

IEB urges multi-faceted program to strengthen finances of union

Washington—In keeping with a recommendation by the 1984 Guild Convention, TNG's Int'l Executive Board is calling upon this summer's convention to adopt a multi-faceted, six- to seven-year program to renovate the union's financial structure by increasing its income at the local and international levels while also reducing costs at both levels.

Based on the consensus conclusions from a three-day meeting last fall of local leaders from throughout the Guild with a specially enlarged IEB Finance Committee [Guild Reporter, Nov. 9], plus the deliberations of the IEB committee itself, the proposal would:

- ✓ Increase the size of TNG's

CUTS, INCREASES PROPOSED

Defense Fund and the amount of benefits it provides for striking and locked-out members while also increasing the fund's regular income and the "cushion" between the asset levels which "trigger" and "cut off" higher dues to replenish the fund.

- ✓ Increase over a six-year period both the Minimum Dues mandated for locals in TNG's Constitution and, over a five-year period, also increase the rate at which locals make per-capita payments to TNG.

Minimum Dues would go from

the current monthly rate of 5 percent of a week's regular compensation, plus \$1.50, in a series of steps over six years to 7 percent. The monthly per-capita rate would go from its current 1.65 percent of the average reporter top minimum, plus \$1.35, in a series of steps to 2.189 percent of the average reporter top minimum.

- ✓ Have TNG purchase or build a headquarters building with enough space also to accommodate tenants, in order to provide income. TNG now is a renter, itself.

- ✓ Beginning in 1988, as

another cost-saving measure, shift to holding conventions every two years, instead of annually as now.

- ✓ Study TNG's "long-range data-processing needs and the purchase of an in-house computer" as a means of handling them while also increasing efficiency.

- ✓ Provide for full funding of TNG's severance-pay obligations to staff through the one-time imposition of special dues. These would be at half the rate of higher dues to rebuild the Defense Fund. It was estimated that it would take two months' payments to fund

TNG's severance-pay obligation.

The IEB acted by adopting the report of a Special Finance Committee it appointed from among its own members after the 1984 convention directed it to study the union's finances, particularly in ten areas, and report "no later than March 1985 so that locals can discuss the proposals with their members and come to the 1985 convention prepared to make decisions."

Acting in a roll-call vote, each IEB member present voted to recommend the program to the convention, though four vice presidents formally took exception to one or more specific portions of the package. [Illness kept Vice

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Pittsburgh pact takes reporter to top of \$720

Pittsburgh—The top minimum for reporters and photographers is raised by \$100, to \$720 a week, under a new three-year contract between the Pittsburgh Guild and the Block newspaper groups's Pittsburgh Post-Gazette.

The agreement, retroactive to Jan. 1, raises the key top minimum by \$25, to \$645, immediately, with additional increases of \$10, to \$655, on July 1, \$25, to \$680, on Jan. 1, 1986, \$30, to \$710, on Jan. 1, 1987, and \$10, to \$720, on July 1, 1987.

The agreement calls for the company to continue to pay the premium for health and dental insurance plans covering employees and their dependents through May of 1986, plus increases of up to 12 percent in both plans in 1986 and 1987.

The company's weekly payment to the pension fund is raised by \$1.03, to \$34.49.

A fifth week of vacation is

added for employees with 25 years of service.

Life insurance is raised by \$3,000, to \$38,000, for employees, and by \$1,000, to \$4,000, for retirees.

The top minimum for copy editors also is raised by \$100, to \$734 a week, and that for rewrite and makeup persons by the same amount, to \$724 a week.

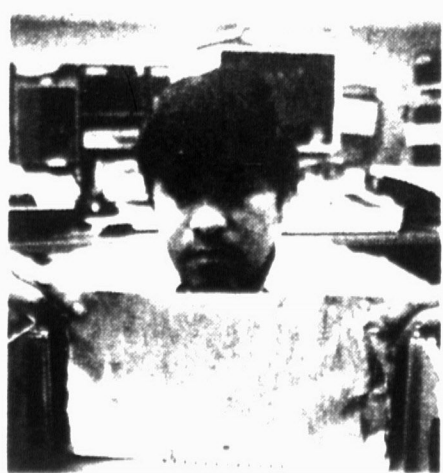
Editorial and library clerks' top minimum is raised by \$54, to \$384 a week, in three \$18 increments.

The top minimum for the state editor and slot men/women also is raised by \$100 over the term, to \$744 a week.

Magazine editor is added to a group including the chief photographer, art director and department head. Top minimum for the jobs is raised by \$100, to \$740 a week, while the top minimum for assistant news editor and special projects editor goes to \$754 a week, after the \$100 increase.



SOLIDARITY! Members of other unions show solidarity with Puerto Rico Guild members at the San Juan Star as talks resume in 3½-month strike—Page 8



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The anatomy of a grievance

Page 7

TNG joins amicus brief in Winans case

New York—It would violate the First Amendment to extend antifraud prohibitions in federal securities laws to reporters who might use unpublished information to trade in stocks without telling their editors or publishers, 10 news-industry groups, including TNG and the Reporters Committee for Freedom of the Press assert in a brief to a federal trial court here.

The brief was filed Jan. 21, the opening day of the trial on federal criminal charges of R. Foster Winans, a former Wall Street Journal reporter. He is charged with trad-

ing on so-called "insider information" in violation of the Securities Exchange Act's Rule 10b-5 by providing brokers information about stocks that had been collected but not yet published.

The brokers then used the information, the government alleges, to make a profit in the stock market by relying on Winans' stories, when published, causing an increase or reduction in the stocks' price.

A companion civil action by the SEC against Winans includes a charge dropped from the criminal

proceedings—that he had a responsibility to tell readers which stocks he bought and sold and their relationship to stocks he wrote about in the "Heard on the Street" column in the Journal. Trial of the civil action is expected to follow the criminal trial.

The industry-groups' friend-of-the-court brief points out that the SEC traditionally has prohibited corporate executives and others with a trust relationship with a corporation from using insider information about that corporation to make stock-market profits. Never

before, however, has the government tried to apply those prohibitions to complete corporate outsiders, such as Winans, the brief states.

The government's effort in the Winans' case is especially troubling since it seeks to extend Rule 10b-5 in a case involving a newspaper reporter, the brief states.

If the government is successful, the industry groups argue, it would be "creating vague and ill-defined duties for reporters, editors and publishers that are not mandated

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IEB urges multi-faceted program on finances

(Continued from Page 1)

President Stanley Souza of Hawaii from the Jan. 23 meeting.]

Both vice presidents from New York—David M. Mulcahy and Peter E. McLaughlin—took exception to the proposal for biennial conventions and both also said that while they support the rest of the report they feel it should go to membership referendum after being approved by the convention.

Vice President Larry D. Hatfield of San Francisco-Oakland also took exception to the biennial convention proposal and said he also opposes the building-purchase proposal, while Vice President Roger L. Stonebanks of Victoria said he opposes authorizing any loan from the Defense Fund toward a headquarters building.

The IEB Special Finance Committee was composed of Mulcahy and four other vice presidents—Thomas R. Hiltz of Boston, Lee C. Clifford of Canadian Wire Service, Richard M. Peery of Cleveland and Faye McCracken of Memphis—plus TNG President Charles A. Perlik, Jr., and Secretary-Treasurer Charles Dale.

The committee reported that its package of recommendations is bottomed on the conclusion that "to achieve important renovations of the Guild's finances, a substantial infusion of additional money is required" and the realization that "TNG has only one place to go for that—our membership."

Its Defense Fund recommendations, the committee said, are based on the belief that the fund should be increased and its level raised "in some manner other than the continued re-imposition" of higher dues; that regular income to the fund should be greater than is realized through the 15 percent allotment from monthly per capita payments that currently goes into the fund.

Perlik said he has been told that the perception of higher, Defense Fund dues being "imposed for a short period and then too quickly reimposed" is more disturbing to many members than paying the higher dues.

Top to hit \$586 under Joliet pact

Joliet, Ill.—Top minimum for reporters and photographers is raised by \$84.10, to \$586 a week, under the terms of a new three-year agreement between the Chicago Guild and Copley's Joliet Herald News.

The \$84.10 increase comes in three increments, with \$27.10 retroactive to last July 1, \$28 due this July 1, and \$29 coming on June 30, 1986.

An annual equipment allowance for photographers is raised by \$75 over the term, to \$675.

The top minimum for editorial clerks and typists is raised by \$42.14, to \$293.65, in increments of \$13.58, \$14.03, and \$14.53. Darkroom technicians' top minimum is raised by \$53.82, to \$375.04, in increments of \$17.33, \$17.93 and \$18.56.

The recommendations for raising the Minimum Dues and per-capita rates and for funding staff severance-pay obligations are closely intertwined under the IEB's proposed program.

First, the next time TNG is in a period of higher dues to return the Defense Fund to the constitutional high-dues "cut off" level, that level would be increased by \$1 million, to \$6 million, and the higher dues continued until that new \$6 million level is reached. The point at which higher dues are triggered would not be changed, however, but remain at \$4.5 million.

This would expand the Defense Fund's "cushion" from the current \$500,000—\$5 million minus \$4.5 million—to \$1.5 million—\$6 million minus \$4.5 million.

Perlik said that higher Defense Fund dues could well be in effect while the convention is meeting—June 24-28, in Pittsburgh—and dealing with this "vast array of proposals."

When the Defense Fund reached \$6 million, the 3.2-percent Defense-Fund-building levy would be replaced by a special 1.6-percent levy which would remain in effect long enough to fully fund TNG's severance-pay obligations, estimated to take two months. Thereafter, TNG would be obligated to maintain full funding through its General Fund budget.

Finance Forum participants expressed concern at TNG's unfunded severance and compensatory time obligations, one describing them as a "financial time bomb," the IEB noted.

When those two steps had been accomplished, the Minimum Dues rate would begin to increase.

