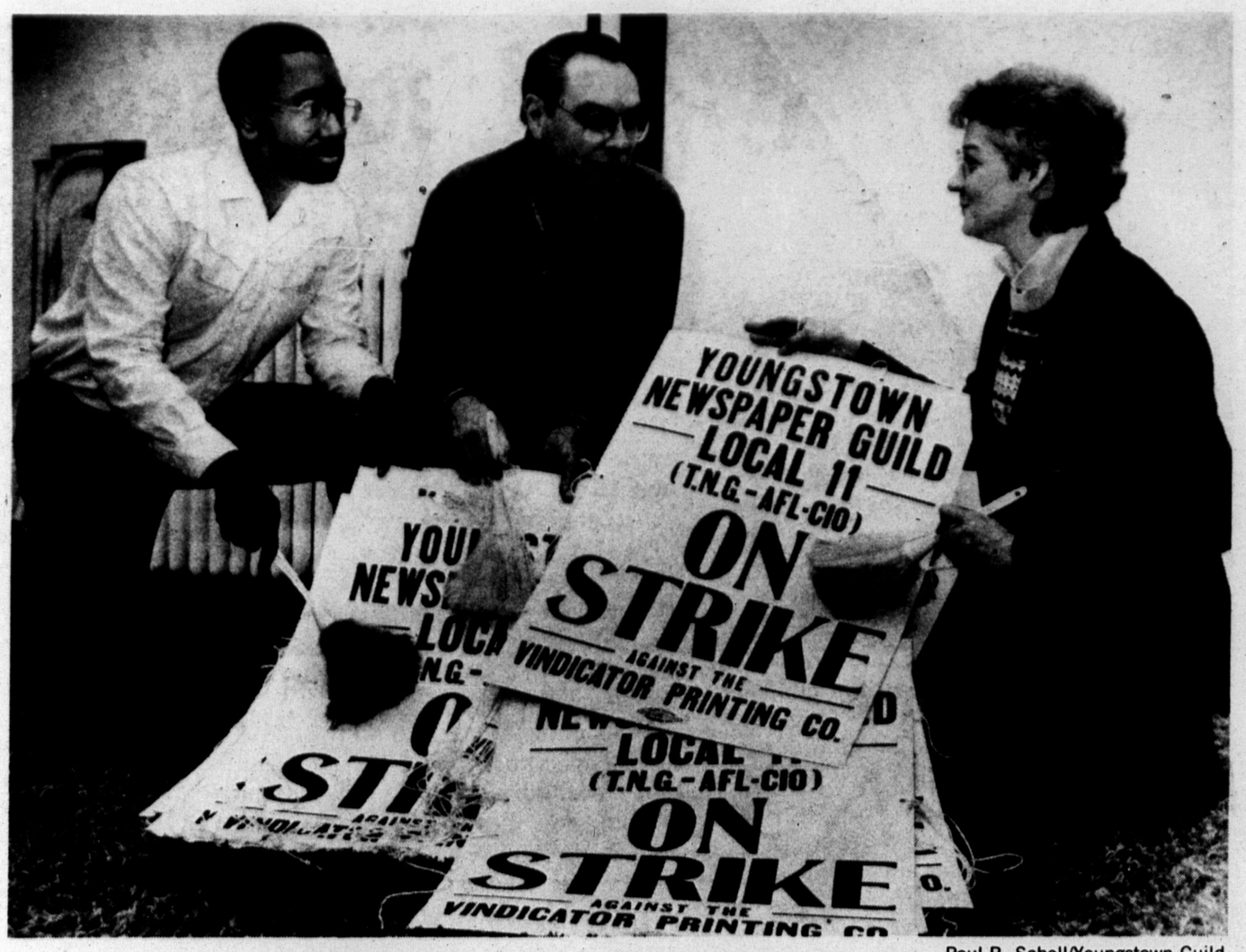
No other journalism competition is designed exclusively for media criticism, he pointed out.

Judges from academic and professional journalism review work from the preceding year in making the award. The 1985-award deadline is for submissions of work done during calendar year 1984. The competition is open to entries from both the U.S. and Canada.

Past Mellett Award winners have been: David Shaw, for media criticism in the Los Angeles Times; ABC News, for its "Viewpoint" programs; the St. Louis Journalism Review, twice; Walt Harrington of the Allentown Call-Chronicle, for critical examination of that newspaper company's role in a community controversy; A. Kent MacDougall of the Los Angeles Times, for evaluation of business-news coverage; and Stephen Hess, for his book, "The Washington Reporters."

In addition to creating the award, the Mellett Fund also financed six pilot community press councils and made grants-in-aid to doctoral-degree candidates.

The press council project led to publication of a book on the subject, "Backtalk: Press Councils in America," edited by William L. Rivers.



Paul R. Schell/Youngstown Guild

'Dust-up' in Youngstown?

Youngstown Guild bargainers dust off strike signs from previous bargaining crises in preparation for the possibility of a walkout at the Youngstown Vindicator. Guild and company bargainers have been meeting for 10 months, but an equitable new agreement has yet to materialize. Meanwhile, the second annual holiday dinner dance sponsored by the Council of Vindicator Unions brought together leaders of the paper's four unions and employees from the jurisdictions of each. Dusting off the strike signs are, from left, Ernie Brown of the Guild's executive committee; Jack Kennedy, local treasurer; and Marie Shellock, local president and a TNG vice president.

Zimmerman lays NLRB delays to internal conflicts

By James M. Shevis
AFL-CIO News unit
Washington-Baltimore Guild

BLAMESHIFTING and lack of collegiality characterize the current National Labor Relations Board and combine with other factors to tie the agency into knots, a just departed member of the panel has charged.

In an interview with the AFL-CIO News, Don A. Zimmerman said much of the delay in decision-making that has marked the Reagan-dominated board springs from within. He attributed part of the slowdown to divisiveness between Chairman Donald Dotson and other members, infrequency of board meetings, and to fingerpointing.

Zimmerman, a political independent whose Dec. 16 departure reduced the five-member board's membership to three, urged quick action to restore confidence in the panel that is charged with administering and enforcing basic federal labor law.

Board members have held only four meetings among themselves since the fall of 1983 and have had none since last May, said Zimmerman as he wound up his term. He contrasted the current pattern with previous boards which routinely met twice a week.

This has contributed to the staggering case backlog at the NLRB and has made it difficult to work out compromises to accommodate the views of individual members, Zimmerman observed.

"There might well have been more unanimity in board decisions over the last year and a half if there were more opportunities for board discussion of the merits of the cases," he said.

"It would also have been an opportunity to work for a consensus on the priority to be given particular cases. As it has been for many months, virtually all the work has been done on paper, with no contact among the board members at all."

The backlog of NLRB cases has shown a dramatic rise during the Reagan administration, a situation that has drawn considerable attention from several congressional oversight hearings and a great deal of publicity in the press.

Zimmerman said the backlog is now more than 1,200 unfair labor practice charges alone, down from a peak of nearly 1,600.

"There were only about 400 at the time I became a member, which was considered a serious problem then," he said. These are cases involving appeals from decisions of NLRB administrative law judges that are awaiting board decisions.

Zimmerman criticized Dotson's attempts to put the blame on him and member Patricia Diaz Dennis for the size of the backlog.

THIS SORT OF "fingerpointing" over which members were to blame for the backlog of cases has been divisive and reflects "the lack of the collegial process that used to exist at the NLRB," he said.

