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Legionnaires' clue found next to Times

New York—The first clue to the possible source of an outbreak of respiratory illness among employees at the New York Times appeared to have surfaced late Aug. 7 when the city health department found the bacteria that causes Legionnaires' disease in a water tower atop a building next to the Times' plant.

From mid-June through early August about 50 Times employees, about half in Guild-covered departments, reported suffering

from illnesses the company's medical officer said ranged from "flu-like" through "pneumonia-like," with 29 of the latter through July 8.

Several were hospitalized for short periods. One magazine department employee remained in the hospital Aug. 7 after three weeks with a respiratory affliction that was defying diagnosis but was determined to not be Legionnaires' disease, said the Times' Dr. Howard R. Brown.

The bacteria that causes the dis-

ease, a form of pneumonia that responds readily to antibiotics, was discovered in a water tower atop the Paramount Building, reported Dr. Stephen Schultz, the assistant commissioner in charge of the city health department's preventable diseases division.

Schultz said an employee in that building had been stricken with an illness definitely diagnosed as Legionnaires' disease early in July, the time of the heaviest outbreak at the Times.

It could be possible for the bacteria from water in that cooling system in the Times' building as well as for Times employees to come in contact with it on the street, Schultz said. The bacteria thrive in warm, wet places, he said.

Results of tests being run by the city on water from similar towers atop the Times' building were not expected before Aug. 9 since the tests take at least seven days.

News of the discovery of the

bacteria next door came as the National Institute for Occupational Safety and Health was preparing to rejoin the city health department in its search for the nature and cause of the outbreak among Times employees. NIOSH, which had been involved briefly in July, was returning at the request of leaders of the New York Guild.

Secretary-Treasurer Tom Pennacchio said the New York Allied Printing Trades Council was pre-

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New talks are set as UPI withdraws move on contract

Washington Wire Service Guild leaders were to begin a new round of talks Aug. 14 with representatives of United Press Int'l following the news service's withdrawal of a request to a federal bankruptcy court to void the Guild contract.

The agreement to resume discussions was announced by federal mediator Ed McMahon at an Aug. 2 hearing in federal bankruptcy court called in response to a petition filed by UPI seeking the court's authority to abrogate its contract with the Guild.

Federal mediators consulted with UPI and Guild representatives for more than five hours before the hearing, delaying its scheduled 2 p.m. starting time by almost two hours.

The courtroom was packed with both Guild-covered and exempt UPI employees, working reporters and other spectators.

McMahon told the court that UPI had agreed to withdraw its request to void the contract while the Guild had agreed to "defer" a scheduled strike authorization vote among members working at UPI.

The Federal Mediation and Conciliation Service has scheduled meetings between the Guild and UPI to begin Aug. 14, he said.

UPI petitioned the bankruptcy court July 20 for authority to terminate the contract after Guild negotiators refused to concede to UPI demands for new wage and benefit cuts under the contract.

Federal Bankruptcy Court Judge George F. Bason, Jr., congratulated the parties for agreeing to withdraw from the precipice of a potentially disastrous situation. Noting that "employees have made many sacrifices already," he also

pointed out that "hard bargaining" remains for both sides.

The Guild's executive committee had unanimously called for a vote to be conducted among the local's 750 members working at UPI seeking authority for the committee to call a strike within 48 hours of any decision by the bankruptcy judge to terminate the contract.

Following the hearing Wire Service Guild President William M. Morrissey called the agreement to resume talks a "first step toward rebuilding a relationship between the company and the union," while cautioning, however, that "there's a long, long way to go."

Informational picketing conducted at UPI bureaus in at least 11 cities on the day prior to the hearing drew some 225 Guild members and supporters. Among them were current and former UPI employees, employees of the Associated Press, Reuters and other new services' bureaus, as well as employees of newspapers in San Francisco and Seattle, representatives of TNG's Washington headquarters staff and San Francisco, Oakland Guild and Typographical Union leaders.

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RAYMOND CROWELL/Washington Baltimore Guild

WASHINGTON PORTION OF U.S.-WIDE UPI INFORMATIONAL PICKET LINE FORMS

Demonstrations of determination came day before UPI withdrew from effort to void Guild contract. Foreground left is Denis Gulino, strike preparations chair, and members of his family.

Sun-Times strike vote set; Tribune publishes

Chicago The Chicago Guild scheduled an Aug. 12 strike authorization vote among its members at the Sun-Times as a strike by 1,000 production employees of the competing Chicago Tribune continued with little sign of an early settlement.

Gerald J. Minkinen, executive

director of the Chicago Guild, called progress toward reaching a new agreement with the Sun-Times unsatisfactory. The local's contract covering the Murdoch paper's editorial department employees expired May 31.

Typographical and Paper Handlers unions also were continuing

to seek new agreements with the Sun-Times. Teamsters, Pressmen, Mailers and Stereotypers unions have new contracts with the paper.

At the Tribune, meanwhile, the Pressmen's, Typographical and Mailers unions struck the paper July 18, 10 days after bargainers had "stopped the clock" on a July 8 deadline for reaching agreement on new contracts with the paper.

Late in the evening of July 7, as the original deadline ap-

proached, armed security guards accompanied by dogs entered the Tribune's press and mail rooms and herded workers into other areas of the plant where they were held for more than half an hour before being escorted outside the plant.

Tribune President Charles T. Brumback subsequently apologized to Pressmen's union officials "for any real or perceived over-

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Pension benefits raised by 6.6%

Washington Benefits for active participants and present retirees in TNG's Int'l Pension Plan are being increased by 6.6 percent, effective Sept. 1.

Trustees of the multi-employer plan, meeting at TNG headquarters Aug. 2, also selected a commingled equity account manager to handle \$1.7 million of the plan's

nearly \$7 million in assets.

The benefit improvements, the second in less than four years under the eight-year-old plan, will mean increases ranging to \$38.28 in monthly benefits for the 78 present retirees.

The 1,890 active participants' normal retirement benefits will go up by an average of \$24.51

monthly, based on the current average of \$16.08 weekly that their employers pay into the portable pension plan.

The actual increases will range to \$60 monthly.

Active employees in the plan whose employer pays \$20 weekly into the Guild-wide plan will re-

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Assessing the Free Press' 'Quality Circles'

By Luther Jackson
Detroit Guild

WHEN RUTH Jester surveys her office in the Detroit Free Press' circulation department, she sees evidence of the paper's quality circles programs everywhere.

There have been beautification projects such as buying new plants for the office. Another quality circle project led to the purchase of more efficient copying machines. There is a large bulletin board that makes employees aware of procedural changes and departmental news.

There also is a new system to better co-ordinate the records of newspaper delivery people and employees in the customer service center where Jester works.

"Every improvement that we have gotten around the office has been due to quality circles. The atmosphere is more comfortable. It has improved the communications," Jester said.

Quality circles, an increasingly popular labor-management participative process, involve voluntary groups of employees within a department who meet on company time to identify and recommend solutions to workplace quality and production problems.

Improved communications and better working relationships between management and labor are seen as by-products of the process.

For the Free Press, "the number one goal is to improve communications," said Gary Kleinhenn, Free Press quality circle co-ordinator.

Kleinhenn also said the Free Press is looking to move away from strictly "top-down" management to a style where workers have a more participative role. "We have to have a two-way street," he said.

In addition to employee leaders who are elected to run the groups, quality circles include facilitators who traditionally have been managers. The facilitator's job is to provide procedural guidance to circle members and keep projects flowing smoothly.

Hailed as an unbridled success by many managers, union reaction to quality circles has ranged from positive to a view that some circles are designed to undermine unions by giving employees greater identification with management goals and objectives.

THE FREE Press, which started its program in March of 1981, is believed to have been the first newspaper in the country with quality circles as such. Knight-Ridder Newspapers, Inc., which owns the Free Press, has since established quality circle programs at its papers in Philadelphia, Lexington, Long Beach and Gary.

