



The GUILD REPORTER

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

Vol. 52, No. 20

Washington, D.C.

November 8, 1985

AFL-CIO convention delegates embrace TNG call to limit industry concentration

Anaheim, Calif.—The AFL-CIO has joined TNG in calling for congressional action to limit the concentration of ownership of the publishing and broadcast industries.

The action came when the nearly 800 delegates to the AFL-CIO's 16th biennial convention here adopted a resolution urging that Congress "give prompt and serious attention" to doing so.

The resolution, proposed by TNG and modeled on one adopted this summer by the Guild's own convention, points to increases in ownership concentration during

the last 12 to 18 months and warns that without action "all possibility of combatting media concentration short of massive divestiture will disappear."

Other actions by the convention—which also marked the 30th anniversary of the merger of the Congress of Industrial Organizations and the American Federation of Labor—included:

✓ Commitment of the federation of 85 national and international unions to new efforts and programs to be made available to assist affiliates to grow and better serve their members, including an

"associate membership" package for employees not covered by a union contract.

✓ A declaration of support for legislation, guidelines and labor-management agreements aimed at assuring safe operation of VDTs and an endorsement of further research into the possibility of emissions hazards from the machines.

TNG delegates to the Oct. 28-Nov. 1 meeting were President Charles A. Perlik, Jr., Int'l Chairperson Harry S. Culver and Secretary-Treasurer Charles Dale. Perlik served on the convention's education committee.

The media-concentration resolution pointed to Capital Cities Communications' purchasing the American Broadcasting Companies, the Gannett chain's acquisitions of Family Weekly, the Detroit News and the Des Moines Register and to Rupert Murdoch's buying Metromedia broadcasting and 20th Century Fox.

It also noted that 1984 ended with only 543 independent dailies left in the United States, 15 fewer than a year earlier.

In addition, it pointed to the failed campaign to take over CBS by a right-wing group led by Jesse

Helms as "a grave portent of a growing danger—the political takeover of a newspaper chain."

Neither the labor movement nor the public can afford to quietly wait for the day when a handful of companies control all information media, nor even for the day when they control most of it, the resolution said.

"It is time," it said, "to put a ceiling on the number of newspapers or the aggregate circulation any single media company can control."

"Concentration, in fact, has reached the stage where it may (Continued on Page 2)

Sun-Times accord averts walkout, boosts key by \$117

Chicago—Members of the Chicago Guild's Sun-Times unit have ratified a new three-year agreement with the Chicago daily that will raise the top minimum for reporters and photographers by \$117.92, to \$866.03 a week.

The agreement, the Guild's first with the paper since it was sold by Field Enterprises to Rupert Murdoch early in 1984, raises minimums by 5 percent each year.

The first increase, retroactive to June 1, takes the key editorial top minimum up by \$37.41 a week, to \$785.52. It is followed by increases of \$39.27, to \$824.79 a week, on June 1, 1986, and a final increase of \$41.24 on June 1, 1987.

The highest contract minimum, that for assistant city editors, columnists, critics and several editors is raised by \$130.48 over the term, to \$958.27. The increase comes in increments of \$41.39, \$43.46 and \$45.63.

Tentative settlement of the new agreement was reached early the evening of Oct. 22 after Guild bargainers had extended a strike deadline set for 10 a.m. that day.

Members ratified the new contract by a wide margin in balloting

conducted Nov. 1 following discussion of its terms.

The company dropped demands for reductions in the contract's 10 percent night differential, while the Guild agreed to eliminate a so-called "window clause," which gave employees the option of leaving the paper with full severance pay if it is sold. Many Guild-covered employees left the paper with severance pay under that provision when it was sold to Murdoch.

Company demands to eliminate the "window" and cut night differential had been major points of contention in the talks.

The company's payment toward the cost of family health insurance coverage is raised by \$13, over the term, to \$55 a week, and the for- (Continued on Page 4)



BILL BURKE/Washington Baltimore Guild

MISSOURI LT. GOV. WOODS TAPS HER GUILD ROOTS AT AFL-CIO SESSION
From left: TNG Human Rights Co-ordinator Anna M. Padia, Woods, TNG President Charles A. Perlik, Jr., Secretary-Treasurer Charles Dale. (Story, Page 2.)

TNG protests South Africa's limits on news

Washington—TNG and the Committee to Protect Journalists are among the many news industry organizations to have protested to South Africa President P. W. Botha his government's imposition of sweeping restrictions on the coverage of unrest in that country.

The restrictions, imposed Nov.

2, forbid pictorial or audio coverage of public disturbances in the 38 areas under the government-declared state of emergency and also limit coverage of such disturbances to reporters who have received government accreditation. The restrictions apply to both foreign and domestic news gathers.

This "unprecedented ban on news coverage," coupled with the

"brutal treatment" to which news personnel have been subjected in South Africa "can only convince" the public worldwide that South Africa's government is "unwilling to allow disclosure of the truth," TNG President Charles A. Perlik, Jr., said in a wire to Botha.

He urged the immediate lifting of the ban and an end to abuse of journalists by government forces.

In a cable of protest on behalf of the Committee to Protect Journalists, Barbara Koepfel, the organization's executive director, called the action a "blatant move by the South African authorities to prevent their people and the international community from viewing the realities."

The CPI also speculated that the (Continued on Page 4)

Fumes, headaches and agencies

Eugene, Ore.—The Eugene Guild asked Register-Guard management for a guarantee in their new contract of clean, well-lighted, odor-free work areas, the local reported in the Oct. 10 issue of its new newsletter, the Guild-Register.

In doing so Guild representatives cited fumes from pressroom solvents—sucked into Guild work areas by the ventilation system—as a source of eye irritation and headaches.

The paper's personnel manager pointed out that Oregon industrial health inspectors had tested the fumes and assured the Guild they were not harmful.

"The assurances paled, however," the newsletter reported, "when management explained why the fumes simply couldn't be vented out through the pressroom roof. The state environmental protection agency won't allow that because the obnoxious odors would offend passersby."

Forbes tallies 69 media fortunes

Forbes magazine's fourth annual list of the 400 richest individuals in the United States includes 69 whose personal fortunes were derived principally from the publishing and broadcast industries, up from 59 on the 1984 list.

Newcomers among the media millionaires include Keith Rupert Murdoch, whose holdings include the New York Post, Boston Herald and Chicago Sun-Times; Gertrude Crain, who heads Crain Communications; and William Shivers Mor-

ris III, owner of the Morris Communications chain of newspapers.

In addition, record prices fetched by media properties during the past year made billionaires out of several of the millionaires already on the list. Forbes reported in a special issue dated Oct. 28.

Passing the billion-dollar mark were Warren Buffett, whose 18 percent interest in Capital Cities' acquisition of the American Broadcasting Cos. brought a big boost in the value of his Berkshire

Hathaway Holdings, Samuel I. Newhouse, Jr., and Donald Newhouse, who moved up because of higher values overall and new information about their holdings, and John Kluge, who sold his seven Metromedia television stations to Murdoch for \$2 billion.

Pending settlement of an inheritance tax dispute, Forbes said the Newhouse brothers' holdings are worth "at least \$2.2 billion."

Murdoch, with personal wealth (Continued on Page 4)

Call to limit industry concentration endorsed

(Continued from Page 1)

even be necessary to consider steps to require or at least encourage divestiture above those ceilings," it continued.

Under the proposal advanced by TNG and endorsed by the AFL-CIO, newspapers established, rather than purchased by the company owning them, would not be counted in the limit, in order to avoid conflict with the First Amendment.

Pointing to the broadcasting component of the equation, the resolution noted that it has been "dominated by centralized, national networks almost from its birth" and therefore "may be difficult to protect adequately against further concentration."

However, it continued, "it takes no great wisdom to determine that the Federal Communications Commission, with its loosening of ownership restrictions, is going in precisely the wrong direction."

The associate membership proposal endorsed by the convention flows from the AFL-CIO Executive Council's report of last winter on "The Changing Situation of Workers and Their Unions."

It is aimed at making union membership more valuable and useful to employees not working under union contracts, as well as those with contracts.

Under the program, the AFL-CIO will put together a package of benefits and services at low-cost

rates available to large groups. These might include benefits such as health and life insurance, dental and prescription-drug plans, legal services, auto insurance and home insurances.

The program envisions the associate memberships being available to persons who leave their jobs in organized workplaces, to those put out of work by plant closures, to those who have supported an unsuccessful organizing campaign at their place of employment.

The benefits also could be available to workers who are covered by union contracts, the convention action suggested.

Each union would decide which parts of the AFL-CIO benefits package to offer and to which of its members.

(TNG leadership will be studying the program closely as its details and specifics become more clear, and will be discussing them with local leaders and members, as well, Perlik told the Guild Reporter.)

In its resolution on VDTs, the convention noted that the machines and related equipment "offer potential benefits to workers and the public" when properly designed, constructed, situated and used.

"Jobs can be made more comfortable, workloads handled easier, skills and pay upgraded and career ladders improved," said the resolution, proposed by the Amer-

ican Federation of State, County & Municipal Employees.

"Experience has shown, however, that employers are insensitive to these possibilities," it continued. "Too often, employers plan for the computer, not for the people using the computer; the new jobs can become more stressful, less skilled, more routine and more dead-end than before."

Only through legislation, guidelines and labor-management agreements will manufacturers "be forced to provide as standard equipment features that are necessary for safe and comfortable operation but that are available only on some kinds of equipment today," it said.

The resolution also called upon

Perlik, 7 others saluted as founders

Anaheim, Calif.—TNG President Charles A. Perlik, Jr., was one of the eight delegates to the 1985 AFL-CIO Convention here who were saluted for also having been delegates to the union federation's founding convention 30 years before.

