'New UPI' to pay debts to Guild employees

Washington Claims against United Press Int'l by Wire Service Guild-covered employees will be fully paid and the employees' jobs guaranteed under an agreement between the Guild and the prospective new principal owner of the news service.

That agreement also calls for employees to share in profits and have the option of purchasing stock in New UPI, Inc. That will be the company's name if Bankruptcy Court Judge George F. Bason, Jr., approves the sale of UPI to Mexican newspaper publisher Mario Vazquez Rana and Houston real estate developer Joe E. Russo.

The joint bid of Russo and Vazquez Rana, who would be the principal owner and chief operating partner, was endorsed by Wire Service Guild representatives Nov. 12. It also has the backing of current UPI management and the court-established creditors' committee, on which the Guild has a seat.

Prior to announcement of the joint bid, Guild President William Morrissey and Secretary-Treasurer Dan Carmichael had said at a Nov. 7 press conference that the union had reached "agreements in principle" with both Vazquez Rana and Russo individually. Their separate offers were among three finalists in the bidding process that had drawn about 25 proposals to buy the financially troubled news service.

UPI has been operating under the protection of the bankruptcy court since shortly after it filed for Chapter 11 protection from its creditors on April 28.

The bid of the third finalist, a group led by the Financial News Network, won the backing of one of UPI's financial advisers.

The Vazquez Rana-Russo bid was valued at $40 million or more, with the pair pledging to pay $25 million in UPI debt up front and to invest $15 to $30 million in the company over several years.

Unsecured creditors of UPI would receive about 40 cents for each dollar due them, while secured creditors and UPI employees' claims would be paid in full.

Outstanding debts to employees include unpaid claims for reimbursable expenses, past-due overtime payments, notice and severance payments to employees who have been terminated plus back payments to the pension fund. These were estimated in May to total as much as $2 million.

The agreement would extend the Guild's contract with the UPI for eight and a half months, stretching

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The GUILD REPORTER

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

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Asbestos exposure likely at Province, Sun, Guild reports

Vancouver Despite management assurances to the contrary at the time, employees probably were exposed to asbestos fibers while the newsrooms of the Sun and Province underwent extensive renovations during several months this year and last, the Vancouver-New Westminster Guild has informed its members.

Steps are being taken to seek to determine if an asbestos-fiber hazard currently exists in the newsrooms and what the best procedures might be to discover and counter any effects from exposure during the renovations. Meantime, the Guild advised in a Nov. 12 bulletin, concerned members should consult their physician.

The situation came to light in October when a wall was being removed in the papers' composing room and an employee observed that insulating material exposed in the ceiling during the project looked like asbestos.

Tests by the British Columbia Workers' Compensation Board confirmed that it was, indeed, asbestos, the Guild reported, and the worksite immediately was cleaned up and sealed off.

During a subsequent meeting of the Sun and Province health and safety committee composed of representatives of the Guild and five craft unions as well as management the company's engineering manager "confirmed that the same kind of sprayed-on asbestos insulation" was in the newsrooms' ceilings, the Guild reported.

[A representative of the Workers Institute for Safety & Health told a workshop on asbestos hazards at TNG's 1985 Convention in June that asbestos likely was used as insulation in newspaper plants built in the 1950s, '60s and early '70s and renovations or just running computer wires through their ceilings can create asbestos problems. The Sun and Province plant dates from the '60s, a Guild representative said.]

When asked if the "fine layer of dust that reporters and editors had to clean off their desks on a daily basis could have, in fact, been asbestos fibers," the papers' engineering manager said "there's no doubt about that," the Guild reported.