[Leaders of the Guild locals in the respective cities report the following:

[At the Philadelphia Inquirer and Daily News there are circles within most departments, including those represented by the Guild, but none of the unions which represent the paper's employees is involved.

[At the Lexington Herald-Leader, there are circles only in the nonunion business and production departments.

[At the Long Beach Press-Telegram,



Carol Smith of the Detroit Free Press accounting department, standing, opens a session of a quality circle in that work area.

there are circles in the circulation department and in the unorganized advertising and business departments.

[In St. Paul, meanwhile, there are "worker participation" committees under the Twin Cities Guild's contract at the Pioneer Press Dispatch in the editorial, circulation and classified departments.]

Knight-Ridder papers in San Jose, Macon, Ga., and Miami are scheduled to start programs within a year, with the goal being that all Knight-Ridder papers ultimately have circles, Kleinhenn said.

[A San Jose Guild leader reported that the Mercury-News in April told all unions there it wanted to discuss circles' introduction, but there has been no further word since.]

In assessing the Free Press program, Kleinhenn said "we show growth, we show stability." The company has currently appointed task forces to fine-tune circle operations and get the circles "involved in participative decision making to a greater degree than what they already enjoy," Kleinhenn said.

However, some Free Press Guild officials complain that there is too much emphasis on process and not enough on projects. Others say the goals of employee participation and improved communication could be better achieved in a less bureaucratic way.

"They can quality circle from now until eternity but if the managers are not truly open and aware of the needs of their employees and [are not] open to the suggestions and ideas of their employees, if they don't give them credit for some intelligence . . . then I think [quality circle] is a veneer," said Mary Birkett, vice chairperson of the Detroit Guild's Free Press unit.

THE FREE Press currently has 30 circles, including 11 in noneditorial Guild-represented areas. There was one circle in the news room that lasted about a year soon after the program started and before the Guild became involved.

Working in groups of 5 to 11 people and using prescribed problem-solving

techniques, Free Press circles generally meet for one hour each week. A typical process would include brainstorming sessions to identify problems, members voting to choose a suitable project, researching the project, making a presentation to management and implementing the project.

Jester said management has never failed to implement a group project she has been involved with but has been slow to react to her group's latest project, which was presented six months ago.

INITIALLY GUILD members were not allowed by management and the Guild to tackle contractual issues such as pay, work hours and benefits.

The history of quality circles at the Free Press is best divided into "pre-Guild" and "post-Guild" phases.

Though Guild officials were invited to attend early steering committee meetings, the Detroit Guild basically took a wait and see attitude during the early years.

What they saw was disturbing, they said.

While members had engaged in successful office and productivity improvement projects, there was a lack of projects concerned with improving the employees' work life.

In other words, there was not sufficient emphasis on improving job tasks to make the working hours more intellectually stimulating and emotionally satisfying for employees. Guild leaders also noted a lack of emphasis on employee training and true participative management.

"All we were allowed to do were cosmetic things. They were things the company should have done anyway, but they weren't in any hurry to do them," Jester said.

Finally some group members complained that the facilitators, who often were managers in a given group's department, were steering the discussions to suit management objectives.

After discussions with Free Press management it was agreed last year that the Guild would become a more

potent force in the program.

Most labor commentators say active union participation from the beginning is the only way to have successful employee involvement programs.

Writing in the World of Work Report, former UAW Vice President Irving Bluestone said: "The co-equal status of the union in the planning and implementation of the [quality of work life] process is an essential element in developing a climate of mutual respect between the parties and to assure that neither party can convert the program to its sole and exclusive advantage."

"If management attempts unilaterally in the face of active union opposition to introduce a QWL program, it will no doubt fail for lack of employee participation," Bluestone noted.

UNDER REVISED quality circles guidelines at the Free Press, there is a Guild facilitator for every management facilitator. Guild facilitators have tried to encourage group members to engage in more quality of work life projects.

Issues dealing with matters addressed by the Guild-Free Press contract can now be discussed with the understanding that a standing union-management committee has the right to review and approve or deny projects.

Despite the change in format, Detroit Guild Administrative Officer Donald Kummer says it will take much work before the program achieves the proper focus.

"At this point I see it as more of a face-lift job on relations with employees," he said.

Now that Guild members have the tools to tackle quality of work life issues they must take advantage of the opportunity, Kummer said.

"We've opened up all the doors that we possibly can," but the question is "are the employees ready to tackle workplace problems," he said.

At this point, "there is still too much direct management involvement," Kummer said. "I think that stymies the voice of employees."

Kummer continued: "Quality of work life has the potential of being good for management and labor. School's out."

DESPITE THE drawbacks, Jester sees greater promise in quality circles now that the Guild has taken a larger role in the program.

Where previous projects involved cosmetic office improvements and productivity improvements, Jester's group—named "Newspeak"—has embarked on a stress reduction project.

This project affects members in Jester's department because they spend a great deal of time on the phone in front of VDTs trying to address customer circulation complaints. Adding to the stress is the fact that they are constantly being monitored by their supervisors.

In its current project Newspeak has talked with interior designers, light and acoustical experts about making the work place better on their eyes, ears and spirits.

"Since the union has become involved we have a wider scope on what we can accomplish," Jester said.

Executive is hired by Ottawa

Ottawa—Marvin Gandall, executive secretary of the Economists, Sociologists and Statisticians Assn., an unaffiliated union representing some 2,200 federal government employees, will become part-time executive officer of the Ottawa Guild.

He will replace Wendy Jackson who resigned from the local's ad-

ministrative post this spring. She had served as executive officer on a part-time basis since 1983.

Gandall will continue to hold his current post as well, working for the Guild generally two days each week and the ESSA the other three days, a local representative said.

His Guild duties begin Sept. 3. Gandall, a labor reporter for the

Toronto Star in the late 1960s, is a former member of the Toronto Guild.

After leaving the Star he worked for a time for a Steelworkers' union local and as an organizer for the Service Employees Int'l Union.

He is a part-time university lecturer.

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New talks at UPI set with mediator

(Continued from Page 1)

UPI has been operating under the supervision of the bankruptcy court since April 26 when it filed for Chapter 11 protection from its creditors. Under the federal bankruptcy code an employer can seek the court's agreement to modify or abrogate union contracts if it is unable to reach agreement on changes with the unions representing employees.

In announcing that it would ask the court to reject the contract, UPI

chairman Luis Nogales had said that UPI would continue to honor the agreement except in those areas where it had demanded modifications.

Among the modifications it seeks are delayed restoration of salaries to levels in effect last year, changes in health insurance coverage, an increase in weekly hours from 37.5 in most bureaus, to 40 hours, reductions in severance pay and sick leave accrual and relief from some pension contributions.



FLOYD TUCKER/San Francisco-Oakland Guild

IN SAN FRANCISCO, NIGERIAN JOURNALISTS UNION VISITOR JOINS UPI PICKETS

From left, Frances Mbanefo, the visitor, John Leighty of UPI and TNG Vice President Larry D. Hatfield. Pickets also included other members from San Francisco-Oakland and from AP.

Pension plan benefits are raised by 6.6%

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ceive a \$30 monthly increase in their normal retirement benefit, at age 65 or older with 30 or more years of employment, including service with the employer before participation in the plan.

TNG plan benefits previously were increased by 10 percent on Jan. 1, 1982, for active employees and retirees then on the rolls.

The two benefit increases cumulatively total more than 17 percent.

Additionally, benefits were improved as of 1982 by extending the maximum years of credited service considered in calculating benefits to 30, from 25. That improvement, plus the 10 percent benefit raise had the cumulative effect of a 32 percent boost in pensions for long-service employees.

Benefits for long-term employees under the plan have jumped by 40.6 percent as a result of the 1982 and 1985 actions.