First, the monthly Minimum Dues rate would be increased to a straight 5.5 percent of one week's regular compensation. It currently is 5 percent, plus \$1.50, which the IEB said is the equivalent of 5.35 percent. All the increased dues revenue would remain with Guild locals.

A year later, the Minimum Dues rate would be increased to 6 percent, with all increased revenue again remaining with the locals.

Simultaneous with the rate going to 6 percent, the current 85-15 percent apportionment of per-capita payments between TNG's General Fund and Defense Fund would revert to an 80 percent-20 percent allotment, as it was before action by the 1982 convention.

In each of the five years after the one in which the Minimum Dues rate went to 6 percent, Minimum Dues would be increased by another 0.2 percent, until reaching a monthly rate of 7 percent of one week's compensation.

As now, locals would continue to have the option of substituting another dues formula that yields at least equivalent total dues income and, as many currently do, locals also would continue to have the option of setting their dues at rates higher than the Minimum Dues.

Also simultaneous with the Minimum Dues rate going to 6 percent, the per-capita rate contained in TNG's Constitution would be changed from 1.65 percent, plus \$1.35, to a straight 1.939 percent, and each April 1 for five years thereafter the rate would be increased by 0.05 percent until reaching 2.189 percent.

In each of those five years that the per-capita rate would increase,

40 percent of the additional revenue from those increases would go to the Defense Fund. This would be in addition to the 20 percent allotment under the 80-20 formula.

In addition, in each of those five years strike-lockout benefits provided by the Defense Fund (currently \$100 a week) would be increased by \$10 per week, reaching \$150 per week at the end of the five-year adjustment period.

In recommending switching to biennial conventions, the IEB's Special Finance Committee estimated it would save TNG and locals combined "at least \$400,000 every other year."

Perlik noted that biennial conventions had attracted "the greatest and solidest support" in last October's informal Finance Forum with local leaders, but said that the proposal is "not irrevocably entwined" with the Guild's financial future.

The proposal for TNG building or buying its own headquarters also flowed from the Finance Forum, the IEB report noted.

Participants "vigorously supported" it as a way to try to "stem steadily increasing headquarters rental costs," it said.

TNG should immediately begin exploring purchase of a building or site, the IEB report said, adding that "a preferable site would be in the Maryland suburbs where costs are lower than in the District of Columbia, though cautioning against foreclosure of the possibility of a desirable and affordable purchase in Washington."

A purchase "should be financed in part with an interest-free loan from TNG's Defense Fund," with the loan "considered a liquid asset

thus eliminating the possibility" that the building loan could result in the levying of higher dues to replenish the Defense Fund, the IEB said in its report.

The balance of the cost could come from conventional lenders or loans from Guild locals, or a combination of the two, it added.

Responding to questions from Stonebanks, Perlik said the Defense Fund loan would not have to be interest free and Dale speculated that "start-up" money for a 20,000-square-foot building would be about \$750,000.

Dale told Hatfield that buying would be better than renting because there is no equity in renting and "equity is a readily convertible asset."

Dale also pointed out to the IEB that the recommendations address all but two of the ten items the 1984 convention directed be given special attention in the IEB's study of the union's finances.

An examination of the kinds of expenses paid from TNG's Defense Fund under current policies showed that they are appropriate to the fund's constitutional purposes and that expansion is not warranted, Dale said.

In addition, he said, the special committee decided that since an organizing fund currently exists, funded by last year's two special assessments, the time is inappropriate to consider establishing a regular organizing fund.

Delta unit decertifies

Delta, B.C.—Employees of the weekly Delta Optimist have voted against continued representation by the Vancouver-New Westminster Guild. The labor board-supervised vote was 7-0.

A scenario on defense, dues proposals

The following is adapted from the report of the IEB's Special Finance Committee where it appeared as an illustration of how the committee's long-range financial program could work. TNG President Charles A. Perlik, Jr., said that while higher Defense Fund dues could well be in effect during TNG's 1985 Convention events in the next four months could change all the dates and many numbers in the example.

May 1, 1985	\$4,500,000	in Defense Fund triggers higher dues.
June 1	400,000	generated by 1st month of higher dues.
	\$4,900,000	
June 24-28	TNG Convention adopts financial program	
July 1	400,000	generated by 2nd month of higher dues.
	\$5,300,000	
August 1	400,000	generated by 3rd month of higher dues.
	\$5,700,000	
September 1	400,000	generated by 4th month of higher dues.
	\$6,100,000	
	New Defense Fund ceiling reached.	
	Higher Defense Fund dues replaced by new schedule at half their rate.	
October 1	\$200,000	generated for Severance Fund.
November 1	\$200,000	generated for Severance Fund.
	\$400,000	severance liability met.
Dec. 1, 1985	5.5	percent Minimum Dues rate becomes effective.
Dec. 1, 1986	6.0	percent Minimum Dues rate becomes effective.
	80-20	apportionment of per capita between General-Defense funds. Per-capita rate changes to 1.939 percent, from 1.65 percent, plus \$1.35.

April 1987	1.989	percent becomes new per-capita rate, 40 percent of increase goes into the Defense Fund.
		Basic TNG strike benefit increases by \$10, becomes \$110 per week.
Dec. 1, 1987	6.2	percent Minimum Dues rate effective.
April 1988	2.039	percent becomes new per-capita rate, 40 percent of increase into the Defense Fund.
		Basic strike benefit increases by \$10, becomes \$120 per week.
Dec. 1, 1988	6.4	percent Minimum Dues rate effective.
April 1989	2.089	percent is new per-capita rate, 40 percent of increase into the Defense Fund.
		Basic strike benefit increases by \$10, becomes \$130 per week.
Dec. 1, 1989	6.6	percent Minimum Dues rate effective.
April 1990	2.139	percent is new per-capita rate, 40 percent of increase into the Defense Fund.
		Basic strike benefit increases by \$10, becomes \$140 per week.
Dec. 1, 1990	6.8	percent Minimum Dues rate effective.
April 1991	2.189	percent is new per-capita rate, 40 percent of increase into the Defense Fund.
		Basic strike benefit increases by \$10, becomes \$150 per week.
Dec. 1, 1991	7.0	percent Minimum Dues rate.

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General Fund retains surplus at fiscal year's 9-month point

Washington—Income to TNG's General Fund stood \$73,547 ahead of operating expenses nine months into the current fiscal year although expenditures ran ahead of income in the two most recent quarters, the Int'l Executive Board's Finance Committee reported during the board's winter meeting Jan. 21-23.

A gain of \$131,358 in the General Fund in the fiscal year's first quarter, beginning April 1, "cushioned the impact" of expenses exceeding income by \$38,799 in the second quarter and by \$19,012 in the third quarter, ended Dec. 31, the committee said.

The first-quarter surplus is attributed to the payment of back per capita by several large locals in advance of last summer's annual convention.

General Fund (operating) expenses for the October-December quarter totalled \$794,190, down by \$8,604 from expenditures during the second quarter. Third quarter income of \$775,178 was up \$11,183 from the second quarter.

For the first nine months of the year General Fund expenses totalled \$2,401,902. Income for the nine-months was \$2,475,449, producing the \$73,547 cumulative surplus.

Meanwhile, income to TNG's Defense Fund in the third quarter was \$270,149, short by \$79,918 of expenses, which came to \$350,067.

Benefits paid to striking members in San Juan and Wilkes-Barre accounted for most of the Defense Fund expenditures in the quarter, the Finance Committee noted.

The third quarter was the second of the fiscal year in which the Defense Fund operated at a deficit. In the first quarter, strike benefit

payments in Vancouver contributed to a \$407,887 operating deficit.

Income to the Defense Fund for the first nine months of the year totalled \$809,511—\$474,296 below expenses for the period of \$1,283,807.

Liquid assets of the Defense Fund at the end of the third quarter stood at \$4,479,269—\$20,731 below the \$4.5 million trigger point for collecting higher dues under TNG's Constitution to replenish the fund, TNG Secretary-Treasurer Dale reported.

Dale said, however, that he did not anticipate a period of higher dues while available Defense Fund assets remain so close to the \$4.5 million floor.

While a "strict constitutionalist would say we have no option" but to implement higher dues immediately upon the Defense Fund's liquid assets dropping below \$4.5 million, our failure to do so is "probably a violation that members will most readily tolerate," TNG President Charles A. Perlik, Jr., told other members of the board.

Acting on the recommendation of the Finance Committee, the IEB approved a fourth-quarter General Fund budget of \$800,808, up about \$6,600 from expenditures in the quarter ended Dec. 31.

The board deferred action until its spring meeting on a Detroit Guild request that it write off the \$29,000 balance remaining on a Defense Fund loan made to the local in 1979.

No action was taken on a request from the Rockford Guild that the IEB reassess having agreed in October to write off a \$48,426.25 Defense Fund loan made to the New York Guild in 1982.

