Over 100 dailies are using pagination

By Richard J. Ramsey
Executive Secretary, TNG Contracts Committee

"WELL OVER 100" newspapers in North America to some degree operate pagination systems – producing pages via computer with no or minimal paste-up, according to the moderator of a symposium on the topic.

Held in conjunction with the annual American Newspaper Publishers Assn. Operations Management Conference and Exposition June 8-12 in New Orleans, the symposium heard from four panelists – two from papers with Guild contracts – involved in pagination projects. The fifth panelist described a computer-driven graphics system.

"Purists insist that true pagination means nothing short of a computer system that provides all the capabilities to produce the final product – a page that contains text, art, graphics, advertising and all the elements that go into laying out a newspaper page," observed the moderator, Eric Wolferman, editor of the Lansdale, Pa., Reporter.

No such system operates on newspapers today, however, Wolferman said, adding that current efforts are aimed at streamlining or consolidating portions of the overall process. "Clearly the next step is to pull everything together, to develop a system that can handle pictures and ads as well as text and produce complete pages on paper, negatives or even plates."

Each of the panelists' papers uses a different video display terminal system in its pagination projects.

"About a dozen" firms are "peddling pagination equipment," Wolferman said, noting that the majority of buyers are papers with less than 100,000 circulation. "Larger papers are still grappling with the larger problems that pagination presents to their operations," he said.

The Philadelphia Inquirer is among the large dailies "experimenting with

(Continued on Page 4)

Arbitrator awards composition of ads on VDTs to Guild

Vancouver – Composition on video display terminals of advertisements they or their co-workers have created is work that should be assigned to advertising employees represented by the Vancouver New Westminster Guild at Pacific Press, an arbitrator has ruled.

At the same time, arbitrator Hugh G. Ladner ruled that advertising copy furnished to the papers in its completed form should continue to be handled by Typographical Union composing room employees after the introduction of advertising makeup terminals and a new computer system that will perform pagination functions.

The award was made under a special jurisdictional dispute procedure included in Guild and Typographical Union contracts with the company, which publishes the Vancouver Sun and Province.

While "there is no doubt" that the company's plan to introduce a computerized pagination system "strikes directly at what has traditionally been" Typographical Union work, "it is not a case of someone else doing that work," Ladner said. Rather, he wrote, "the work for the most part will be done by the computer."

The question of which employees have jurisdiction over initiating the original keystrokes necessary to electronically compose advertising copy must be decided by determining "whether the operator is exercising more skills traditionally within the Guild jurisdiction, or those within the ITU jurisdiction," Ladner said. He cited principles adopted by Paul C. Weiler in resolving other jurisdictional disputes among the parties at earlier stages in the advent of automated composition systems.

"Knowledge of font and type size," a skill typically within the printers' jurisdiction, "will still be necessary," Ladner said, but so will the typically Guild-covered skill of designing and selling the ad, he pointed out.

"There appears to be no doubt but that the predominant aspect" of creating ads on a video display terminal "is a function within the Guild jurisdiction," he held in the May 29 decision. It is the Guild-covered advertising sales staffer

(Continued on Page 5)

Vancouver's Louth seeks seat on IEB

Vancouver – Doug M. Louth, treasurer of the Vancouver-New Westminster Guild, has announced that he will be a candidate for the office of TNG Vice President from Western Canada.

Louth has been endorsed for the office by the executive boards of the two locals currently in the region – his own Vancouver-New Westminster Guild and the Victoria Guild.

He seeks election to the seat on TNG's Int'l Executive Board that has been held by Roger I. Stonebanks of Victoria since it was established by TNG's 1972 Convention.

(Continued on Page 6)

The GUILD REPORTER

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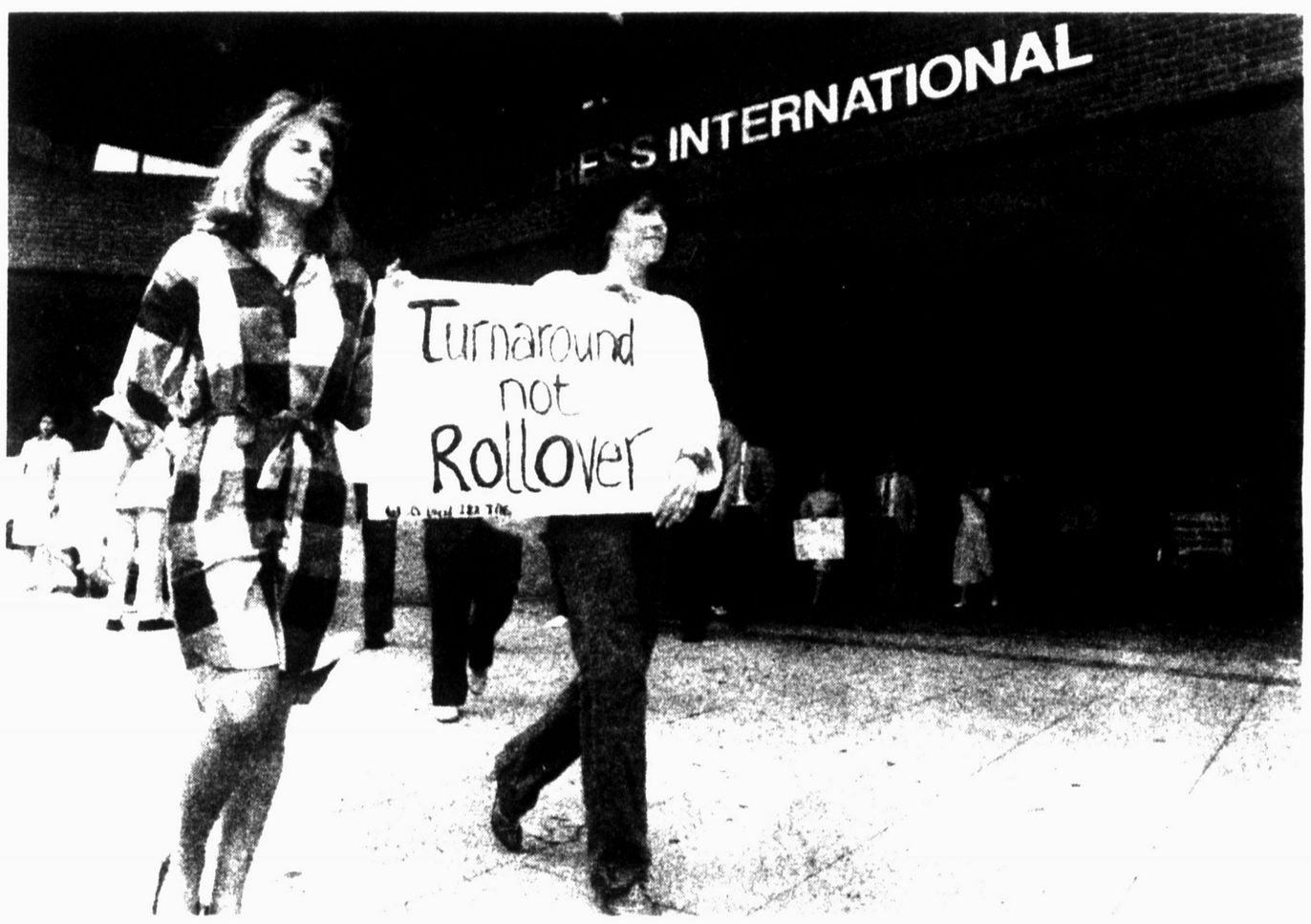

UPI protests: Demands by UPI management for more Guild contract concessions spark U.S.-wide protests June 13 (**story, Page 3**). Leading marchers in Washington, above, are Valerie Straus and Dana Walker.

More than 220 tackle finance, other issues

Pittsburgh – Central issue facing delegates to TNG's 52nd Annual Convention when it meets here June 24-28 is the multi-faceted, long-range program for renovating TNG's financial structure proposed by the union's Int'l Executive Board.

More than 220 delegates representing more than 55 Guild locals in the United States, Canada and Puerto Rico were expected to attend the week-long meeting, being held at the Pittsburgh Hilton Hotel.

The convention site was shifted from Pittsburgh's William Penn Hotel earlier in June in support of the Air Line Pilots Assn.'s strike against United Airlines. The William Penn, part of the Westin Hotel chain, and the airline are commonly owned.

Delegates also will nominate candidates for international offices, including the two full-time positions of president and secretary-treasurer, as well as for international chairperson and regional and at-large vice presidents in TNG's regular biennial election. Uncontested nominees for offices will be declared elected by the convention. Contests will be resolved by membership vote late in the summer.

A forum examining the benefits to be derived from establishment of employee assistance programs will be conducted on the afternoon of the convention's opening day. Representatives from the Institute for Human Resources and an authority in the field of treatment for

(Continued on Page 6)

Curbs on smoking spreading at dailies

By Barbara E. Nelson
Associate Editor

SMOKING APPEARS TO BE headed the way of manual typewriters in Guild members' work areas and this latest transition may prove more controversial than the first.

Policies to restrict smoking are being adopted at an increasing number of newspapers where Guild covered employees work.