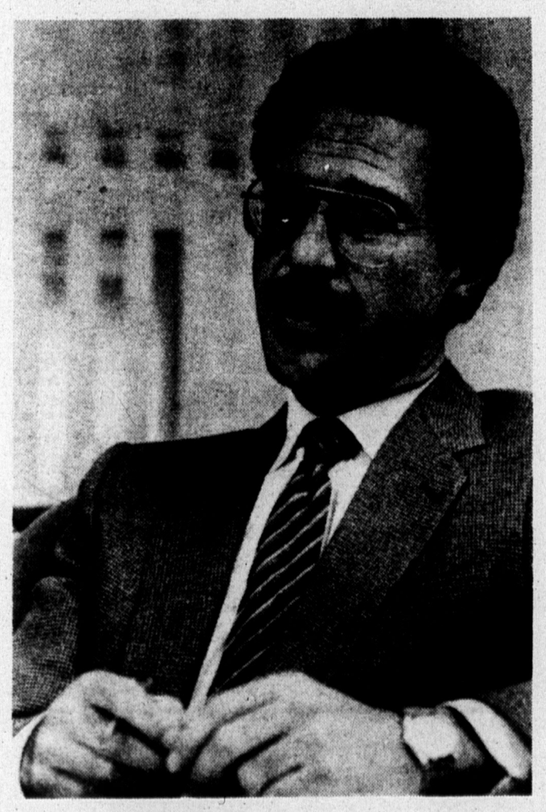
Looking back on his four and a half years on the NLRB, Zimmerman said that it has suffered from three problems, "some of its own making, some not of its making."

First, he said, "it has had to deal with the consequences of a breakdown in the appointive process." The White House has not named a replacement for Zimmerman or for Howard Jenkins, who left the board in August of 1983.

"I have had nine different colleagues in my short time on the board as compared to (former member) John Fanning who, in his 25 years on the NLRB, only had 18."

A second major problem, related to the first, has been the sharp increase in the case backlog, and the third has been the increasing criticism of the board from the nation's 12 circuit courts of appeals.

"The erratic changes in the composition of the board and the failure to have a five-member board for most of the five years (of Zimmerman's term) have been significant contributing causes to the backlog problem and the delay in deciding cases," he said.



Don A. Zimmerman
Reflects on NLRB's problems.

He recommended that the White House make a greater attempt to achieve a consensus on board appointments and that individuals be selected who are perceived by both labor and employers as being capable of rendering neutral decisions.

"I think that broke down in both the Carter and Reagan administrations," he said. "Both unions and employers depend on the processes of the National Labor Relations Act and shouldn't have to wait months and years for decisions and in addition have to suffer the consequences of unexpected decisions in board law."

ZIMMERMAN cited a number of other contributing factors to the case build-up.

One was a decision by the board's majority in early 1983 to "ice" all cases that involved a legal issue it wished to reconsider until a "lead" case arose on that issue.

"I don't have an objection in principle to the board selectively holding up decisions in areas it expects to change the law, but I think the board should have been far more selective than it was," he said.

"The cases 'iced' amounted to approximately half the backlog. . . . It would have been preferable, in my judgment, to have selected fewer cases and to have decided the rest according to existing precedent rather than hold up as many as they did."

Criticism of the board from appellate courts is inevitable, Zimmerman said, but the NLRB in recent years has seemed mired in inertia when the courts have differed with its interpretations of law.

"The board has . . . not responded as quickly as it might to adverse decisions of courts of appeal. And in some instances it has gone on for years and years adhering to its interpretation of the (National Labor Relations) Act in the face of sometimes uniform rejection by a number of courts," he said.

Summing up, Zimmerman said he hoped the board would examine itself closely and once again "act in ways that will bring it the respect that it has to have if it is to be an effective public agency."

Reprinted from the AFL-CIO News

Twin Cities . . . spells 'QWL' . . . b-a-r-g-a-i-n-i-n-g

By John Carmichael and Marilynn J. Taylor

FOR ALMOST A dozen years now, newsroom members of the Newspaper Guild of the Twin Cities and their managers at the Minneapolis Star & Tribune have been sitting down together to discuss work-related issues ranging from the need for bike racks to the selection of supervisors to editorial policy.

Just across the Mississippi River, Guild members and management at the St. Paul Pioneer Press and Dispatch have been meeting together regularly since 1983.

We call this process of communicating and problem-solving "worker participation" (or in the more loaded newsroom shorthand, "worker par"). This article describes the Guild's approach to labor-management co-operation at these newspapers.

The worker participation project at the Star & Tribune was one of the first—and still is one of the few—quality of work life programs in the newspaper industry. But most of the Guild members involved in it seldom think of it as unique or unusual. It has evolved into an integral element in the relationship between the Guild and management, a process and a structure that has survived a strike, a merger and dramatic management changes. In large part, it has reached this state because it is an extension of collective bargaining.

When the Guild proposed worker participation in the 1972 Minneapolis contract negotiations, management initially rejected it. But by the time the contract was signed, worker participation was part of the agreement.

The new provision called for the establishment in each newsroom of joint labor-management committees made up of the top managers—from the editor on down—and of about ten Guild members, representing distinct constituencies and elected annually by each paper's Guild employees. When the Star and the Tribune were merged in April of 1982, the Worker Participation Committees also were merged.

The committee meets at least monthly to take up noncontractual matters. Meetings are open to all and all staff members get minutes of each session so they know about worker participation activities. They can communicate their concerns and ideas directly to the committee at its meetings or through their representatives.

Most issues are handled by the full committee but if the matter involves extensive study and research, such as the design of a job performance review program, a subcommitte may be designated to do the legwork.

For the first couple of years, the committees of the two papers worked on primarily housekeeping issues, such as expanding parking facilities, providing bike racks and improving the office environment. These were modest projects, but they were not a bad way to start. They enabled Guild and management members to develop a sense of each other with the committee and to learn how to use the process. The benchmark accomplishment at this early stage was the Guild's establishment of a role for itself in the selection of supervisors.

The committees' focus gradually grew to encompass more substantive issues.

A major turning point was a study of the news content and mission of the morning Tribune. This was a very ambitious project in scope and in depth. The mission of a newspaper is usually a policy decision handed down from on high, but this time an attempt was being made to determine it jointly. The project succeeded admirably; the mission and several changes recommended by the committee were accepted and enacted by management.

The Star's committee took on an even bigger task in 1978: examination and redesign of every aspect of the afternoon paper, from its editorial philosophy to allocation of its physical and fiscal resources.

Both committees also were instrumental in co-ordinating the introduction of computer technology in the newsrooms, designing job performance review systems, installing a psychiatric counseling program and developing policies on confidentiality of news sources and the use of freelance work.

There were forums, too, for discussion and action on dozens of other issues: use of additonal news space; seminars on newspaper law; orientation programs for new employees; staffing needs and allocations; criteria for the selection of the editor; minority hiring policies; promotion campaigns and advertising policies; and by-line and outside-work policies.

SINCE THE MERGER of the Minneapolis papers, the Worker Participation Committee has functioned primarily as a communications vehicle, a place where the staff can question the new management about its direction and policies. The committee's activity has plateaued into a more mechanical mode, with both Guild and management approaching it more reactively than actively in terms of problem-solving. In part, this has happened because the new managers who came after the merger have not had the experience with the process that the old ones did.

The commitment of Guild members has not lessened, however. In fact, when elections for committee representatives were held in January of 1984, interest among the staff was quite high and several seats were contested. There is a tenacity here that might be surprising given the blows the process absorbed in recent years. Even when a case could have been made to give it up, Guild members refused to quit because worker participation remains their only forum between contracts for raising questions.