Singling out each of the eight "survivors" at the beginning of his keynote address to this year's convention, AFL-CIO President Lane Kirkland, to the applause of the 800 other delegates, hailed them for having "seen it all" and remaining "undaunted . . . still doing the work of the Lord."

The AFL-CIO was founded in 1955 through merger of the American Federation of Labor and the Congress of Industrial Organizations. The Guild was an affiliate of the CIO.

unions to bargain working conditions "that reduce stress at the VDT workplace," including appropriate rest breaks, prohibition of individual work monitoring, oppor-

tunities for pregnant workers to limit work on VDTs with no loss in status or pay and employer-provided vision checks for VDT operators.



PRESIDENTIAL SHAKE SEALS AGREEMENT FOR NEW ITU-GCIU MERGER TALKS
ITU's Robert S. McMichen, AFL-CIO's Lane Kirkland, GCIU's James J. Norton.

ITU, GCIU leaders agree to new talks for merger

Anaheim, Calif.—Officers of the Int'l Typographical Union and the Graphic Communications Int'l Union agreed during the 1985 AFL-CIO Convention that early next year they will resume discussions of the possibility of the unions' merger.

Leaders of each union said they expected to announce a schedule of meetings soon after their return to their respective headquarters.

Representing the GCIU in the meeting here were Acting Presi-

dent James J. Norton, Secretary-Treasurer Michael P. McNally and President Emeritus Sol Fishko; for the ITU, President Robert S. McMichen and Vice Presidents Billy J. Austin and William J. Boorman.

A proposal for merger of the two unions, which would create a single printing-crafts union of some 200,000 members, was rejected this spring by the GCIU's 42-member general board after having been scheduled for membership referendum in each union.

Steward's role at root of career, Woods says

Anaheim, Calif.—Missouri Lt. Gov. Harriett Woods attributes the beginnings of the development of the qualities that brought her ultimately to that office to her years as a Guild shop steward at the St. Louis Globe-Democrat.

That's what she told a meeting of the executive board of the Coalition of Labor Union Women during the AFL-CIO's 1985 convention here at the end of October.

Currently the highest ranking Democrat holding a Missouri state office, Woods also gave a resounding endorsement to the new organizing initiatives endorsed by the convention when she addressed it Oct. 29.

The AFL-CIO's efforts to respond to the needs of unions' memberships is vital, she said, because workers now are better educated than ever before and "they want more of a voice in their jobs and in their unions" and they are entitled to it.

Woods was a reporter at the Globe Democrat from 1949-52 and chaired the St. Louis Guild's education committee and her unit's



stewards' council during that period.

From 1955 through 1973 she was a familiar guest at the Guild's annual conventions, attending them with her spouse, James B. Woods. He was TNG vice president from the Midwest for the first 12 years, then held the office now titled Int'l Chairperson the last 6 years.

L.A. TIMES' BERNSTEIN SPEAKS OUT

Need to restore law's bias cited

Anaheim, Calif.—The basic U.S. labor law needs its original purpose reaffirmed and then it should be strengthened to make its realization possible, the dean of the nation's active labor reporters told a gathering of union editors Oct. 25.

"Most Americans have forgotten, if they ever knew," that the Wagner Act was passed "to actively assist workers in their dealings with employers. It was supposed to be biased in favor of workers," said Harry Bernstein of the Los Angeles Times in the 12th A. J. Liebling Memorial Lecture, sponsored by the Int'l Labor Communications Assn.

"Now the ideal seems to be to have the law serve as a sort of neutral referee in labor-management disputes, but . . . even that inadequate ideal is not the reality today" since the Reagan administration's National Labor Relations Board "is an ally of management, not a neutral referee," Bernstein said.

To strengthen realization of its purpose, labor law should forbid employer's participation "in any way" in union representation elections, just as they now are not allowed to assist in formation of

company-dominated unions; pro- and anti-union workers should decide themselves if they want a union, he said.

In addition, he said, all of the "modest labor law reforms" defeated by a single vote in a Senate filibuster in 1978 should be renewed so that representation elections "are held quickly and unfair labor practice charges processed with enough speed to be meaningful."

He also proposed guaranteeing union organizers access to nonunion workers on company property before and after work and during breaks and lunch periods as is the case under the California Farm Labor Law.

Bernstein, an at-large member of the Los Angeles Guild, said he was not making the proposals in the lecture because he thinks the labor movement is "in desperate trouble or in urgent need of new ideas."

Rather, he said, he did so in the hope of attracting "more positive attention from the commercial news media" for the proposals than occurs when they are reported in the labor press.

The Int'l Labor Communications Assn.—formerly the Int'l

Labor Press Assn.—sponsors the Liebling lectures at its meetings held immediately preceding the AFL-CIO's biennial conventions.

ILCA convention delegates' actions included election of Carolyn Jacobson of the BC&T (Bakery, Confectionary & Tobacco Workers) News as president for the next two years, succeeding Bob Kalaski of the Machinist, who could not succeed himself. James M. Cesnik of the Guild Reporter was re-elected the ILCA's secretary-treasurer.

Leaders of convention workshops and discussions included Floyd Tucker of the Northern California Guild, a former president of his local and TNG vice president, as well as George Laine, president of the Los Angeles Guild.

The Guild Reporter (ISSN: 0017-5404) is issued semi-monthly, except monthly in July and December, at 1125 15th St. NW, Washington, D.C. 20005. \$20 a year. Second-class postage paid in Washington, D.C. and additional mailing offices. Printed in the U.S.A.

Postmaster: Send address changes to The Guild Reporter, 1125 15th St. NW, #550, Washington, D.C. 20005.



'Copy Desk' plays in Buffalo

"Copy Desk," a drama by Buffalo Guild member Joseph P. Ritz, had its premiere run in a Buffalo community theater Sept. 21-Oct. 13 and was set for a performance in New York City in mid-November. The play's roots are in the conflicts between unions and management which accompanied the closing of the Buffalo Courier-Express in 1982. It centers on the reactions of seven men

and women working on a financially failing daily during the chaos over the Vietnam War that beset the 1968 Democratic National Convention. A central scene is a Guild meeting which rejects pay and staff cuts demanded by a publisher of scandal-mongering tabloids as a condition for buying the paper. Ritz, a former Buffalo Guild president, covers labor for the Buffalo Evening News.

Referendum call fails on seconds

Washington—Fewer than ten Guild locals seconded either of the two motions seeking Guild-wide referendums on a pair of actions by the 1985 TNG Convention and therefore "the matter [is] dropped," as TNG's Constitution puts it, all Guild locals have been notified.

The motions, adopted by the Twin Cities Guild, were put out for seconds on Aug. 26 and under TNG's Constitution were open for seconds by other locals for 60 days thereafter. Last day of the 60 was Oct. 25.

In an Oct. 28 letter to all local presidents, secretaries and administrative officers, TNG Secretary-Treasurer Charles Dale pointed out that the referendum motions, "having not obtained the required endorsements, fail for lack of sufficient seconds."

TNG's Constitution also re-

quires that if at least ten locals second referendum motions they must include locals located in five states, territories or provinces and the membership of the moving and seconding locals must total at least five percent of the entire Guild's membership in good standing.

Since fewer than ten locals' memberships seconded the referendum motions, however, the latter requirements did not come into play.

Final count showed that a total of eight locals seconded each of the referendum questions.

One of the motions proposed a referendum to seek to cut by \$1 million—to \$5 million—the cut-off for higher dues for TNG's Defense Fund. It received favorable votes on motions for seconds by the memberships of the Chicago, Detroit, Lake Superior (Duluth), Great Falls, Kenosha, Peoria,

Pittsburgh and Sheboygan Guilds.

The other motion sought a referendum aimed at revoking authority for TNG to build or buy a headquarters building. It was seconded by the Chicago, Detroit, Lake Superior (Duluth), Kenosha, Peoria, Pittsburgh, Sheboygan and Washington-Baltimore locals.

A ninth local, Columbus, also reported that its membership had acted to second calls for the referendums but had voted on motions distributed by the Detroit Guild rather than on those distributed by TNG.

Portions of the motions passed by the Twin Cities Guild on Aug. 14 were deleted before distribution by TNG as being beyond the scope of initiative referendums as delineated in TNG's Constitution [IEB rejects appeal from Detroit leader over referendums.] Guild Reporter, Oct. 25, Page 3].

Albany unit seeks community support in quest for initial pact in Glens Falls

Glens Falls, N.Y.—The Albany Guild is moving to enlist the support of this community's residents in its quest for an equitable initial contract with Howard Publications' Glens Falls Post-Star.