After hearing presentations from four investment managers, trustees selected NWQ Investment Management Company of Los Angeles to invest \$1.7 million of plan assets, using commingled stock-and-bond accounts. The \$1.7 million represented principal and accumulated interest from a matured guaranteed investment contract with the Mutual Benefit Life Insurance Co. Trustees took another \$500,000 guaranteed investment contract with Mutual Benefit at the rate of 11.12 percent for seven years.

One of the reasons trustees have been able to increase benefits twice since the end of 1981 is that return

on investment of plan assets has exceeded the actuarial assumption of the plan by about 2½ times.

The 1984 actuarial valuation showed us that as of the end of 1983, employer payments to the plan exceeded those necessary to fund benefits by 21.4 percent. The benefit improvements for current participants and retirees will leave the fund with an operating margin of still 10 percent.

NWQ was selected as equity-fund manager after trustees examined bids from Ashland Management of New York, Gardner and Preston Moss of Boston, and Provident Capital Management of Washington. Segal Advisors of New York had set up the presentations.

Clue found to outbreak of illness at the Times

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paring to meet, also at the Guild's request, to examine the adequacy of steps being taken to assure the safety of union members working at the Times.

"If there have been 50 cases of people reporting their illness to the company medical department and being sent home, how many more have not reported but just stayed home? Another 100?" Pennacchio said.

The Guild is in contact with Brown and/or Schultz on an almost daily basis, Pennacchio said.

Brown, in an Aug. 5 memorandum, said that through the end of July there had been 45 cases of respiratory illness of varying severity reported among Times employees and that in the first days of August four persons had been sent home ill from the financial services department.

The last case of pneumonia occurred on July 8, Brown said, when it was diagnosed in a circulation driver. Overall, he said, there have been varying degrees of disability, ranging from fever and chills for one or two days through hospitalization.

Of the 49 employees known to have been afflicted through early August, 24 were from 12 of the giant daily's Guild-covered departments. Seven of the 29 cases

reported through July 8 were in five Guild departments. Others afflicted were from throughout the plant, including Brown's office.

Brown and Dr. David J. Sencer, the city's health commissioner, both reported in documents distributed throughout the Times' workforce on July 29 that blood tests performed on 14 persons to that point showed evidence that six of them had been infected with the bacteria that causes Legionnaires' disease.

The city's Schultz, however, said later that those tests were not conclusive proof that the individuals in fact had the disease but showed that they had been exposed to the bacteria that causes it and that their natural antibodies had rallied to try to fight it off.

Brown and Schultz appeared to be in some disagreement as to the disease having been contracted by any of the employees who were ill.

Brown insisted to the Guild Reporter that there has been "no confirmed" case of Legionnaires' disease among the employees.

Schultz said, however, that there is "a high index of suspicion" that at least one person has it. There also is definite evidence that two others who became ill did not have it.

Tests and retests of employees are continuing, both men reported.

Sun-Times strike poll set as Tribune defies pickets

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reaction on the part of our security people."

The Tribune continued to publish, reportedly utilizing, among others, replacement pressmen brought in from other states. The striking unions called for investigation of possible violation of the state anti-strikebreaker law. After being reduced from 42 to 24 pages the day after the strike started, the Tribune reported it was publishing a "virtually normal" number of pages three days later.

Teamster-represented drivers were continuing to work, citing a no-strike clause in their contract specifically prohibiting sympathy strikes during its term.

Paper Handlers and Photoengravers had begun honoring the three unions' picket lines, while

members of several other unions were continuing to work. Tribune employees in the Guild's usual jurisdiction are not represented by a union and also were working.

A key issue in the strike is the Tribune's demand that it have the right to transfer printers working under lifetime job guarantees to jobs in other departments.

The last strike at the Tribune, in 1947, lasted 22 months.

Correction

David C. Langzett is president of the Portland Guild and Mike Millett is vice president of the local.

Millett was incorrectly identified as the president of the local in the June 21 Guild Reporter ("Curbs on smoking spreading at dailies," Page 1).

Proven Leadership

United in Purpose
United for Strength

Harry Culver WIRE SERVICE
International Chairperson

Lee Clifford CANADIAN WIRE SERVICE
Vice President, Canadian Region East

Faye McCracken MEMPHIS
Vice President, Region II

Richard Peery CLEVELAND
Vice President, Region III

Re-Elect These Four Officers And Continue The Commitment

Culver, Clifford, McCracken and Peery bring a total of 22 years' IEB service to their candidacies. **Proven leadership. Proven service and commitment.** In addition they've logged scores of years in local, unit, district council, bargaining committee and convention leadership positions. In contrast, two of those running against them had never attended a Guild convention until this year. The IEB is not a training ground. Elect the candidates whose united purpose and strength give the Guild **PROVEN LEADERSHIP.**

Guild Unity Committee

Dianne Martino, Chairperson
San Jose

Mary Sanchez, Treasurer
Central California



Culver



Clifford



McCracken



Peery



EAPs, PCs and asbestos—two workshops and a forum

A convention-wide forum on the benefits to employers and employees alike in employee assistance programs (EAPs) and simultaneous workshops on use of personal computers (PCs) for Guild-related tasks and on dealing with possible hazards from asbestos that might be in newspaper plants built in the '50s, '60s and early '70s included these four among their discussion leaders, from left: TNG staffer Eric D. Geist and Daniel M. Grove

of the consulting firm assisting in development of TNG's in-house computer system; Karen Wilson of the Institute for Human Resources' Washington office; and Matthew Gillen of the Workers Institute for Safety & Health. The forum, also featuring Vito Russo of the Laborers' Int'l Union and Robert Challenger of IHR, included programs to deal with stress and substance abuse in its coverage. The PC-use session included a demonstration

of a program Geist and fellow TNG staffer James H. Griffin have developed for quickly analyzing payroll data. Gillen's presentation included discussion of ways of dealing with asbestos where it is discovered, including "just watch it if it is in relatively good condition." Running computer wires through ceilings in the older buildings often can create an asbestos problem by stirring up dust, Gillen warned.

Convention endorses divestment, directs IEB study pension funds

Pittsburgh—Quiet diplomacy and protests over apartheid "are not enough" to bring an end to South Africa's "unspeakable system of racial separation," delegates to TNG's 52nd Annual Convention said, declaring that "it is time to take economic action."

They called for the governments of the United States and Canada to impose sanctions on South Africa to intensify pressure on its white minority-controlled government to end its policies of apartheid.

At the same time within the Guild, the convention directed a special committee of the Int'l Executive Board to recommend to the IEB's October meeting a plan aimed at divesting any TNG-controlled investments in companies that do business in South Africa or banks that lend money to the South African government. That plan of divestment must be "consistent with TNG's legal and fiduciary responsibilities," the convention noted.

During the IEB's pre-convention meeting June 21-22, it approved the establishment of a special committee to study the investment of funds under the IEB's control. In addition to the union's operating, defense and organizing funds, the IEB oversees the investments of TNG's Commingled Pension Fund. It conducted its annual review of the latter investments

performance at the same meeting.

Serving on the special board committee will be the members of the IEB Finance Committee along with TNG President Charles A. Perlik, Jr., and the chairperson of the IEB's Human Rights Committee.

The convention called on Congress to adopt the Anti-Apartheid Act of 1985 (H.R. 1460, S. 635) to bring "real pressure" on the South African government to meet at the negotiating table with the country's black majority.

"It is urgent," the convention said, for U.S. Guild locals to contact congressional representatives in an effort to build support strong enough to overcome a White House veto.

The bills would ban new investment in South Africa, prohibit bank loans to the South African government and block the sale of Krugerrand gold coins in the United States. The legislation also would prohibit the export of com-

puter equipment to South Africa.

The Canadian government, meanwhile, has announced a series of sanctions against South Africa to intensify its efforts to persuade the South African government to abandon apartheid.

Among the new Canadian sanctions, announced by External Affairs Minister Joe Clark early in July, are a ban of the export of "sensitive equipment," like computers, and a curb on insurance coverage to South Africa from Canada's Export Development Corp.