And it appears that the value and success of the newsroom committee has not gone unnoticed by the newspaper's top management. In a move that was ironic compared with the situation eleven years earlier, management came to the bargaining table in 1983 with a proposal to start a Worker Participation Committee with Guild members in the circulation department. Work is now underway to get this committee off the ground.

SIMILAR COMMITTEES are now established at the St. Paul Pioneer Press and Dispatch, where the Guild represents newsroom, circulation, advertising and clerical employees.

The Guild bargained worker participation language into the St. Paul contract in 1976, but it was far less formal and structured than the Minneapolis language. The result was Guild-management committees in the editorial and circulation departments that had no consistent structure and met only on an ad hoc basis, usually whenever the Guild had a complaint about something.

This situation started to change in 1981 when a rising tide of job dissatisfaction swept through St. Paul clerical employees. Management responded to their complaints by evoking the 1976 agreement and suggesting, the establishment of a labor-management communications program, consisting of a joint steering committee and two standing smaller committees. Through this program, Guild members and managers have tackled such issues as office environment, job rotation, career advancement, planning of a new office building and production questions.

Changes also were occurring in the newsrooms about this time. A new executive editor came to the papers whose stlye reflected the emerging participative approach of top management. By early 1983, a joint labor-management committee, composed of eight Guild newsroom employees and six managers, was meeting regularly.

Within a year the decision had been made to merge the two St. Paul papers and the committee was dealing with the huge task of trying to effect it with the least possible disruption and pain.

St. Paul's management had watched the devastation resulting from the surprise merger of the Minneapolis papers and had decided that that was not the way to do it, that the employees ought to be informed and involved. It turned to the newsroom labor-management committee, which resolved such critical issues as job assignments for the merged staffs, shift reassignments and the apprehensions and fears of all.

The result was positive for all parties. The executive editor praised the committee for its work in facilitating the merger saying its role was very important in making it go smoothly and its success made him a believer in the process. Having been through this, he said, he did not see how anyone could manage in any other way.

Other QWL programs, no doubt, can boast similar accomplishments, especially in job design and technology, but unlike many of them, in ours neither the Guild nor management had productivity as a goal. This may reflect the type of employee the Guild represents here: most are well-educated and already have significant autonomy in their work so they tend to be concerned more with policy issues, such as news judgment, than with quantity issues.

The extent to which worker participation has reached into policy matters and has been accepted can also be explained in part by the relative similarities between labor and management. There are few if any class or cultural distinctions between them. Managements respect staff members' ideas and recognize their abilities. Because the bargaining units extend up into such positions as assistant city editor, the newsrooms' structures have fewer hierarchial levels than many other places.

We see trust and commitment as no more vital than in any other aspect of bargaining

In addition, the editors have the authority to make decisions on the vast majority of issues that arise in worker participation. This is not always the case with managers in other industries. That authority is at the heart of the autocratic structures that mark most newspapers, but the difference here has been that for the most part, the editors with whom we have worked have seen the advantages of worker participation.

The example was set early on by the Tribune editor who had just come to the paper when the proposal for worker participation was on the bargaining table. He realized how it could help him establish a relationship with the staff and his support for the project was instrumental in winning management's agreement.

The editor's personality and commitment to worker participation has an enormous impact on the tone and texture of the committee and on what it will be able to achieve. The current editor of the Minneapolis paper has approached the project tentatively and that uncertainty is reflected in the more mechanical operations of the committee.

This is not surprising, since worker participation is not just the Guild's forum. Both sides must have a sense of ownership in the process and that sense often is achieved only over time. One thing we have learned in all these years is that patience is primary to making worker participation work.

WE TURNED TO worker participation in 1972 because our members wanted more power and more voice in issues outside of just how they did their jobs. There were few models to look to then, no consultants and no training, so the Guild approached worker participation from the path with which it was most familiar and comfortable—collective bargaining. With the full backing of its members, the Guild initiated the idea of worker participation, proposed it formally at the bargaining table, then chipped away at management resistance until it finally was written into the contract, like any other benefit.

This was a natural approach for us, because we view worker participation first and foremost as another dimension of collective bargaining.

Many theorists talk of QWL as involving co-operation, mutual interests and mutual trust. We have never thought in those terms. Though we recognize the value of trust and commitment, we do not think of them as vital—at least no more vital than in any other aspect of collective bargaining. The level of trust in worker participation varies from high to low and back again; it is seldom static. When trust is high, the process seems smoother, the progress faster. But even at the lowest ebb of trust, the process continues.

We see significant similarities between worker participation and integrative bargaining, and we agree with the assessment of the value of trust that Richard Walton and Robert McKersie make in *A Behavioral Theory of Labor Negotiations:* "Some caution is required on relating conditions of trust and support as a precondition to the process. . . . There is no clear evidence that a completely harmonious context is the one most productive for problem-solving."

This does not mean that we approach worker participation with an adversarial, belligerent attitude; rather we come to it with the same attitude that frequently marks a healthy conventional bargaining relationship: with trust in and commitment to the idea and the process. For us, this had proved to be a more realistic attitude.

When we started out, the bargaining table seemed the most logical place to go for power, even if it was to be just a watt or two more. Labor union tradition dictates that if you want something, you get it in the contract. Our members—and we think this is true of other workers—are philosophically more comfortable with problem-solving when it is approached from the collective-bargaining stance. Especially in the beginning, they were skeptical about a "partnership" approach.

The collective bargaining philosophy also led us to have reasonable expectations. It took us more than forty years to achieve one of the best contracts in the industry; we accepted that it also would take time and effort to achieve significant accomplishments in worker participation. Our expectations were, if anything, low—not because we lacked enthusiasm or commitment to the idea, but because we applied to worker participation the same pragmatism we apply to contract negotiations. In addition, the collective bargaining philosophy gave us access to familiar tools and resources for solving problems.

Worker participation comes out of collective bargaining but it goes beyond it to address issues that do not fit into the conventional contract, such as editorial policy, budgets and product promotion. This division is very important, though not always obvious or easy to maintain.

Two editors at different times sought to have the Worker Participation Committee in Minneapolis develop an ethics code for the newsroom staff. On the first occasion, the committee agreed to study the matter, but Guild members then decided that the issue belonged on the conventional bargaining table because violation of such a code could result in disciplinary action, a contractual matter, and withdrew from the project. The second attempt reached the same end.

We understood from the start that we could not expect to gain total control over decision making, so we agreed that if consensus could not be reached, management would make the final call. As it has worked out, decisions do tend to be made by consensus, not fiat. And neither side always gets what it wants.

Worker participation is not a smooth progression of activity and accomplishments, however. It has crests and troughs, peaks and plateaus. But at each of those levels and in between, our worker participation system has continued to work.

THE MERGER OF the two Minneapolis papers threw all normal operations into disarray and held the most potential of anything so far for destroying the project, but one of the first orders of business was to form a merged committee and get back to work. This alone indicated solid support for the process by Guild members.

Even more tangible proof comes out of a survey of newsroom members in Minneapolis and at the St. Paul papers. The survey was conducted a bare three months after the 1982 merger and just as the first steps were being taken in St. Paul toward building a structured worker participation program.

The purpose of the survey, part of a study of Quality of Work Life programs by Thomas Kochan, industrial relations professor at the Massachusetts Institute of Technology, was to evaluate the process and assess its impact on the Guild.