Some restrictions have come about as a result of local government ordinances that give preference to the desires of nonsmokers over those of smokers, while in some other Guild units consideration of measures to curb smoking has been prompted by concerns expressed by growing numbers of nonsmokers.

At the Toronto Globe and Mail, for example, members of a joint Guild-management health and safety committee have recommended unanimously that the company initiate a policy to begin phasing out smoking in work areas.

Immediately, the committee said, smoking should be banned in common areas of the building and seating rearranged so that smokers are segregated from nonsmokers. The committee also recommended that the company seek expert advice in its ongoing newsroom renovation project to ensure that furniture and partitions selected do not impede air circulation, and it called for

(Continued on Page 2)

Canada's 'new' rights charter blooming late
Page 7

CBTU urges rededication to rights aims
Page 5

Curbs on smoking are many and varied

(Continued from Page 1)

technological improvements in the air circulation system, as well. More smoke-eating devices should be installed in ceilings in areas with high concentrations of smoke and smoke-eating ashtrays should be provided, the committee said.

ULTIMATELY, the committee said, smoking should be banned except in designated nonwork areas.

Its recommendations come in response to complaints from Guild-covered employees about poor air quality and heavy concentrations of tobacco smoke. Minor adjustments in the building's ventilation system had failed to alleviate the problems.

A health and safety authority, asked to assess air quality in Guild work areas last year, reported that the "most readily identifiable source of indoor air pollution appears to be tobacco smoke."

"Paying great attention to secondary contaminants without attention to the problems created by tobacco smoking is not logical," reported Donald Couch of the University of Waterloo's Centre for Occupational Health and Safety.

Reaction among employees to the recommendations "is mixed," a Guild representative on the joint health and safety committee said, noting that there is "no easy way" to balance the rights of smokers and nonsmokers.

That dilemma is being faced by Guild leaders in both Canada and the United States as they weigh the right of employees to continue to smoke while at work against the concerns of other employees about discomforts and effects on health from working in a smoky environment.

In Portland, Me., at the Press-Herald, Express and Telegram smoking has been banned throughout the plant except in several designated smoking areas. The ban applies to all employees, including management, and to persons who enter the building.

Leaders of unions representing the papers' employees, including the Portland Guild, agreed to participate with the company in a joint announcement of the ban last June after obtaining assurances that no employee would be disciplined for smoking.

The ban, implemented in September, took effect in two phases. Initially employees could visit smoking areas at will, but under the ban's final phase in place since Jan. 1, smoking in designated areas, including a lunchroom area, has been limited to employees' regular work breaks.

A SERIES OF smoke-ending classes was conducted in the plant at the company's expense; employees attending did so on their own time.

A number of former smokers have quit since the ban was instituted, local representatives said, and complaints about the inequities for smokers have diminished, according to Guild President Mike Millett, a smoker himself before the ban.

To varying degrees aspects of the Portland experience have been repeated at other newspapers where Guild locals represent employees.

In Canton, Ohio, where the Cleveland Guild represents 120 employees of the Canton Repository, smoking was banned in all carpeted areas after an anti-smoking petition signed by 80 Guild-covered employees was presented to management. Carpeted areas include most work areas, but not hallways or the lobby, a local representative explained.

At the local's unit at the Cleveland Plain Dealer, meanwhile, a Guild committee was appointed to study the question of smoking in work areas after a petition prompted a bulletin board discussion of the issue.

AT THE SAN DIEGO Union and Tribune a plant-wide ban on smoking except in several nonwork areas and private offices has "created a furor," a Guild representative reported. Reporters who had been accustomed to smoking at their desks "argue that their creativity is stifled," the representative said, adding that some reporters are sorting through notes and outlining their work in areas of the cafeteria where they can smoke.

The ban was instituted by the company in May shortly after one employee filed a civil suit and another a workers compensation claim against the company, alleging that tobacco smoke in the work envirommemt had contributed to physical disabilities.

Smoking at the San Diego papers had been restricted to designated sections within working areas under a local ordinance that took effect a year ago. The ordinance requires employers to provide separate sections for smoking and nonsmoking employees in areas where employees have complained about exposure to smoke.

Since instituting the ban the company has offered to pay the $175 fee for employees who successfully complete a program of smoke-ending classes being conducted in the plant.

Earlier the Guild had suggested that a partition be installed in the classified advertising department to block smoke from drifting into the nonsmoking work area. The company has also installed electrostatic filters in an effort to clean smoke from the air.

While the ban at the San Diego papers affects nearly all Guild-covered employees, many management representatives continue to smoke in their private offices, a factor, the local representative noted, that adds to the aggravation of employees who wish to smoke.

In San Francisco, where a municipal ordinance to protect nonsmokers in the workplace took effect in the spring of 1984, Guild-covered employees face a variety of restrictions on the smoking of tobacco.

The ordinance requires an employer to ban smoking in work areas where complaints about smoking persist after reasonable attempts to control the problem have been made.

Although the Guild has urged that greater efforts be made to accommodate smokers, department heads have been quick to ban smoking under the ordinance, a local representative said.

In the newsroom of the San Francisco Chronicle smoking is banned, while at the city's other daily, the Examiner, a "smoking row" in the city room provides a haven for those who want to smoke.

At the San Francisco Newspaper Agency, where the commercial functions for the two jointly published dailies are performed, separate smoking and nonsmoking sections exist in some work areas, while in other work areas smoking is banned altogether.

Since smoking is also banned in employee lounges and hallways the most accessible spot to smoke is often outside the building, a Guild leader said.

MUCH THE same situtation exists at the San Jose Mercury News where the company has been enforcing a more recently enacted ordinance of similar scope, issuing a ban on smoking in any work area in which a nonsmoker makes a complaint.

Although smoking sections exist in some work areas probably 80 percent of Guild-covered employees work in areas of the plant where smoking is banned, a San Jose Guild representative estimated. One-third of the cafeteria has been set off as a smoking section, but in other common-use areas of the plant it is banned.

A number of employees have attended smoke-ending clinics offered by the company since the ordinance took effect.

Restrictions on smoking are in place at other newspapers where Guild-covered employees work, including dailies in Seattle, while in still other Guild units measures have been taken to reduce employees' exposure to smoke, including installation of smoke-eating ashtrays and ceiling filters and the creation of separate smoking and nonsmoking work areas within departments.

REPRESENTATIVES of the Twin Cities Guild on the worker participation committee at the Minneapolis Star & Tribune have begun examining the advisability of a smoking ban in the newsroom. The paper's executive editor asked for the committee's advice after some 125 employees signed a petition favoring a smoking ban.

Work areas earlier had been divided into smoking and nonsmoking sections, but many employees continued to find drifting smoke an irritant and a potential health hazard, the local reported.

The Pittsburgh Guild, meanwhile, purchased about nine table-top air purifiers and placed them in newsroom areas at the Post-Gazette where Guild-covered employees had complained of irritations from airborne smoke.

60% in poll favor full ban

Minneapolis—A strong majority of newsroom employees favors a ban on smoking, according to a survey conducted by the joint worker-management committee at the Minneapolis Star & Tribune.

More than 60 percent of the 210 editorial employees who responded to the survey said they favor a ban on the smoking of all tobacco products, while an even larger proportion—75 percent—said they favor a ban on cigar smoking. A ban on pipe smoking won approval of 66 percent.

However, more than 21 percent said they seriously oppose a smoking ban. Of the 45 employees that expressed serious opposition, 31 were smokers and 14 were nonsmokers, the Twin Cities Guild reported.

Nearly all respondents agreed that a smoking lounge would be important should a ban be implemented.

Half of the respondents indicated that they are bothered by smoke in the newsroom.

Sixty of the respondents, or 28 percent, said they are smokers—41 of them cigarette smokers, 3 cigar smokers and 16 pipe smokers.

The newsroom worker participation committee—set up under the Guild contract—is examining the smoking issue in response to a petition from 125 employees asking for a smoking ban and a request from the paper's editor for advice on the issue.

Alert issues on changes in FOI Act

Washington—A bill that would make "drastic changes in the type of information" available to the public under the Freedom of Information Act has won endorsement from the Senate Constitution Subcommittee and will soon be considered by the full Senate Judiciary Committee.

Among more than 40 changes included in the bill are provisions that would increase the cost of obtaining information and lengthen delays in response time, the Reporters Committee for Freedom of the Press said in issuing an "alert" about the bill.

It would also expand exemptions from the law to include government information about a business' commercial activities, while adding new protections for law enforcement records and creating a government copyright on certain technological information, the reporters group warned.

The proposal, Senate Bill 150, is sponsored by Sen. Orrin Hatch (R-Utah), who introduced an identical measure in the last Congress.

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RAYMOND CROWELL/Washington-Baltimore Guild

Milestone at the Post

James T. (Jim) Yenckel of the Washington Post Style section, left, poses with the "inscribed" athletic jersey presented to him during gathering of the Washington-Baltimore Guild unit's organizing committee to mark the unit's reaching and surpassing 800 members. With Yenckel, who has signed up more than 20 members since September, are Ward Sinclair, also of the committee, and Sandra Polaski, organizer hired through TNG's special organizing fund to assist the local's membership building efforts. In all, some 30 members of the Post unit committee were cited for their recruitment results as posters like that at right went up on Guild bulletin boards at the Post.