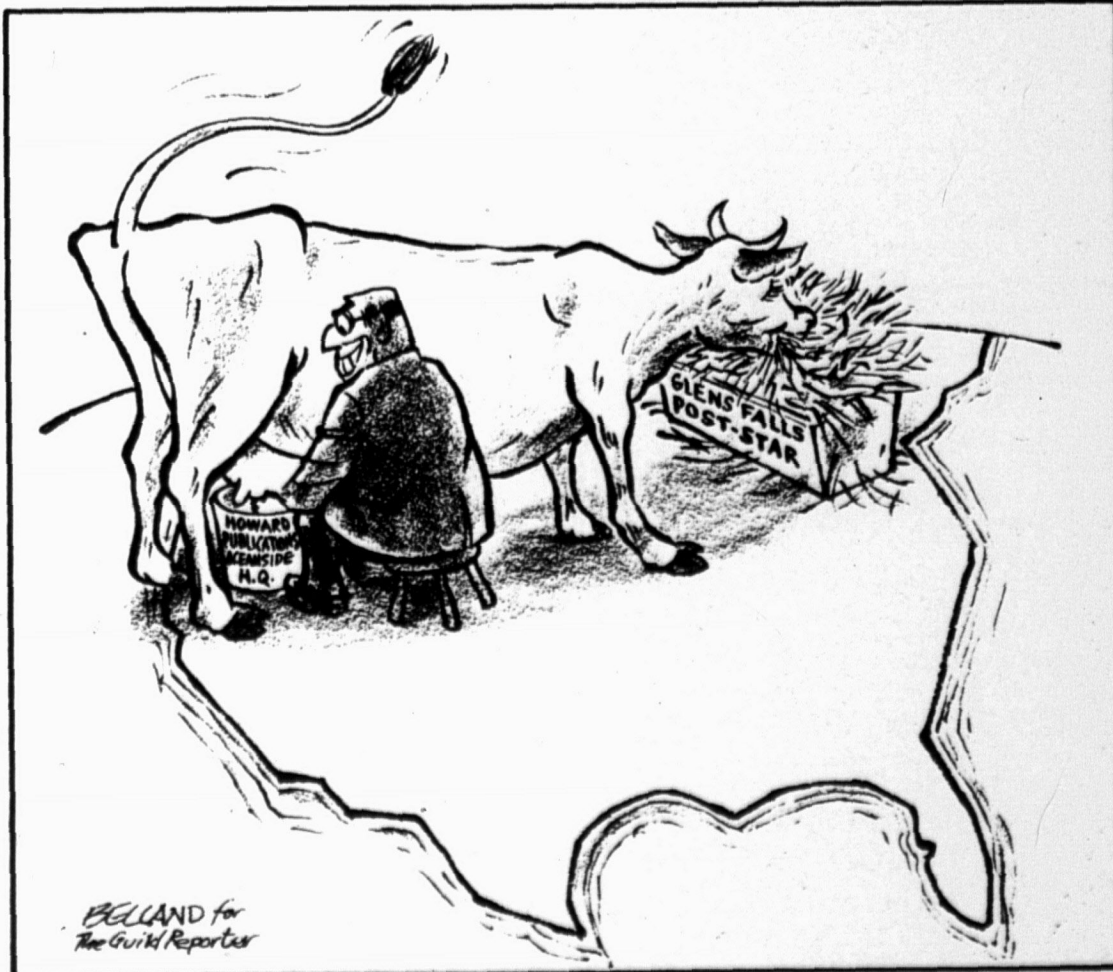
In a 60-second ad being aired on local radio stations the Guild is asking citizens of the area to aid in the Guild's efforts to keep more of the paper's profits in Glens Falls rather than sending them to "a stranger in California," a reference to Robert Howard, chain's head.

Howard, whose personal fortune has been estimated by Forbes magazine to be in the \$200 million range, is "squeezing millions out of Glens Falls and the other communities where he owns newspapers," the Guild pointed out in a leaflet urging area residents to boycott the paper.

The wages of employees of the Post-Star by contrast are "poverty level," the leaflet continued.

"Even college-educated, professional staff members cannot live on their salaries. A full-time reporter with 30 years experience is paid \$214 a week; an editor with 29 years of service gets \$267.50."

"One reporter delivers pizza on his two days off," the Guild leaflet said, while another, it noted, "works several hours a day in a



delicatessen before she comes to work."

"Clerical, business department, classified and mailroom employees are worse off," it said, citing an average weekly salary among the unit's 67 members of \$178.

Howard Publications bought the 35,000-circulation daily in 1971.

Last summer employees in the paper's advertising, business cir-

culation, editorial, maintenance and mailroom departments voted by four to one for representation by the Albany Guild.

Management representatives broke off talks with the local in June after making what they called a "final offer" that would have done little to improve wages, while eliminating sick pay and imposing new work rules.

Chemical data rule covers some jobs, Guild locals advised

Washington — Some Guild-covered employees, such as maintenance employees and dark room personnel who are exposed regularly to hazardous chemicals, will be covered by a new federal safety standard on workplace chemical-hazard information, TNG has advised U.S. locals.

The Occupational Safety and Health Administration's "Hazard Communication" standard, with its first phase taking effect Nov. 25, will pre-empt state "right-to-know" laws that may apply to employees covered by the new federal rule. Those employees excluded from the federal standard's coverage, however, like most Guild-covered employees in newspaper offices, will continue to be protected by applicable state laws, TNG has told locals on the advice of the AFL-CIO.

OSHA, the federal agency that will administer the new standard, disagrees with that interpretation, maintaining instead that state right-to-know laws will no longer cover any employees in the manufacturing sector, including newspaper employees.

"OSHA's interpretation of the pre-emption doctrine has been overturned by the courts in other areas," TNG Director of Research & Information David J. Eisen said

in advising Guild locals of TNG's position on the application of the state laws.

That advice was included in a Nov. 5 letter of "clarification" to a more detailed memorandum on the subject issued Oct. 31.

OSHA's new standard, as written, applies only to manufacturing employees, but OSHA officials have said that it will be extended to other industries as well, a process that may take 18 months or more, Eisen said. OSHA is under a court order to broaden the standard's coverage, he noted.

In the newspaper industry the federal standard will clearly apply to production department employees, mailroom and garage employees, Eisen said. While its application to most Guild-covered employees working in offices will have to be determined "case-by-case" based on whether their job "routinely involves exposure to hazardous chemicals," he noted.

Beginning Nov. 25 chemical manufacturers and distributors will be required to label containers identifying the chemicals and any hazards associated with them.

In the standard's second phase, effective next May 25, employers will be required to inform covered employees about chemicals used in the workplace.

In addition to maintaining labels and warnings on chemical containers and making available material data safety sheets describing the characteristics and hazards of each substance, employers will also be required to establish training programs for employees exposed to hazardous chemicals.

State right-to-know laws, many of them more comprehensive in their protective measures as well as their coverage, have been enacted in 28 states. A list of the states and a summary of the scope of the various laws was included in the mailing to locals, along with documents describing the federal standard and the comments of a representative of the American Newspaper Publishers Assn.

Pilots hike dues for \$100M fund

Washington — Members of the Air Line Pilots Assn. have approved a one percent increase in their dues rate to build a special defense fund of \$100-million.

The dues hike, from 1.35 percent of gross earnings to a rate of 2.35 percent, is expected to produce an additional \$22 million a year for the union's "war chest," the ALPA said.

Pilots also voted to maintain a special assessment to finance the union's strike against Continental Airlines.

ANPA sees 'headache' from OSHA standard

Compliance with the Occupational Safety and Health Administration's "Hazard Communication" standard "is going to be a major labor relations headache," the American Newspaper Publishers Assn.'s manager of environmental services told a newspaper forum.

"Trying to walk the fine line between informing employees about hazards and needlessly scaring them to death will not be easy," Richard W. Neergaard said in remarks in June.

For example, Neergaard said, consider the warning about the hazards associated with trichloroethylene, a chemical used to activate paster cement in some newspaper presses.

Over exposure, Neergaard said reading from a guide to recognizing the source of occupational diseases, "depresses the central nerv-

ous system [resulting in employees] exhibiting such symptoms as headache, dizziness, vertigo, tremors, nausea and vomiting, irregular heartbeat, sleepiness, fatigue, blurred vision and intoxication similar to that of alcohol . . . addiction and peripheral neuropathy have been reported. Recent reports indicate that exposure . . . may induce liver tumors in mice."

"What do you think the ordinary pressman is going to make of this type of information?" Neergaard asked. "How many newspaper managers are familiar with terms like peripheral neuropathy?" he wondered.

Trichloroethylene also is found in correcting fluids, inks, cleaning compounds and adhesives, according to a guide to chemicals used in office and clerical jobs.

TNG joins protests over South Africa's restrictions on news

(Continued from Page 1)

accreditation requirement would be applied in a manner intended to limit coverage of disturbances to journalists supportive of the Botha government.

Violators of the restrictions are subject of immediate arrest and indefinite detention without charge or access to legal counsel. Upon trial and conviction, violators are subject to sentences of up to ten years imprisonment and a \$4,000 fine, the Washington Post reported.

The day after the restrictions were imposed, South Africa's foreign information minister accused unnamed foreign correspondents of "unprofessional and unethical" conduct for reporting them the day before they were officially announced.

In announcing the restrictions, South Africa's minister of law and order said that the ban was motivated by a concern that camera crews at the scene of a disturbance are "a catalyst to further violence."

News of the restrictions followed increasing levels of criticism from government officials and some local newspapers that foreign news coverage had distorted events in South Africa.

Others protesting the restrictions included Max McCrohon, editor in chief of United Press Int'l, the presidents of CBS News and NBC News and the British government. In London, Britain lodged its protest with the number two official in the South African Embassy after summoning him to the Foreign Office.

A statement issued by the

Foreign Correspondents' Assn. in South Africa called the restrictions "a severe form of censorship" and rejected the government's assertions that they were intended "solely to help reduce the level of violence."

"It is absurd to hold a small group of journalists responsible for a profound political conflict that has been going on for more than a year, left 800 people dead and placed a third of the population under emergency rules," the statement said.

The ban prohibits the making and distribution of photographs, drawings or recordings at the scene of a public disturbance, including a public strike or boycott, in any area under the state of emergency decree.

It requires journalists who seek to cover such a disturbance to display their government accreditation cards and report to the police official in charge of the area. The police will "render the necessary assistance" to accredited journalists, the law and order minister explained.

Earlier, in October, the government had banned local and foreign correspondents from covering events in the black township of Soweto.