More than 80 percent of both Minneapolis and St. Paul members expressed satisfaction with the Guild's overall effectiveness as a union. Minneapolis members, however, rated the Guild significantly higher than did St. Paul members on several QWL and strategic issues: e.g., getting management to listen to workers' suggestions; representing workers' interests in management decision making; getting workers a say in the business; and helping make jobs more interesting.

The MIT survey report concluded that the Worker Participation Committee "is an important channel for union influence" and "has proven to be an effective supplement to the collective bargaining process."

WE MAINTAIN THAT it is not just a supplement to collective bargaining, but a part of it. Through worker participation, we have increased and bettered communication between workers and management, solved problems, introduced innovations and built a structure that is both flexible enough to weather trauma and solid enough to last. Those certainly are aspects of collective bargaining.

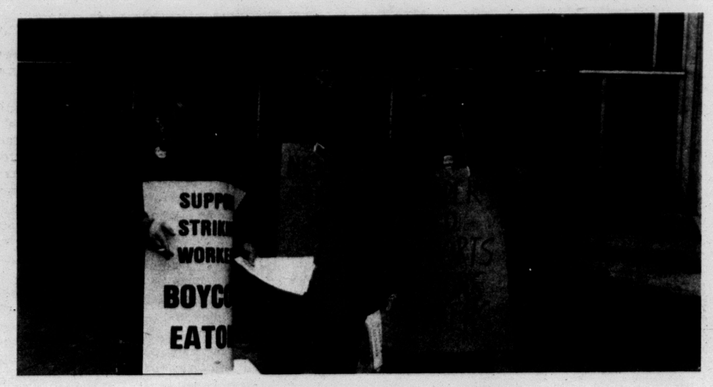
There may be many paths to industrial democracy. We picked this one because it seemed to be the only one open to us at the time. While our system has its flaws and weaknesses, we find that compared with other programs it has kept up with the pack and even outdistanced a number.

We hope worker participation will grow even more sophisticated, but whatever happens, it has carried us a few steps toward more power for the workers and that's a respectable distance.

John Carmichael is executive secretary of the Twin Cities Guild. Marilynn J. Taylor, a former chairperson of the local's Minneapolis Star and Tribune unit, currently is director of the Research and Education Division of the Minnesota Dept. of Labor and Industry.

This is reprinted from a recent publication of the U.S. Dept. of Labor—"Labor-Management Co-operation: Perspectives from the Labor Movement"—containing 18 pieces reflecting the views of union leaders at several levels on various forms of labor-management co-operation.

The 77-page anthology is available at no charge from the Bureau of Labor-Management Relations and Co-operative Programs, Room N5677, U.S. Dept. of Labor, Washington, D.C. 20216.



SONG backs Eaton's strikers

Southern Ontario Guild members join a picket line at Toronto's Eaton Centre to show solidarity with some 1,500 Eaton's employees striking six of the company's department stores for union recognition and an initial contract. The strikers, mostly women, are members of the Retail, Wholesale and Department Stores Union. The Canadian Labour Congress has called for a consumer boycott of all Eaton's stores in an effort to "bring the company to its senses and make it decide to treat its employees with the respect they deserve." SONG members, from left, above: Katie FitzRandolph, at-large; Tim White, Star unit; and Martin Mittelstaedt, Globe and Mail unit.

Officers register for seminar

Washington—Leaders of ten Guild locals in the U.S. and Canada had reported by Jan. 10 that their unions were intending to send participants to TNG's fourth residential seminar for new local officers, again scheduled for the Washington's Birthday holiday weekend, Feb. 15-18.

Eight of the locals were sending two participants each.

Also again scheduled at the George Meany Center for Labor studies in suburban Washington, the seminar will open Friday evening, the 15th, and close at noon the following Monday, the 18th.

In between there will be sessions on local administration, bargaining, contract enforcement, organizing, safety and health, women's and minority rights and an opening evening discussion of the Guild's present and future.

All locals—small and large—have been reminded that Feb. 4 is the deadline for TNG to confirm reservations to the center. Even locals which can not complete local authorization procedures by that date, should call or write TNG to inform it of those intentions, David J. Eisen, director of Research & Information, said in "a gentle reminder" letter to locals.

The program, now in its fourth year, is designed primarily but not exclusively for new officers of smaller locals without professional staff. TNG subsidizes part of the room, board and travel expenses of one participant each from such locals, Eisen wrote in his letter.

In its first three years, more than 82 percent of the Guild's smaller locals have participated in the program, several sending more than one participant to one or more of the first seminars.

Sessions again will be led by TNG staff members and consultants, including Ellis T. Baker, who retired Jan. 1 as TNG director of administrative operations. It primarily was Baker who conceived and set up the seminars.

Members of TNG's field staff will join the seminar for some of its sessions, and labor's troubadour, Joe Glazer, again will lead an evening of Guild and other labor songs.

Bruno fills Denver staff position'

Denver—Barbara J. Bruno, an attorney with more than 15 years experience in organizing, bargaining and contract enforcement—the latter two for management as well as unions—is the Denver Guild's new full-time executive director-general counsel.

She was hired for the retitled and expanded position by the Guild's executive board in November. The post had been vacant since last spring when Victor Ciuccio resigned after five years as the local's administrative secretary to become the Graphic Communications Int'l Union's director of contracts research.

Bruno spent two days early in January at TNG headquarters in Washington meeting the international union's officers and administrative employees and discussing with them TNG policies and procedures.

A native of the Boston area, where she earned nursing, master of business administration and law degrees, Bruno was hired by the Denver Guild after working more than a dozen years in the Washington area, most recently as a labor-management consultant and manager for the regional public transit authority.

She also was executive director of the union representing the National Education Assn.'s 600 employees and a representative of the American Federation of Government Employees.

With the AFGE she bargained national contracts covering employees of a branch of the Defense Dept., the Small Business Administration and the Social Security Administration and represented the union in arbitrations against the Dept. of Labor, the General Services Administration and the Defense Dept.

She represented the NEA staff in major arbitration decisions upholding its contract's restrictions on contracting-out and upgrading one group of employees on the basis of the "comparable worth" of their work to that of another group.

Before going to Washington, Bruno had worked in contract compliance for the Environmental Protection Agency's Boston office, where she helped organize her co-workers into an AFGE local, had been the business manager of a heavy construction company and a supervising nurse in a Boston hospital.



Barbara J. Bruno
Denver's executive director-general counsel

Field's back in Chicago, Time's out

Chicago—Time Inc. is out of the newspaper business and Marshall Field is back in it.

Time has sold its last newspaper property, the Pioneer Press group of 30 suburban weeklies, to the Field Corp., formed by Field recently to buy and manage communications businesses.

Field until the end of 1983 was co-owner of Field Enterprises and publisher of the Chicago Sun-Times. The corporation was dissolved and the Sun-Times sold to Rupert Murdoch.

Purchase price of the weeklies, which have a circulation of about 160,000, was reported to be in the $25-to-$30-million range. Forbes magazine reported the weeklies' 1983 profits were "about $1.5 million on revenues of $12 million."

The Chicago Guild represents the editorial and production department employees of Pioneer Press.

TNG urges locals to join VDT drive

(Continued from Page 1)

In some of the states the effort will aim for safety-standard legislation, in others for regulatory action or purchasing guidelines and in still others for "right-to-know" legislation to guarantee VDT operators "basic information about the equipment, the work station and changes in their jobs as a result of office automation," Sweeny said.

In some of the states the drive may aim for more than one kind of action simultaneously.

At the same time, Sweeny and Nussbaum unveiled a model VDT safety bill that differs little in most respects from TNG's own model legislation.