Nationwide protests follow UPI demand for new benefit cuts

More than 200 Wire Service Guild members in 15 cities joined in lunch-hour picketing of United Press Int'l bureaus June 13 to protest the company's demand for a series of new cuts under the local's contract with the financially troubled news service.

In a six-point proposal delivered to Wire Service Guild leaders June 11, the company proposed, among other things, a six-month extension of salaries at 90 percent of last summer's levels, a boost in weekly hours from 35, to 40 for all employees, and an increase in employees' payments toward the cost of health insurance.

The company's proposal for "drastic new wage and contract benefit cuts" comes at the same time the company is "seeking huge raises for several top executives," Guild leaders charged in a membership bulletin.

UPI has been operating under supervision of federal bankruptcy court since it filed for Chapter 11 protection from its creditors on April 26. Although an employer can ask the bankruptcy court to modify or abrogate its union contracts, under federal bankruptcy law it must first seek to reach agreement on changes with unions which represent employees.

Guild-covered employees of UPI are currently working under an agreement made last summer in an effort to shore up the news service's finances. Under that agreement wages—cut by 25 percent initially—were to be gradually restored to reach their August 1984 level by October of this year. Since April employees' salaries have been at 90 percent of their pre-reduction levels and are due to rise to 95 percent on July 1.

UPI is proposing to keep them at the 90 percent level through Jan. 1, 1986, then raise them to 95 percent through April 15, 1986, when the contract expires. Increases of 3 percent on Dec. 15, 1985, and 2 percent on Jan. 1, 1986, that were to have taken effect under last year's cost-saving accord would be eliminated.

A 12-month suspension of company payments to the pension fund would be extended for the duration of the contract term under UPI's proposal, and the company seeks the Guild's agreement to have some $900,000 in back payments it owes the fund "forgiven."

Other concessions UPI seeks include:

- A reduction in its monthly payment toward employee health insurance coverage to $50 for employees with individual coverage and $100 toward the cost of family coverage. UPI said it currently pays $87.45 for individual and $190.58 for family coverage in the partially self-insured plan.
- Elimination of all accrued severance pay and the adoption of a new severance pay formula to provide a week's pay for each year of service after April 29, 1985, with a maximum accrual of 13 weeks. Payments to an employee eligible for severance pay would be made in biweekly installments at the rate of a half week's pay each.
- Waiver of existing contract protections to permit the company to terminate its 19 telephoto engineers and subcontract their work.

Meetings of Guild and company representatives to discuss the proposals were set for June 18-19.

At the same time that UPI seeks extreme cost-saving measures under its Guild contract it is asking annual increases of $7,500, $18,000 and $24,000 for three high-level officials, the Guild pointed out.

UPI President Ray Wechsler called the company's proposals for modifications in the Guild contract "essential for UPI's reorganization." The company's likelihood of "attracting a new investor would be greatly improved" with the concessions in place, Wechsler explained in a statement carried on UPI's wire.

He also announced that the salaries of employees not covered by union contracts would remain at the 90 percent of August 1984 levels through Dec. 15, 1985, when they would rise to 95 percent of that level.

In a preliminary report to the bankruptcy court, UPI said that it had a positive cash flow of $1.18 million in May from its domestic operations.

Meanwhile, UPI has reportedly turned down a $5-million proposal from the Reuters news service under which it would maintain UPI's national news coverage while shutting down its other operation.

Reuters is among eight companies that UPI counts among potential buyers and with which it has been talking about a possible acquisition.

UPI reported liabilities of $42.3 million in statements filed with the bankruptcy court. It estimates assets at $21.8 million.

UPI co-owners Douglas Ruhe and William Geissler have signed an agreement with UPI chairman Luis G. Nogales settling a dispute over control of the company. The agreement, signed before the bankruptcy judge, provides that Nogales continue as chairman and that the co-owners and managers of the company work together to find a buyer.

The agreement was signed after Nogales reportedly threatened to ask the court to appoint a trustee to manage the company.

2 California locals eye merger after 3-way plan voted down

Leaders of the San Francisco-Oakland and Central California Guilds were taking steps to seek membership approval of a merger of the two locals following defeat of a proposed three-local merger which would have included the San Jose Guild as well.

The three-local proposal was approved by wide margins by SFONG and Central California voters but rejected by the San Jose membership on the strength of a negative-vote margin of more than seven to one by members at the San Jose Mercury News. Majority approval in each of the locals was required.

Soon after the June 6 vote-count in the three-local referendum, the SFONG's governing bodies authorized a vote on the two-local merger proposal, with ballots to be counted Aug. 8, and their counterparts in Central California were expected to do the same.

The three-local proposal was approved by 708 to 80 in San Francisco-Oakland and 419 to 34 in Central California.

Members of the San Jose Guild's Monterey Peninsula Herald Unit approved the proposal by a vote of 45 to 35, but that unit's vote was insufficient to offset the 448-to-63 vote against the merger in the local's larger Mercury-News Unit.

The three locals have 3,000 members in 14 bargaining units. San Francisco-Oakland is the largest with 1,450 members in 12 units; both San Jose and Central California have about 800 members, with San Jose's in two units and Central California's in five units.

Given the strength of sentiment for merger reflected in the votes in San Francisco-Oakland and Central California, officers of those locals immediately began examining the feasibility of a merger without San Jose. If the two-way merger is approved, the merged local will be named the Northern California Guild, as the three-way combination would have been, and the effective date also would be the same, Sept. 2, Labor Day.

Merger would eliminate duplication of administrative functions and enable the expansion of professional staff to bargain and administer contracts and organize new members and units, supporters of both the three-way and two-way proposals maintain.

Opponents in San Jose, however, cited what they claimed would be a potential for less service and diminished voting strength for members of that local, while warning that formation of a new local could result in management challenges to the local's representation rights.

Administrative Officer

Local of 1,800 members wants administrative officer to negotiate contracts, grieve and arbitrate contractual disputes and organize. Duties also include responsibility for three-person staff and administration of $750,000 budget. Salary, $35,000-$41,000; full benefits. Prefer person with at least 5 years' experience in similar labor activities. Send resume, including wage history and references, by July 1.

Washington-Baltimore Guild
Attn: Connie Knox
1511 K St. NW., Room 926
Washington, D.C. 20005

Pact with B.C. weekly takes key top to $501

Mission, B.C.—The top minimum for reporters, photographers and advertising sales staff is raised by $24.14, to $501.14 a week, under the terms of a new two-year contract between the Vancouver-New Westminster Guild and the weekly Fraser Valley Record.

The key top minimum is raised to $486.54 a week from April 1 and goes to $501.14 on April 1, 1986.

A sixth week of vacation, after 25 years of service, is added to the contract.

The top minimum for clerical employees is raised by $18.92 a week over the term, to $392.93 a week.

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 1.1-point increase in the index in May to 317.8, up 12.4 points from May 1984, and 21.5 points from May 1983. 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 May 1983. The Urban Wage-Earners' and Clerical Workers' Index (CPI-W) is the source.

		Percentage over	
	Index*	Same month prior year	May 1983†
June, 1984	306.2	3.0	3.3
July	307.5	3.1	3.8
August	310.3	3.6	4.7
September	312.1	3.8	5.3
October	312.2	3.6	5.4
November	311.9	3.5	5.3
December	312.2	3.5	5.4
January, 1985	312.6	3.3	5.5
February	313.9	3.5	5.9
March	315.3	4.0	6.4
April	316.7	4.1	6.9
May	317.8	4.1	7.3

*1967 = 100 †Index = 296.3

'More than 100' newspapers using electronic makeup

(Continued from Page 1)

pagination," in the words of William H. Stroud, assistant to the executive editor and one of the panelists.

THE INQUIRER (530,000 daily circulation) "with a minimal commitment of manpower and equipment" has demonstrated within the past 18 months that the Atex News Layout System can produce the main news, metropolitan and daily features sections, as well as Sunday books and leisure sections, said Stroud.

Also among the papers with more than 100,000 circulation laying out pages by computer is the Long Beach Press Telegram (130,000 daily circulation). Its pagination director, Mark Wigginton, described how the Long Beach newsroom was reorganized for pagination by creating a "universal design desk."

The Long Beach daily has kept its Composition Systems (CSI) front-end system, for writing and editing news copy. Page makeup is done on Information International Inc. (III) terminals.

The Guild represents, among others, employees in the advertising and editorial department of the Inquirer and in the editorial department of the Press Telegram, both Knight-Ridder papers.

Other panelists were Robert J. Farquhar, director of systems and assistant managing editor at the Oklahoma City Times and Daily Oklahoman, and Jim Butler, managing editor of the Daily Town Talk of Alexandria, La.

Farquahar often is asked what has changed "with the coming of pagination," he said.

"Used to be, we were consistently nine or 10 minutes late on the suburban, our main state edition," he continued, straight-faced. "Now we're about as much as one-half hour late."

The Oklahoma City dailies use the Hastech pagination system.

Butler said that the Harris 8300 Page Layout System over the past 14 months has become "a useful, perhaps now essential, tool" in the Town Talk's "daily manufacturing process."