The sanctions also abrogate a bilateral taxation agreement that had protected Canadian and South African citizens and businesses against double taxation. Canada is discouraging its financial institutions from selling South African Krugerrands, as well.

Guild locals in Canada should join "with all possible vigor" in the growing anti-apartheid campaign in Canada, the convention said, urging efforts to seek action by the Canadian government to enforce a ban on South African investments.

The IEB approved an anti-apartheid resolution calling for government sanctions against South Africa and recommended it for consideration by the convention on a roll-call vote during its meeting June 22. Fourteen of the 15 IEB members at the meeting voted in favor of the resolution, while one member, Vice President Larry D. Hatfield, abstained from the vote. Hatfield explained that he did so because he believed it was "sheer hypocrisy" for the IEB to adopt the resolution when it had failed to take action on divestment of TNG funds in its review of the commingled fund.

Voting in favor of the resolution were Int'l Chairperson Harry S. Culver, TNG President Charles A. Perlik, Jr., Secretary Treasurer Charles Dale and Vice Presidents Lee C. Clifford, Thomas R. Hiltz, Faye McCracken, David M. Mulcahy, Peter E. McLaughlin, Carol D. McGarvey Rothman, Richard M. Peery, Marie Shellock, Stanley Souza, Roger L. Stonebanks and Gene Turner. Vice President Robert C. Holt, Jr., was unable to attend the meeting.

So. Africa crackdown condemned

Washington—The South African government's imposition of a "state of emergency" and the even greater restrictions on news reporting that come with it "are abhorrent to any society that values freedom," TNG President Charles A. Perlik, Jr., said in a July 30 letter to South African President P. W. Botha.

Urging Botha's government to "change course," Perlik warned that failure to do so is not only "incompatible with free expression" but also "seriously undermines the possibility that South Africa can avert bloodshed on a vastly increased scale."

Both AFL-CIO President Lane Kirkland and Canadian Labour Congress President Dennis McDermott also have condemned South Africa's imposition of the state of emergency and issued calls for an end to the country's system of apartheid and the violations of basic human rights inherent in it.

Delegates vote \$1,000 to Continental strikers

Pittsburgh—While meeting at the Pittsburgh Hilton in a signal of solidarity with the Air Line Pilots Assn. members at United Airlines, delegates to TNG's 1985 Convention authorized a \$1,000 contribution from TNG's Defense Fund to a legal defense fund set up on behalf of the ALPA members who have been on strike against Continental Airlines since 1983.

In a resolution of support for the striking Continental pilots, delegates called on Guild members throughout the United States, Canada and Puerto Rico to boycott Continental and its affiliate New York Air until a new contract is settled and ALPA-represented pilots return to work. They acted after hearing a report from a striking Continental pilot, John N. Meury, Jr.

Pilots struck Continental after the company voided its ALPA con-

tract under a Chapter 11 bankruptcy filing. The airline has continued to operate using strike-breaking pilots.

TNG's convention site was shifted to the Pittsburgh Hilton from the Westin Hotel chain's William Penn in support of ALPA's strike against United Airlines. United and the Westin chain are commonly owned.

ALPA Secretary Charles J. Pierce greeted delegates on the opening day of TNG's convention, June 24, and thanked the Guild for its support. Pilots had reached agreement on the terms of a new contract with United shortly before the convention.

The director of marketing for the Westin Hotel in Pittsburgh estimated that the loss of TNG's convention would cost the William Penn \$100,000 in revenues, the Pittsburgh Press reported.

'Welcome, Guild,' editorial said

Pittsburgh — The Block chain's Pittsburgh Post-Gazette welcomed TNG's 1985 Convention to this city in an editorial in its editions of June 24, the convention's opening day—an action unique in the modern history of the union's annual sessions.

Noting that the Guild "has become an important part of the world of journalism," the editorial said Pittsburgh "appreciates the opportunity" to show delegates why the city was designated the U.S.'s "most livable city" by Rand McNally earlier this year.

Outrage at Iran urged in action

Pittsburgh—It is long past time that news organizations and governments throughout the world condemn the human-rights outrages carried out by the Khomeini regime of Iran, delegates to TNG's 1985 Convention observed, calling for condemnation "so loud it will be heard even in Tehran."

The Khomeini regime has scrapped every principle of human rights, the convention said, noting that the rights of a free press are at the "top of its contempt list."

"Not content to close down all opposition newspapers," the Khomeini government "has exiled, jailed, tortured and executed" the persons who had worked for them. At least 45 journalists and writers have died under torture or been executed under the Khomeini regime, while many others "still languish in prison and face death," the convention noted.

It directed that the call for global outcry against the repression in Iran be circulated to labor federations of journalists throughout the world.

IAPE VP: Ideals 'alive and well'

Pittsburgh — Representatives of the Independent Assn. of Publishers' Employees Inc. (IAPE), the unaffiliated union that represents some 2,000 editorial and commercial employees of the Wall Street Journal and Barron's, were guests of TNG's convention June 24-28.

Eric Frankland, president of IAPE, returned as a guest to his second consecutive Guild convention. He was accompanied by Paul Judd, a member of IAPE's executive board.

Both Frankland and Judd were

recently re-elected without opposition to their IAPE offices, running on a slate publicly committed to bringing IAPE into the mainstream of the labor movement through affiliation with another union. In the course of their campaign for office they solicited opposition, but none was forthcoming.

It appears that democracy and the ideals of the labor movement "are truly alive and well here at The Newspaper Guild," Judd said in remarks to the convention late in its fourth day.

Convention kudos to TNG's retired 'professor'

Pittsburgh—Delegates and guests at TNG's 1985 Convention used the occasion of the traditional Tuesday night convention banquet to honor Ellis T. Baker, who retired in January after 35 years on TNG's staff.

During those years he served not only as an international representative, director of research and information, editor of the Guild Reporter and director of administrative operations but also, as TNG President Charles A. Perlik, Jr., put it, as "TNG's resident pundit on matters both practical and profound."

Hailing Baker, 67, as the Guild's "Mr. Inside" (to J. William Blatz' "Mr. Outside") for more than 30 years, Perlik said he was "the personification of the research, information, education and publication program" of the Guild "he did so much to develop."

Baker most recently was responsible for development of the annual residential seminar for new local officers. Just a few months after coming into TNG headquarters after two years in the field his was a key role in establishing TNG's regional weekend training institutes, which have been at the heart of TNG's education program ever since.

In the early '60s, he chaired the working committee in one of the first efforts to create "one big union"

in publishing, set up by the then existing unions.

During his years as editor of the Guild Reporter in the '60s and early '70s, it several times was cited as a top example of a labor paper. More recently, in 1983, he was responsible for the creation of a pictorial history of the Guild's first 50 years, a magazine titled "The Magic of Self-Respect" unveiled at TNG's 50th anniversary convention in Cleveland.

Several mementoes presented to Baker by Perlik during the salute to his service included tickets to a Baltimore Orioles game and an Orioles cap (the Orioles are Baker's "home team"), plus a recording of labor troubadour Joe Glazer singing a song he wrote to mark Baker's retirement and two pen and ink sketches of Baker by retired Graphic Communications Union Vice President William A. Schroeder, nationally recognized for his work in the medium.

In brief remarks of his own, Baker observed that he could say, as did the Guild's founding president, Heywood Broun, that "When the Guild came along I was just a fat slob. Now I'm not all slob . . ." but he certainly would not say that.

Instead, Baker said, he prefers to measure his years in the Guild against those of TNG's current international chairperson, Harry Culver. "I only hope that

in 35 years I have done as much for our union as a Guild employee as Harry has done for it as a Guild member," Baker said.

"Because I am proud of the Guild and its members and its achievements, and of how they were accomplished," Baker added, "there is one thing Heywood Broun said that I should like to leave with you."

Baker continued: "Brotherhood, sisterhood, Broun said, 'is not just a Bible word. Out of comradeship can come and will come the happy life for all. The underdog can and will lick his weight in the wildcats of the world'."