The 9 to 5 model in its initial form, however, does differ in at least two important aspects from TNG's model, Eisen pointed out, adding that while "we have been informed that a memorandum changing them is soon to be sent out," locals should be aware of them "lest they creep into bills being drafted."

One of the two would limit VDT use to 50 percent of the working day, "a provision that would create incalculable problems for operations such as Guild departments where all work is done on VDTs," Eisen wrote.

The other would require temporary transfers of VDT operators "wherever necessary to prevent impairment of reproductive health," rather than for the customary proposal to allow pregnant operators to transfer to other work upon request.

The 9 to 5 dratt-provision would establish a requirement "impossible to meet on the basis of present scientific knowledge," Eisen wrote. Pregnancy transfer provisions "will not serve their purpose . . . unless worded to say what they mean," he added.

Like TNG's model bill, 9 to 5's would set minimum standards for VDTs themselves—such as detachable key boards, operator adjustable brightness and contrast controls and tiltable screens—workplace lighting controls and levels, operator-adjustable furniture, machine maintenance, emissions testing and shielding, and regular employer-paid examinations of operators' eyes.

Nussbaum noted that employers and manufacturers in the United States have opposed mandatory safety standards as unweildy.

"We find it strange that standards such as those we have proposed have not proven cumbersome in other countries, among them some of our stiffest international competitors," she said.

She pointed to West Germany, with standards she called "among the toughest in the world," and to Japan, which she said has just promulgated guidelines calling for hourly rest breaks, proper lighting, adjustable equipment and periodic health examinations for operators.

"We find it even stranger that, in order to enter foreign markets with strong safety and health standards, U.S. computer manufacturers manage to build superior and safer VDTs—for export only," Nussbaum charged, adding:

"Clearly these same manufacturers are waiting to be told they must observe the same consideration for the health and safety of U.S. workers."



"God, I'm so damned sick of peacekeeping."

N.Y. Guild prize winner

This starkly drawn cartoon by Paul Rigby for the New York Post won the award for best editorial cartoon in the New York Guild's 1984 Page One competition. Caption reads: "God, I'm so damned sick of peacekeeping." In all, there were 23 awards in a total of eight categories.

San Jose files for group of 100 at Gannett-chain's Salinas daily

Salinas, Calif.—The San Jose Guild has petitioned the National Labor Relations Board for certification as bargaining representative for more than 100 employees of the Gannett chain's Salinas Californian.

The group encompasses all employees of the 23,000 evening daily except those in the composing room, who are represented by a Typographical Union local.

The Guild on Dec. 26 petitioned the NLRB for bargaining rights on behalf of the paper's advertising, circulation, accounting, editorial, mailroom and pressroom employees after a substantial majority of the employees signed Guild membership application cards.

Five days later, the Guild filed unfair labor practice charges with the NLRB against the company, alleging that it illegally had fired one of the in-plant leaders of the organizing effort two days after the petition was filed because of his union activity.

The employee, a credit-checker in the accounting department, was discharged over the telephone while he was at home ill. He was fired, he said, by the Californian's publisher, Toni Wiggins, herself when he responded to a message to call his supervisor, the daily's controller.

"You should have known that your union activities would get you into trouble," Wiggins allegedly told the employee. In a subsequent memo to all employees, Wiggins claimed that the credit checker's firing was proper, claiming it is "against the law for any manager . . . to affiliate him or herself with any organizing activities in any manner." The company called the discharged credit-checker, its only employee performing that function, its "credit manager."

Enquirer voters affirm Guild unit

(Continued from Page 1)

Under the by-law revisions being proposed for approval by the enlarged membership of the Cincinnati Guild, the local would be governed by a 12-member executive committee made up of four officers elected at large, four from the Post unit and four from the Enquirer unit.

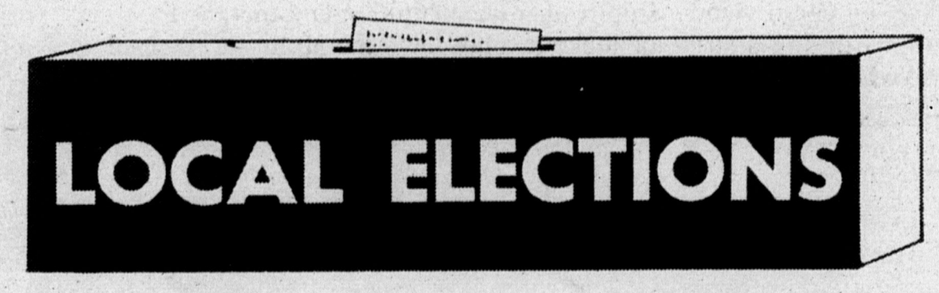
Reporter top minimum under the EEEPA contract which expired last Feb. 29 was $585 a week which, at the time of the Guild affiliation vote in December of 1983, was $15 higher than the reporter top minimum under the Guild's contract with the Post. The Post rate has since risen to $600 a week under the Guild-Post contract, which expires at the end of this February.

Kingston petitions for 4 in circulation

Kingston, N.Y.—The National Labor Relations Board will supervise an election Feb. 13 among four outside circulation employees of the Kingston Daily Freeman to determine if the Guild should be certified as their bargaining representative.

The local filed a representation petition with the board after the company refused its request to bargain on wages for the four employees, hired to distribute the daily in an expanded circulation territory.

The local has a contract covering the paper's inside and outside circulation employees as well as those in the advertising, business office, editorial and maintenance departments.



Gary

Robin Fornoff, president; **Eleanor Kotso,** 1st vice president; **Louise Tucker,** 2nd vice president (Tucker, 56; Barbara Thomas, 28); **Shirley Clark,** secretary; **Ernestine Hall,** treasurer (Hall, 48; Larry A. Bretts, 35).

New York

Barry Lipton, president; **Tom Pennacchio,** secretary-treasurer; **Peter McLaughlin,** chairperson; **Bert Atkinson,** 1st vice president; **David Mulcahy,** 2nd vice president; **Clara Bennett,** 3rd vice president; **Tom Keenan,** representative assembly chairperson.

Pacific Northwest

Gil Bailey, president; **Kris Sherman,** vice president; **Dick Hubbell,** secretary; **Wayne Cahill,** treasurer.

Portland

David Langzettel, president; **Mike Millett,** vice president; **Elwood B. (Woody) Bigelow,** secretary; **Sharon Bickford,** treasurer.

St. Louis

Robert C. Holt, Jr., president; **Roy Cummings,** 1st vice president; **Dave Ramer,** 2nd vice president; **Becky Avett,** secretary; **Roger Kaufhold,** treasurer.

San Francisco-Oakland

Roberta Simons, president; **Margaret Binkley, Veria Lewis, Floyd Tucker,** vice presidents; **Pam Valencia,** recording secretary; **Terry Link,** treasurer; **Doug Cuthbertson,** executive secretary.

San Jose

Russ Cain, president; **Bill Ernst,** vice president; **Frank Sweeney,** secretary-treasurer.

Victoria

Joe Ravick, president; **Bob Palmateer,** 1st vice president; **Pat Murphy,** 2nd vice president; **Kathy Small,** secretary; **Pat Turnbull,** treasurer.

Washington-Baltimore

Ernest R. Mercer, presdient; **Connie Knox,** vice president; **Lois Reed Munday,** secretary; **Candice Johnson,** treasurer.

Wire Service (U.S.)