At one time while the ceilings were exposed in the Sun newsroom, said Joanne Blain, the Guild representative on the joint safety committee, there was a jack hammer being operated on the floor above, which on its underside was

(Continued on Page 4)

Pulitzer winner urges Glens Falls pact

William Kennedy, who won a Pulitzer prize for his novel, "Ironweed," takes the bullhorn during a rally Nov. 7 that drew more than 150 area residents to the Glens Falls (N.Y.) Post-Star in support of the quest by the Guild unit there for a first contract with the Howard Publications daily. Kennedy, a former Guild member in Albany and San Juan, had his first reporting job on the Post-Star. In the background at left is Paul Cole, secretary-treasurer of the New York State AFL-CIO; at right, foreground, R. Victor Stewart, a former Albany Guild president. (Story, Page 3.)

Perlik calls for breakup of biggest chains

Kent, Ohio Concentration of ownership of the U.S. newspaper industry "has reached the stage where it is necessary to consider" legislation not only to put limits on new acquisitions by the largest chains but also to require them to divest holdings exceeding those limits, TNG President Charles A. Perlik, Jr., said here.

Speaking to the Buckeye Chapter of the Society of Professional Journalists, Sigma Delta Chi, at Kent State University Nov. 11, Perlik suggested that chains be limited to no more than 30 dailies each and that no chain's papers be permitted to account for more than 3 percent of total national daily circulation.

In an action echoed by last month's AFL-CIO convention, TNG's 1985 Convention in June called for legislation to limit the concentration of ownership in the industry.

Both urged a fresh look at placing a limit on the number of dailies and aggregate circulation under an individual chain's control in light of what the Guild convention termed the "burst of ownership concentration" that has occurred in recent months.

Neither TNG's nor the AFL-CIO's conventions, however, suggested any specific limits and neither suggested as strongly as Perlik did here that divestiture for compliance be required.

TNG has "already received indications of support from Capitol Hill" and expects a bill to be drafted and ready for introduction in Congress early next year, Perlik told the SPJ-SDX group.

The limitations in the proposal would apply only to dailies purchased and would not apply to any established by the company owning them, to avoid infringing on press freedom, Perlik pointed out.

"We have already heard a cry that, despite this provision, our proposal would violate the First Amendment, but we don't think that holds water," he said.

"The principle of press freedom gives everyone the right to a voice, but not to a megaphone so loud it

(Continued on Page 2)

TNG's getting 'wired'

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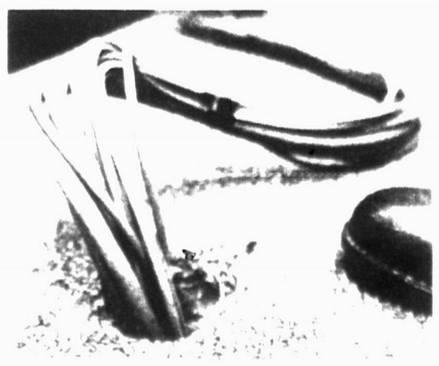

$754 news top set at Toronto Star

Toronto Members of the Southern Ontario Guild's Toronto Star Unit have approved a new 17-month contract with the Torstar-owned daily that will raise the key newsroom top minimum by $63.40, to $754.07 a week, and substantially upgrade the pay of inside advertising solicitors.

Retroactive to Aug. 1, the new agreement raises the top minimum for reporters and photographers by $41.44 a week, to $732.11, from that date, with an additional increase of $21.96 a week next Aug. 1.

The top minimum for inside advertising solicitors is raised by $101.61, to $560.79 a week, over the term; $85.28 of the increase is retroactive to Aug. 1 and the remaining $16.33 takes effect next Aug. 1.

The job is one of several advertising positions upgraded in the settlement. About 60 advertising employees will receive increases greater than those produced under the agreement's formula of 6 percent increases for the 12 months beginning Aug. 1, 1985, and 3 percent for the final five months.

The settlement was reached several hours in advance of a 6 p.m. Nov. 11 strike deadline.

It also calls for a $500 lump-sum signing bonus" for all full-time

(Continued on Page 4)

'New UPI' to pay debts to Guild employees

(Continued from Page 1)
its expiration date to Dec. 31, 1986.

It also would guarantee that no Guild-covered employee would be terminated during the life of the agreement "without the prior consent of the Guild or the employee involved."