Speaking of retirement, Baker concluded, he subscribes to sentiments expressed by Thomas Jefferson and by H. L. Mencken.

He pointed to words Jefferson addressed to George Washington: "I carry into my retirement a lively sense of your goodness, and shall continue gratefully to remember it."

Paraphrasing Mencken, Baker added, "If you have occasion to remember me and have thought to please my ghost, forgive some poor sinner and wink your eye at some homely girl."



Ellis T. Baker, above left, acknowledges applause by delegates and guests during TNG's 1985 Convention banquet. Above right, he strikes a pose after donning a Baltimore Orioles' baseball cap, one of several mementoes

presented to him by TNG officers during the occasion. Visible under Baker's upraised right arm in the first photo is his spouse, Peggy. At far left is Marnie Perlik, spouse of TNG's president.



Delegates caution against efforts to erode federal information act

Pittsburgh—New attempts are underway in the Senate "to chip away" the Freedom of Information Act, delegates to TNG's 1985 Convention noted, urging the defeat of measures sponsored by Sen. Orrin Hatch (R-Utah) and Sen. Jeremiah Denton (R-Ala.).

While delegates observed that some aspects of the FOIA "might well be improved" they called the Hatch and Denton proposals (S. 150 and S. 276) "not improvement but erosion."

The Hatch bill would create a blanket exemption of up to eight

years for organized crime investigations, expand the privacy exemption and provide greater opportunity for businesses to oppose the release of data submitted to government agencies. It would also institute a so-called "fair-value fee" on certain technological information.

The "even more pernicious" measure sponsored by Denton would create a new exemption for files related to terrorism and counter-intelligence activities and would permit agencies to withhold entire documents rather than those portions protected by exemption, the convention pointed out.

On the other hand, it noted the introduction of "a far more limited bill" in the House, sponsored by Rep. Glenn English (D-Okla.) to exempt news gatherers, scholars and public-interest groups from all but fees for searching for and copying data and to permit waivers of even these fees in some instances.

The convention also urged the Reagan administration to abandon any efforts to enact legislation imposing criminal penalties on government employees that might un-

intentionally disclose classified information.

The United States does not need legislation akin to Britain's Official Secrets Act, the convention declared, noting, however, that the Reagan administration appears to "like the idea" and thinks if the U.S. "doesn't already have one, it ought to."

Endorsing a call by TNG's Int'l Executive Board the convention also called for the termination of the White House News Service established earlier this year to provide "unfiltered" White House statements and releases to news organizations that have no White House correspondents.

Canadian council, policy body meshed

Pittsburgh—The Canadian Policy Conference was formally incorporated into the newly reconstituted Canadian District Council by action of delegates to TNG's 1985 Convention.

The Canadian Policy Conference is a forum of Canadian Guild leaders with the authority to express itself autonomously on Cana-

Donahue: Press, unions related

Pittsburgh—Too often publishers' devotion to a free press and the First Amendment is bottomed on "whether the owners of newspaper chains can gobble up more properties without having to disgorge their television holdings and vice versa," the AFL-CIO's secretary-treasurer observed to TNG's 1985 Convention.

At the same time, however, their actions show that they "would just as soon do without" another part of the same amendment, said Thomas R. Donahue in addressing the convention.

That other part guarantees the right of free association, "the right of ordinary people to assemble and petition for a redress of their grievances," as they do in forming unions, he pointed out.

"Life would be better if they understood in their bones, as you do, that a free press and a free trade union movement are so closely tied together that neither one can survive without the other," Donahue said, adding that nothing would strengthen the U.S. newspaper industry more than strengthening the Guild and other industry unions.

of the Canadian District Council this spring, the policy conference was shifted to coincide with a council meeting.

By action of this year's convention, the policy conference and its powers and obligations become "an integral part of the council." Should the council be disbanded, the policy conference would revert to its former status, according to the resolution adopted by the convention.

dian social and legislative issues and to advise TNG's Int'l Executive Board and the annual TNG conventions of the effects of Guild policy on Canadian members and locals.

Since its formation in 1972 the policy conference had been meeting in advance of each year's TNG Convention, but with the revival

IT SEEMS

TO US

20 years' association cited by Culver backer

CONCORD, N.H.

Editor:

As one who has worked with Harry Culver nearly 20 years on Guild issues ranging from our international's fiscal policies to our Wire Service Guild local's election rules, often on opposite sides of the issues, I will vote for one of the founders of our local for International Chairperson.

Harry may not always agree with you, but he is fair and the most dedicated trade unionist I have known.

ADOLPHE BERNOTAS
Wire Service Guild

Peery 'serves all well,' local supporter avers

MENTOR, OHIO

Editor:

Richard M. Peery, who is seeking re-election as vice president of Region 3, is a progressive representative who has served us all well.

He is a strong voice on the International Executive Board in organizing and civil rights.

In Cleveland, Dick is the Local 1 main representative on the Cleveland AFL-CIO Federation of Labor. He has testified before city council for legislation that would benefit labor. He works on important committees with other trade unionists.

He has been president of Local 1 and has held nearly every other office in the local over the years.

Dick Peery is the type of Newspaper Guild leader we should retain. Re-elect Richard M. Peery.

WILLIAM F. MILLER
Cleveland Guild

Co-worker urges votes for Clifford in E. Canada

WILLOWDALE, ONT.

Editor:

I am writing to urge my fellow Guild-members in Eastern Canada to support Lee Clifford in his bid for a second term as international vice president for the region.

Over the years, I have worked with Lee on the executive board of the Canadian Wire Service Guild and as delegate to the international convention.

He has represented us well at both levels.

A strong vote for Lee will return a dedicated worker to office and give members the benefit of the valuable international experience he has already gained.

CAROLYN JAMES
CBC branch
Canadian Wire Service Guild

AP branch leader backs Culver and McCracken

OKLAHOMA CITY, OKLA.

Editor:

You can't find a friend more willing to help than Harry Culver when you have a Guild contract or other problem.

Harry Culver and I worked for a long period on the same news run covering politics and the Oklahoma Legislature on a competitive basis, he for UPI and I for AP. I and others know and respect him for his dedication, integrity and commitment. I strongly urge all

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 for letters is the 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.

Guild members to vote for his re-election to a fifth two-year term as International Chairperson.

I also urge members in Region 2 to vote for re-election of Faye McCracken of Memphis as a vice president. She has served this region and the Guild as a whole well.

BILL JOHNSON
Chairperson
Oklahoma City
AP branch
Wire Service Guild

VP Turner plumps for votes for Culver

STOCKTON, CALIF.

Editor:

I would like to urge the re-election of Harry Culver as TNG International Chairperson.

Harry has been a dedicated and effective leader within the Guild and a respected representative of our union throughout the labor movement.

His knowledge, good humor and quiet determination are needed now more than ever.

GENE TURNER
TNG vice president
at large
Central California Guild

Leadership in Lexington for McCracken, Culver

LEXINGTON, KY.

Editor:

When you are president of a small editorial-only local, you quickly realize the importance of having friends.

And we in Lexington have no finer friend than Faye McCracken. For whenever we have had a problem all we have had to do is pick up the phone and McCracken would go to bat for us.

That is why our executive com-

mittee has enthusiastically endorsed McCracken for re-election as Region 2 Vice President.

As vice president of Southern District Council, I can attest that McCracken has given similar service to the other locals in the region. She stays in touch and is the first to help when the need arises.

That is why she received eight seconds from five locals in the South. That is also why the SDC at the tri-council meeting in Toledo endorsed her bid for re-election.

The executive committee of the Lexington Guild has also endorsed the re-election of another good friend—International Chairperson Harry Culver.

Culver's lengthy record of service to the Guild speaks for itself. It's suffice to say that we endorse his 35 years of service in various capacities on both the local and international levels.