William Morrissey, president (Morrissey, 403; Peter Bolioli, Jr., 364); **William Gillen,** AP vice president; **Arthur McGinn,** UPI vice president; **Adolphe Bernotas,** AP delegate; **Drew Von Bergen,** UPI delegate; **Dan Carmichael,** secretary-treasurer.

Organizing fund backs two more local staffers

(Continued from Page 1)

levied to finance an expanded Guild-wide organizing effort.

The Washington-Baltimore Guild has hired both an organizer and an additional clerical employee for an effort that is being concentrated on organizing the nearly 1,000 nonmembers in the two largest groups of employees covered by Guild contracts, at the Washington Post and the Bureau of National Affairs.



Sandra Polaski
Organizer joins WBNG staff

Sandra Polaski was to join Washington-Baltimore's staff Jan. 14 after nearly nine years as an organizer, bargainer, contract administrator and staff trainer and supervisor for the United Electrical Workers.

As chair of that union's Westinghouse Conference Board since 1981 she was responsible for its national contract with Westinghouse and for organizing at the company's nonunion locations.

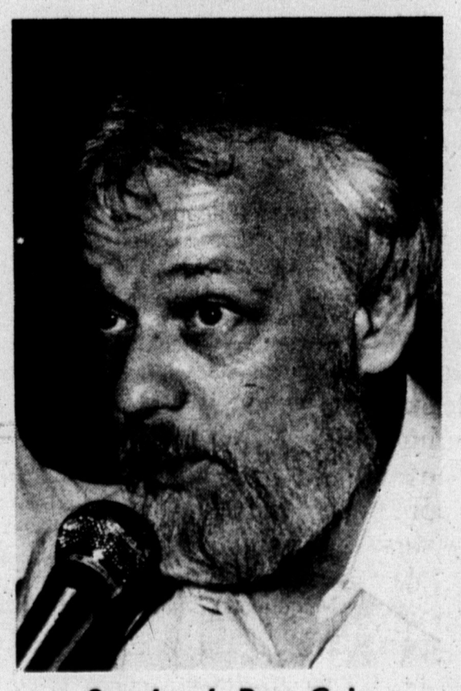
Holder of a master's degree in English from the University of Wisconsin, she played a key role in organizing 400 co-workers at an electronics components factory near Boston before joining the UE staff in 1976.

Her salary and that of a clerical assistant are being subsidized by TNG for at least six months.

Meanwhile, in San Jose Russ Cain, president of the Guild local there, was put on its staff Jan. 8 to assist newly organized employees of Gannett's Californian in nearby Salinas secure recognition of the local as their bargaining agent [See 'San Jose files for group of 100 . . .', above].

Cain, a photographer with the Monterey Peninsula Herald, was the key in-plant leader there in 1973 when its advertising, business, circulation, editorial and maintenance employees joined the San Jose Guild.

Now, on his time off from the Herald, he has been assisting in-plant Salinas leaders since they first indicated an interest in organizing.



San Jose's Russ Cain
Joins staff to aid Salinas group

Cain was among the local leaders who participated in a four-day training session for prospective organizers at TNG headquarters in October.

Howard U. media forum set

Washington—Howard University has set for Feb. 14-17 its 14th Annual Communications Conference and again is scheduling recruiters, exhibits and speakers for the minority students interested in newspaper, broadcasting and advertising jobs who are expected to attend.

Opening session speaker will be John H. Johnson, head of the chain of black-oriented magazines bearing his name.

MILWAUKEE CHARGE SETTLED

Leader restored to business beat

Milwaukee—Milwaukee Guild President Jack Norman will be a business-page reporter on the Milwaukee Journal again beginning Feb. 4 under the terms of an agreement by the Journal Co. in a settlement of an unfair labor practice charge the local lodged against the company last summer.

The charge was filed when the company transferred Norman from the business page to general assignment shortly after his election to head the re-chartered Guild local.

The company said that it ordered the transfer out of "concern" that his "visibility as a union president might unduly harm his credibility as a business reporter and might harm the credibility of the business news section," as well [Guild Reporter, August 24].

Norman was elected local president after editorial and library employees of the Journal and Sentinel voted for Guild bargaining representation in a June 1 election supervised by the National Labor Relations Board.

In the agreement reinstating Norman to his business page assignment with seniority and other rights unimpaired, the company also pledged not to take any action against any employee "because of your sympathies for or activities on behalf of the Milwaukee Newspaper Guild."

A notice setting forth the details of the agreement was posted in the plant for a 60-day period beginning Jan. 7.


IN 1985 ALWAYS TAKE TIME TO
Look for the Union Label!
Union Label and Service Trades Department, AFL-CIO

Most find jobs after weeklies fold

Vancouver, B.C.—All but a few of the 17 advertising, circulation and news employees of the Coquitlam Herald and Maple Ridge Gazette represented by the Vancouver-New Westminster Guild have found new jobs following the weeklies closure in October, a Guild representative has reported.

Ross Dunning, publisher since taking over from another member of his family in July of 1983, blamed the papers' closure on "labor costs, reduced advertising revenue and debts incurred by the previous management," the Vancouver Sun reported. He also said he has tried but failed to find additional financing for the pair of weekly papers.

He told the staffs of the papers' closure on the day the final edition of the Herald was published. the last Gazette had been published the day before.

Order premature, two locals tell board

The New York and St. Louis Guilds have advised National Labor Relations Board officials that it would be premature to attempt to comply with orders to expunge constitutional prohibitions against membership resignations in the face of strikes since an appeal from a similar order involving another union is before the Supreme Court.

In cases stemming from strikes at the New York News, the New York Times and the St. Louis Post-Dispatch, the NLRB has ruled that a ban on Guild membership resignations during a strike or lockout or "when a strike appears imminent" is illegal under federal labor law.

U.S. circuit courts of appeal have split in ruling on similar cases involving other unions in other industries. Briefs have been filed in the Supreme Court and a decision may be forthcoming as early as this spring.

The New York and St. Louis Guild's also have pointed out to the NLRB that the prohibition against resignation from Guild membership in the face of a strike or lockout is contained in TNG's Constitution and that the locals do not have the ability in themselves to expunge it.

Kihss, 'last of Titans,' dies at 72

New York—Peter Kihss, whose distinguished reporting career and Guild membership spanned a half century, died of a heart attack Dec. 28 at the age of 72.

Long an unelected leader in the New York Guild, Kihss had retired from the New York Times in the summer of 1982 amid accolades ranging from "consumate reporter" through "last of the Titans of his era."

Last year he served as chairperson of TNG's Heywood Broun Award committee but declined reappointment this year due to ill health.

"Now, thanks to the Guild," he told last year's Broun Award luncheon guests, people can afford to work for the industry once described as "the only place you can have so much fun for so little money."

Kihss joined the Guild in its early days, in 1934, while working for the Washington Post. He also worked for the Associated Press, the New York World Telegram and the New York Herald Tribune before going to the Times, where he worked the 30 years before his retirement.

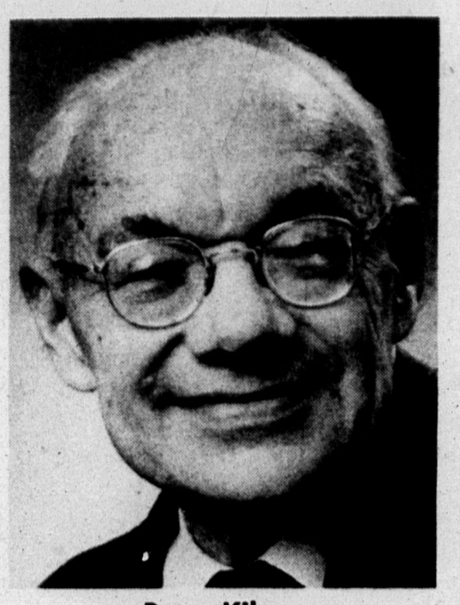
He covered an astounding variety of subjects, including presidential campaigns, state and city government, police, labor, education, show business, the United Nations, the Supreme Court, the atomic bomb, U.S. Nazi spy trials and Israeli independence.