Also on the recommendation of

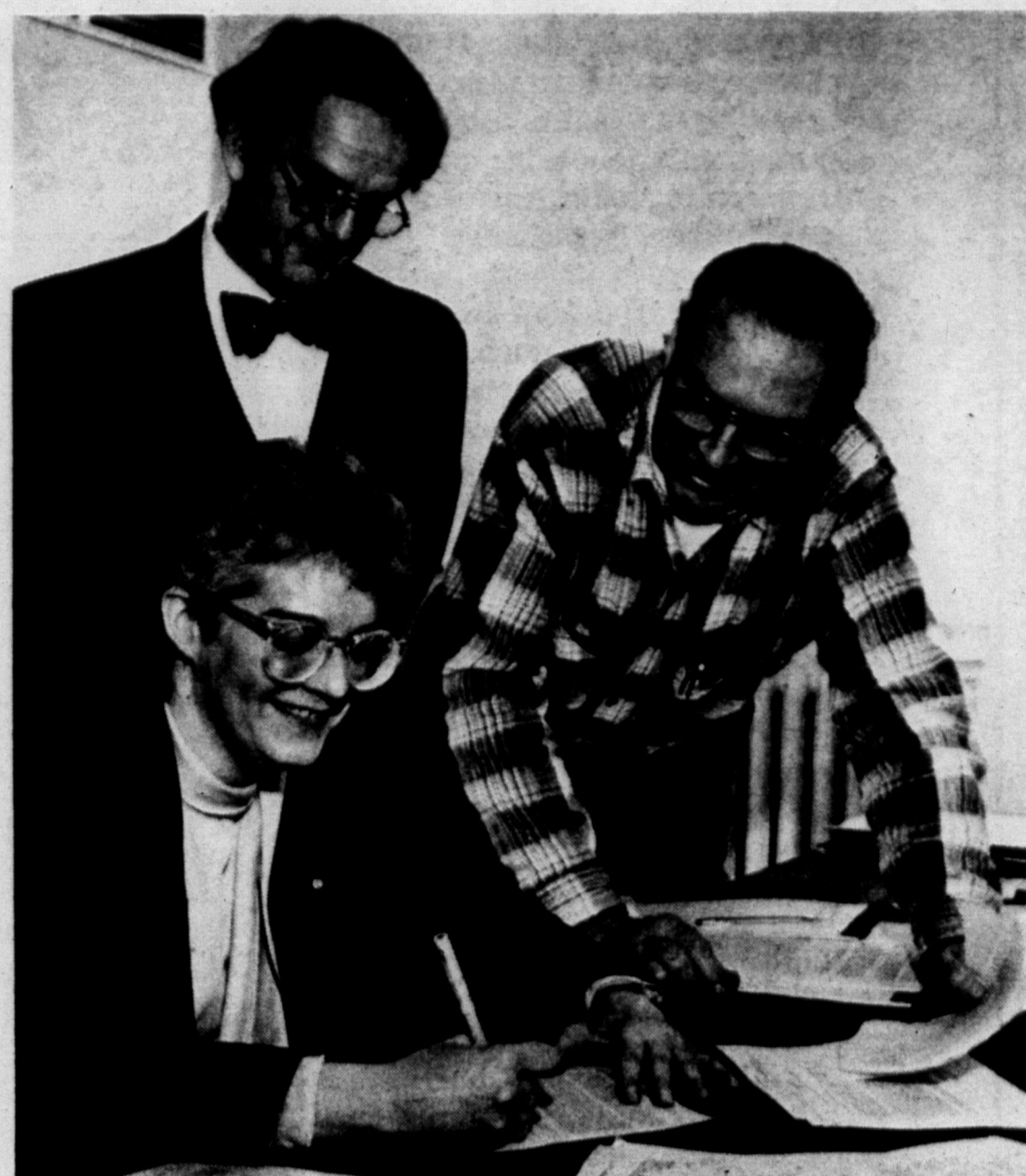
'O' fund tally is \$836,000

Washington—TNG's Special Organizing Fund had assets totalling \$836,007 on Dec. 31, the end of the third quarter of TNG's fiscal year, the Int'l Executive Board's Finance Committee reported.

The fund, supported by a pair of membership assessments paid last summer, had paid expenses of \$45,406 through Dec. 31, while earning more than \$11,000 in interest, the committee reported to the IEB's winter meeting, Jan. 21-23. "A small amount of income" was "still due from a scattering of locals," it said.

its Finance Committee, the IEB approved renewal of an annual \$2,500 contribution to the Reporters Committee for Freedom of the Press, as well as a contribution of \$2,000 to the Committee to Protect Journalists, up from \$1,500 in 1984.

On the recommendation of both its Finance and Human Rights Committees the board also authorized a \$150 contribution to the NAACP Legal Defense Fund.



PAUL R. SCHELL/Youngstown Guild

Checkoff 'sign-on'

Youngstown Guild President Marie Shellock signs a Guild dues checkoff authorization form following ratification of a new contract with the Youngstown Vindicator that for the first time provides Guild members the option of having dues deducted from their pay checks. Looking on are Richard J. Ramsey, executive secretary of TNG's Contracts Committee, who served as the local's chief bargainer, and Youngstown Guild Treasurer Jack Kennedy, right. Dues checkoff had been an elusive bargaining goal of the Youngstown Guild since the 1940s.

Key up \$75 in Youngstown pact

Youngstown, Ohio—A new three-year agreement between the Youngstown Guild and the Vindicator raises top minimums for key editorial, outside ad sales and circulation jobs by \$75 a week.

The pact was ratified by the local's membership at the paper on Jan. 25, ending 10-plus months of talks and several weeks of preparations by the local for the possibility that it might have to strike for a satisfactory settlement [Guild Reporter, Jan. 11].

Under the new contract, the top minimum for reporters, copy editors and photographers goes to \$561. A raise of \$20 retroactive to last March 1, taking it to \$506 a week, is followed by increases of \$15, to \$521, this March 1, \$5, to \$526 on Sept. 1, \$15, to \$541

on March 1, 1986, and a final \$20 increase on Sept. 1, 1986.

The top minimums for outside advertising salespersons and circulation district managers, raised by the same \$75 total, go to \$531 and \$539 a week, respectively.

Inside telephone solicitors' top minimum is raised by \$38.80 over the term, to \$290.55 a week, with the increase coming in increments of \$10.35, \$7.75, \$2.60, \$7.75 and \$10.35.

Commissions for both inside and outside sales employees also are increased.

The company's payment toward the cost of dental insurance will be raised by \$1.89, to \$6.19 a week, on March 1. The increase is expected to eliminate employee contributions for dental insurance. Be-

ginning March 1, 1986, an additional company payment of \$2 a week will be available for allocation to pensions or dental insurance.

Benefits for retirees covered by the jointly administered pension plan were raised by as much as \$30 a month, and the formula for computing the benefits for future retirees is improved.

Martin Luther King's Birthday is added as a holiday beginning next year, and the service required for a fifth week of vacation is reduced to 20 years, from 22.

Provision for payroll deduction of Guild dues also is added to the contract. Dues will be deducted on a weekly basis from the salary of those who authorize the checkoff.

Other increases and resulting new top minimums include:

Delivery drivers—Up by \$49.70, to \$371.50 a week.

Editorial and library clerks—Up by \$36.45, to \$272.40 a week.

Secretaries and booking clerks—Up by \$41.05, to \$307.10 a week.

Most UPC staff take jobs at CP

Toronto—Most of the 46 commercial and editorial employees of United Press Canada who were covered by the Canada Wire Service Guild's contract with the news service had transferred by Jan. 31 to jobs with Canadian Press following its acquisition of UPC.

Terms of the sale were not disclosed. UPC had not been profitable since its founding in 1979. The Toronto Sun Publishing Co. held an 80 percent interest in the company; United Press Int'l the other 20 percent.

Employees who did not transfer to CP were paid severance pay under the old Guild-UPC contract.

Local delinquencies totalled \$124,778, at quarter's end

Washington—In keeping with a directive by TNG's 1983 Convention, the Int'l Executive Board reported the following locals delinquent in the payment of per capita to TNG as of Jan. 1:

Local	Arrears	Amount
Battle Creek	11 months	\$ 1,193.60
Canadian Wire		
Service	3 months	22,573.50
Chattanooga	4 months	1,656.40
Chicago	2 months	11,312.00
Columbus	1 month	1,606.50
Denver	1 month	5,787.30
Eugene	2 months	1,575.60
Indianapolis	1 month	101.00
Lansing	1 month	333.30
Lehigh Valley	1 month	484.40
Lynn	1 month	323.20
Northern		
Ontario	1 month	272.70
Pawtucket	1 month	363.60
Peoria	1 month	1,262.50
Rochester	4 months	1,858.40
San Antonio	1 month	808.00
Terre Haute	1 month	828.80
Twin Cities	1 month	8,564.80
Utica	1 month	202.00
Wire Service	4 months	60,559.60
Youngstown	2 months	3,110.80

The delinquencies totalled \$124,778.00.

Full payment was received after Jan. 1 from Canadian Wire Service, while partial payment was received from Chicago, Pawtucket, Terre Haute, Utica, (U.S.) Wire Service and Youngstown, TNG Secretary-Treasurer Charles Dale reported.

The IEB instructed Dale to make inquiries of officers of the Wire Service Guild about the local's per-capita delinquency.

Locals' convention representation is based on the average of monthly per-capita payments received by TNG between March 1 and the end of February each year. TNG's Constitution also requires that per-capita payments to TNG be paid up to the second month preceding the month in which the convention falls for a local to be eligible for a voice and vote in the convention.

Up to 20% extra reported for nights

Washington—Extra pay under Guild contracts for employees working night shifts ranged up to 20 percent of regular pay, according to a study of night differential by TNG's Collective Bargaining Dept.

The study, detailing night differential included in Guild contracts as of Jan. 1, has been distributed to Guild locals.

It shows differentials equal to 20 percent of regular pay for work between midnight and 6 or 7 a.m. in effect under the New York Guild's contract with Newsweek and the Vancouver-New Westminster Guild's agreement with Craftmen Printers.

Copies are available on request.

The U.S. price elevator

The table below records the ascent of the Consumer Price Index in the United States over a 24-month period following a 0.3-point increase in the index in December to 312.2, up 10.7 points from December 1983, and 20.2 points from December 1982. The first column lists the index for each of the last 12 months, the second the percentage increase over the same months of the preceding year and the third, the percentage increase over December 1982. The Urban Wage-Earners' and Clerical Workers' Index (CPI-W) is the source.