Salaries would be raised by 3 percent on Jan. 1. Currently at 100 percent of their August 1984 levels, Guild-covered employees were to have received raises of 3 percent Dec. 15 and another 2 percent on Jan. 1.

Salaries were cut by 25 percent in tha fall of 1984 under the terms of a cost-saving agreement between the Guild and UPI. The pay cut was gradually restored under that agreement, with salaries reaching their 1984 levels in October of this year.

The new agreement also calls for 7.5 percent of UPI's net profits for 1986 to be distributed among Guild-covered employees, and one million shares of stock in the company to be made available for employee purchase.

A goal of bringing wages into line with those provided under the local's contract with the Associated Press before the end of 1990 also is incorporated into the agreement, as is a guarantee that UPI's key offices will not be moved from Washington and New York for a four-year period and that the company will remain a U.S.-based corporation.

Two seats on the board of directors are to be reserved for members nominated by the Guild. The agreement also gives the Guild the right to review any investors in the company and guarantees employees first option to purchase any interest that investors in the company might put up for sale in the next 10 years.

Terms of the Guild agreement are to be incorporated in a "definitive agreement" to be negotiated within 30 days, Guild representatives said Nov. 12.

The final agreement will be subject to ratification by the local's 700-member UPI unit nationwide.

The terms were approved by members of the local's executive committee and Morrissey was authorized to negotiate a final proposal.

The local was aided by investment adviser Brian M. Freeman in its review and analysis of prospective purchasers for UPI.

The unit had resisted UPI demands following the bankruptcy filing for further concessions under the Guild contract.

In announcing endorsement of the Vazquez Rana-Russo partnership, Morrissey and Carmichael paid tribute to members of the unit for remaining "solid" throughout the 15-month period of turmoil.

"Today, a new era begins for the employees who have given so much, for this union and for UPI," said Carmichael, himself a UPI reporter, and Morrissey.

Vazquez Rana owns Mexico's largest chain of newspapers. Currently with 70 dailies and a combined circulation of 2.1 million, the Mexico Publishing Organization was $78 million in debt and near bankruptcy when he acquired it in 1976. Today his news holdings are valued at some $500 million.

Russo has extensive real estate and financial-service interests, controlling assets estimated to exceed $1 billion. He was recently appointed to the Texas Economic Development Commission.

Vazquez Rana, whose family fortune was derived from the furniture business, said in an interview with the Washington Post that he was not seeking profits from UPI, but wanted to restore the news agency's "prestige."

"It's not important to me to make money," Vazquez Rana told the Post. "What is important is that UPI be good, that people say that UPI is a good agency, and that everybody believes what it says," he added.

KEY FIGURES IN PROPOSED UPI PURCHASE ANNOUNCE ACCORD
Above, from left, Mario Vasquez Rana, UPI chairman Luis Nogales, Joe Russo; at right, with mike, Wire Service Guild President William Morrissey.

FCC oks waivers for Murdoch, CapCities

Washington — The Federal Communications Commission has given its approval to Capital Cities Communications' acquisition of the American Broadcasting Cos. and the sale of six Metromedia television stations to Rupert Murdoch.

Acting on both ownership transfers Nov. 14, the four commissioners also granted waivers from FCC rules to allow Murdoch two years to sell his New York and Chicago newspapers and gave Capital Cities 18 months to divest itself of one piece each of radio-television combinations in New York, Chicago, Los Angeles and San Francisco, as well as a batch of cable systems.

Murdoch's request for a two-year waiver from FCC cross-ownership rules prohibiting ownership of a newspaper and a broadcast station in the same area had drawn criticism from Rep. Timothy Wirth, chairman of the House Telecommunications Subcommittee and several other members of the panel, as well as some consumer groups.

In a letter to the commissioners, Wirth and four colleagues said they were "very disturbed" by the FCC's "apparent attitude that temporary waivers are justified solely upon mere allegations that possible financial hardship or distress sales would result."