On Nov. 9, 1965, when a power failure left much of the Northeast in darkness "it seemed only right" for a Times metropolitan editor "to call on Peter Kihss, his best reporter, to do the story," Robert D. McFadden of the Times recalled in the paper's Dec. 30 report of Kihss' death.

The editor, "candle in hand—groped his way through the newspaper's darkened newsroom. 'Peter,' he called. 'Peter'," McFadden recounted.

"It was a monumental task of news gathering and writing, done by flickering candlelight . . . under crushing deadline pressure," but the next morning's papers carried an "astonishingly comprehensive, analytic and dramatic account of the blackout," McFadden wrote, calling the episode "a typically distinguished Peter Kihss performance."

The Fund for the City of New York has established an award in Kihss' honor for outstanding reporting on the city government. He was the first recipient of the award, one of many presented him throughout his career.



Peter Kihss
At work before retirement.

"A tall, stoop-shouldered, baldish man with a nimbus of gray hair," McFadden described Kihss as looking "more like an Old World clockmaker than one of the nation's most distinguished reporters."

Kihss is survived by his wife, Alice, two children and one grandchild.

Average starting minimum for reporter nears $350

AVERAGE MINIMUM wage rate for beginning reporters and photographers on daily newspapers and major wire services under Guild contracts in the United States, Canada and Puerto Rico as of Jan. 1 was $347.80 a week, according to data from TNG's Collective Bargaining Dept.

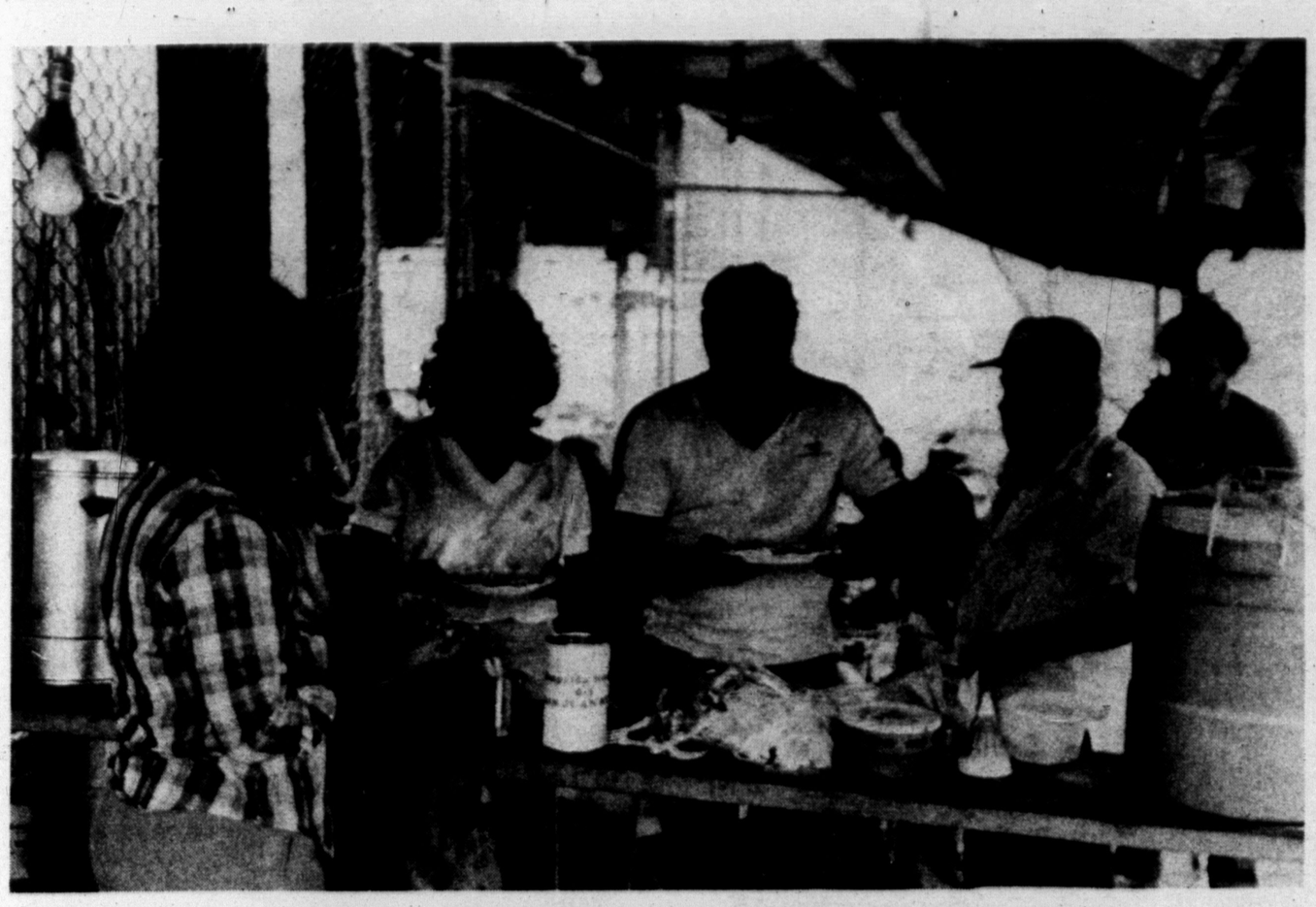
The average was $23.15 higher than 13 months earlier.

It was computed from the starting minimums—weekly wages guaranteed persons who go to work as reporters or photographers with no creditable experience—in 126 contracts covering 138 dailies and six major wire services.

A starting minimum of $400 or more a week was guaranteed under 28, or 22 percent, of the contracts. In 54, or 44 percent, the rate was $350 or more per week, and in 82, or 65 percent, the minimum for beginners was $300 a week or more.