RAY COHN
President
Lexington Guild

Five Memphis officers endorse McCracken

MEMPHIS, TENN.

Editor:

We, the undersigned, strongly endorse the candidacy of Faye McCracken for international vice president for Region 2.

Faye has proven herself time and time again. She is a veteran in TNG. She has paid her dues with her time, energy, concern and expertise. She is a volunteer in unionism and has gained a great deal of insight into the needs of the Southern region through her more than 25 years of leadership in the Guild. She knows about the hardships, heartaches and needs of small locals operating in right-to-work states.

She has the endorsement of the Memphis Guild and the Southern District Council—two organizations she has served diligently through participation and leadership as an officer.

She has served as secretary-treasurer, third vice president, second vice president and president of the Memphis Guild. She is currently in her fourth term as first vice president and chairperson of the collective bargaining and grievance committees.

Faye has served as delegate and officer in the Southern District Council for the past 12 years and she has been a delegate to 12 consecutive TNG conventions.

We urge you to support Faye McCracken in her campaign for re-election to the IEB.

BETH TAMKE, president;
DAN DOYLE, 2nd vice president;
MARY SUE JONES, 3rd vice president;
EVALYNN CARTER, recording secretary;
DEBBY TEAL, secretary-treasurer.
Memphis Guild

Pleased and displeased, Clifford backer writes

AGINCOURT, ONT.

Editor:

I am pleased to see that Lee Clifford is running for a second term as vice-president for the Eastern Canada Region. However, I am not pleased to see that he is running opposed.

Lee has served his own local (Canadian Wire Service) in many capacities over the past decade or more, and is right now a senior member of the bargaining committee for the local's CBC branch. Along with myself and our other colleagues on that committee, Lee is engaged in negotiating a new contract for our colleagues at the Canadian Broadcasting Corporation, which is undergoing serious budgetary restraints and outside at-

tacks against its very survival.

I urge all members in Eastern Canada to support Lee for a second term on the IEB.

KEEBLE H. McFARLANE
CBC branch
Canadian Wire Service Guild

Local's objections listed to TNG office proposal

WASHINGTON, D.C.

Editor:

I have been asked by my executive council to outline this local's objections to TNG's so-called "tentative" proposal for constructing office headquarters in Silver Spring, Md.

(With blueprints and a detailed plan for financing the \$2.8-million, 20,000-square foot complex, the project is more than a gleam in the eye of our union leaders.)

TNG needs to get out of high-rent quarters. But there is a glut of office space in the Washington area, and we think other rental options could be explored. Landlords are begging for tenants and have slashed rents, even in new buildings located between TNG's present headquarters and the U.S. Capitol.

In Silver Spring, landlords also are hard-pressed for tenants. TNG's plans for offsetting mortgage costs by seeking rental income seems a bit speculative.

We are troubled by a development deal in which TNG borrows \$750,000 from our Defense Fund but doesn't receive ownership equity for five years. And, having examined applicable sales records, we want to know why TNG is being asked to pay \$300,000 for land the developer just purchased in April for \$215,000? That's nearly 40 percent profit.

We raised these concerns at convention. We're raising them still.

KARLYN BARKER
Post unit
Washington-Baltimore Guild



Toledo Blade photo by DON SIMMONS/Toledo Guild

80 with no '30' in sight

Mildred Benson, right foreground, long-time reporter for Toledo's dailies and 40-year member of the Toledo Guild, is feted on her 80th birthday by fellow staffers on the Toledo Blade. At left is Tahree Lane who arranged the observance and baked the cake. Benson, author of numerous books and stories on juveniles, piloted her own

airplane until recent years and says she has no plans to retire from the paper, a Guild leader reports. Ten days later Benson and more than 100 other "alumni" held another party, this one to mark the 10th anniversary of the Toledo Times being closed. Benson got her first reporting job there on Sept. 16, 1944.

Perlik outlines case for 'chain control'

THE NEWS industry has always been a business, run by businessmen—and an occasional businesswoman. Today it is in danger of being run, and overrun, by financiers.

To cry alarm over this development does not require us to cast a false glow of nostalgia over either the past or the publishers who inhabited it. Some were notable buccaneers, many were petty tyrants, and most were at least as concerned with the bottom line as the headline. But, for the most part, they had an interest in news—like Henry Ford had an interest in cars—and if someone like William Randolph Hearst appeared, to build a chain and send it down an overtly ideological path, there was no lack of competition to combat it and restrain its influence.

That world of yesterday was anything but a perfect news world. But it had its countervailing forces.

Today we face the topography of a far different industry.

Two thirds of the 1,700-odd daily U.S. newspapers are owned by chains. Even more significant, they control almost 80 percent of daily circulation.

Gannett alone becomes the owner of 88 with its purchase of the Des Moines Register, and Thomson has an equal number. In Canada, concentration is even more dense. Two chains, Southam and Thomson, own almost half of the nation's dailies and control some 60 percent of circulation between them.

That is the background against which the recent wave of industry acquisitions must be assessed.

The Industry section of the Officers' Report [Guild Reporter, June 7] sets forth the details of these acquisitions, at least those that had fallen into place up to the point it was compiled.

What is significant here is not just the continued accumulation of newspapers by chains, or even the continued concentration of newspaper control in a small number of powerful chains. It is the maturation of a long-growing trend toward cross-media conglomerates—mammoth corporations grinding out newspapers, television and radio broadcasts, and now even films—and with it, inevitably, the entry of the financial wheeler-dealers, prepared to compete with the big chains themselves in takeover attempts, hostile or otherwise, of all these tempting media properties.

WHAT IS FUELING this unprecedented takeover activity is not just newspapers' immense profitability, among the highest of U.S. industries. We've known about that for some time, and so have investors and their analysts. What's new, according to the Morton Research Newsletter, is the discovery that newspapers' ability to generate cash, fueled principally by their local monopoly, gives them a value for exceeding their stock prices. That value is so high that even after a 30-percent increase in newspaper stock prices early this year, they are still considered at least 30 percent undervalued on the stock market.

Teamed with that other fabulous money-generator, television, they make tempting financial packages indeed.

So we see Capital Cities paying \$3.5

A 'MODEST PROPOSAL'

This is excerpted from the text of TNG President Charles A. Perlik, Jr.'s, address to the opening session of the 1985 TNG Convention.

Subsequently, upon recommendation of TNG's International Executive Board, the convention called for the U.S. Congress to act to "limit media concentration" [Guild Reporter, July 19].



billion for the American Broadcasting Cos.

We see Rupert Murdoch joining in a \$2-billion purchase of seven Metromedia television stations after buying a \$162-million half-interest in 20th Century Fox.

We see an \$825-million price tag placed on the shares of Multimedia, Inc., in the course of an outside takeover attempt and an inside leveraged buyout offer.

We see the Tribune Co. paying an incredible \$510 million for a single television station, KTLA in Los Angeles, giving it the nation's fourth largest TV broadcast network in terms of revenue.

And we see Gannett shelling out \$200 million for the Des Moines Register plus a small Tennessee daily and two weeklies.

Where is all this taking us? There is no better answer than the one given by the staid National Center for Business and Economic Communication at American University. A recent issue of the center's newsletter, noting that the current merger wave is "creating not just newspaper or broadcast chains but media conglomerates which own major newspapers and broadcast properties and magazines and book publishers and even movie studios," warned:

"Traditional control of journalistic enterprises by journalists, or anyway by former journalists, appears to be slipping away to Wall Street investors and bankers."

THE BIG CHAINS themselves are alarmed and are raising their drawbridges.

In the last few months, Gannett, Dow Jones, Knight-Ridder, Belo and the Tribune Co. have all taken extraordinary

measures designed to repel hostile boarders. These measures, which have become known in the industry as "shark repellents," include such steps as the creation of two different levels of voting stock, a requirement of 80-percent shareholder approval of any takeover and staggered terms for directors.

The Center for Business and Economic Communication is worried that some of these steps violate principles of "corporate democracy."