THE PHILADELPHIA pagination experiment began with the metro news section, one of the most difficult with its "wide-open pages, fast-paced make-overs and complicated zoning scheme," said Stroud. The reasoning was that more would be learned by "tackling the hardest job first." Later in his address, Stroud said the project should not have begun with the Metro section.

The layout system can handle the job, he insisted, but "we were not prepared initially to cope with pagination's human impact—the jolt encountered when it, or any new process, changes the way dozens of people work."

Pagination "can enhance editorial quality," according to Stroud, who said he can spot a paginated page in the Inquirer "by checking the corners of boxes for perfect mitres and by looking at other elements for perfect alignment and spacing. Paginated pages look better."

"In the long run paginated pages will be better written and edited," Stroud continued, because of extension of editorial control.

"No more hasty trims made on the composing room floor. No more whacking a well cropped picture to get in a story that's three inches too long," he said. "First edition foul ups can go the way of transposed letters, upside down captions and lines of type that say 'etaoin shrdlu'."

To demonstrate his point, Stroud drew an analogy with the introduction of front-end systems, recalling that copy editors complained about having to think about computers "when they should have been concentrating on grammar."

Although VDT's placed "new and more complicated demands on the desks," newspapers realized they "needed nore and better copy editors," with the result that "today's newspapers are cleaner, better edited and more readable," he said.

"They are not necessarily better looking," however, he declared.

"Hot metal makeup was a fine craft, backed by rich traditions of excellence and nurtured through long apprenticeships," Stroud pointed out, noting, that "we never got that good with paper, wax and Exacto knives."

Pagination, he said, "can give us back the precision we once were so proud of, and then some."

Stroud enunciated four standards he said a full pagination process must meet:

- Be complete: accept as "input" classified and display advertising and editorial text and graphics and produce as "output" complete pages either on paper or printing plates.
- Be integrated: merge parallel editorial, advertising and graphic systems into a single stream.
- Be interactive: permit production and page composition work to be done simultaneously with reporting and editing.
- Be modular: provide separate subsystems so that for example, editorial front-end, news text pagination and classified pagination, can be operated independently as components of an overall system.

With enough equipment, Stroud said, even a newspaper as large as the Inquirer can paginate the newshole, except for graphics. Graphics pagination, however, "will be ready for us before we are ready for it," he opined.

He foresees pagination changing jobs, especially for news and copy editors, at the same time that "some new newsroom jobs will be created."

"Pagination will reduce the amount of work necessary to produce a page, but it will increase the amount of work done in the editorial department," he said.

Stroud warned against the "plenty of temptations to simplify the task of pagination—at the expense of timeliness and editorial quality."

More "time and care" should have been spent on training copy editors "not making them paginators but helping them to understand the process and why they were being required to do things differently," said Stroud of the Philadelphia project.

Pagination, in Stroud's view, should not be "tacked on at the end of our editorial work."

THE LONG Beach pagination system comes at the end of the editorial work, notwithstanding that view, however.

With an "editorial design" background—moving from copy editor, to layout editor, to photo editor, to graphics editor or art director—Wigginton of Long Beach said he believes strongly that pagination needs to be in the hands of design specialists.

"You can drop pagination onto your copy desks, dig into their editing time and produce the same newspaper you do now—or a little worse," Wigginton advised.

"We want to use the system as a design tool, not just a production tool," he said. "And we want to use it to make the paper better for our readers, not just to empty our composing room and save buckets of money—though I have to tell you, our general manager likes those reasons, too."

Editorial page makeup by computer began in May and by July all editorial pages will be made up on III terminals, Wigginton said, but unlike most operations, reporters and most editors will continue to use the CSI VDT system, which as installed in Long Beach does not have pagination capability.

The work of operating the pagination terminals goes to a "universal design desk" for all editorial copy, Wigginton said. With the design desk, he explained, the paper was able to halve the number of terminals needed to make up editorial pages, six instead of 12, saving almost a half-million dollars.

In addition, the design desk centralized the production of editorial pages which had been scattered throughout the newsroom with 30 of 100 editorial employees doing some page layout each week, he said.

The design desk also makes page layout and graphic design a specialty in the newsroom.

A SURVEY OF the editors who did some layout each week found that the priority they placed on their jobs was copy editing, first; headline writing, second. Accurate makeup and page layout came in a distant third and fourth, respectively. Wigginton reported. "Now does it make much sense to give this spiffy new technology to people who don't think it is important?" he asked.

The prospect of "giving more work to our copy desks, on equipment that has a long training and learning curve" led to the conclusion that pagination would have hurt the editing process, he said.

One should not "stuff 20th Century technology into an 18th Century newsroom structure," he exclaimed.

Creating the design desk, staffed by eight page designers, also resulted in a savings since only that number needed to be trained for the process. Half of the eight positions were filled by internal transfers and half by new employees.

Each designer works with a specific section or two of the newspaper and each has responsibility for organizing graphics and all other elements that go into the pages.

Design desk priorities are, in order:

- Production. "We have to get the newspaper out first. Haggling over the use of one- or two-point rule makes no sense if it keeps the paper from being delivered on time."
- Satisfying editorial needs of section editors. "On each page, we get a list of stories, lengths and art available with a priority list. They tell us what the most important stories are and, after doing the layout, we pass back to them head specifications, final trim lengths, etc."
- Design. "The designers, all from news backgrounds, work with the copy to look for material that might best be presented in charts or graphics; they help section editors with illustration ideas, photo illustrations, locator maps, whatever."

Wigginton said that the process has aided section editors with illustration ideas, given the art department more time to work on projects and resulted in better looking reading sections.

As another alternative, some "inexpensive pagination technicians could be hired," he said, but warned, "that 'copy clerk' approach won't give you much more than you are producing now."

THE OKLAHOMA City newspapers (285,000 combined daily circulation) also use one system, Digital Equipment (DEC) for writing and editing and another, Hastech, for makeup of advertising and news pages. Farquhar said, noting that there have been few problems with the interface between the two systems.

Advertising pages have been paginated since August. The papers began paginating news pages in February.

A Harris 8300 Page Layout System has enabled the Alexandria Town Talk (40,000 circulation) to close nine news pages in the final hour of pre-press deadline, according to Butler. Beforehand, only four pages could be closed in the final hour. Besides quicker production time, the layout system enables editors to "breathe zest" into the news pages, he said.

John Cranfill, assistant managing editor of the Dallas Morning News, describing the marriage of the artist and the computer, said that "at my newspaper the two are made for each other."

"The newspaper artist needs the computer to be able to save time . . . and we need the artists to be faster, more productive, more imaginative and less concerned with the tedious busy-work common to newspaper graphics," he explained.

The News bought a $100,000 computer graphics system out of necessity, he said. "With 21,500 news pages (in a year), that means each of our 12 artists must produce five graphics a day and could never have a day off" if at least one graphic were put on every page, as is the News' wont. Some graphics, he said, take six or more hours for completion of drawings and color overlays.

THE SYSTEM was installed in August and has "doubled the output of an artist using it" and is "headed towards tripling output."

"We are expanding the system next week by adding two more workstations to the present one for $33,000 more," he said, calling the step "equivalent to taking three artists and turning them into nine artists."

The News also has "cut part-time help from our art staff, reduced overtime and eliminated freelance artists," he quickly added. "This will save us $12,000 to $16,000 a year in news art department salaries."

The front-end system enables the artist to capture the initial penstroke, just as a VDT enables the reporter to capture the initial keystroke, and use that stroke over and over.

A central feature of the graphics system is a "database of maps and other newspaper graphics elements that can be called up on a terminal and changed to produce camera-ready prints," Cranfill explained. The database has been developed by Computer News Graphics with the help of Associated Press.

The database is continually being expanded, adding more details to the maps, and other graphics such as flags, company logos, and the like.

Artists become proficient on the system "with little more than a couple of hours," according to Cranfill.

IN ANOTHER symposium, "Innovative Ideas for Small Newspapers," also held in connection with the ANPA conference, Paul J. Zindell, president and chief operating officer of the Register Star of Hudson, N.Y., spoke on the cost-savings of pagination, pointing to the 15,000-plus-circulation Register Star's purchase of a two-terminal Harris 8300 Page Layout system.

"We have a firm company policy of a three-year payback on all equipment purchases," not taking into account investment tax credits or depreciation, said Zindell. The $100,000 system has resulted in savings of $45,000 annually and will pay for itself in little more than two years.

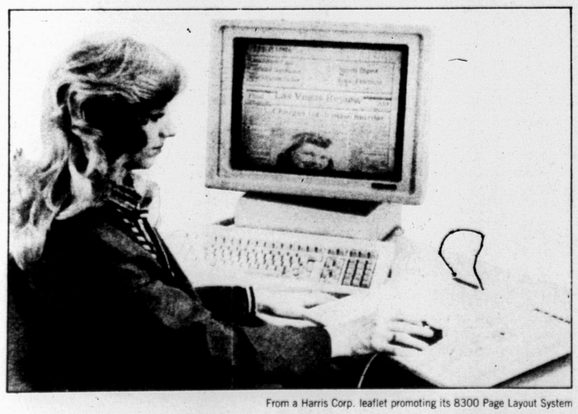
"The savings comes from one position costing $27,000 per year and an annual savings of $18,000 in typesetting paper," he said. The paper's volume is 200 or more broadsheet pages per week, including replates, he said.