Among recent reports of brutality against journalists are incidents involving teargas, whips, dogs, rifle butts, and bird shot, along with arrests and other forms of assault and harassment at the hands of government forces.

The CPJ, whose directors include TNG's Perlik, catalogued reports of more than a dozen such

Murdoch newsprint deal assailed

New York—In the wake of a news report that New York Post owner and publisher Rupert Murdoch had purchased newsprint from South Africa and a subsequent protest lodged by the New York Guild, Murdoch has announced that the paper will buy no more South African newsprint.

It is difficult to understand how the Post "could do anything which directly or indirectly aids the

notorious South African government . . . in view of its brutal policy of apartheid," Guild President Barry F. Lipton and Post Unit Chair Joy Cook said in an Oct. 29 letter to Murdoch.

Earlier a local television station reported that Murdoch had purchased 30,000 tons of newsprint from South Africa at a cost of \$400 a ton. North American newsprint sells for \$500 a ton or more.

Forbes lists 69 from media among 400 richest

(Continued from Page 1)

estimated in the \$300-million range, only became eligible for inclusion on the Forbes list this year after he was granted U.S. citizenship in September.

Crain's \$200-million fortune was derived from trade publications Advertising Age and Automotive News, plus local business papers published in Cleveland, Chicago and other cities and one recently introduced in New York.

Morris' wealth is estimated at \$170 million. His company, Morris Communications, made news on the media acquisition front in 1982, paying \$200 million for a pair of dailies in Jacksonville, Fla.

A new estimate of the value of Triangle Publications and its TV Guide, boosted Forbes' estimate of the worth of principle stockholder Walter Annenberg by 94 percent, to \$875 million. His five sisters,

each with a 9 percent interest in the company worth an estimated \$180 million apiece, returned to the 400 richest list after a year's absence.

Among others whose publishing interests won them a place on the Forbes list:

✓ William Bernard Ziff, Jr., who sold two dozen specialty magazines earlier this year, has an estimated net worth of \$650 million.

✓ Jane Bancroft Cook, granddaughter of Clarence Barron, has substantial holdings in Dow Jones & Co. and an estimated fortune of more than \$525 million.

✓ Joe Lewis Allbritton, with publishing, broadcasting and banking interests, including five newspapers and five television stations, has an estimated worth of at least \$450 million.

✓ Katharine Graham, with a

controlling interest in the Washington Post Co., has an estimated fortune of more than \$350 million.

✓ Roy Hampton Park, whose Park Communications owns 27 daily newspapers and 50 other publications, has an estimated net worth of \$350 million.

✓ Helen Kinney Copley, who inherited Copley Press' daily newspapers, including the San Diego Union and Tribune, upon her husband's death in 1973, has an estimated fortune of \$335 million.

✓ Robert Staples Howard of Howard Publications controls 19 daily papers, television and cable interests and an estimated fortune of \$250 million.

✓ James Landon Knight, of Knight-Ridder Newspapers, Inc., has a fortune valued at at least \$220 million.

✓ Ruth Chandler von Platen, heir of Harry Chandler, has an estimated net worth of more than

\$165 million including Times Mirror stock.

✓ Frank Batten, controls Landmark Communications and its 10 daily newspapers, including the Norfolk Pilot-Ledger Star, has an estimated worth of \$150 million.

Also five descendants of William Randolph Hearst who each qualify for a place on the 400 list.

Other family fortunes of \$250 million or more attributable to publishing, but divided among too many heirs for any one to qualify for the 400 list include, among others:

Descendants of Paul Block, Jr., who founded the Block newspaper chain;

Heirs of Harry Chandler of the Times Mirror Co.;

James Herbert McGraw's descendants who share in the profits of McGraw-Hill's holdings;

The heirs of Joseph Pulitzer, E. W. Scripps and Adolph S. Ochs.

THE GUILDED BLADE

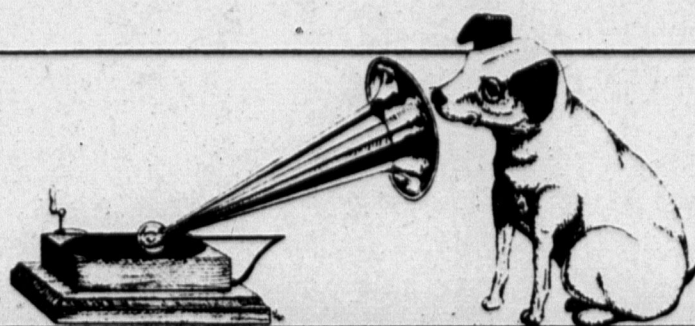
A Publication Of The Toledo Newspaper Guild, Local 43

August, 1985

The Guild-Register

Eugene Newspaper Guild Membership Newsletter

OCTOBER 10, 1985



THE GUILD VOICE

"NEVER QUIT THE GUILD" — Eddie Griffith, former Californian editor

Two new newsletters; one new look

The Toledo and Eugene Guilds have launched new local publications, "The Guilded Blade" ("Blade" as in Toledo) and the "Guild-Register" (as in Eugene Register-Guard), while the Bakersfield Guild has given its newsletter a new name, "The Guild Voice." The Guilded Blade, its first issue reported, was created by the local's executive board to strengthen communications within the union and was developed by a committee chaired by John Nichols. The four-page,

8½-by-11 newsletter is slated for monthly publication. The inaugural issue of the Guild-Register was devoted to reports on the start of joint bargaining by the Guild and Typographical and Graphic Communications unions with the Register-Guard. Both the Eugene and Toledo publications are being produced on the locals' personal computers. The Bakersfield publication's new name is the first step in a planned redesign of that newsletter.

Pact averts walkout, raises key by \$117

(Continued from Page 1)

mula for computing pension credits is improved.

A cash vacation bonus for employees with 20 years or more service is increased by \$25, to \$325, and a guarantee of a full-day's pay at double time is added for working on a holiday.

The company agreed to a variety of measures to curtail the use of free-lance photographers, including a bar on free lances using any company equipment or covering any pre-scheduled cityside assignments.

An annual payment toward the cost of automobile insurance for employees regularly required to use their own vehicles is increased by \$50, to \$500, and the insurance

reimbursement for photographers' equipment is raised by \$10, to \$130 a year.

An upgrading for library assistants raised their top minimum by \$64.56, to \$511.69, retroactive to June 1, with increases of \$25.58 in 1986, and \$26.68 in 1987 taking it up by a total of \$117.

Other increases and new top minimums include:

Copy editors, rewrite/reporters—Up by \$121.93, to \$895.45.

Reference librarians—Up by \$90.47, to \$664.44.

Secretaries—Up by \$70.48, to \$517.61.

Service Award judges named

Washington—TNG Vice Presidents Gene Turner of Northern California and Doug Louth of Vancouver-New Westminster along with Phillip M. Kadis, TNG's education director, have been named judges for the 1985 Guild Service Award.

The appointments were made by the Int'l Executive Board during its fall meeting.

The annual service award carries a scholarship of up to \$1,500 for a course in labor education.

The judges will select a winner from among nominees, advanced by actions of local membership meetings, executive boards or representative assemblies. The award is open to local members and unpaid officers only.

Local nominations should be forwarded to Kadis at TNG headquarters. Deadline for receipt of nominations is Jan. 13.

Judging and announcement of the winner will take place during the IEB's winter meeting, scheduled for Jan. 21-23.

APPLICATIONS BY DEC. 1

Harvard scholarship deadline announced

Washington—Deadline is Dec. 1 for applications for the 1985-86 Irving Leuchter Memorial Scholarship to the Harvard Trade Union Program, TNG Education Director Phillip M. Kadis has advised Guild locals in a letter explaining application procedures.

At the same time, Kadis urged locals to respond to a recommendation of this year's TNG convention by making contributions to the scholarship fund. More and greater regular, annual contributions to the fund are required if it "is to be maintained on a secure footing," Kadis said.

The program has proven its value to Guild locals over the years, Kadis said, noting that 13 locals officers have attended the program to date.

The value of the scholarship is \$5,500 plus travel expenses, although the actual cost of attending the 12-week residential seminar at Harvard is estimated to be about \$6,000.

TNG contributes \$3,000 annually to the fund and Harvard \$500. The Twin Cities Guild, which proposed the scholarship initially, contributes at least \$300 each year

and other locals make regular contributions as well, Kadis noted.

The program's emphasis is on providing training related to the executive and administrative responsibilities of union officers. Courses include labor law, economic analysis, union administration, bargaining, contract enforcement, labor history and computers.

The Guild scholarship is open only to top local officers (paid and unpaid) and staff and international officers and staff. Other considerations being equal, preference is given to full-time officers and staff.

The scholarship is open to Canadian as well as U.S. applicants, Kadis said, pointing out that "a number of Canadians through the years," have attended the Harvard program. At Canadian Guild members' option, however, arrangements may be made to apply the scholarship to a similar program of studies in Canada, he added.

The Guild scholarship was established as a continuing memorial to the Guild's late general counsel by the 1973 Convention, which noted Leuchter's "lifelong dedication to enlightened trade unionism."



Union-label TV news

The logo of the Ottawa Guild, TNG Local #205, graces the newscast set of CJOH-TV, along with that of Broadcast Employees and Technicians Local #715. A clause in the Guild's contract with the privately owned station provides that the local be recognized during on-air presentation of daily newscasts. The local represents some 25 reporters, editors and editorial assistants at the station, rated number one for news in Eastern Ontario.



Torstar-Southam stock swap: A step to merger?

By Dan Westell

THE CONNECTION of two leading newspaper companies, Southam Inc. and Torstar Corp., has raised the possibility of a real national newspaper chain with a presence in most major English-speaking cities, along with Montreal.