I'm worried that, in the last analysis, they won't work.

THE GROWING threat of an industry dominated by bankers and big investors is troubling enough. But an even more ominous threat, long implicit in media concentration, is now becoming explicit. That danger is the use of these unprecedented concentrations of media power for political propaganda purposes.

We, almost alone, called attention to that danger a half-dozen years ago, when there seemed to be only one small cloud on the horizon—publisher John McGoff who, it was charged, had received a subsidy from the South African government to make his newspapers a South African political instrument.

Now we are witnessing a far more threatening development: the move by Sen. Jesse Helms, North Carolina's political mastodon, to take over CBS and turn it into a sounding board for the far-out right.

Its significance is underlined, again, by the Business and Economic Communication Center, which observes that with the Helms campaign, "the merger mania has brought to light a different kind of First Amendment implication."

"The press is supposed to be politically

objective," it notes, "and government regulation requires television and radio to be fair. But the rumors surrounding a possible attempt to take over CBS are politically charged."

Helms has for the moment stepped into the background, while Ted Turner, a notable conservative himself, mounts his own attempt to take over CBS. The degree of Helms' involvement in Turner's foray still is not clear, but it seems certain that if it fails, Helms will be back in full cry with his attempt to transform CBS into the Conservative Broadcasting System.

There are other threats. Rev. Sun Myung Moon's News World Communications has thus far been content to establish newspapers rather than buy them, but its Washington Times is striving for a national audience and the vast financial resources of the Unification Church are available for more ambitious ventures.

This is how News World's president, Bo Hi Pack, described its purpose in a 1984 San Francisco radio interview:

"The media organization we are setting up wants to be utilized as an instrument, an instrument of our cause. . . . The battlefield of the human mind, this is where the battle is fought. So in this war, the entire thing will be mobilized: political means, social means, economical means—and propaganda means. Basically, trying to take over the other person's mind."

EFFORTS TO USE the media in this way can be contained, are perhaps even tolerable as long as we are dealing with groups of limited size and influence. But mix the Helms/Moon brand of political ambition with a newspaper chain grown to a third or more of the nation's circulation, mostly in one-newspaper markets, and you have an engine of enormous destructive potential to our democracy.

We already have chains of that size in Canada, and in the United States the two largest chains—Gannett and Knight-Ridder—control close to 14 percent of circulation between them. In an era when chains are acquiring chains, the day of superconcentration may not be as distant as it seems.

As the Business and Economic Communication Center, once again, observed:

"The media do not constitute a concentrated industry yet, but if in years to come communication in this country is concentrated in but a few hands, then the mania will have profound First Amendment implications."

There is still time to act.

SIX YEARS AGO we urged Congress to fashion a remedy, advanced originally by press analyst Ben Bagdikian: Put a limit on the number of newspapers or the aggregate circulation a single media owner can control.

The U.S. Congress, after an initial flurry of concern over industry concentration, failed to act on this or any other proposal. In Canada, the proposal was taken up by the Kent Commission and, in a modified form, by the Trudeau government in the proposed Canada Daily Newspaper Act. But it was swamped by a storm of publisher protest, bordering on the hysterical, and withdrawn without being put to a Parliamentary test.

We think that the recent wave of "merger mania" makes it time to revive it, at least in the United States, and among the IEB resolutions before you for action this week is a painstakingly crafted one doing just that. If you adopt it, as I hope you will, we will undertake a serious effort to put this issue on the Congressional agenda.

Monopoly has become the name of the local newspaper game in all but a handful of cities. We had damn well better not let it become a national pastime.

CBS avoids takeover; News new target

Ted Turner has abandoned his hostile takeover bid for CBS while a pair of television producers have launched a hostile \$453 million effort to acquire control of the Detroit-based Evening News Assn.

Turner's bid for CBS appeared doomed July 30 when both the Federal Communications Commission and a U.S. district court, in separate decisions, refused to block a \$1-billion CBS re-

capitalization plan that carried with it restrictions to prohibit cashless takeover efforts like that proposed by Turner.

The following week Turner announced plans to acquire MGM/UA in a friendly purchase of the film production studios. At the same time, Turner said he had dropped efforts to take over CBS.

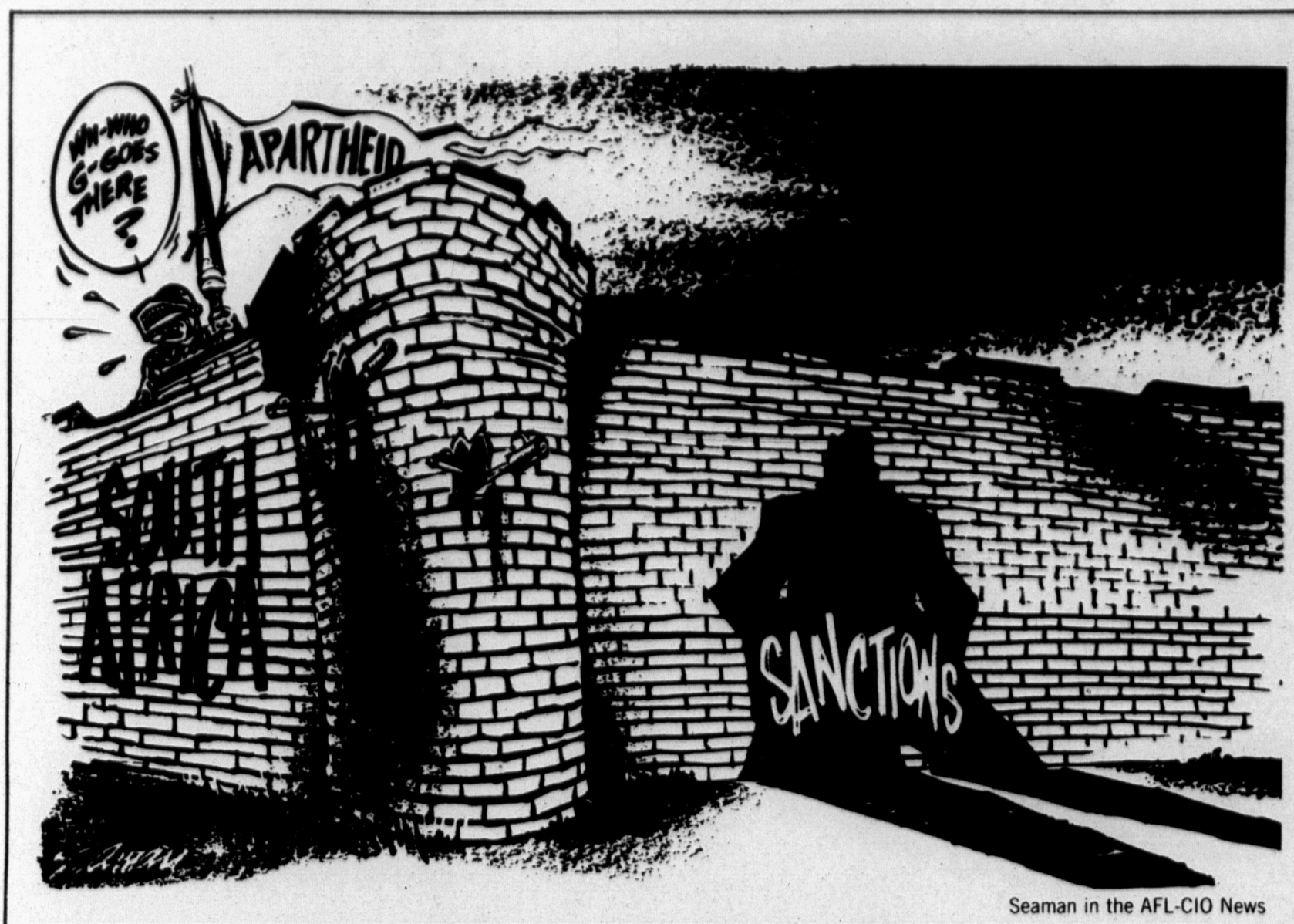
A hostile bid for control of the Evening News Assn. from television producers Norman Lear and A. Jerrold Perenchio,

meanwhile, raised speculation about a bidding war for that company.