	Index*	Percentage over	
		Same month prior year	December 1982†
January, 1984	302.7	3.6	3.7
February	303.3	3.8	3.9
March	303.3	3.5	3.9
April	304.1	3.1	4.1
May	305.4	3.1	4.6
June	306.2	3.0	4.9
July	307.5	3.1	5.3
August	310.3	3.6	6.3
September	312.1	3.8	6.9
October	312.2	3.6	6.9
November	311.9	3.5	6.8
December	312.2	3.5	6.9

*1967 = 100

†Index = 292.0

By Loren Stein & Diana Hembree

NEWSPAPER OFFICES today use more than 50,000 video display terminals, more than double the total used in 1981, according to the American Newspaper Publishers Association.

As labor organizations such as the AFL-CIO and The Newspaper Guild, and women's groups such as 9 to 5, press for legislation designed to establish health and safety standards for the use of VDTs, the publishers are taking counter measures.

The ANPA has joined the Coalition for Workplace Technology, a powerful business and computer manufacturers' lobby. Other newspaper publishers associations have lobbied vigorously against VDT regulation, on both the state and national levels.

The legislation opposed by the industry generally calls for improvements in office and terminal design, as well as operator safeguards.

Many of the bills that have been introduced or are now being drawn up require employers to install appropriate lighting and furniture that can be adjusted to assure the user's comfort, as well as anti-glare screens, detachable keyboards (making it possible for users to position themselves as they see fit), and metal shielding against radiation. Some bills call for employers to pay for mandatory eye examinations and computer terminal inspections and to transfer pregnant employees, upon request, to work that does not involve a VDT—with no loss in pay, benefits or seniority. Virtually every bill would require frequent rest breaks.

The ANPA, which is leading the newspaper industry's fight against VDT regulation, represents nearly 1,400 newspapers, accounting for more than 90 percent of U.S. daily and Sunday circulation.

Last June, its technical director, George Cashau, appeared at congressional hearings on VDTs to testify against the need for legislation.

Cashau testified that "inaccurate information" about VDTs is responsible for employee fears and called for educational campaigns and further research into VDT design. (Speaking to the Newspaper Personnel Relations Association in July 1983, Cashau argued that the VDT safety issue was being exploited by groups "looking for shorter work weeks, longer rest breaks, more people hired, or [those] who have something else to gain.")

Also testifying on behalf of the ANPA was Dr. Howard R. Brown, medical director of The New York Times, who said he was aware of "no medical evidence" of serious VDT-related health effects.

IN DECEMBER of 1983, the ANPA convened a national conference on legislative issues, including VDT bills, for state publishers association managers in Reston, Virginia. There, according to conference materials, Claudia James informed attending managers that the ANPA had met with computer manufacturers and company officials from automated businesses, including airlines and banks, to propose the creation of an industry group to deal with VDT problems. A key purpose of the group, James said, "would be to provide greater credibility for business positions in dealing with the media and state legislators."

Shortly after this conference, the Computer and Business Equipment Manufacturers Association, which represents 42 of the largest computer and business manufacturers in the U.S., formed a massive lobby to fight VDT legislation and, according to Charlotte LeGates, director of communications for CBEMA, "to correct the misinformation [about VDTs] being circulated by the press and by word of mouth."

The Coalition for Workplace Technology, as this new lobbying group

This article is adapted with permission, from the November/December issue of the Columbia Journalism Review. When it was written, Loren Stein was an associate at the Center for Investigative Reporting in San Francisco; Diana Hembree was director of the center's "Women in the '80s" project.

was called, quickly enlisted 22 national trade associations, including the ANPA, in its battle against VDT regulation.

"The ANPA has been a very active member [of the coalition]," says LeGates, who is also the spokesperson for the CWT. Other members include the American Insurance Association, the American Bankers Association, the American Electronics Association, the Air Transport Association of America and the Printing Industries of America.

To date, the lobbying group, which is based in Washington, D.C., has claimed credit for blocking the majority of the proposed VDT bills.

"We're very pleased," says LeGates. "Legislators have been highly responsible and will allow themselves to be persuaded by the facts."

The ANPA and other coalition members meet for monthly strategy sessions at CBEMA headquarters in Washington, D.C., and requests for coalition literature on VDT health issues are met with CBEMA pamphlets. CBEMA officials also direct the coalition's networking and lobbying activities.

CBEMA president and coalition founder Vico Henriques argues that "there are no health issues [connected with VDT use]; there are comfort issues."

The coalition is particularly emphatic that radiation emitted from VDTs is a "non-issue." Protecting pregnant operators from VDTs, LeGates told a Wall Street Journal reporter, "is like protecting them from light bulbs. It's like employees saying, 'The office is filled with cosmic rays and we need to fight them with balloons.'"

THE COALITION'S argument is echoed by many publishers. "We're simply saying there is no scientific evidence" of VDT-related problems, says ANPA vice-president of industry and public affairs Robert Burke.

Publishers and many other employers have also argued that implementation of the VDT bills' provisions would be very costly. Criticizing California state assemblyman Tom Hayden's VDT bill—a version of which was voted down by the assembly last June—Mike Dorais, general manager of the California Newspaper Publishers Association, argued that "newspaper publishers are not unsympathetic or uncaring employers ... but it's unreasonable to ask newspapers that have invested in state-of-the-art equipment to replace them all."

Many publishers are also worried about possible product-liability lawsuits over VDTs, according to Loren Ghiglione, editor and publisher of the Southbridge Massachusetts, News. "At publishers' meetings, lawyers caution not to include VDT health risks in employee handbooks because it will be used against you [in court]. It's a tough one," says Ghiglione.

He reports that some publishers, for example, are reluctant to provide radiation shielding because they fear that such actions are tantamount to accepting liability for possible VDT flaws. (Legally, an employer cannot be held responsible for an employee's being injured by a flawed product unless the employer used the product incorrectly or knew or

should have known that the product was defective.)

THE NEWSPAPER GUILD, which has lobbied heavily for VDT legislation, is a frequent target of publishers in their campaign against VDT regulation.

The ANPA's James has warned that the supporters of such legislation "are serious and determined, among them The Newspaper Guild, whose members write the news stories on this issue."

Publisher Dale Barker of Illinois has testified that the Guild, having failed to get "these grossly featherbedding [VDT] provisions into local contracts ... turned to the legislative arena, using fear and ignorance to create something of a panic."

Other publishers have charged that some unions are using the VDT safety issue to gain influence: VDT legislation "is believed to be organized labor's sub-

tle way of expanding operations to unorganized businesses, especially Hi-Tech where it had made little progress," warned a 1982 Massachusetts Newspaper Publishers Association Bulletin.

Another common argument is that any Guild demands for better working conditions belong on the bargaining table.

Responding to such charges, the Guild's research director, David Eisen, contends that the Guild supports legislation less on behalf of its own members than on behalf of "the vast majority of VDT operators who are not protected by unions." (Only 16.3 percent of all clerical workers are represented by unions, according to the latest available statistics.)

Eisen notes that the Guild has had some success in negotiating VDT safeguards in its labor contracts: 35 out of 200 newspapers, for example, have agreed to Guild demands for mandatory eye examinations.

Testifying before a congressional subcommittee in 1983, however, Eisen charged that many publishers have put up "plenty of resistance to improving conditions that ... from a health standpoint [are] nothing short of outrageous."

Meanwhile, in some states, newspaper industry lobbying threatens to spill over into the newsroom. In Massachusetts, for example, which has a thriving computer industry, the state newspaper publishers association has instructed its members that stories on VDT legislation should be "carefully screened" prior to publication.

"Unions, particularly the 9 to 5 organization, have been distributing propaganda conjuring up all kinds of perils to the safety of operators, and some of the information is being fed to young reporters who do not understand all of the elements involved in the dispute," warned the June 1, 1984, MNPA Bulletin.

"The ambition of young reporters to achieve a page-one byline by stretching or embellishing the facts is ever present and the consequences can cause serious damage. Misinterpretation of facts and statements is also dangerous, especially to business interests."

CONTACTED ABOUT the MNPA statement, Matthew Storin, managing editor of The Boston Globe, said that management at the Globe had never screened articles on VDT bills.

He had not previously seen the MNPA advisory, but after it was read to him over the telephone, he commented, "I don't like it, and I don't think [the statement] shows much faith in the editing process. VDT stories should not be treated any differently from any other group of stories."

Have Massachusetts publishers elsewhere heeded the MNPA instructions? James Hopson, publisher of The

Middlesex News in Framingham, says that his reporters stories on VDT bills are brought to his attention before publication, adding, "I don't think it's bad policy for publishers to be aware of what's printed about this issue. It's an explosive workplace issue."

Other Massachusetts publishers interviewed say they are adamantly opposed to prepublication screening. Asked if he screens articles on VDT legislation before they go to press, Cape Cod Times publisher Scott Himstead said, in a typical reply: "Heavens no. Our writers have absolute freedom to cover the pros and cons [of the VDT issue] as they see fit."

Whether any publishers have actually influenced coverage of VDT issues in Massachusetts, then, is debatable. What is clear is that, in a number of states, editorials have opposed the passage of VDT bills—without mentioning the publishers' financial stake in the issue.

In Ohio, for example, the February 13, 1984, Columbus Dispatch made a stinging attack on the state VDT bill, which called for free eye examinations, rest breaks and transfer of pregnant employees, among other provisions, in an editorial titled "Assault on VDTs."

It's a good thing that some of the present members of the Ohio General Assembly weren't around when the pencil was invented. Had they been, the world's most basic writing instrument might today come equipped with a tip safety shield with see through visor, work gloves, protective eyeglasses, earshields, and an anti-chew guard. And it would, of course, contain no lead and be made of splinter-free material. All of this would have been done in the name of "operator safety."

Well, the doodlers and scribbles were spared this nonsense, but the users of the world's current basic writing instrument—the video display terminal—may not be so lucky.

The editorial called for the defeat of the Ohio bill, noting derisively, "We did, after all, survive the pencil." The Dispatch is a member of the Ohio Newspaper Association, which lobbied against the now-stalled bill.