Without the waiver Murdoch's ownership of the New York Post and Chicago Sun Times as well as Metromedia television stations in those cities would put him in violation of the FCC rules.

The commission also approved transfer of a seventh Metromedia television station, Boston's WCBV, to the Hearst Corp. Murdoch arranged the sale to Hearst to avoid a third cross-ownership conflict, with his Boston Herald, a paper he acquired from Hearst several years ago.

Additionally, a permanent waiver was granted to CapCities to permit it to operate television stations in both Philadelphia and New York even though the stations' signals overlap.

While the commission's acquiescence to the Murdoch and CapCities requests for waivers drew some criticism, FCC Chairman Mark Fowler appeared to invite even more with a suggestion that the commission's rules against ownership of broadcast stations and a newspaper in the same market might better be dropped.

Speaking to a meeting of the Int'l Radio and Television Society in September, Fowler said that "for years . . . the FCC has taken a dim view of allowing a newspaper to own a broadcast outlet in the same market."

"No matter what the circumstances, no matter what the consequences, the FCC had an answer to such cross-owned situations. And the answer was 'no'," Fowler said.

"Well, tell 'no' to the people of Boston, for whom the daily paper, the Boston Herald Traveler, is no more. . . . And tell 'no' to the folks in Washington," he continued, adding that after the FCC told Allbritton Communications it could not own a television station and newspaper in Washington, the Washington Star, "after a slow and expensive illness . . . twinkles no more." [Allbritton sold the Star to Time, Inc., and Time, Inc., later closed it.]

Gannett chairman Allen H. Neuharth expressed similar sentiment to the same group, asserting that government regulation of broadcast facilities has outlived its usefulness. He called for an end to cross-ownership restrictions and the fairness and equal time doctrines, as well.

"It's time the First Amendment applied to all in the press, broadcast as well as print," Neuharth told the group, saying that as viewers and listeners choices increase "the need for government regulation decreases."

Gannett itself is facing the prospect of divestment of some properties in the face of its $717-million acquisition of the (Detroit) Evening News Assn.'s newspaper and broadcast holdings.

One of the apparent conflicts set up by the purchase involves the News Assn.'s Washington televison station, which it obtained in a station swap with the Washington Post Co. a few years ago, and Gannett's national daily, USA Today, published from offices just across the Potomac in Rosslyn, Va. It has been estimated that sale of other properties in conflict with the FCC rule will bring Gannett some $200 million.

The (Chicago) Tribune Co., meanwhile, is taking bids for its Los Angeles Daily News.

The FCC granted the Tribune Co. an 18-month cross-ownership waiver earlier this fall after the company purchased Los Angeles' KTLA-TV for $510 million, a record price for a single station.

Among the bidders for the paper, circulated primarily in the San Fernando Valley, are Jack Kent Cooke, the millionaire owner of the Washington Redskins who lodged an unsuccessful takeover bid for Multimedia earlier this year. Others include A. H. Belo Co., owner of the Dallas Morning News, Ingersoll Publications and the firm that publishes the San Francisco Chronicle.

Red Cross has hazard hot line

Geneva, Switzerland — Expressing concern at increasing hazards facing working news gatherers, the Int'l Red Cross has announced that it has set up a "hot line" over which to receive reports of missing journalists so that it can seek to assist finding them, securing their release or monitoring their well being.

The service is being set up, the IRC said, at the request of participants in a round-table meeting it held last spring with representatives of international press organizations, including the Int'l Federation of Journalists.

Single copies of a leaflet explaining the hot line's operation are available from the World Press Freedom Committee, P.O. Box 17407, Washington, D.C. 20041.

The hot line number, in Geneva, is (22) 34-60-01.

Perlik calls for breakup of biggest news chains

(Continued from Page 1)
drowns out everyone else's voice," he asserted.