The layout and wire editors were first trained on the system; next the night and sports editors were trained to compose those pages on the layout system and, finally, the classified manager was trained on the system.

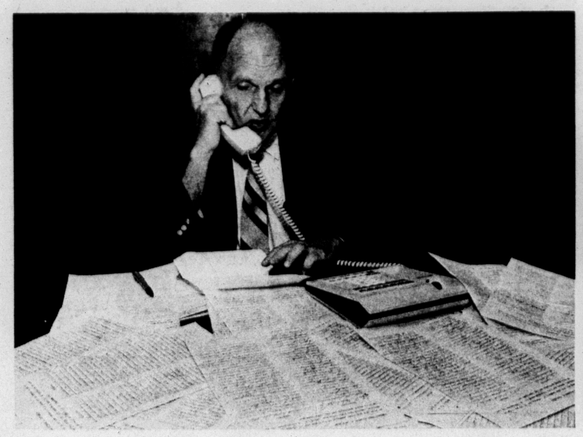
"Those individuals previously responsible for paper layouts are doing the same thing only on the system rather than paper," said Zindell.

The Harris system was delivered in the spring of 1984 and "went live in July," said Zindell. "Exactly four weeks to the day we went live, we were composing 100 percent of our pages on the systems, including classifieds," he said.

Zindell also said that after 15 hours of training, an operator should be able to produce one page per half hour. That output should increase to one page per 20 minutes after 40 hours of live use, he said. Since the first of the year, or after about six months' use, the Hudson paper's productivity on the system averages 15 minutes per page, Zindell said.



From a Harris Corp. leaflet promoting its 8300 Page Layout System



MARIANNE KEFFER-ZWEIG/Washington-Baltimore Guild

Message from 3,000 in St. Louis: 'Don't tax our benefits'

St. Louis Guild Executive Secretary Robert A. Steinke delivers to U.S. Rep. Richard A. Gephardt petitions signed by more than 3,000 of that city's union members and others urging the St. Louis Democrat to change his mind on taxing fringe benefits (above, right). Gephardt has cosponsored a bill that would do so. Steinke, who borrowed a TNG headquarters phone to set up the delivery (above, left) said he gathered the signatures in his spare time in less than two weeks after concluding that postcards to Gephardt from 600 St. Louis Guild members might not be enough. As he accepted the petitions, Gephardt professed his mind to be still open, the St. Louis Post-Dispatch reported. Steinke, a Gephardt constituent, promised to "turn out your entire district if that's what's needed to convince you."

CBTU urges rededication to rights aims

Philadelphia—Affirmative action plans, aimed at "correcting centuries-old patterns" of employment discrimination are as necessary today as they were when the Civil Rights Act of 1964 was adopted, delegates to the 14th Annual Convention of the Coalition Black Trade Unionists said during the May 24-26 meeting here.

Reaffirming the CBTU's "unequivocal support" for affirmative action "to ensure employment gains for minorities and women," the convention also called on the AFL-CIO and unaffiliated unions to lend their support to employers in defending on-going affirmative action plans against assault from the Reagan administration's Justice Dept.

As an example of such support, CBTU President William Lucy said the coalition would file a "friend of the court brief" in support of the city of Chicago's defense of its affirmative action program. Chicago is one of some 50 municipalities the Justice Dept.'s Civil Rights Division has told to modify existing racial hiring and promotion goals.

Chicago, like a number of jurisdictions, has indicated it will oppose the Justice Dept.'s position in court. The local governmental bodies adopted goals and timetables for hiring and promoting racial minorities and women as part of consent decrees settling charges of discrimination. The Justice Dept. earlier this year, however, advised them that under its interpretation of a 1984 Supreme Court ruling such hiring and promotion goals are illegal.

Philadelphia Guild leader Eugene B. Jones represented TNG at the convention. He was one of some 1,100 delegates representing more than 70 national and international unions.

Convention speakers included Mary Futrell of the National Education Assn., California Assembly member Maxine Waters and Philadelphia Mayor Wilson Goode. CBTU President Lucy is secretary-treasurer of the American Federation of State, County and Municipal Employees, one of the AFL-CIO's largest affiliates.

In other actions, the convention endorsed the AFL-CIO Executive Council's call for economic sanctions against the South African government and targetted industrial corporations doing business in the country and reiterated its opposition to a subminimum wage.

The endorsement of a candidate prior to last year's presidential primaries by the AFL-CIO, the National Organization for Women and other groups "was an important step" in an effort "to elect a candidate that was sensitive to the concerns and welfare of all working people," the CBTU delegates observed. They called for a continuation of political involvement by those and other groups representing women, blacks and the labor movement.

Study set on VDTs, pregnancy

New York—The National Assn. of Working Women, 9 to 5, and the Service Employees Int'l Union have announced plans to study the reproductive patterns of more than 10,000 office employees over a four-year period in an effort to determine any link between emissions from VDTs and pregnancy problems.

The study will be directed by Dr. Irving J. Selikoff, an authority in the field of occupational health research and a professor at the Mt. Sinai School of Medicine.

The study, a prospective one involving 10,000 to 12,000 volunteer participants, will "follow the day to day experiences of America's working women" producing a "broad range of information about their reproductive health," according to Selikoff.

Both VDT operators and nonoperators will be included in the volunteer group, as will some men.

Electronic equipment on which the participants work will be analyzed by researchers under Selikoff's direction, as will other potential hazards in the work areas such as chemicals, stress and overall ergonomic conditions.

Concern that clusters of miscarriages and birth defects may be linked to exposure to low frequency, nonionizing radiation from video display terminals has been heightened in recent months by experiments in Europe that produced malformations in chicken embryos through exposure to pulsed magnetic fields similar to those produced by some VDTs.

The shielding of terminals, a step required of manufacturers by a Federal Communication Commission standard in effect since Oct. 1, 1983, is thought to block such radiation emissions. The FCC adopted that standard in an effort to reduce static in short-wave radio reception created by the operation of VDTs.

TNG, like many other organizations concerned about the health effects of operating VDTs, recommends that pregnant employees be given the opportunity to transfer from work the employee believes to be hazardous to herself or her fetus during pregnancy.

In announcing plans for the study, Karen Nussbaum, executive director of 9 to 5, pointed out that the study is inspired, in part, by "manufacturers and employers who on the one hand balk at precautions because they say more research is needed, but on the other hand have not carried out this research."

The National Institute for Occupational Safety and Health announced plans to conduct an epidemiological study of birth defects among office workers more than two and a half years ago, but the project has yet to get underway.

The Selikoff study will be partially funded by the March of Dimes. His laboratory is supported by the American Cancer Society. The study will be based on a model used by the cancer society in cancer prevention research involving millions of volunteer participants.

Composition of ads awarded to Guild

(Continued from Page 1)

who is responsible to the customer for the final product, Ladner added.

Ruling also on ITU claims to jurisdiction over programming the computer to set type in a predetermined format, Ladner noted that both Guild and ITU-covered employees have performed this function in the past and held that the work could be assigned to employees in either jurisdiction as the employer "sees fit."

Similarly, he held that keyboarding of typesetting instructions outside the established formats should not be considered "the exclusive domain of either union," but should be performed, at the company's discretion, "by the person responsible for the original keystroke."

LOCAL ELECTIONS

Knoxville

Jane Gibbs DuBose, president; **Christine Wiebe**, vice president; **Sherri Gardner-Howell**, secretary; **Gerald Segroves**, treasurer.

Providence

Charles D. Walker, president (Walker, 143; Alvin B. Aleixo, 115); **John Kiffney**, vice president (Kiffney, 180; Dana McNeil, 53); **Henriette Pelletier**, secretary (Pelletier, 150; Frank Santafede, 89); **Frank E. Keane**, treasurer.

Administrative Officer

The Central California Guild seeks administrative officer. Duties include bargaining, grievances, arbitrations, organizing and office supervision for 750 members in five units, Sacramento to Fresno. Prefer 10 years experience. Salary commensurate with experience. Apply before July 19 to P.O. Box 162814, Sacramento, Calif. 95816-2814.

More than 220 delegates tackle finance, other convention issues

(Continued from Page 1)

drug and alcohol addiction will be featured speakers at the forum.

That evening delegates will have the opportunity to participate in one of a pair of simultaneous workshops. One will examine how locals can put personal computers to work on a variety of Guild-related tasks. The problem of dealing with asbestos hazards in work areas will be discussed in the other.

TNG staff members Eric D. Geist and James H. Griffin, along with Daniel M. Grove of a consulting firm that is helping TNG develop an in-house computer system will conduct the computer workshop.

TNG Research & Information Director David J. Eisen, and industrial hygienist Matthew Gillen of the Workers' Institute for Safety and Health will conduct the forum on asbestos hazards.

Speakers scheduled to address the convention itself include AFL-CIO Secretary-Treasurer Thomas R. Donahue, United Mineworkers President Richard L. Trumka and Steelworkers' President Lynn Williams.