Although some newspapers, including the San Jose Mercury News, the Portland Oregonian, and The Boston Globe, have covered the comparatively uncontroversial subject of work-station design, or ergonomics, many appear to have neglected coverage of possible VDT radiation hazards.

One story overlooked by most U.S. newspapers was that of a Canadian scientist's finding that low-frequency radiation—not x-rays may pose hazards for VDT users.

In January 1983, Dr. Karel Marha and other scientists at the Canadian Center for Occupational Safety and Health measured "relatively strong" very-low-frequency radiation emissions near the transformers of some VDTs and suggested a link might exist between pulsed VLF emissions and the clusters of birth defects and miscarriages reported at eleven VDT work sites in Canada and the U.S.

A computer search of five major U.S. newspapers (The New York Times, The Washington Post, The Christian Science Monitor, The Wall Street Journal and the Los Angeles Times) and the two principal wire services revealed that none had mentioned the Canadian finding.

Terry Pristin, an assistant metropolitan editor at the Los Angeles Times, says that her impression is that there has been "very little coverage of VDT radiation, especially about the possible effects of radiation on pregnancy. This distresses me."

If coverage of VDT radiation issues

is scant, as would appear to be the case, this may be, as Mike Dorais of the California Newspaper Publishers Association maintains, simply because "the topic doesn't interest people because the technology is relatively new."

On the other hand, it may reflect the difficulty reporters have in getting accurate information on the subject.

This is the position held by Paul Brodeur, a New Yorker writer and the author of "The Zapping of America," a book on the hazards of microwave radiation. Brodeur charges that the electronics industry and the Defense Department have a record of manipulating and suppressing information on the health hazards posed by nonionizing radiation that is vital to the VDT safety debate, thus making it difficult for the press to get the full story on the issue.

IT WAS Brodeur who called the writers' attention to the existence of a group in some ways similar to the Coalition for Workplace Technology by providing a 1982 document announcing a private meeting of industry officials and representatives of the broadcast media to debate solutions to the public's growing "irrational fear of radiation" emitted by power lines, VDTs, broadcast towers and home appliances. The invitation blamed this fear largely on public misinformation due to "irresponsible behavior by a few individuals in both the media and professional communities."

The meeting, the second in a series of annual seminars on radio-frequency radiation, was co-sponsored by the Electronic Industries Association (also a member of the Coalition for Workplace Technology), the Association of Home Appliance Manufacturers and the National Association of Broadcasters.

The meeting was closed to the press "to permit a free exchange of thoughts on this sensitive subject; cameras and recording devices were proscribed for the same reason."

According to the invitation, the purpose of the seminar was to restore "rational attitudes" and "preserve the health of U.S. electrical technology" in areas of public education, regulation, scientific research and product-liability law.

These associations have since formed a lobbying group called the Electromagnetic Energy Policy Alliance.

A similar call was subsequently sounded by CBEMA President Henriques, who testified on Capitol Hill that "while the safety of the [VDT] equipment has not changed, there is an element in today's workplace that has changed. Today we have fear. And it is fear that comes from a very rapid change in our way of conducting work and our lives. It comes, too, from some zealous and self-interested parties who create fear for their own benefit."

To Henriques, one of the "self-interested parties" is apparently the press.

"Newspaper headlines scream the accusation that women using visual displays have had miscarriages," he said in his testimony. "The truth is relegated to one inch on an inside page several days later." (Henriques did not name specific newspapers.)

TO COUNTER the press' alleged misinformation on VDT hazards and also to counter the threat of VDT legislation, CBEMA has mounted a multi-million dollar public relations program on VDT health and safety.

The media campaign will distribute video news clips and public service announcements to radio and television stations, and an industry-sponsored series of question-and-answer columns on VDT safety will appear in newspapers throughout the country.

It will be interesting to see how reporters, confronted by this publisher-supported media blitz, cover a story of importance to the nation's estimated 10 million users of VDTs.

How publishers battle VDT regulation

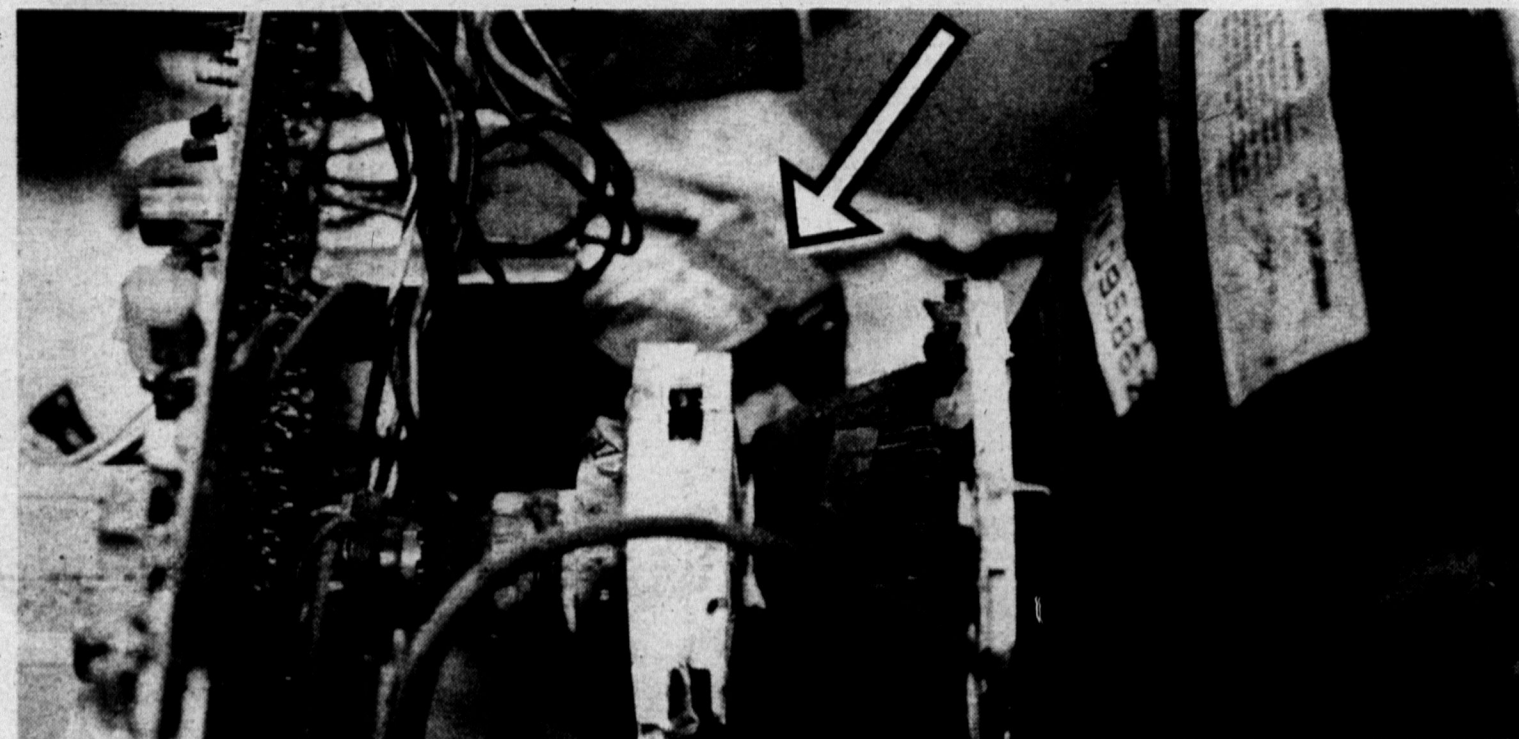
How they're handling emissions questions...



Technician Francisco Minan takes VDT apart...



... then fits inside of case with aluminum foil tape...



RAYMOND CROWELL/Washington-Baltimore Guild

... in the process exposing emissions "culprit" transformer (arrow) ...

... at BNA

Washington—Acting on recommendations of the health and safety committee established under its contract with the Washington-Baltimore Guild and an outside consultant, the Bureau of National Affairs is installing foil emissions shields in more than 180 VDTs in its editorial department.

The specialty publications company also is replacing another batch of VDTs used by Guild-represented employees with terminals guaranteed by their manufacturer to give off no emissions.

Both actions grew out of emissions tests of VDTs at BNA made by the consultant at the health and safety committee's urging. The tests showed localized, high intensity radiofrequency (RF) emissions from the area of the terminals' flyback transformers, which are located at the back of the VDTs.