New York Times	$814.26
New York Daily News	701.61
New York Post	602.40
Montreal Gazette	499.00
Chicago Sun-Times	497.30
Reuters (U.S.)	488.24
Hamilton Spectator	474.00
Honolulu Advertiser	473.00
Honolulu Star-Bulletin	473.00
Victoria Times-Colonist	463.76
Hilo Tribune-Herald	462.61
Vancouver Sun and Province	456.90
Seattle Post-Intelligencer	450.00
Seattle Times	450.00
Toronto Star	447.13
Ottawa Citizen	442.32
Canadian Press	440.84
Reuters (Canada)	423.59
San Francisco Chronicle and Examiner	419.43
San Mateo Times & News Leader	419.43
Santa Rosa Press Democrat	419.43
Eugene Register-Guard	417.90
Windsor Star	412.54
Royal Oak Tribune	410.50
San Jose Mercury-News	406.39
Toronto Globe & Mail	401.71
St. Louis Post-Dispatch	401.27
Denver Post	397.00
Denver Rocky Mountain News	397.00
Detroit News	396.84
Detroit Free Press	395.14
Manchester Union Leader	394.95
Maui News	390.39
Pittsburgh Post-Gazette	390.00
Tacoma News Tribune	386.35
Philadelphia Inquirer and Daily News	385.85
Sacramento Bee	382.31
Providence Journal and Bulletin	378.50
Minneapolis Star & Tribune	377.50
Oakland Tribune	377.15
Mt. Clemens: Macomb Daily	375.33
Fresno Bee	374.57
St. Paul Dispatch and Pioneer Press	374.15
Sacramento Union	372.57
Toledo Blade	371.14
Cleveland Plain Dealer	370.63
United Press Canada	366.76
Portland Press Herald and Express	366.64
Associated Press	366.20
Modesto Bee	364.00
Monterey Peninsula Herald	358.00
Sheboygan Press	354.55
York Dispatch	351.51
Malden News, Medford Mercury and Melrose News	348.37
Stockton Record	345.28
Fall River Herald-News	340.43
Washington Post	340.00
Long Beach Press-Telegram	338.72
San Diego Union and Tribune	338.71
St. Louis Globe-Democrat	336.05
Akron Beacon Journal	336.00
Salem News	334.83
Jersey City: Jersey Journal	330.31
New Brunswick Home News	330.25
Delaware County Times	329.85
Memphis Commercial Appeal	328.35
Joliet Herald-News	327.98
Woodbridge News Tribune	323.43
Kenosha News	323.00
Pawtucket Times	322.47
Waukegan News-Sun	321.15
San Juan Star*	319.30
Brantford Expositor	318.32
Yakima Herald-Republic	310.75
Gary Post-Tribune	309.76
Harrisburg Patriot and News	308.74
Great Falls Tribune	304.00
York Daily Record	303.05
Bakersfield Californian	302.08
Tonawanda News	301.86
Baltimore Sun and Evening Sun	300.00
Waterbury Republican and American	299.90
Buffalo Evening News	299.12
Lynn Item	295.79
Cincinnati and Kentucky Post	295.48
Lowell Sun	293.14
Canton Repository	292.92
Kingston Daily Freeman	292.00
Erie News and Times	291.77
Youngstown Vindicator	291.50
Allentown Call	291.20
Sioux City Journal	290.21
Indianapolis Star and News	290.15
Sudbury Star	287.16
Rockford Register Star	286.24
San Juan: El Vocero	285.00
Knoxville News-Sentinel	284.70
Oshawa Times	284.08
Pottstown Mercury	280.12
United Press Int'l	277.84
Peoria Journal Star	277.00
Albany Times-Union and Knickerbocker News	273.45
Lexington Herald-Leader	273.00
Waltham News-Tribune	272.10
Duluth News-Tribune & Herald	270.00
Columbus Citizen-Journal	267.60
Woonsocket Call	262.54
Scranton Tribune	260.93
Scranton Times	259.73
Lansing State Journal	259.52
Brockton Enterprise	257.16
Norristown Herald	255.20
Rochester Democrat & Chronicle and Times-Union	250.00
Utica Press and Observer-Dispatch	245.00
Hazleton Standard-Speaker	243.61
Bristol Press	241.61
San Juan: El Mundo	240.00
San Antonio Light	231.50
Monessen Valley Independent	223.75
Pueblo Chieftain	221.00
Massillon Independent	220.84
Norfolk Virginian-Pilot	200.00
Terre Haute Tribune-Star	197.54
Morgantown Dominion-Post	184.46
Battle Creek Enquirer & News	184.00
Chattanooga Times	180.00

* Strike for new contract in progress.





Star strikers' 'El Piquete' restaurant

Puerto Rico Guild members striking the Scripps-Howard chain's San Juan Star assuage hunger and thirst worked up during strike duty at a kitchen the Guild local has set up under a makeshift, canvass-covered lean-to near the English-language daily's plant. A hand-lettered sign suspended on one side of the structure proclaims it to be "Restaurant El Piquete."

Star offer rejected by strikers

San Juan—No new talks between bargainers for the San Juan Star and the Puerto Rico Guild had been scheduled into the second week of Janaury following membership rejection Dec. 27 of the company's "final" offer to settle the strike.

Striking Guild members voted 93 to 12 against the company's proposal. Central objections to the company proposal included provisions that would have permitted changes in delivery methods and allowed staff cuts without regard to contractual protections or the grievance machinery of the contract.

The Guild's plant-wide unit has been on strike against the Scripps-Howard daily since Oct. 14.

Strikers, meanwhile, were preparing to publish another edition of their alternative paper, the San Juan Sun, while the company continued to publish a weekly edition of the Star in a nonunion plant on the mainland and fly it here for weekend distribution through the mail.

Advertising in the strikers' paper continued to outpace that in the Star, a Guild representative reported.

GCIU, ITU presidents announce agreement on merger document

The presidents of the Int'l Typographical Union and the Graphic Communications Int'l Union announced jointly Jan. 9 that agreement had been reached "on a document detailing the terms" for a merger of the two unions.

Neither GCIU President Kenneth J. Brown nor ITU President Robert S. McMichen revealed details of those terms, however.

Their prepared, one-sentence joint statement released from the headquarters of each union said that the document would be presented to each union's governing board "subject to confirmation of the calculations by actuaries and other financial advisers."

The GCIU's General Board was meeting at the union's Washington headquarters as the presidents' joint statement was released. The five members of the ITU Executive Council also were in Washington during the week.

The ITU's 1984 Convention gave its officers until early this month to work out a merger proposal with the GCIU or another AFL-CIO union or submit a proposal for the ITU to become part of the Teamsters to the membership.

Olive of SFONG is 84-85 winner of Leuchter prize

Cambridge, Mass.—Richard J. Olive, assistant executive secretary of the San Francisco-Oakland Guild, has been awarded the 1984-85 Irving Leuchter Memorial Scholarship to the Harvard University Trade Union Program.

The program is a 12-week residential course in union administration and related subjects. Value of the scholarship is $5,500 toward the cost of tuition, books and room and board, plus travel expenses.

Olive, 42, is attending the program's session which began Jan. 7.

The scholarship, named for the Guild's long-time general counsel, is financed by annual contributions from Harvard, TNG and Guild locals. Selection of the award recipient is made by Harvard.

Top local officers and staff plus international officers and staff are eligible for the scholarship. Other considerations being equal, preference is given to full-time officers and staff.

Olive, a former reporter with the Associated Press, bureau manager for United Press Int'l and reporter for dailies in New York State and Missouri, has been SFONG's assistant executive secretary since August of 1981.

He went to SFONG after serving a total of four years as administrative officer of the Wire Service Guild, also a fulltime, paid administrative position.

While working as a reporter for AP from 1967 through 1975, Olive served as the AP branch representative from the Southwest on the Wire Service Guild's representative assembly, chaired the local's AP branch in Kansas City, Mo., and was a member of the local's bargaining committee.

He holds a bachelor's degree in history from the University of Missouri.

Olive said that conversations with previous participants in the Harvard program under the Leuchter scholarship, established by TNG's 1973 Convention, have led him to expect that the 12 weeks of study will "deepen my commitment" and increase his effectiveness as a fulltime union leader.

Larry D. Hatfield, a TNG vice president and former SFONG president, has taken a leave of absence from his reporting job with the San Francisco Examiner to assist in administration of the local while Olive is at Harvard.



Richard J. Olive
SFONG aide is Leuchter winner

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DAY BOOK

Int'l Executive Board, winter meeting, Jan. 21-24, TNG headquarters, Washington.
Midwest District Council, winter meeting, Jan. 26-27, Holiday Inn, Pueblo, Colo.
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

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INTERNATIONAL LABOR COMMUNICATIONS ASSOCIATION ILCA AFL-CIO/CLC

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