The finance program being proposed to the convention was developed in response to a directive from last year's convention that the IEB study all aspects of Guild finances and develop a plan to assure the union's continued viability.

It is based on conclusions drawn from a special three-day meeting last fall of local Guild leaders and the deliberations of an IEB Finance Committee expanded just for that purpose. It first was endorsed by the IEB during its winter meeting in January, then fine tuned and formalized during its spring meeting, in April.

It would build TNG's Defense Fund to $6 million, through membership payment of higher dues for an estimated four-month period and would gradually raise benefit payments to striking Guild members from the fund by $50, to $150 a week, over a four-year period.

Also it would increase the rate at which locals make per-capita payments to TNG gradually over a five-year period and raise the Minimum Dues established for Guild locals under TNG's Constitution over a period of six years.

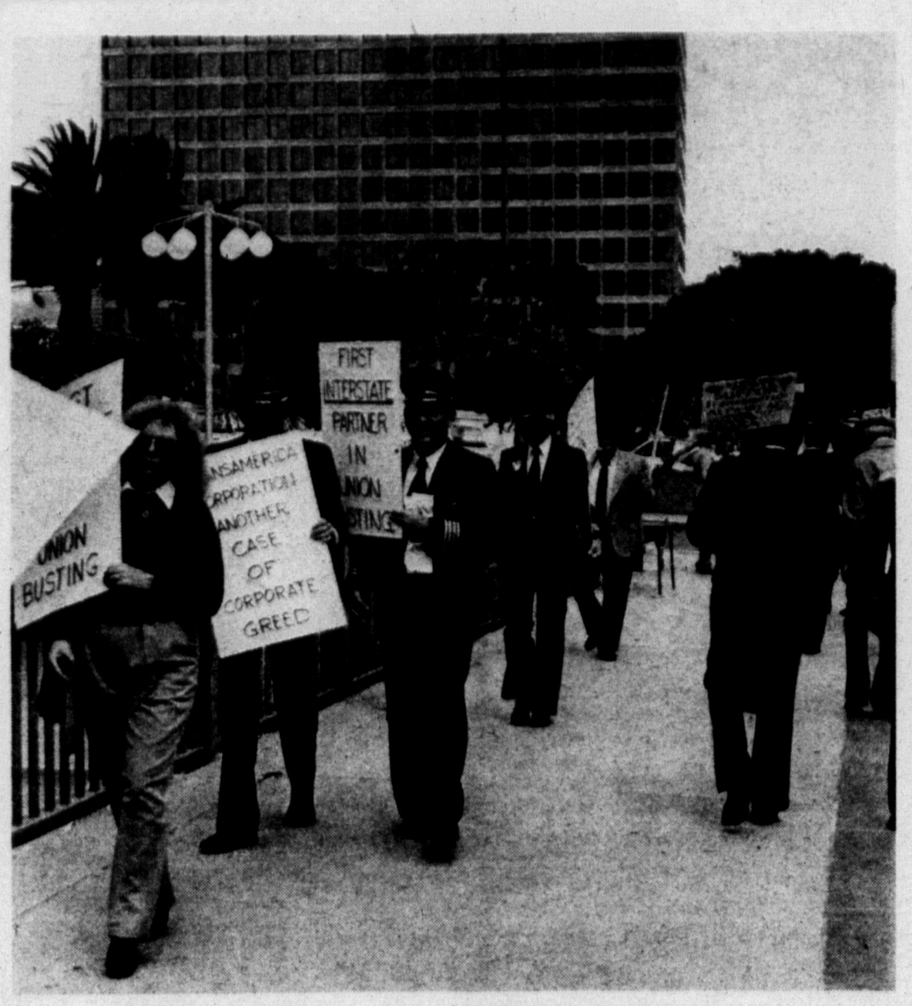
The frequency of conventions would be changed from annually to biennially as a money-saving measure under the IEB's program and, in another money-saving step, TNG would be authorized to buy or build its own headquarters as a shelter against rising rents.

Other IEB recommendations to the convention include calls for expanding TNG's bargaining policies to establish guidelines for job-sharing arrangements and to call for company-paid employee assistance programs.

One race for a seat on TNG's Int'l Executive Board had developed in advance of the convention, with Detroit News Unit Chair Gene Schabath challenging incumbent Vice President Richard M. Peery of Cleveland for the vice presidency from Region 3, the Midwest.

Two other incumbent vice presidents, Canada West Vice President Roger L. Stonebanks and Thomas R. Hiltz, vice president from Region 1, the U.S. Northeast, have announced that they will not be candidates for re-election.

Manchester Guild President David M. Rousseau, meanwhile, has announced that he will be a candidate for the Region 1 seat, while Vancouver New Westminster Guild Treasurer Doug Louth has declared himself a candidate for the Western Canada vice presidency.



Marching on Transamerica

Bobbie Jenkins of the Los Angeles Guild, left, joins Air Line Pilots, Teamsters and Flight Attendants informational pickets protesting highly profitable Transamerica airline's take-back demands in contract talks with the three unions. Pickets' target is stockholders' meeting of 1st Interstate Bank, a major corporate partner of Transamerica. TNG has urged all locals to protest to Transamerica its demanding concessions like a 60 percent wage cut and massive benefit reductions at the same time it has started a parallel, nonunion airline.

Vancouver's Louth seeks seat on IEB

(Continued from Page 1)

Stonebanks announced earlier that he would not be a candidate for re-election in this year's regular biennial election of TNG officers.

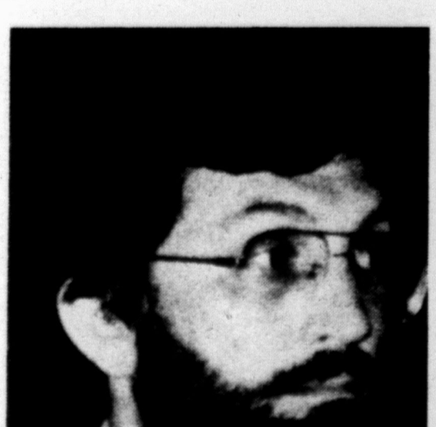
A circulation district advisor for the Vancouver Sun, Louth has been a member of the local since 1974 and has served on its executive committee for eight years.

He has held the position of treasurer for five years and served as the locals's president for 1½ years.

Louth has attended each of the last five TNG conventions and is a delegate to this year's convention as well.

As treasurer of the Vancouver-New Westminster's 1,000-member local, Louth attended a special forum conducted by TNG in 1980, as well as last fall's forum of Guild leaders that developed the foundation from which the IEB's long-range program for restructuring TNG's finances was developed.

He has been a member of both Guild and joint council bargaining committees in each of the last two rounds of contract negotiations with Pacific Press, publisher of Southam's Vancouver Sun and Province.



Doug M. Louth
Bids for Canada West VP

IT SEEMS TO US

'Asset,' ex-colleague says of Stonebanks

SAN JOSE, CALIF.

Editor:

It was with deep regret that I read Vice President Roger Stonebanks of Western Canada had decided not to seek re-election. I believe he has been a most valuable asset to the Guild and its causes through some extremely difficult years. He absolutely *never* ran from a fight, and there have been plenty of 'em.

I had the pleasure of serving on the board for six of his 10 years. Although we didn't always agree, I found him to be an extremely able leader who constantly kept the board on its toes, particularly when significant moral, ethical, political or good old-fashioned trade union principles were at stake.

His influence will be sorely missed.

LOUIS M. CALVERT
San Jose Guild
TNG vice president
1973-1979

Stonebanks' retirement rued by ex-colleague

NEW YORK, N.Y.

Editor:

The news that Roger Stonebanks of Victoria will not be running again for the Int'l Executive Board signals a sad loss for the Guild. Because younger people may not realize the crucial roles he has played, I write to point particularly to his work in the struggle in 1978-80 to prevent the Guild's reinvolvement in Latin America under government financing.

In the 1960s the U.S. covertly financed Guild overseas activities and the union's reputation was devastated by this revelation. In addition, a Guild member got credit along with the CIA for helping undermine the civilian Jagan government in Guyana.

When a new version was proposed, Roger, one of the board's sharpest analysts, never failed to outline the salient points clearly and intelligently, despite the emotional storm that rolled through the Guild. The logic he focused on the issue was vital to the effort waged by a minority of the board in 1978-79, and his position won majority support at the convention in 1979 and again in 1980.

Roger's courage and tenacity never flagged.

We owe him much.

BETSY WADE
New York Guild
TNG vice president
1975-1981

'Hard to follow,' says Cook of Stonebanks

NEW YORK, N.Y.

Editor:

Roger Stonebanks will be a hard man to follow. His has been a steady voice of reason over the years, keeping us mindful of the best that union leaders can strive to attain.

Typically, he waged the good fight against having the members pay for first class air travel for union leaders, although he himself had the maximum distance to travel. It was, and is, his belief that union leaders should not claim privileges better than their members can afford. Once again in the minority on the board, he held on until his view prevailed in the economy measures of the late 1970s.

Integrity, principle, concern—this is what Roger has given the Guild. He will be sorely missed.