Today, two-thirds of the approximately 1,700 daily newspapers in the United States are under chain ownership, Perlik noted. Those chains control dailies accounting for nearly 80 percent of total circulation and Gannett and Knight-Ridder, the two largest, control "close to 15 percent" between them.

Legislation proposed in Canada in 1983 would have prohibited any single newspaper chain from expanding beyond the point where it controlled 20 percent of daily circulation. It would not have required, however, that chains exceeding that limit divest holdings to comply. Both the Thomson and Southam chains' properties did and do exceed it. The proposal was withdrawn without being enacted.

Concentration like that shared by Thomson and Southam in Canada—together they own nearly half the dailies published in Canada and control approximately 60 percent of total circulation—could have an "enormous destructive potential to our democracy," Perlik warned.

That potential, he said, was exemplified by the narrow ideological base of the failed effort earlier this year of a group to take over CBS to turn it into "a sounding board" for the "far-out right."

Under the 3 percent circulation limit that Perlik suggested, owners of dailies with circulation totalling two million or more copies would be required to divest some of their holdings.

Chains which would be candidates for divestiture under that circulation limit include: Gannett, Knight-Ridder, Newhouse, the Tribune Co., Times-Mirror, Dow Jones and Rupert Murdoch's News America Publishing, Inc.

Chains which would be divestiture candidates under the 30-dailies maximum limit include: Gannett, Donrey and Thomson Newspapers, Inc. (U.S.).

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Rally for contract draws Glens Falls crowd

Glens Falls, N.Y.—More than 150 area residents joined in a Nov. 7 rally supporting the quest for a first contract with the daily Post-Star for the members of the Albany Guild unit at the paper.

One observer equated it to a turnout of several thousand in the state capital 45 miles south of this Adirondack community.

Participants included members of more than a dozen other area local unions, including several of the New York State United Teachers, the Ladies Garment Workers, Communications Workers, Service Employees, Brotherhood of Electrical Workers, United Electrical Workers, Postal Workers, Cement Workers and the Paperworkers.

Speakers included William Kennedy, the Pulitzer-winning novelist from Albany, Paul Cole of the state AFL-CIO and Glens Falls community benefactor Charles Garlen.

Kennedy, who held his first newspaper reporting job on the Post-Star, called for management of the paper, now owned by the Howard Publications chain, to return to the bargaining table with an equitable contract offer.

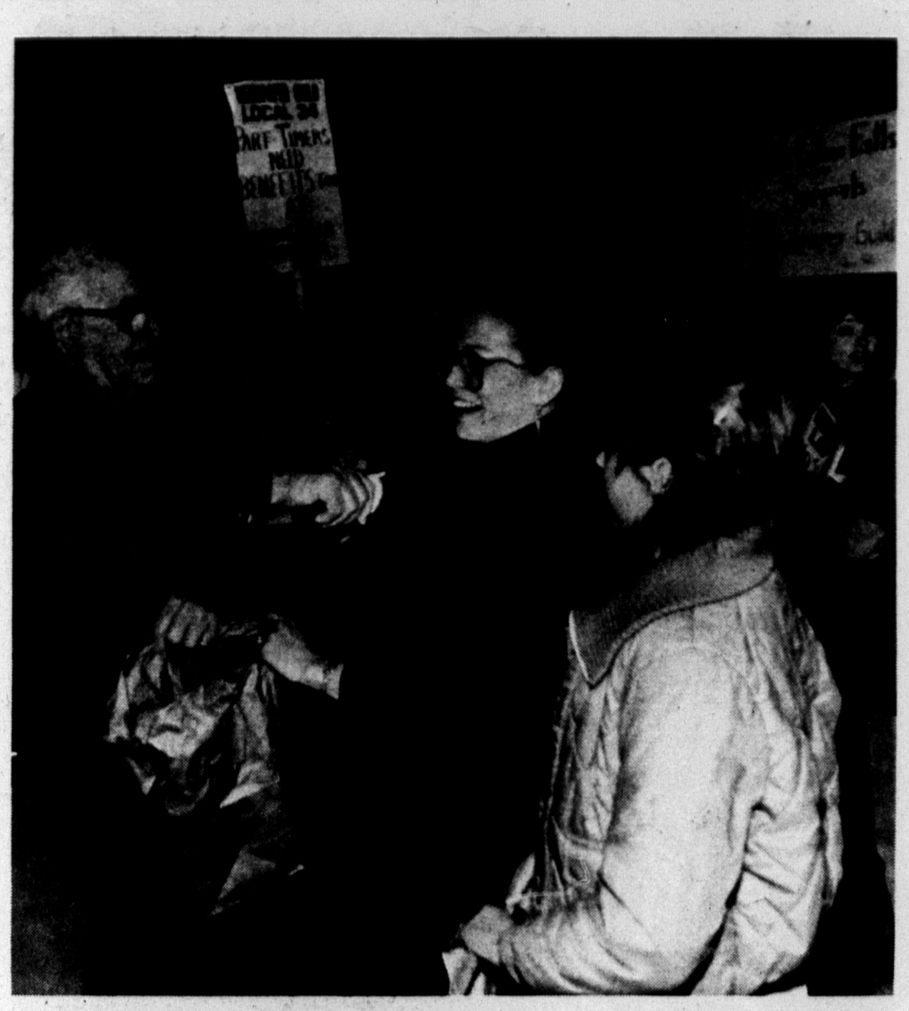
A former Guild member while working as a reporter on Albany's dailies and then at the San Juan Star, Kennedy told rally participants that the Guild and Guild contracts are good for newspapers and newspapering because they help dedicated and talented employees be able to afford to stay in the industry.