When Southam and Torstar announced Aug. 26 that they had organized a share swap, the news was treated largely as a corporate development. Southam was believed to have been a takeover target all summer, so the transaction whereby Torstar got 25 percent of Southam's voting shares and Southam got 30 percent of Torstar's non-voting stock was seen immediately as a defense measure intended to strengthen the Southam family group's position.

Before the deal, the family had somewhere between 30 and 40 percent of the Southam stock, not enough to fend off a determined raider. And the rumors that ran through the stock market during the summer often suggested that Southam could make tons more money just by applying Thomson Newspapers' management techniques.

That was about as close to a discussion about the impact on journalism that the deal initially aroused. But fears of a Thomson-type squeeze at the fat Southam papers have receded now that the Torstar-Southam group seems assured of a control position.

Torstar's corporate motives are not as clear, although speculation persists that Southam has agreed to buy out the handful of aging shareholders who hold Torstar's voting stock. Torstar chairman and Toronto Star publisher Beland Honderich has maintained control of the organization by keeping the insiders together, but the next generation, holding large and valuable chunks of Torstar voting shares, might not be so agreeable.

Torstar may also have much less

Dan Westell, a member of the Southern Ontario Guild's unit at the Thomson chain's Globe and Mail, has covered the news industry for the paper's Report on Business.

This is reprinted, with permission, from the September/October issue of Content, the six-times-yearly magazine for Canadian journalists.

complicated corporate reasons. It has tried to move into other lines of business in the past and has a number of scars to show for its efforts. Given the small number of Canadian newspaper companies, a chance to hook up with Southam and expand in an existing line of business would be highly appealing.

If the deal was aimed simply at protecting two groups of insider shareholders, it should be seen like any other corporate deal where minority shareholders suffer so the insiders can be assured of their positions. It should be regretted and denounced, but, ultimately, is only one more example of the increasing concentration in the Canadian economy.

BUT THERE must be some operational benefits and plans when two of the largest newspaper companies in the country announce that they are going steady.

Southam and Torstar have flirted before, even gone out a few times. Former Toronto Star executives are senior in Southam papers, which use Star stories. The Star, meanwhile, uses Southam News copy. The two companies have been in joint ventures—in rotogravure magazines and in high-tech information distribution.

Rumors of a more intimate relationship go back to at least 1980, partly because the benefits are so clear. Southam covers great chunks of the English-language market in Canada,

while the Star sells more than a half-million papers a day in Toronto area, where Southam had not been represented.

For any advertiser contemplating a national print campaign, a package of Southam papers and the Star would give the best daily coverage in the country. That could well be the first step toward increased integration of the companies.

Business advertising is one obvious place to start, and business reporting could follow as the first integrated editorial service. A run at the lucrative business ad market, now dominated by the Thomson-owned Globe and Mail Report on Business and Maclean Hunter's Financial Post, would require editorial support.

Above and beyond an interchange of stories between the Star's solid business section and the substantial business reporting by such Southam papers as the Montreal Gazette and the Calgary Herald, an emphasis on business copy might provide Southam with a way to develop its weekly Financial Times, which consistently has been a burden.

Southam News and the Star's out-of-Toronto bureaus suggest a second area where a corporate relationship might become an operational one.



There is some duplication (which, if eliminated, would produce very small cost savings, in corporate terms) but a merged bureau system would provide both companies with a high-powered and extensive network of correspondents.

This has provoked some speculation that the Star might try a national edition, which seems unlikely. But a bureau merger, with correspondents filing stories for whichever Southam or Torstar paper wanted them, could lead to better papers.

SYNERGISM is the word used by the companies, but to one cynical reporter synergism means rationalization means closing bureaus. Outright closings of complete papers was the most obvious outcome of the second last newspaper company deal, and Southam was a player there, too.

The public response to the deal can only be described as muted, with even the people who usually are trotted out when a media business story develops, such as Tom Kent, saying in essence that the arrangement is not as bad as it could be.

It apparently could have been worse if a non-media company had taken over Southam—or, as the Kent Royal Commission worried about, a conglomerate whose holdings may include media properties but also include a raftful of other interests.

The deal may be bad enough as it is, but what sort of response really can be expected?

After all, Torstar and Southam are following a well-worn path, tripping after Thomson, which bought the FP Publications chain several years ago prior to the Thomson-Southam "rationalization" in the industry, and Maclean Hunter, which acquired a majority interest in the four Toronto Sun-based papers more recently.

CLUW calls membership drive, 'Awareness Week'

Anaheim, Calif.—The Coalition of Labor Union Women has announced a "major new membership drive" aimed at increasing participation in the 11-year-old organization among the more than 7 million women in the U.S. who are union members.

"CLUW offers women the support and means to become active within their unions and within the political process so that we can all move forward toward a more just society for all workers," said CLUW President Joyce D. Miller.

Miller, a vice president of the Amalgamated Clothing and Textile Workers Union and a member of the AFL-CIO's Executive Council, announced the membership drive during the AFL-CIO's convention here Oct. 29.

At the same time, Miller also said that CLUW and its 75 chapters nationwide plan to co-ordinate a "Working Women's Awareness Week," to begin May 4.

Working in conjunction with other women's groups, civil rights organizations and local govern-

ment agencies, CLUW is asking that local and international unions during that week help focus public attention on the concerns and accomplishments of working women, Miller explained.

As part of its overall membership drive, meanwhile, CLUW is planning a variety of on-going efforts, including education forums, legislative initiatives and special conferences addressing family and work issues.

Membership in CLUW is open to both men and women who are union members and "believe in equality," Miller stressed.

Women, who currently account for some 34 percent of union members, "make up the largest contingent of new union members," Miller pointed out, noting that women are joining unions in record numbers "because they realize that labor unions offer the best way to secure equal wages, equal opportunity and advancement and protection against sexual harassment."

Effort urged to block pornography censors

Washington—Guild locals in the United States are being asked to join in efforts to block adoption of censorship laws aimed at stemming the availability of pornographic material.

"Few of us hold any brief for pornography, but fewer of us still want to see censorship of pornography chip away at the First Amendment that protects 'free expression for us all,'" TNG President Charles A. Perlik, Jr., said in a letter to the locals.

A federal commission on pornography convened by Attorney General Edwin Meese "is heavily stacked with members sympathetic to censorship," Perlik warned.

He urged locals to pay particular attention to ways to "thwart the adoption of local censorship ordinances," such as those recently proposed in Minneapolis and Indianapolis.

A 10-point list of ways to combat censorship compiled by the National Coalition Against Censorship was included in the mailing to Guild locals. TNG is a member of the coalition.

It suggests, among other steps, that organizations opposing censorship and anti-pornography laws make their views known to legislators, civic groups and local media, as well as members of the Meese commission.

If you're trying to solve the mysteries of how to win job fairness & family security...

Try using these CLUWs.

Everyone knows that a secure family depends on a secure job with fair wages and working conditions. The psychological and emotional pressures of unemployment, low pay, and job discrimination often can lead to trouble at home.

Your union can do a lot to help. But it can't do everything alone. That's why there's a support organization of women and men that fights alongside your union to win the conditions at work that make for security at home. You need its help; it needs yours.

What is it? Try these CLUWs:

CLUW No. 1: Since its founding in 1974, this group has fought through your union to abolish sex- and race-based wage discrimination.



Forging Change for a New Generation of Families, Workers, & Unions.

CLUW No. 2: This organization leads the fight for decent child-care facilities for working parents. Without them, one or another spouse often is denied the right to a job.

CLUW No. 3: The more workers in our unions, the stronger we are at the bargaining table. Through its organizing efforts, this group has helped thousands of new workers join unions.

CLUW No. 4: Leadership counts. This group uses training and other programs to help women become active and advance to positions of leadership in their unions.

CLUW No. 5: What's won in bargaining can be lost in Congress. This group has worn a path to Capitol Hill and state legislatures to fight for pregnancy disability coverage, a decent minimum wage, pay equity, child care options, safe workplaces, and other laws that benefit all workers.

Still not sure of the solution? Here's a final CLUW—the Coalition of Labor Union Women, fighting for job equity and family security for over 10 years and growing stronger year by year.

CLUW's for you. And you can get with it. Contact your local union women's committee, your local CLUW chapter, or write CLUW, the Coalition of Labor Union Women, 15 Union Square, New York, N.Y. 10003.



Use This CLUW Card To Join Us Now!

COALITION OF LABOR UNION WOMEN Application For National Membership

Name _____
Address _____
Phone: (H) _____ (W) _____
International Union _____ Local Union _____

FOR NATIONAL TREASURER'S USE ONLY

Membership Card No. _____ Date Sent _____

National Treasurer's Signature _____

National membership in CLUW is good for one full year from date of issuance of membership card by National Treasurer

I would like to join CLUW as a: (check one)

Regular Member—\$20 () Contributing Member—\$25 ()

Supporting Member—\$50 () Sustaining Member—\$100 ()

Retiree Member—\$10 ()

Position held in Union: _____

I am a member of a bona fide collective bargaining organization

Signature _____

Attach your check to this card, enclose in envelope and mail to:

Gloria Johnson, Treasurer, CLUW
c/o IUE, 1126 16th St. NW
Wash., D.C. 20036

Glucks list payments from Globe

St. Louis—The owners of the St. Louis Globe-Democrat received payments from the paper totalling \$278,864 in the year prior to the initiation of bankruptcy proceedings against the paper, according to documents filed with the bankruptcy court.