JOAN COOK
New York Guild
Former chairperson
Times unit

Efforts of Stonebanks on bargaining recalled

NEW YORK, N.Y.

Editor:

I'd like to remind the convention delegates of the fabulous job Roger Stonebanks did in 1977 as the IEB's collective bargaining chairperson.

For many years, small locals cried for simplification of the Collective Bargaining Program. This cry was understandable; as conventions marched by delegates tacked additional worthy proposals onto the Guild's constitution haphazardly.

The 1977 delegates instructed the IEB to examine the bargaining program "with a view to streamlining the mandatory proposals and clarifying and updating the recommendations" by 1978.

Stonebanks led the IEB Collective Bargaining Committee on that project. I was one of six committee members on the monumental task of separating bargaining instructions and mandatory provisions and identifying permissive proposals.

Stonebanks kept a firm grip on the project during long meetings, dinner sessions, IEB debates and in organizing the homework needed to prepare a report to the entire IEB. The committee recommended "streamlining" changes for IEB approval but couldn't get them past the board. Nonetheless, convention delegates accepted a modified version of the committee's work, which endures.

Stonebanks' leadership skill is priceless and we tend to forget such contributions unless we look back and say thanks. Thanks Roger!

DIANE M. WOODSTOCK
New York Guild
TNG vice president
1975-79

Two former colleagues thanked by ex-VP Beck

ROCKVILLE, MD.

Editor:

News of two friends with whom I served in TNG has reached me in the past several weeks.

Lois Murray, a faithful member of Great Falls Local 81 for 19 years, entered the Sisters of Providence in 1979 and within the past week took her perpetual vows. She is a parish worker on the Fort Belknap Indian Reservation in northern Montana.

Roger Stonebanks, Victoria, B.C., with whom I served on the Int'l Executive Board from 1977 to 1981, has announced he will not be a candidate for another term. He has served 12 years, 1973 to 1985.

I owe much to Sister Murray and Brother Stonebanks and all the other brothers and sisters at the local and international level who *together* have labored for economic justice for workers in the communications industry and beyond.

There is no better time than this to tell them both: Thank you! From all the Becks!! Jake, Carla, Mary, Anne and Justin.

CARLA W. BECK
TNG vice president
1977-81

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.

Letters relating to elections or referenda to appear in the issue immediately preceding distribution of ballots and subsequent issues preceding the official voting period shall contain no new charges.

Canada's rights charter faces tests

By Sue Craig
Southern Ontario Guild

A COUNTRY OF THE modern era waiting until it is 115 years old to adopt its very own constitution and charter of rights is the kind of thing that could happen only in Canada.

Like the Canadian flag (adopted 100 years after Confederation) and the national anthem (O Canada, adopted even later and only after a rewrite), Canada's Constitution Act and its heart, the Charter of Rights and Freedoms, were late bloomers, indeed.

The question is whether, as with the flag and the anthem, Canadians will come in time to wonder how we ever got along (or held our head up as a nation) without the Constitution and, in particular, the charter.

Three years after the promulgation of the new charter, however, the reviews are still mixed, and the provisions closest to the hearts of Canada's women and minorities, the guarantees against discrimination, are as yet untried.

Implementation of the anti-discrimination clause, Section 15, was delayed for three years to give Parliament and the provincial legislatures time to review existing laws and amend them where necessary to bring them into conformity.

The irony is that only three of the provinces have even begun the review process. Federal Justice Minister John Crosbie (who not long ago hired a Playmate of the Month to appear at a party to raise funds for his campaign debts) has set up a series of public hearings to get some ideas about how federal laws ought to be revised.

Canada's Constitution Act was signed into law by Queen Elizabeth II in Ottawa on Saturday, April 17, 1982. On Monday, April 19, as courts opened across the land, charter-based challenges of laws and court rulings began popping up like mushrooms. Estimates of the number of rulings sought in courts across Canada since that day range from about 1,700 to 3,000, or from two to three-and-a-half per business day.

Within weeks, challenges had been filed or plans laid for challenges by pimps and publishers, art-lovers and atheists, activists on both sides of the abortion issue, cruise missile protesters and mass murderers.

It was as if Canadians had been starving for guaranteed rights and freedoms and suddenly had a banquet placed before them. They had had a long time to work up an appetite.

At confederation in 1867, Canada's constitution was an act of the British Parliament titled the British North America Act.

Only the British Parliament could amend it.

Over the decades, intermittently and under the tutelage of nationalistic prime ministers (who do crop up now and then, even in Canada), Canadians worried away at the job of building a home-made constitution. The stumbling block was always the attempt to win the unanimous consent of the provinces.

NOT UNTIL the advent of Prime Minister Trudeau did Canadians get a leader with the tenacity and single-mindedness—some called it pigheaded arrogance—to bring Canada's constitution home, come hell, high water or the Parti Quebecois.

From the time he took office in the heady centennial year of 1967 until he returned in 1981 after a fall from power that lasted nine months, it took endless hours of federal-provincial constitutional conferences, public and parliamentary hearings and nonstop interprovincial bickering before accord was reached by nine of the 10 provinces.

REVIEWS ARE MIXED

At the 11th hour in late 1981, the supposedly high-minded Trudeau was ready to trade the constitution's most sublime tenets—entrenched rights and freedoms and in particular, aboriginal rights and equality for women—just to get an agreement. Only intense, organized and relentless pressure from women, minorities and native groups brought them back and no one was satisfied by their final form.

The province that might be thought to have the most to gain by this final cutting of the umbilical cord to England, Quebec, was the hold-out, refusing to accept a constitution that ranked it as just another province.

On top of that, the jewels of the nation's crowning piece of legislation—"entrenched" legal and democratic rights—were not to be entrenched after all, it seemed.

Parliament and the provincial legislatures were to have the right to exempt specific laws from the requirement that they not conflict with the "fundamental freedoms" of the charter's Section 2; or with the "legal rights" of Sections 7 to 14; or the "equality rights" of Section 15.

The only limitation was that acts overriding the charter's freedoms would be sunset laws, automatically expiring after five years (but also renewable every five years, as well).

Roy McMurtry, then Conservative attorney-general of Ontario, assured the public that no legislature would have the nerve to override these fundamental freedoms except in the very rare instances where court rulings on them proved impossible to live with.

McMurtry was one of the architects of the plan, a compromise to placate those provincial leaders who claimed their concern was not that they wouldn't like people having rights but that the charter might infringe on powers traditionally held by the provinces.

A NUMBER of prominent civil libertarians worried in print about the override provisions but concluded McMurtry must be right. Now that Canadians had discovered an appetite for entrenched rights and freedoms, what government would dare raise a hand against them without an overwhelmingly good reason?

The answer came a few weeks after the Queen signed the Constitution, when the Parti Quebecois government in Quebec introduced a bill in the province's National Assembly exempting *ALL* the province's laws from every provision in the charter it could.

"A very dangerous example," Toronto civil rights lawyer Clayton Ruby says now. "The entire province of Quebec—what's that, about 33 percent of Canada's population?—without entrenched rights and freedoms. Very dangerous."

Quebec Premier Rene Levesque says, however, that the rights of Quebeckers guaranteed by the province's own Charter of Rights are superior to those in Canada's Charter.

Nevertheless, Canadians have had high hopes of the charter and they have not all been disappointed.

For journalists, entrenched freedom of the press brings visions of access to information governments have been able to sit on in the past; of a judicial system more open to scrutiny by public and press; and of immunity for employees who make news by exposing reprehensible practices of employers.

Bert Bruser, a former journalist and now a lawyer with the Toronto firm of Blake, Cassels, which represents the Toronto Star and other newspapers, told the Guild Reporter it's too soon to tell how the decisions will go, because none of the press-freedom decisions has yet been dealt with by the Supreme Court of Canada.

He points, however, to a decision at the Ontario high court level finding that the old old Juvenile Delinquents Act (replaced in April by the Young Offenders Act) violated the charter's press freedom section by providing that all hearings be held in camera.

The new act's ban on the publication of the names of any persons charged as young offenders should be tested, too, Bruser says.

The right of accused juveniles to be tried without publicity probably is demonstrable in most cases, Bruser says, but there could be exceptions. For example, Bruser asks, where a teenage murder suspect is at large and believed armed and dangerous, should the news media be barred from publishing his name, description and a photo as a service to the public?

SOME Canadian reporters have already begun making use of the charter's press freedom sections by requesting adjournments in open court when motions to ban publication of evidence are made, Rod Macdonnell of the Montreal Gazette reported in the winter edition of the Centre for Investigative Journalism's Bulletin.

Popping up in court and addressing the judge in the midst of the proceedings must take a certain amount of nerve the first few times but, according to Macdonnell, the results have been worth it in some instances where reporters have asked for time to find out whether their editors want to send lawyers to argue against the proposed bans.

Since the charter was passed, Bruser said, "courts have recognized that the press has a legitimate interest in these matters."

"I think it is the responsibility of the media to fight for greater freedom," Bruser said. "If they don't, who will?"

Ruby perceives a distinct trend among courts towards activism in the use of the charter and, he says, almost all the decisions so far have advanced Canadians' rights.