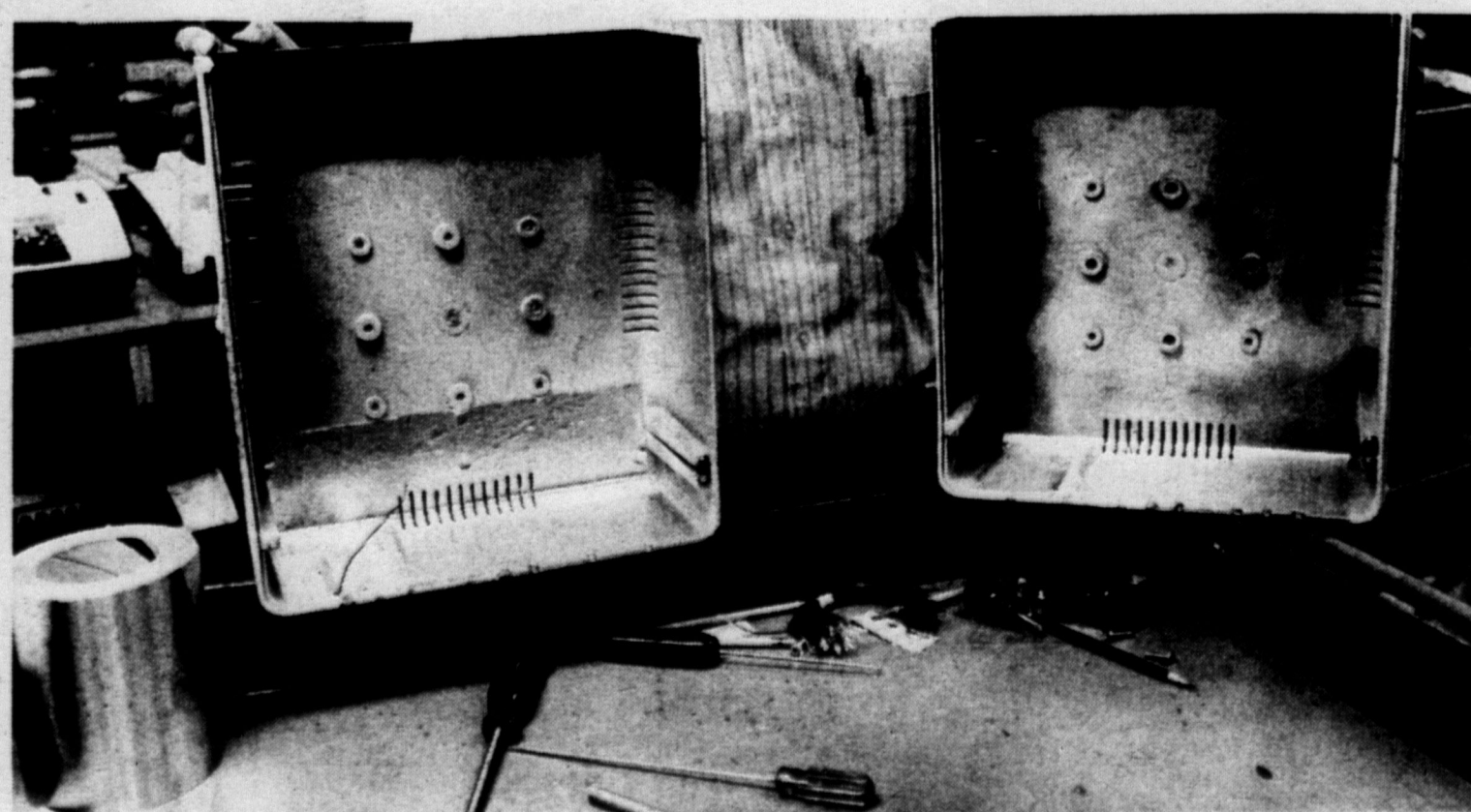
The aluminum foil, being installed by Guild-covered computer technicians inside the backs of the cases of one brand of terminal, is one of three ways recommended by the consultant to block the emissions.

The shielding program was

undertaken as a precautionary measure, in case future tests establish that RF emissions pose a threat to VDT operators, Bob Richendrier, BNA's manager of data processing operations, emphasized.

Installation of the foil shielding is costing BNA less than \$5 per machine, he said, plus the technicians' time.

Guild-member technician Francisco Minan said each operation takes less than a half-hour and also involves cleaning accumulated dust and other materials from inside the terminals which, he said, "they need even without the shields being installed."



... and is ready to reassemble shielded VDT in less than 30 minutes.

TNG joins brief in Winans case

(Continued from Page 1)

by statute" and would "unconstitutionally infringe on the editorial process for preparing news [which is] protected by the First Amendment."

While disclaiming approval of Winans' actions, if the allegations are proven true, the groups joining in the brief pointed out that by its action against Winans the government "attempts to regulate aspects of the reporter-editor relationship by imposing a vague legal obligation on the reporter to disclose breaches of the reporter's duty to his employer."

The prosecution's theory is "particularly disturbing," the brief argues, because it would make "the very fact of publication a critical element of the securities law violation." This would create pressure on editors and publishers to not publish truthful articles of importance to the public, the brief concludes.

The brief stresses that the government has not alleged that the articles were false or that any named individuals were influenced by them.

Groups joining in the brief, in addition to TNG and the Reporters Committee, are: the National Assn. of Broadcasters, Newsletter Assn., New York Financial Writers Assn., American Society of Magazine Editors, National News-

paper Assn., and the Associated Press Managing Editors.

The brief was prepared by the Washington office of the law firm of Sidley & Austin on a pro-bono-publico basis.

Co-defendants in the criminal trial with Winans are a former Journal news clerk and a former stock broker. All three are alleged to have shared in gains from stock-trading based on information leaked by Winans.

In his opening statement in the trial, Asst. U.S. Atty. Peter J. Romantowski charged that Winans and the others had defrauded the Journal by their actions.

Winans' attorney, however, argued that the entire case is based on "the violation of a private policy of a private employer"—the Journal's ethics policy—and that neither the public, readers nor investors were victimized in the process.

Stewart Pinkerton, an assistant managing editor for the Journal who was an opening day witness, testified that "the reputation of any news organization is only as good as the public trust it engenders" and in that sense the Winans case had been "very damaging." He acknowledged on cross-examination that the Journal's profits continued to rise after the case became public and that the paper and Dow Jones, its owner, continued high in public esteem.

3 district councils elect '85 leaders

Western

Seattle—Michele Davis of San Diego was elected president of the Western District Council of Guild locals during its winter meeting here Jan. 26-27.

Davis, president of the San Diego Guild, replaces TNG Vice President Gene Turner of Central California who did not seek reelection.

Mike Stahlberg of Eugene was

elected to replace Davis as the council's secretary-treasurer, while TNG Vice President Stan Souza of Hawaii and Gil Bailey of Pacific Northwest were re-elected vice presidents of the council.

A \$100 contribution to the AFL-CIO co-ordinated African Drought Relief Fund was authorized by council delegates.

The council also examined the program for revamping TNG's financial structure being recommended by the Int'l Executive Board to this year's Guild convention. The discussion was led by TNG President Charles A. Perlik, Jr., one of four IEB members present. Others were TNG Vice Presidents Gene Turner of Central California, Larry D. Hatfield of San Francisco-Oakland and Roger L. Stonebanks of Victoria.

Doug Louth, treasurer, and Roy Tubbs, executive secretary, of the Vancouver-New Westminster Guild also participated in the council sessions and delegates formally extended an open invitation to all locals in Western Canada to participate in future council sessions as well.

TNG Human Rights Co-ordinator Anna M. Padia conducted a session on examining the workplace for discriminatory practices, documenting and remedying them.

The council's next meeting was set for May 11-12. It will be hosted by the Los Angeles Guild.

Midwest

Pueblo, Colo.—Delegates to the Midwest District Council's winter meeting here Jan. 26-27 elected officers for the year and discussed with TNG Secretary-Treasurer Charles Dale the Int'l Executive Board's multi-year plan

Fifty-one

← The Milwaukee Newspaper Guild

Reliable Source

The Newspaper Guild of Greater Boston



New Unit Officers, Delegates, Flip Page

Local One Log

Locals launch membership publications

At least four locals—Victoria, Milwaukee, Cleveland and Boston—have launched membership publications.

The recently reorganized Milwaukee Guild plans to put out its new newsletter—named "Fifty-One" (for TNG Local #51)—quarterly, at least initially, editor Dave Hendrickson wrote in the first issue. Hendrickson also said that the publication—typeset and four 8½-by-11 pages—will aim to be "informative, of course, but I also hope it will be entertaining and, when circumstances call for it, provocative."

The Boston Guild's new publication—named "The Reliable Source"—also is planned as a quarterly. Being produced on a volunteer basis by members of the local's

executive board, it will endeavor to provide members in all the local's five separate units regular information on local-wide activities as well as those in their own units, the newsletter's first issue said.

The Victoria Guild in mid-January put out the first issue of a two-page, typewritten newsletter it is calling "The Insider." "Those who went through the Great Dispute of 1973-74 may recall a modest weekly newsletter called "The Outsider," it explained, adding: "Well, we've managed to stay inside lately, hence the new name."

A periodic, two-page newsletter begun last year by the Cleveland Guild is called the "Local One Log," as in TNG Local #1. It is put together with the aid of a personal computer and its graphics program.

to restructure Guild finances.

Delegates elected Al Ostrowski of Kenosha to a new term as president, along with Vice President Paul Pennick of St. Louis and Secretary John Mitchell of Gary. Judy Hildner of Pueblo was elected treasurer, replacing Mike Roeder of Peoria, who did not seek another term.

Willard Hatch, a TNG international representative and a trustee of TNG's Int'l Pension Fund, conducted a Sunday morning session that examined the benefits of participation in TNG's multi-employer pension plan.

Delegates set the council's fall meeting for Oct. 26-27 in Milwaukee.

Mid-Atlantic

Philadelphia—Tim Schick of the Albany Guild is the new president of the Middle-Atlantic District Council of Guild locals.

He was elected, replacing William P. Berry of Hazleton, at the council's winter meeting here Feb. 2-3. Berry did not seek re-election.

Other officers elected for the coming year are Peter E. McLaughlin of New York, vice president; Carol D. McGarvey of Philadelphia, secretary; and John J. (Jack) Wallace of Wilkes-Barre, treasurer.

McGarvey replaces Eugene Jones, also of Philadelphia, who did not seek another term. McLaughlin and Wallace were re-elected.

Delegates also voted contributions of \$200 to strikers at the San Juan Star and for Wilkes-Barre

Guild members who struck the Times Leader there in 1978.

TNG President Charles A. Perlik, Jr., led an examination by the council of the Int'l Executive

Board's proposal for revamping TNG's financial structure (see Page 1).

The council's next meeting will be May 18-19 in Wilkes-Barre.

News, and circulation tops to hit \$400 in Terre Haute

Terre Haute, Ind.—The top minimum for reporters, photographers and circulation district managers covered by the Terre Haute Guild's contract with Ingersoll's Tribune Star is raised by \$60, to \$400.88 a week, under the terms of a new three-year agreement.