According to those documents, Jeffrey Gluck, publisher of the

paper, was paid a salary of \$181,346 in the 12-month period prior to Aug. 19, while his wife, Debra, the associate publisher, received a salary of \$41,000. As owners of the paper, the couple also received payments and advances during the year totalling \$56,518, the St. Louis Post-Dispatch reported Nov. 1.

A group of employees and former employees initiated the bankruptcy proceedings in an Aug. 19 filing for back pay due them. The paper was placed under the bankruptcy court's protection with Gluck's consent Sept. 26.

Filings with the court also show that employees were owed a total of \$365,076 in "dishonored payroll checks" and \$116,500 in accrued vacation. Employees are among the creditors with priority before the court.

Among unsecured claims listed were \$405,196 in notes payable to stockholders—the Glucks—and \$165,312 in checking account overdrafts.

Value of the paper's assets was put at \$4.3 million, while debts of \$8 million were reported.

Among the assets listed were: \$800 in cash on hand; \$2.99 million in circulation and advertising accounts receivable; and the name "St. Louis Globe-Democrat," organization costs and goodwill valued at \$435,813.

by the Milwaukee Guild, also joined in an informal salute to John Carmichael, executive secretary of the Twin Cities Guild, who was attending his last council session before his retirement early in 1986.

The council also decided to invite Richard J. Ramsey, executive secretary of TNG's Contracts Committee, to lead delegates to the winter meeting in an examination of ways to contain the cost of health-care programs without diminishing their provisions. The meeting was set for Chicago, tentatively the weekend of Jan. 25-26.

Midwest hears from NOW

Milwaukee—Ellen Bravo, a representative of the National Organization for Women and of Working Women, 9 to 5, led delegates to the Midwest District Council in a discussion about VDT safety and an exploration of the bases of the drive for equal pay for work of comparable value during the council's fall meeting here Nov. 2-3.

They also heard TNG President Charles A. Perlik, Jr., report on the "state of affairs of TNG."

Delegates to the meeting, hosted

WDC urges contract goals study

Great Falls, Mont.—Delegates to the fall meeting of the Western District Council of Guild locals Oct. 26-27 voted to ask TNG's Int'l Executive Board to study and recommend to TNG's 1986 Convention whether TNG's Collective Bargaining Program should be reviewed.

The review would be with an eye toward reducing the number of the program's provisions re-

quired to be proposed in contract talks by Guild locals with employers, the resolution passed by the delegates says. This could provide locals greater flexibility in developing their own contracts, "based on the language of the Model Contract," it adds.

A similar action was taken Oct. 19-20 by the Canadian District Council at its fall meeting in Victoria [Guild Reporter, Oct. 25].

TNG seeks review of FBI island search and seizure

Washington—TNG has called on Attorney General Edwin Meese to review actions of FBI agents in a search of the offices of a magazine and the home of a journalist in Puerto Rico.

Items confiscated by the FBI following an 18-hour search of the offices of the magazine "Pensamiento Critico" and the home of journalist Cocqui Santaliz had yet to be returned more than a month later, TNG President Charles A. Perlik noted in a Oct. 23 letter to Meese.

While government agents claim to have affidavits supporting the operation, the U.S. attorney "has refused to permit them to be unsealed," Perlik said.

He urged Meese to order the immediate return of the material

seized, including equipment, a subscription list, manuscripts, photographs and tape recordings, and called for a "thorough review" of the procedures involved.

"We recognize that writers and publications are no more immune from law enforcement than anyone else, but a search and seizure operation directed against them has far more profound implications than one directed at a fish cannery or a button factory," Perlik explained.

He urged "greater sensitivity" in future operations, noting that "at first sight" this search and seizure appear "to be so sweeping . . . as to compromise First Amendment principles."

"Any repetition can only have an adverse impact on freedom of expression," he warned.

Two local organizers hired with special fund subsidies

Guild locals in Southern Ontario and Washington-Baltimore recently have hired organizers through a subsidy arrangement under TNG's Special Organizing Fund.

Gail Lem of SONG's Toronto Globe and Mail unit joined that local's staff Oct. 7.

A delegate to the local executive committee, Lem had chaired its organizing committee for three years.

She was chair of the Canadian Wire Service Guild's Canadian Press unit in Toronto before going to work for the Globe and Mail in 1982. She was a delegate to TNG's convention this summer.

The local is seeking certification

as the bargaining representative for some 140 editorial department employees of the Metroland chain of suburban papers.

Carl Goldman will join the Washington-Baltimore Guild's staff Dec. 1, under a renewal of a subsidy from the organizing fund.

He has been working as the membership director for the National Union of Treasury Employees in Washington, where he planned and directed an on-going organizing program among federal government employees.

TNG's organizing fund was created with the proceeds from a pair of special dues assessments Guild members paid in the summer of 1984.

\$973 top minimum leads list for library jobs

TOP MINIMUMS for a large variety of jobs in the libraries of daily newspapers covered by Guild contracts in the U.S., Canada and Puerto Rico ranged as high as \$973.45 a week as of Oct. 1, according to a table issued by TNG's Collective Bargaining Dept.

The table lists top and flat minimum-pay rates in

effect on that date for 209 library jobs at 117 dailies.

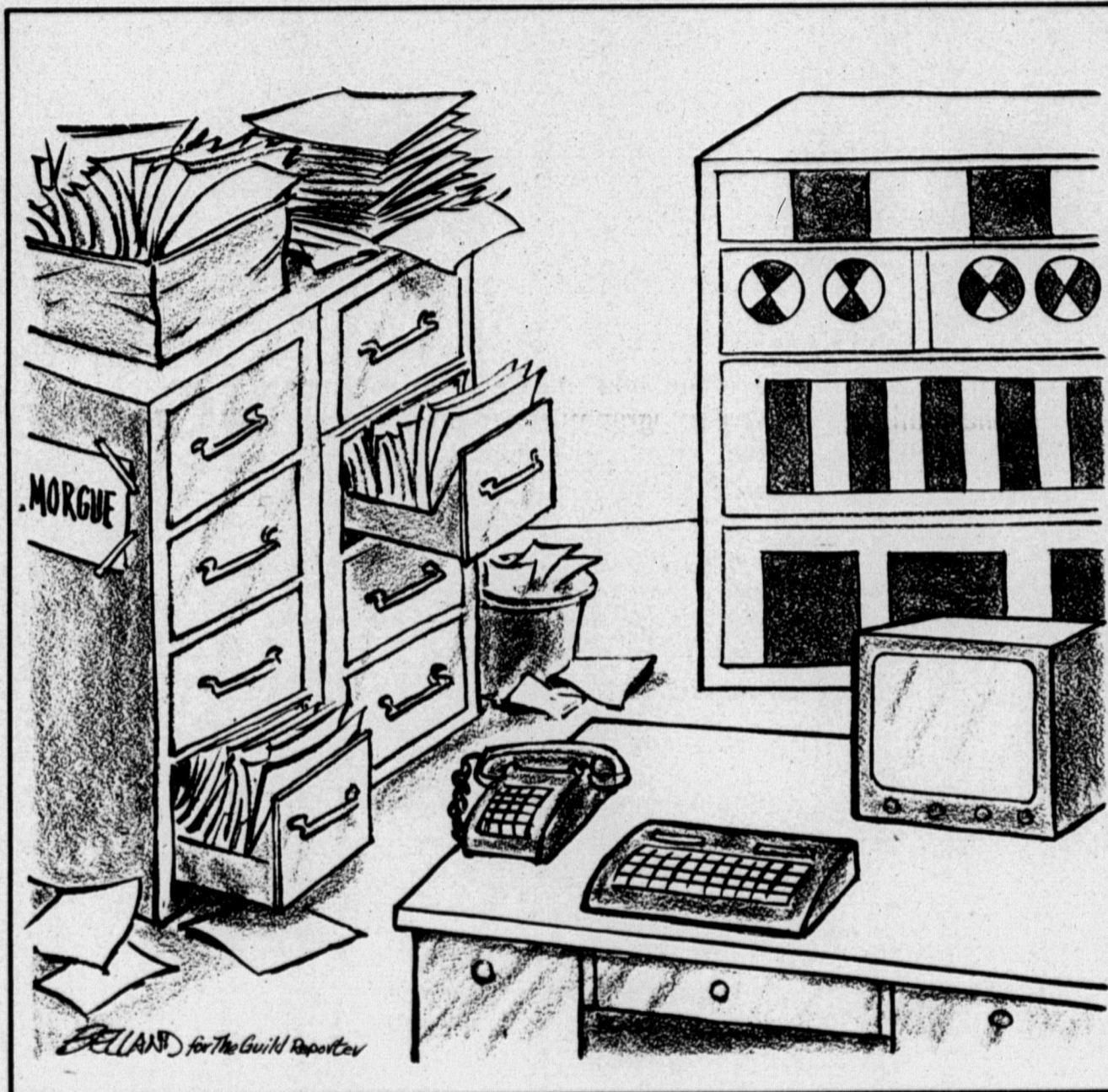
The \$973.45 minimum rate is for the New York Times' chief librarian with at least six months' experience in the position.

Twenty-five of the minimums in the table exceeded \$600 a week and 52 of them were in excess of \$500 a week.

More than half of the minimums—112 (53.6 percent) of the 209—were higher than \$400 a week under the contracts.

Below are the contract minimums for newspaper library jobs as of Oct. 1. The results of settlements since and deferred increases effective in the interim are not included.