Much has been made of the structural difference between the Bill of Rights and the charter. The Bill of Rights was not used to strike down legislation, many say, becasue it was just an act of Parliament, not an entrenched part of the constitution, and judges were reluctant to subordinate all other acts to one.

Ruby said, however, that argument was never a good legal reason for judges not to activley use the Bill of Rights. Courts were just not inclined that way in the 1960s and '70s, he said.

The public climate has simply changed and judges' perceptions along with it, he said, conceding that the political process of creating an entrenched charter undoubtedly helped things around.

RUBY SAID he will be very surprised if court challenges don't eventually force a complete rewriting of the law of contempt as it applies to the publication of evidence before a trial.

The British comtempt law, virtually identical to the Canadian law, was recently struck down under the European Rights Charter because it was "too vague to be understandable," Ruby said.

The court held that if even your lawyer cannot reliably advise you as to what you can and cannot do under a given law, that law violates your rights. The Canadian Supreme Court would probably take the same view under Canada's charter, Ruby said.

Activist judges could, however, prove a problem in some areas, Ruby warned.

The law that requires employers in Ontario to impose mandatory union dues on nonmembers of a bargaining unit where the union proposes it, could be in danger, he said.

"If you give judges the chance to make rulings in a more political way, they inevitably will reflect their background."

Given that judges are appointed politically, it is a rare man or woman on the bench who will not reflect a Liberal or Tory viewpoint, he said.

Woman lawyers at a day-long seminar this fall on the charter's equality provisions were positively gloomy about the prospects of having to fight a series of rear-guard actions on such issues as abortion against well-financed right wing groups such as the National Citizens Coalition.

Today, according to a recent broadcast of Sixty Minutes, the U.S. National Organization for Women itself has turned its back on the concept of maternity leave on grounds it is special treatment for women as opposed to equal treatment.

KATHLEEN Lahey, a University of Windsor law professor, told the women lawyers at the Osgoode Hall Law School seminar in March that our society's whole concept of equality is not up to the job.

We have to stop considering white males as the standard by which everyone else is deemed equal or inferior, she said.

Otherwise, we are going to get "equality with a vengence"—equality that puts us in tooth and claw competition instead of harmonious co-operation.

It remains to be seen whether those white males—and one white female—who constitute Canada's highest court will have the grand vision the charter calls for.

Section 2. Everyone has the following fundamental freedoms:
(a) freedom of conscience and religion; (b) freedom of thought, belief, opinion and expression, including freedom of the press and other media of communication; (c) freedom of peaceful assembly; and (d) freedom of association. . . .

Section 15. (1) Every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law without discrimination and, in particular, without discrimination based on race, national or ethnic orgin, colour, religion, sex, age or mental or physical disability.

(2) Subsection (1) does not preclude any law, program or activity that has as its object the amelioration of conditions of disadvantaged individuals or groups including those that are disadvantaged because of race, national or ethnic origin, colour, religion, sex, age or mental or physical disability.

—Charter of Rights and Freedoms, Canadian Constitution Act of 1982

DATELINE: OTTAWA

Only cross ownership curb quietly put to rest by cabinet

By HUGH WINSOR, *Southern Ontario Guild*

AN UNANNOUNCED decision by the Canadian Cabinet earlier in June brought an inglorious end to what was always a feeble effort on the part of the Canadian government to limit media concentration, especially the cross ownership of newspapers and broadcasting outlets.

The cabinet decision reversed a 1982 directive to the Canadian Radio-Television and Telecommunication Commission to issue no more broadcasting licenses to companies which also own print enterprises in the same market.

It was a policy entered into by the previous Liberal government of Pierre Trudeau with trepidation, its response to the massive report of the Kent Commission, which was itself prompted by the simultaneous closing of the Ottawa Journal and the Winnipeg Tribune. That deal created with one stroke instantly profitable monoplies in Ottawa and Winnipeg for the Southam and Thomson chains respectively.

While the cross-ownership directive dealt with only a tiny fraction of the problem elucidated by the Kent Commission, it was at the minimum a recognition that the problem of media concentration is a problem and a threat to the public good.

That the new Conservative government overturned it was no real surprise. While the immediate decision seems to have been prompted by some lobbying in Cabinet on behalf of the powerful Irving family of New Brunswick, it also reflects the Conservatives' determination to remove the government from the market in every way possible; to allow the so-called "invisible hand" of Adam Smith, the raw market forces of corporate capitalism, to be given the fullest opportunity to flourish again.

IN OVERTURNING the earlier cabinet directive, the government also overturned the only time the policy had been given any bite. Except in the case of the Irving empire in New Brunswick, the previous government had always permitted newspaper owners seeking broadcast license renewals to use a loophole in the original policy which allowed exemptions if ending the cross ownership would create "exceptional or unreasonable hardship to the applicant."

No one could possibly argue "hardship" when it came to the Irvings. Although the father and the three sons together own all three daily newspapers in New Brunswick, a major radio station and one of the two television outlets, the media conglomeration is only a fraction of the overall financial empire.

That empire extends from pulp and paper to oil refineries, ship building, transportation and construction.

It was because the Irvings were so financially omnipresent and so dominated the media in New Brunswick that the former government decided to make it a test case.

The new government has signalled that it just isn't interested in troubling its business friends, regardless of what the issue may be, but no spokesman has been prepared to go on the record with that explanation.

So, with its monopoly assured, the Irving papers and radio and television stations will continue to do exactly what Tom Kent said monopolies do:

"Too much of too many newsholes is filled too cheaply. In essence, most papers employ too few journalists. They do not pay them enough. They do not give them enough time to know their topics and dig into stories, etc. etc."

THE IRVING chain, although the major outlet for most New Brunswickers, does not have even one reporter or regular free lance covering federal affairs in Ottawa, leaving the whole province bereft of its own coverage on national affairs with an impact on New Brunswick.

In a strong editorial that clearly showed no regard for its own ownership by the Thomson chain, the Globe and Mail called the shot:

"A free society difuses power. The Mulroney government's indulgence of the Irving family's dominance over communications in New Brunswick through this last-minute policy reversal offends the very principle on which a free society stands."

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DAY BOOK

Int'l Executive Board, fall meeting, Oct. 15-17, TNG headquarters, Washington.
Canadian District Council, fall meeting, Oct. 19-20, Victoria.
Western District Council, fall meeting, Oct. 26-27, Great Falls.
Midwest District Council,. fall meeting, Nov. 2-3, Milwaukee.
Great Lakes District Council, fall meeting, Akron, Nov. 9-10.
Western District Council, winter meeting, Feb. 1-2, 1986, Hohlulu.
53rd Annual Convention, June 23-27, 1986, Buffalo.
54th Annual Convention, June 22-26, 1987, Hyatt Islandia Hotel, San Diego.

One GR in July; to press on 19th

Next issue of the Guild Reporter will be published on July 19th.

It will be the only issue of the paper for the month.

Regular, twice-a-month publication will be resumed in August, with issues scheduled to go to press on the 9th and 23rd.

As they put it

Planning, not wizardry

The following is adapted from the introduction to the Officers' Report to TNG's 1985 Convention.

TNG HAS NEITHER the resources nor the wizardry of Wall Street at its disposal. It does, however, have recourse to the instrument of financial planning.

We have reached the point where we would be well advised to use that instrument if we hope to move forward smoothy in the rough industry seas ahead.

Last year's convention cast its eye over a broad horizon when it directed the Int'l Executive Board to develop a long-range financial program embracing per-capita amounts and apportionments, strike benefits, the Defense Fund, organizing, convention costs, a TNG headquarters building and a possible dues increase to provide the wherewithal.

The IEB, following a three-day forum of local Guild leaders at which various recommendations were thoroughly aired, has produced just such a broad-scale program. That program has been before Guild locals and members for several months and will be the most important item of business before this year's convention.

The program calls for insulating the Defense Fund against the need for frequent replenishment through higher 2(d) dues, an increasing level of strike benefits, per capitas, minimum dues, and local income, biennial conventions in the face of escalating convention costs, and purchase of a headquarters building.

Adoption of the program will place the Guild's operations on an unassailable financial foundation as we continue to look for favorable organizing opportunities and gear ourselves to cope with new bargaining problems.

The organizing report to the convention shows that it has indeed been a good year for organizing. The first returns on last year's two special organizing assessments made it the best organizing year since 1978, with bargaining rights won for 844 employees.

The organizing climate continued favorable despite—or perhaps, because of—the growing chill the policies of President Reagan and his National Labor Relations Board have cast over collective bargaining and employee rights.

Guild economic settlements, like those of other unions, declined, but the drop-off was slight. The average of two-year settlements at the reporter top-minimum level was $54.13, off $5.57 from the previous year and the lowest in six years.

Newspapers were certainly not suffering from any inability to pay. Their continued earnings growth has been a major ingredient in the recent unprecedented—and alarming—burst of media mergers.

New social and technological development continue to require new adaptations in the Guild's Collective Bargaining Program and Recommendations. This year the proliferating use of home computers, the growth of job-sharing and the increasing emphasis being given to employee-assistance programs has produced several recommended additions.

The Guild Reporter

CALM ACPS

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

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