The \$60 increase comes in increments of \$19, retroactive to last Aug. 16, taking the top minimum to \$359.88 a week; \$20 on this Aug. 16, taking it to \$379.88; and \$21 on Aug. 16, 1986.

While the minimum salary for outside advertising salespersons is unchanged, a provision guaranteeing that the salary and commission of each outside salesperson will at least equal the reporter minimum is improved to provide for quarterly adjustment, rather than annual.

Other weekly minimums are raised by \$50 over the contract's term, in increments of \$16, \$16.50 and \$17.50.

The company's weekly payment for the pension plan is raised by \$1.50, to \$9.90.

A fair employment practices clause is expanded to protect against discrimination because of marital or parental status, family

relationship, sexual or affectional preference and irrelevant mental or physical handicaps.

Provision is added for posting notices of vacancies and filling jobs with senior employees who apply and are capable of performing the work, "all things being equal." Also added is provision that the company's standards for promoting employees will not exceed those required for the job.

Another new provision protects employees against public disclosure of confidential sources or material and provides for company payment of legal and other expenses if legal action results.

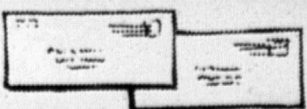
Also added is a provision that substantive changes in material will be discussed with employees prior to publication, when time permits.

The \$50 increase takes the top minimum for editorial clerks to \$222.70 and that for billing clerks and circulation office workers to \$228.34 a week.

The top minimum for classified telephone solicitors goes to \$231 a week, plus commission.

A new job of telemarketing representative is added at a top minimum of \$250.31, plus commission.

IT SEEMS



TO US

Retirement of Baker 'a shock,' retiree says

NEW YORK, N.Y.

Editor:

Many Guild members, men and women alike, will miss Ellis T. Baker. News of his retirement after 35 years of service for our union came as a shock to me, but I suppose he is entitled to a little relaxation by now. I am disappointed that your picture showed him glum. In my mind he will always be smiling.

OLIVER PILAT
Retired
New York Guild

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.

Best students said discouraged at pay

Nashville, Tenn.—Low starting salaries may be discouraging the "best and brightest" journalism students from aspiring toward newspaper careers, journalism educators and newspaper executives observed during a Jan. 18-19 meeting of the American Society of Newspaper Editors' Education for Journalism Committee.

The need to examine whether newspapers are attracting the best talent was prompted by survey results indicating that the percentage of journalism students preparing for newspaper work has declined by half over the past decade, committee chair John Seigenthaler, publisher of the Nashville Tennessean, told participants, according to "presstime," publication of the American Newspaper Publishers Assn.

A profile developed by Professor Paul V. Peterson of Ohio State University from a survey of journalism school enrollment indicates that the typical student is more interested in a career in a communications medium other than newspapers, "presstime" reported.

Those survey results show that the percentages of journalism students training for newspaper work has dropped from 50 percent 10

years ago, to 23.5 percent.

"Maybe we have been focusing so intensely on recruitment of minorities—and with not all that much success—that we've missed a broader problem," said Seigenthaler who has also chaired the ASNE's Minorities Committee.

Citing starting salaries as low as \$165 a week, journalism educators pointed to low pay for beginning newsroom employees as a "serious obstacle" to making newspaper work more attractive, "presstime" reported in its February issue.

Newspapers also suffer from an "image" problem in attracting candidates, participants said, citing students' perceptions that newspapers are not part of the "wave of the future" and that television news is more important because of the larger audience it reaches.

The committee also examined the results of the Dow Jones Newspaper Fund survey of 1984 journalism graduates showing that for every two and a half graduates that applied for work with a newspaper or news service, one was hired.

The median starting salary paid to the May/June graduates who took jobs with daily newspapers was \$230 a week, according to the Newspaper Fund's findings.



LOUIS PUMPHREY/Cleveland Guild

Advice for the bishop(s)

Two Cleveland Guild members—TNG Vice President Richard M. Peery, left, and Universe Bulletin Unit Chairperson Joseph F. McKenna, right—with Bishop Anthony M. Pilla of Cleveland's Roman Catholic diocese during dialog on U.S. bishops' controversial pastoral letter on the economy. Guild pair are members of Committee of 100 from business, labor, education,

religious and social-advocacy groups Pilla invited to comment Jan. 26 on the first draft of the bishops' letter. Peery warned that "with the re-election of Ronald Reagan selfishness has been made acceptable" and "people feel comfortable sneering at the poor." McKenna suggested that the bishops can "teach best by example" on employer-employee relations.

The \$230 median starting salary was \$15 higher than that reported by 1983 survey respondents who went to work for dailies, but 1983's \$215 starting median was \$5 lower than in 1982.

The median starting minimum for reporters and photographers on U.S. daily newspapers covered by

Guild contracts, by contrast, was \$318.32 a week on June 1, 1984, up \$22.82 from June 1, 1983, and \$33.36 higher than in 1982. The median under Guild contracts on Dec. 1 was \$334.83 a week ["Average starting minimum for reporters nears \$350," Guild Reporter, Jan. 11].

The Newspaper Fund survey showed that 55.8 percent of the 1984 journalism graduates had found work in a communications field within four months of graduation, up from 50.1 percent in 1983. Of the 1984 class, 17.1 percent were hired by a wire service or a daily newspaper.

The Newspaper Fund attributed the rise in the percentage of journalism graduates finding work in the field to "a significant change" in the hiring pattern of minority journalism graduates, "presstime" reported. Over 54 percent of 1984's minority graduates found media work, up from 40.8 percent.

About 5 percent of the graduates took jobs with television stations and a similar number found jobs in radio. Openings in public relations work were filled by 8.5 percent of the graduates and another 8.6 percent were hired by advertising agencies.

Prospects for the class of 1985 are probably similar. A survey by Michigan State University shows that employers in the printing and publishing field expect to increase their hiring of new college graduates by less than one-half of one percent in 1985.

That same survey, according to U.S. News and World Report, indicates that employers in the industries sampled expect starting salaries for new graduates to rise by 3.7 percent.

Anatomy of a grievance: Sales job restored

San Francisco

A retail advertising salesperson was dismissed by the Newspaper Agency on the Wednesday before Christmas.

She had signed a client's name to an advertising contract in 1983, and now the agency was about to take this client to court for non-payment of approximately \$700.

Not wanting to embarrass the agency, she conveyed this information to the retail sales manager the following morning.

Her firing came the next day.

As word spread among her colleagues, the Guild's unit chairperson and two shop stewards became engaged in a flurry of activity which would, by the end of the day, place her action in an entirely different light.

A significant number of salespeople came forward, all with the same basic story and with a willingness to go public if necessary.

This is adapted from an article in the January issue of the Bay Guild News, publication of the San Francisco-Oakland Guild, written by Steven Michael, chairperson of the Guild local's unit at the San Francisco Newspaper Agency.

A former retail advertising manager had, in the summer of 1983, told his staff in a meeting that they were to get their now-mandatory contracts in house on time even if they had to sign the contracts themselves.

In 1983, the agency began requiring advertisers to sign contracts committing them to buying a certain amount of space over the course of a year in order to guarantee lower rates.

The same manager also was reported to have buttonholed individual salespeople when getting his monthly list of outstanding contracts with the same message—

get them in, even if you sign them yourselves. Believing this to be "policy," a number of the sales staff did, in fact, sign their own contracts.

Armed with this information, one steward arranged a meeting between the advertising management and the three Guild reps on the Friday morning following the dismissal.

Presenting their findings to the advertising director, his assistant and the retail sales manager, the unit chairperson argued that the agency had acted improperly in firing an employee for following her manager's directions which she

believed were at the company's best and to her client's advantage, as the sales staff uses the contracts to guarantee the space rates for advertising placed during the year.

One of the stewards, who had heard the retail manager's instructions to at least one salesperson privately, contended that while it was possible the advertising director didn't know what his manager was doing, everyone else was well aware of it. As the capper, the other steward presented one contract he found that he had signed himself at the manager's urging.

Having secured the unit's grievance authorization and released it to the Guild office, the three reps requested a speedy response from the company.

That response came within half an hour, with the company's agreement to reinstate the salesperson on her next scheduled work day.

Outside classified, display at parity in 85% of pacts

MORE THAN 85 percent of Guild newspaper contracts that cover persons in both jobs provide top minimum parity for outside-classified and outside-display advertising salespersons, according to TNG's Collective Bargaining Dept.

Top minimum rates for the two jobs are the same in 54 of 62 contracts with daily newspapers in the United States, Canada and Puerto Rico that cover employees who sell the two kinds of advertising.

In 1966, when TNG began regularly keeping track, there was parity for the two jobs under just six of 51 contracts, or 10.5 percent of the agreements covering the jobs.

Minimums listed here are those in effect Feb. 1. The results of settlements and deferred increases effective since are not included.