	Minimum	After		Minimum	After		Minimum	After
New York Times			Library asst. I	387.40	—2 yrs.	Sacramento Bee		
Chief librarian	\$973.45	—6 mo.	Chicago Sun-Times			Asst. librarian	455.49	—flat
Research librarian	766.38	—4 yrs.	Reference librarians	573.97	—5 yrs.	Library clerk I	426.94	—4 yrs.
Asst. reference librarian	598.22	—3 yrs.	Library classifiers	487.32	—4 yrs.	Library clerk II	364.17	—3 yrs.
Indexer, picture indexer	565.08	—3 yrs.	Library assts.	447.13	—4 yrs.	Modesto Bee		
Counter asst., program			Vancouver Sun and Province			Asst. librarian	453.00	—4 yrs.
documentation clerk	535.18	—3 yrs.	Jr. librarian	572.39	—flat	Honolulu Advertiser		
EDP tape clerk	433.16	—2 yrs.	Library asst.	524.75	—flat	and Star-Bulletin		
New York Post			Library clerk II	456.26	—1½ yrs.	Asst. librarian	441.72	—2 yrs.
Head librarian	820.15	—flat	Library clerk I	425.90	—1 yr.	Library classifiers	408.53	—4 yrs.
Asst. head librarian	694.20	—3 yrs.	Detroit News			Library clerks	377.42	—4 yrs.
Librarian	552.80	—3 yrs.	Degree librarian	570.89	—4 yrs.	Scranton Times		
Library clerk	464.85	—3 yrs.	Reference clerk	348.41	—3 yrs.	Head librarian	441.54	—3 yrs.
St. Paul Dispatch & Pioneer Press			Manchester Union Leader			Asst. librarians	337.65	—3 yrs.
Head librarian	816.20	—5 yrs.	Chief librarian	554.75	—1 yr.	Library clerks	285.70	—3 yrs.
Library assts.	361.37	—4 yrs.	Librarians	407.00	—2 yrs.	Waukegan News-Sun		
New York Daily News			Sacramento Union			Librarian	441.09	—3 yrs.
Head asst. librarian	732.43	—3 yrs.	Librarians	553.60	—4 yrs.	Asst. librarians	431.53	—3 yrs.
Library reader, technician	533.19	—3 yrs.	Library clerks	295.08	—1½ yrs.	San Mateo Times & News Leader		
Asst. librarian	491.24	—3 yrs.	Toronto Globe & Mail			Head librarian	438.13	—3 yrs.
Librarian file	416.54	—3 yrs.	Asst. librarian	551.61	—4 yrs.	Librarian	428.13	—3 yrs.
Ottawa Citizen			Librarian asst.	453.40	—4 yrs.	Monterey Peninsula Herald		
Chief librarian	726.75	—flat	Library clerk	363.39	—3 yrs.	Librarian	437.00	—4 yrs.
Librarian	681.00	—2 yrs.	Detroit Free Press			Library clerks	383.00	—3 yrs.
Asst. librarian	451.53	—2 yrs.	Librarian	549.09	—4 yrs.	Pittsburgh Post-Gazette		
Akron Beacon Journal			Library reference clerk	407.61	—4 yrs.	Librarian	434.00	—2 yrs.
Asst. librarian	709.50	—4 yrs.	Seattle Times			Asst. librarian	415.00	—2 yrs.
Chief librarian	645.00	—4 yrs.	Asst. librarian	541.25	—3 yrs.	Library clerks	348.00	—3 yrs.
Library clerks	355.00	—2 yrs.	Library indexers, research			Harrisburg Patriot and News		
San Francisco Chronicle			specialists	498.25	—4 yrs.	Librarian	431.67	—2 yrs.
and Examiner			Library assts. and information			Librarian clerk	299.84	—2 yrs.
Head librarian	692.31	—6 yrs.	clerks	473.00	—4 yrs.			
Asst. head librarian	577.72	—2 yrs.						
Librarian (marker)	452.38	—2 yrs.						
Library clerk	403.52	—2 yrs.						
Santa Rosa Press Democrat								
Head librarian, asst.								
librarian	692.31	—6 yrs.						
Seattle Post-Intelligencer								
Chief librarian	688.12	—3 yrs.						
Asst. librarian	533.33	—3 yrs.						
Library indexers	475.47	—3 yrs.						
Library clerks	450.13	—3 yrs.						
St. Louis Post-Dispatch								
Head librarian, reference								
dept.	686.25	—5 yrs.						
Asst. librarian,								
reference dept.	512.68	—5 yrs.						
Reference dept. librarian	397.16	—4 yrs.						
Denver Post								
Librarian	683.00	—5 yrs.						
Asst. librarian	536.00	—3½ yrs.						
Library tech. III	426.00	—3½ yrs.						
Research asst.	402.00	—3½ yrs.						
Library tech. II	361.00	—3½ yrs.						
Library tech. I	326.00	—3½ yrs.						
Rocky Mountain News (Denver)								
Librarian	683.00	—5 yrs.						
Asst. librarian	384.00	—4 yrs.						
Library clerk	336.00	—3 yrs.						
Montreal Gazette								
Librarian	674.00	—4 yrs.						
Asst. librarian	494.00	—3 yrs.						
Clerk—electronic library	450.00	—3 yrs.						
Clerk library	430.00	—3 yrs.						
Toronto Star								
Librarian	670.67	—5 yrs.						
Asst. librarian	555.14	—3 yrs.						
Library asst.	442.52	—4 yrs.						
Library clerk	409.55	—3 yrs.						
Clerk in library	356.92	—3 yrs.						
Washington Post								
Librarian	664.35	—2 yrs.						
Asst. librarian (night)	448.85	—3 yrs.						
Asst. librarians and								
researchers	376.50	—3 yrs.						
Library asst.	321.00	—2 yrs.						
Buffalo Evening News								
Librarian	658.96	—flat						
Library asst.	324.35	—5 yrs.						
Oakland Tribune								
Librarian	636.42	—flat						
Asst. librarian	532.42	—2 yrs.						
Library clerks	362.97	—2 yrs.						
Toledo Blade								
Head librarian	632.19	—flat						
Librarians I	438.79	—3 yrs.						
Librarians II	415.80	—3 yrs.						
Providence Journal and Bulletin								
Asst. librarian	630.76	—2 yrs.						
Library asst.	357.76	—3 yrs.						
Long Beach Press-Telegram								
Head librarian	630.36	—flat						
Library clerks	413.44	—3 yrs.						
Windsor Star								
Librarian	607.64	—3 yrs.						
Library asst.	445.61	—3 yrs.						
Minneapolis Star & Tribune								
Library night supervisor	592.50	—4 yrs.						
Library classifiers	426.50	—4 yrs.						
Library assts.	344.50	—2 yrs.						
Victoria Times-Colonist								
Asst. librarian	575.57	—1 yr.						
Library asst. II (indexing)	442.74	—flat						



**Key top up
\$26, to \$440,
in Tonawanda**

Tonawanda, N.Y.—The top minimum for reporters and photographers covered by the Buffalo Guild's contract with Ingersoll's Tonawanda News is raised by \$26, to \$440.79 a week, in a new two-year agreement.

The \$26 increase comes in two

\$13 increases, with the first taking the top minimum to \$427.79 retroactive to last Jan. 1, and the second effective this Jan. 1.

The top minimum for a variety of editors also is raised by \$26 a week over the contract term, to as much as \$512.62 a week for city

editor. Outside salespersons' top minimum is raised by \$26, as well, to \$369 a week from this Jan. 1.

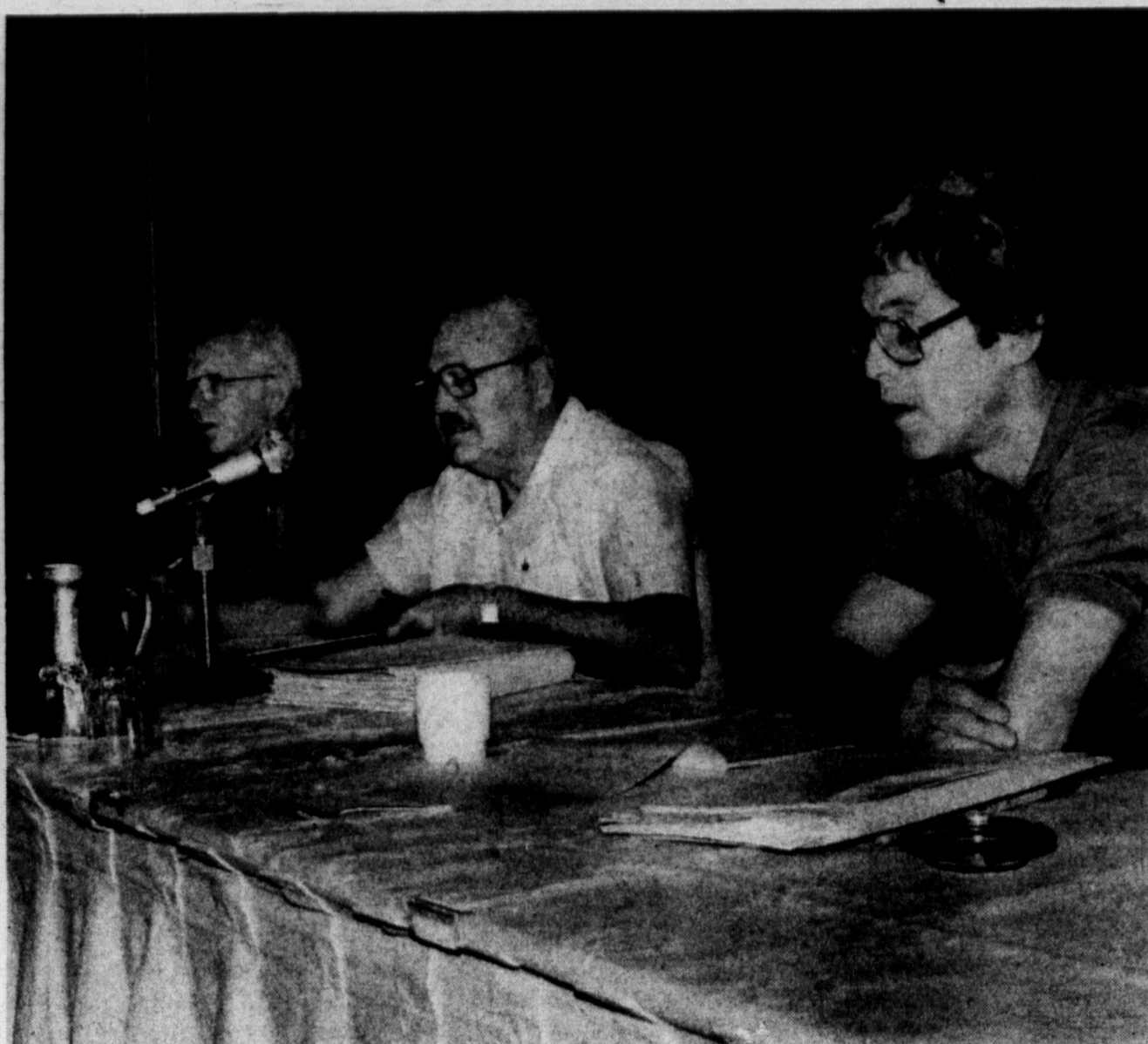
Employees paid over the top minimum are guaranteed an increase equal to that in the top minimum for their job.