Owner of the Detroit News, the Evening News Assn.'s properties also include nine other newspapers, five television stations and two radio stations.

Lear and Perenchio have offered \$1,000 a share for all 453,000 shares.

Control of the company remains with descendants of its founder, the late James E. Scripps.



Seaman in the AFL-CIO News

Dangers of space defense cited

Pittsburgh—The Reagan administration's so-called strategic defense initiative (SDI) "is yet another escalation of the nuclear arms race which threatens the survival of all" people and nations, delegates to TNG's 1985 Convention said, voting to condemn "the militarization of space."

In doing so, delegates called on the Canadian government headed by Brian Mulroney to reject efforts to enlist Canada's participation in the project, and they urged the

Reagan administration to reconsider its commitment to development of a strategic defense system for the U.S.

"Money invested in other areas of the economy creates far more jobs dollar for dollar than money spent on the arms industry," the convention noted.

A resolution condemning the SDI project was supported by three members of the Resolutions Committee. Five other members of the committee abstained from voting

on the recommendation that the convention approve the resolution and another member voted against the recommendation, explained Martin Goldman of St. Louis, chairperson of the Resolutions Committee.

On the convention floor the resolution was expanded to include the recommendation that the Reagan administration reconsider its position, and the amended resolution was approved on a voice vote.

Polaski named WBNG administrator

Washington—Sandra Polaski, an organizer for the Washington-Baltimore Guild since January through subsidy from TNG's special organizing fund, has been named the local's administrative officer in a unanimous action by its executive council.

She began serving in the position Aug. 1, replacing Dorothy A. Struzinski who announced early in May that she was leaving the post

she had held since 1976 [Guild Reporter, May 24]. Subsequently Struzinski said she will be joining an order of Roman Catholic nuns.

Polaski came to Washington-Baltimore's staff in the organizing position after nearly nine years as an organizer, bargainer, contract administrator and staff trainer and supervisor for the United Electrical Workers.

Since 1981 she had chaired the UE's Westinghouse Conference Board, with responsibility for its national contract with that company and for organizing at its nonunion locations.

In her six-plus months as an organizer with the Guild local she was chiefly responsible for helping establish and co-ordinating recruitment efforts at the Washington Post and the Bureau of National Affairs which added some 100 to the local's rolls.

Before joining the UE staff in 1976, Polaski earned a master's degree in English from the University of Wisconsin, taught social sciences at a campus Cambridge-



Sandra Polaski
Local 35 administrative officer

Goddard College then maintained in Massachusetts and played a key role in organizing 400 co-workers at an electronics firm near Boston.

She was recommended for the Guild local's administrative post by a search committee the local formed soon after Struzinski announced her resignation. The committee considered several other applicants, as well.

St. Louis sues Globe for dues

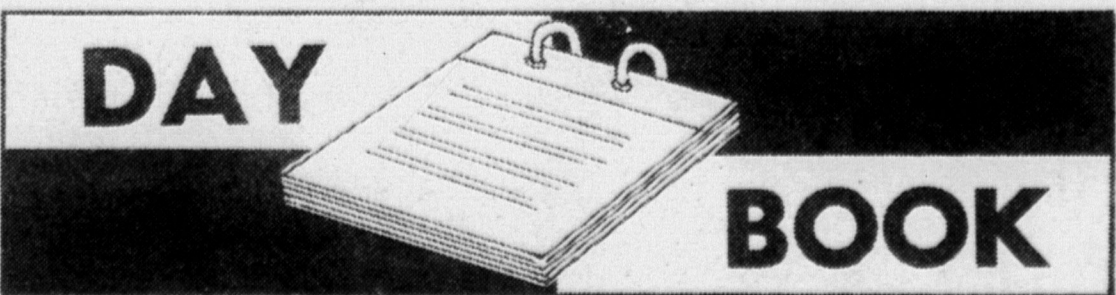
St. Louis—The St. Louis Guild has filed suit in U.S. District Court seeking \$41,597 in Guild dues payments the St. Louis Globe-Democrat has deducted from the paychecks of members working at the paper.

The local asked the court to order the paper to turn the money over to the Guild after it failed to live up to an agreement to make the payment for the Guild dues owed the local for a five-month period by July 20.

That agreement was worked out before an arbitrator on June 13. At the same time, the company paid the Guild for two months of back dues payments it owed.

In the suit, filed July 23, the Guild asks the court to order the payment of the back dues, plus interest, and to issue an order prohibiting the company from commingling the dues withheld from employees' pay with other funds of the company.

The paper has been operating on a shaky financial footing since the current management, headed by Jeffrey M. Gluck, took it over from the Newhouse chain early in 1984.



Int'l Election & Referendum Committee, voter eligibility and election materials distribution meeting, Aug. 30, TNG headquarters, Washington.
TNG elections, six-day voting period, Sept. 19-24, all locals.
Ballot counting by Local Election Committees, Sept. 25 or Sept. 26, all locals.
Last date for postmark on locals' returns of ballots and election materials to TNG IERC, Sept. 28.
Int'l Election & Referendum Committee, meeting to tabulate and certify results of election, Oct. 9, TNG headquarters, Washington.
Ingersoll Council, fall meeting, Oct. 12-13, Kingston.
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, Honolulu.
53rd Annual Convention, June 23-27, 1986, Buffalo.
54th Annual Convention, June 22-26, 1987, Hyatt Islandia Hotel, San Diego.
55th Annual Convention, summer 1988, Vancouver.

Editorial

Winans—a bad rap

R. Foster Winans, who while in the employ of the Wall Street Journal wrote, along with others, its *Heard on the Street* stock-market column, has been convicted and sentenced on 59 counts of violating the so-called "insider trading" prohibitions of federal securities law. His sentence—18 months in prison, a \$5,000 fine and 400 hours of community service work—has been delayed pending an appeal his attorney says is being made.

We think it is a bad rap. Calling it such does not mean we approve of the actions of which Winans was convicted: sharing in the profits from stock trades made on the basis of information he provided a broker about the content and publication schedule of the *Journal* column. To be perfectly clear, we disapprove of such actions.

The government, however, was in error in bringing the charges, as TNG, the Reporters Committee for Freedom of the Press and eight other news-industry organizations said in January in a brief to the court that was trying Winans.

The judge in the court that now has convicted Winans has compounded that error in his 45-page opinion in the case. As the Reporters Committee put it following that June 24 conviction, the judge "has designated the Securities & Exchange Commission as the overseer of whether financial reporters live up to the internal policies of their news organizations."

In doing so, the judge rejected the argument that such use of the law violates the First Amendment by injecting a government agency into the editorial process; that it imposes ill-defined duties on reporters and editors; that some would be bound to disclose their contacts to their editors who then might be obliged to not publish the reporters' truthful articles of importance to the public, based on the disclosures.

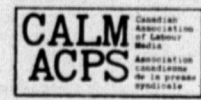
The Reporters Committee points out that much of the judge's decision "is predicated on the government's right to prosecute a reporter for misappropriating editorial content and harming his or her employer's reputation as a reliable source of financial news," though the prosecution said it could only act against a reporter if his or her employer has a conflict-of-interest policy.

The judge implied that even if a publisher decided to take no action for such a policy's breach, the government could prosecute the reporter for misappropriation and potentially harming the employer's reputation.

Still pending against Winans and two of the others charged in the case are companion civil charges. Those brought against Winans include 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 *Journal* column.

As we said, we disapprove of the kind of actions of which Winans was convicted. We disapprove of them on ethical grounds. As such, however, they are matters to be settled between a publisher and an employee and his or her representative. There is no proper place for the government in the equation. The *Journal* fired Winans.

The Guild Reporter



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