	Display	Classified	Difference
Vancouver Sun and Province	\$736.62	\$736.62	-0-
St. Paul Pioneer Press and Dispatch	707.00	707.00	-0-
Victoria Times-Colonist	699.71	699.71	-0-
San Francisco Newspaper Agency*	675.64	675.64	-0-
San Jose Mercury-News	675.64	675.64	-0-
San Mateo Times & News Leader	675.64	675.64	-0-
Philadelphia Inquirer and Daily News	671.94	671.94	-0-
Toronto Star	660.17	660.17	-0-
St. Louis Post-Dispatch	659.86	659.86	-0-
Seattle Times	658.10	658.10	-0-
San Diego Union and Tribune	650.00	650.00	-0-
Washington Post	640.75	640.75	-0-
Tacoma News Tribune	634.85	634.85	-0-
Sacramento Bee	634.00	634.00	-0-
Providence Journal and Bulletin	621.50	621.50	-0-
Hawaii Newspaper Agency*	612.50	612.50	-0-
Detroit Free Press	606.34	606.34	-0-
Toledo Blade	604.54	604.54	-0-
Sacramento Union	602.59	602.59	-0-
Monterey Peninsula Herald	594.00	594.00	-0-
Baltimore Sun and Evening Sun	590.00	590.00	-0-
Delaware County Times	583.40	583.40	-0-
Stockton Record	583.00	583.00	-0-
Eugene Register-Guard	568.10	568.10	-0-
Royal Oak Tribune	562.94	562.94	-0-
Manchester Union Leader	547.75	547.75	-0-
Mt. Clemens Macomb Daily	547.02	547.02	-0-
Fall River Herald-News	539.96	539.96	-0-
Pottstown Mercury	535.99	535.99	-0-
Hilo: Hawaii Tribune-Herald	534.91	534.91	-0-
Portland Press Herald and Express	531.00	531.00	-0-
Erie News and Times	521.50	521.50	-0-
Maui News	520.20	520.20	-0-

	Display	Classified	Difference
Pawtucket Times	520.15	520.15	-0-
Bakersfield Californian	517.84	517.84	-0-
Sheboygan Press	503.90	503.90	-0-
Great Falls Tribune	491.00	491.00	-0-
Duluth News-Tribune & Herald	483.00	483.00	-0-
Brockton Enterprise	477.36	477.36	-0-
Lowell Sun	476.00	476.00	-0-
Malden News, Medford Mercury and Melrose News	474.75	474.75	-0-
Lynn Item	459.50	459.50	-0-
Albany Times Union and Knickerbocker News	459.25	459.25	-0-
Pueblo Chieftain	440.00	440.00	-0-
Woonsocket Call	433.41	433.41	-0-
Norristown Herald	431.00	431.00	-0-
Tonawanda News	414.79	414.79	-0-
Yakima Herald-Republic	413.25	413.25	-0-
Kingston Daily Freeman	402.65	402.65	-0-
San Juan Star	383.37	383.37	-0-
Massillon Evening Independent	374.11	374.11	-0-
Terre Haute Tribune-Star	359.88	359.88	-0-
Bristol Press	350.00	350.00	-0-
San Juan: El Mundo	309.00	309.00	-0-
Boston Herald	586.92	564.35	-\$22.57
St. Louis Globe-Democrat	623.54	591.29	- 32.25
Denver Post	683.00	646.00	- 37.00
New York Post	751.30	691.00	- 60.30
Memphis Commercial Appeal	544.50	475.55	- 68.95
New York Daily News	767.73	694.54	- 73.19
Monessen Valley Independent	352.75	244.75	-108.00
Canton Repository	446.86	335.15	-111.71

*Joint publishing operation.



RAYMOND CROWELL/Washington-Baltimore Guild

Retirement togs for 'the professor'

An academic's mortar-board cap worn by Ellis T. Baker is adjusted by TNG President Charles A. Perlik, Jr., during a gathering of TNG headquarters staff and other friends marking Baker's retirement after more than 30 years as director of TNG's education programs [Guild Reporter, Jan. 11]. Cap and gown were presented to

Baker as a symbol of his contributions to the union. Looking on are, at left, John Barry, a former Guild Reporter staffer now managing editor of the AFL-CIO News, and J. William Blatz, TNG director of field operations. Gathering also bid farewell to Anita Rynning who resigned after six years as TNG office manager.

No news staff cuts seen at CBC

Toronto—Staff cuts at the Canadian Broadcasting Corp. to meet a curtailed budget imposed by Canada's new Progressive Conservative government are not expected to affect any of the approximately 500 news employees covered by the Canadian Wire Service Guild's contract with the CBC.

In announcing plans to eliminate 1,150 positions on April 1, CBC President Pierre Juneau emphasized that news and information programming of the government-owned radio and television network would be protected.

The cuts and other cost-saving measures were being planned in the wake of a government announcement that it would cut \$75 million from the \$906 million budget projected for CBC operations for the fiscal year beginning April 1, 1985.

The CBC anticipates that 400 positions may be eliminated through attrition and another 450 jobs eliminated from among administrative employees, including management positions. The remaining jobs would come from among production employees, Maclean's magazine reported Dec. 24.

The CBC currently employs

about 12,000 throughout Canada.

Cutbacks in overtime, capital expenditures and other programming costs also are intended.

News of the budget cut and the impending staff reductions has raised concerns that the quality of CBC's programming will be severely affected.

Juneau told a news conference, however, that there will be "no attempt to take us back to Caesar's time and give Canadian's more fun and less information"—a stance that has drawn criticism as well from critics of protecting news operations at the expense of entertainment.

Brown returns to IR post after work in publishing

Washington—William M. Brown, a member of TNG's field staff from 1975 to 1982, returned to the job of TNG international representative on Feb. 4.

He had left in the spring of 1982 to become publisher of the Ingersoll chain's Royal Oak (Mich.) Tribune and later was named publisher of a group of suburban Philadelphia weeklies owned by the same chain.

Before going to the publishing jobs, Brown had assisted the Wilkes-Barre newspaper unions in their strike against the Wilkes-Barre Times Leader and in publication of the Wilkes-Barre Citizens' Voice from the start of the strike in October 1978.

Brown was the full-time administrative officer of the Philadelphia Guild for nearly five years in the early 1970s after serving as local president in 1969-70, while working as a photographer for the Philadelphia Inquirer.

He has bargained numerous



William M. Brown
Returns to TNG field staff

Guild contracts, both as a local administrator and an international representative, and played a key role in several Guild organizing projects.

Star talks again, strike continues

San Juan—Two days of bargaining between representatives of the San Juan Star and striking Puerto Rico Guild members Jan. 30-31 were the first talks between the parties since Guild members voted Dec. 27 to reject what the company called its "final offer."

No progress was reported, however, in the local's effort to conclude an equitable, new contract with the Scripps-Howard daily and end the strike that began Oct. 14.

Another meeting was set for Feb. 11.

The Guild represents employees throughout the Star plant.

Strikers, meanwhile, were preparing to publish the sixth issue of their alternative paper, the San Juan Sun, for distribution Feb. 8.

S. Africa charges are not prosecuted as protests go on

Washington—As daily arrests continued of persons protesting at the South African Embassy here against that government's racial policies, the U.S. and District of Columbia governments also continued to drop charges under which the protesters are being arrested without taking them to trial.

Among those recently notified that they need not appear in court was TNG President Charles A. Perlik, Jr., who was arrested along with AFL-CIO Secretary-Treasurer Thomas R. Donahue and Steelworkers Vice President Leon Lynch during the second week of the embassy demonstrations, which began Nov. 21 [Guild Reporter, Dec. 14].

Prosecution also was dropped against Washington-Baltimore Guild President Ernie Mercer, arrested at the Embassy on Dec. 12.

Through Feb. 4, a total of 792 persons had been arrested at the embassy.

TNG's Int'l Executive Board, meanwhile, passed a resolution during its winter meeting lauding both Perlik and Mercer for "their willingness to engage in civil disobedience and suffer arrest to demonstrate our abhorrence of the repressive policies of the South African government."

Leaders of two Guild locals—Twin Cities and Denver—also sent Perlik messages praising his action.

A resolution by the Twin cities Guild's representative assembly said that local "supports . . . and congratulates him for his actions."

"The unqualified support of the Denver Guild" was expressed in a letter from Barbara Bruno, the local's executive director.

In the meantime, TNG joined with the Committee to Protect Journalists in a message of protest to South African President P. W. Botha against a raid by security forces on the Johannesburg offices of Britain's Independent Television News and the ABC network.

Police seized dozens of video tapes of confrontations between blacks and police and other demonstrations and meetings. The move "menaces not only the press but also those who were filmed," a CPJ representative pointed out.

Earlier TNG wired protests to both Botha and the State Dept. over the arrest of BBC-London correspondent Gwen Lister by South African police in Windhoek.

The day before her arrest under the Official Secrets Act she had asked during a press conference about police orders that all her mail be intercepted.

Two other African governments actions against the opposition press also have drawn protests from TNG to those governments and the U.S. State Dept.

A protest of Liberia's closing down the Daily Observer, that country's only independent newspaper, brought notification in response from William Lacy Swing, the U.S. ambassador in Monrovia, that he had brought TNG's concern to the attention of senior Liberian officials and informed them "of the influence of your organization."

A message to Uganda President Milton Obote pointed out that his government's reported imprisonment of eight journalists for reporting information the government wanted to be not reported "is abhorrent to all who value the principles of free speech."

The Guild Reporter



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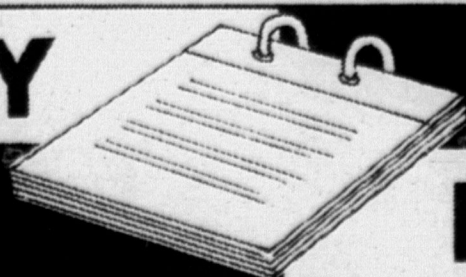
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DAY



BOOK

TNG residential seminar for new local officers, Feb. 15-18, George Meany Center for Labor Studies, Silver Spring, Md. (suburban Washington).
Great Lakes District Council, winter meeting, Feb. 23-24, Youngstown.
New England District Council, winter meeting, Feb. 23-24, Providence.
Southern District Council, winter meeting, March 1-3, Chamberlin Hotel, Hampton, Va.
Int'l Executive Board, spring meeting, April 22-26, TNG headquarters, Washington.
Canadian District Council, Founding meeting,

April 27-28, Ottawa.
Great Lakes, Midwest and Southern District Councils, joint spring meeting, May 4-5, Toledo.
Western District Council, spring meeting, May 11-12, Long Beach.
Middle-Atlantic District Council, spring meeting May 18-19, Wilkes-Barre.
52nd Annual Convention, June 24-28, William Penn Hotel, Pittsburgh.
Midwest District Council, fall meeting, Oct. 26-27, Milwaukee.
53rd Annual Convention, Buffalo, 1986.
54th Annual Convention, San Diego, 1987.