The monthly pension benefit is

raised by \$2, to \$14 per year of service.

Service required for a fifth week of vacation is reduced to 20 years, from 25.

Major medical insurance coverage is increased and provision for dental insurance added.



San Francisco unions prepare for 1986 bargaining

Scale and negotiating committees of local unions in San Francisco's Conference of Newspaper Unions assemble to prepare common proposals for joint bargaining with Chronicle, Examiner and their joint publishing operations as well as the San Jose Mercury-News. Among the proposals embraced by all the unions is company-paid day care. At right above

are Paul Chown of the Institute of Industrial Relations at the University of California/Berkeley (left), Leon Olson of the Typographical Union and the Northern California Guild's Richard Olive. At left above, in the foreground are Frank Sweeney and William T. Davis of the San Jose Guild; between them, in the second row, is Steven Michael, chair of the Guild's

Newspaper Agency unit. Chown has conducted an analysis of all the unions' contracts with the dailies to aid them in preparation of their joint proposals. The unions, representing 5,000 of the three dailies' employees, are seeking meetings with the management to discuss possible new approaches to talks for renewal of contracts which expire next June.

Harrison to chair Broun contest; Jan. 10 is deadline for entries

Washington—Hugh H. Harrison of the Pacific Northwest Guild, a former longtime TNG vice president and leader of his local, has been named chairperson of TNG's 1985 Broun Award competition.

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

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

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

Harrison was TNG vice president from the U.S. West from 1966 until 1976, when he resigned to become his local's administrative officer. He held that full-time post, on leave as telegraph editor of the Seattle Times, until 1980 when he returned to the paper.

Previously he had served three terms as local president and in several other local offices. He has been a member of the Guild since 1944, when he went to work as a reporter at the Minneapolis Tribune for \$27.50 a week.

During his tenure on TNG's Int'l Executive Board, Harrison served as chairperson of its Guild Reporter, Human Rights, Constitution, Appeals and Collective Bargaining Committees. Before and during those ten years he also taught journalism full- and part-time at several Seattle area colleges.

After returning to the Times in 1980 he also was editor for several years of his local's monthly newsletter, the PNNG Bulletin.

The 1985 Broun Award—the 45th—will be given for work done or completed in calendar 1985.

Entries from employees working in the Guild's jurisdiction on newspapers, magazines, news



Hugh H. Harrison
'85 Broun Award chairperson

services and broadcast stations in the United States, Canada and Puerto Rico are eligible, whether or not the employees are Guild members.

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

Deadline for receipt of entries at TNG headquarters is Jan. 10.

Winner of the 1985 Broun Award will be announced during the Int'l Executive Board's winter meeting, Jan. 21-23.

NEW ADDRESS?

Please use this form so the Guild Reporter will move with you.

Type or print name, new address, and name of your Guild local in space provided below.

Mail to: Guild Reporter, circulation, 1125 15th St. N.W., #550, Washington, D.C. 20005.

Name

New Address

City

State/Province

Zip/Postal Code

Guild Local

ATTACH
OLD
MAILING
LABEL
HERE

If you are receiving
duplicate copies,
please attach both
labels.

(Allow 4-6 weeks for change
to become effective.)

DAY BOOK

Knight-Ridder Council, fall meeting, Nov. 16-17, Harley Hotel, Lexington, Ky.
Heywood Broun Award, entry deadline, Jan. 10, TNG headquarters, Washington.
Guild Service Award, entry deadline, Jan. 13, TNG headquarters, Washington.
Int'l Executive Board, winter meeting, Jan. 21-23, TNG headquarters, Washington.
Midwest District Council, winter meeting, tentatively Jan. 25-26, Chicago.
Western District Council, winter meeting, Feb. 1-2, Ala Moana Hotel, Honolulu.

Southern District Council, winter meeting, tentatively early February, Memphis.
Int'l Executive Board, spring meeting, April 21-25, TNG headquarters, Washington.
Western District Council, spring meeting, April 26-27, Eugene, Ore.
Canadian District Council, spring meeting, April 26-27, Toronto.
54th Annual Convention, June 22-26, 1987, Hyatt Islandia Hotel, San Diego.
55th Annual Convention, summer 1988, Vancouver.

ANPA launches minorities letter

Reston, Va.—With its president declaring that "expanded efforts to advance minorities in the industry" are essential "if newspapers are to serve their communities well," the American Newspaper Publishers Assn. Foundation has issued its first newsletter on "Minorities in the Newspaper Business."

In a statement of purpose, Helen K. Copley of Copley newspapers says it is intended to provide executives with information about efforts to expand opportunities as well as "the not-so-promising news... in an effort to highlight the complexities of the issues" facing the industry.

She invites contributions about, among other things, "evaluations of current programs for minorities" by the industry.

The Guild Reporter

CALM
ACPS

3

INTERNATIONAL
LABOR COMMUNICATIONS
ASSOCIATION
ILCA
AFL-CIO/CLC - NOW

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

Published by The Newspaper Guild (AFL-CIO, CLC) twice monthly (generally second and fourth Fridays, occasionally two other Fridays after published advance notice), except monthly in July and December. \$20.00 per year. Single copies, \$1.00.
Guild Reporter deadlines at 1125 15th St. N.W., Washington, D.C. 20005: News, Monday before publication; features and letters, Friday before publication. Letters to 200 words by TNG convention action.

POSTMASTER: "Notice to Publisher Form 3579" should be sent to The Guild Reporter, 1125 15th St., N.W., #550, Washington, D.C. 20005. Publication #23158C

ISSN: 0017-5404

Vol. 52, No. 20

November 8,

The Newspaper Guild

1125 Fifteenth St. N.W., Washington, D.C. 20005
Area Code 202-296-2990

INTERNATIONAL CHAIRPERSON: HARRY S. CULVER
PRESIDENT: CHARLES A. PERLIK, JR.
SECRETARY-TREASURER: CHARLES DALE

AT-LARGE VICE PRESIDENTS: Robert C. Holt, Jr., 433 Dickens Ave., St. Louis, Mo. 63122; David M. Molcahy, c/o Standard & Poor's Corp., 25 Broadway, New York, N.Y. 10004; Carol D. McGarvey Rothman, 5604 Henry Ave., Philadelphia, Pa. 19128; Marie Shellock, 208 Broadway, #6, Youngstown, Ohio 44504; Stanley Souza, 45-430 Lupo St., Kaneohe, Hawaii 96744; Gene Turner, 219 E. Park 2, Stockton, Calif. 95202.

REGIONAL VICE PRESIDENTS: Region 1—David M. Rousseau, Worthy Hill Rd., RFD #3, Goffstown, N.H. 03045; Region 2—Faye McCracken, 2059 Kingsley Ave., Memphis, Tenn. 38127; Region 3—Richard M. Peery, 2886 Chadbourne Rd., Shaker Heights, Ohio 44120; Region 4—Larry D. Hatfield, 16 Jewell St., San Rafael, Calif. 94901; Region 5—Peter E. McLaughlin, 3 Norlen Ln., New City, N.Y. 10956; Canadian Region: East—Lee C. Clifford, P.O. Box 3032, South Postal Station, Halifax, Nova Scotia B3J 3G6; West—Doug M. Louth, 4140 Dallyn Rd., Richmond, B.C. V6X 2S7.

DIRECTOR OF FIELD OPERATIONS: J. William Blatz.

EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Richard J. Ramsey.

CANADIAN DIRECTOR: William H. McLeman

1755 Courtwood Crescent, Suite 202-B

Ottawa, Ont. K2C 3J2.

DIRECTOR OF EDUCATION: Phillip M. Kadis

DIRECTOR OF RESEARCH & INFORMATION: David J. Eisen.

HUMAN RIGHTS CO-ORDINATOR: Anna M. Padia.

ORGANIZER: James Schaufenbil.

INTERNATIONAL REPRESENTATIVES: William M. Brown, Eugene Bryant, Janet David, Leo J. Ducharme, James H. Griffin, Harry L. McCormick, Luis Montanez Jr., Bruce R. Nelson, G. Richard Pattison, Hannah Jo Rayl, Marshall W. Schiewe, Frederica Wilson.

500 N. ZEEB ROAD
ANN ARBOR MI 48106