Garlen, 82, a retired bakery operator who is something of a community institution as a benefactor, also called for the company to return to the bargaining table, pointing out that he "always treated our employees as equals."

Garlen also contributed 20 loaves of his hand-made challah bread, which were raffled off and the proceeds added to the Guild fund with which it is buying ads on area radio stations to promote a boycott of the paper until a contract is won [Guild Reporter, Nov. 8].

Last summer employees of the paper's advertising, business, circulation, editorial, mailroom and maintenance departments voted by four to one for Guild representation.

Management broke off contract talks this June after making a "final offer" which would do little to improve pay while virtually eliminating sick pay and imposing a series of restrictive new work rules.



GLENS FALLS COMMUNITY BENEFACTOR PICKS A WINNER
Charles Garlen, 82, left, retired Glens Falls, N.Y., bakery operator and community benefactor, picks a winner in raffle featuring 20 loaves of his challah bread. Holding bag of raffle slips is Michelle Giorgianne, Guild unit vice chair.

Manchester key rates to rise $80

Manchester, N.H.—Weekly pay for experienced advertising and news employees in key jobs is raised by $80 a week in a new three-year agreement between the Manchester Guild and the Manchester Union Leader.

The $80 increase will take the top minimum for outside advertising sales employees and copy editors to $627.75 a week in 1987, while that for reporters and photographers will go to $617.75. Persons paid more than the minimums will be raised the same amounts to maintain their differentials.

The increase comes in three increments, with the first, $25, retroactive to Jan. 1, and additional increases of $25 on Jan. 1, 1986, and $30 on Jan. 1, 1987.

A weekly company payment to TNG's Int'l Pension Fund on behalf of Guild-covered employees is raised by $2.50, to $27.50, and company-paid life insurance coverage is raised to $15,000, from $10,000.

A second personal holiday is added, bringing to 10 the number of annual paid holidays.

A provision ensuring employees the right to withhold their bylines from published stories is extended to credit lines on photographs and art work.

Other increases and resulting new top minimums include:

Inside classified solicitors—Up by $69.75, to $539.15 a week, in increments of $21.80, $21.80 and $26.15.

Secretaries-stenographers—Up by $62.40, to $462.45 a week, in increments of $18.60, $21.35 and $22.45.

Office messengers—Up by $49.85, to $385.15 a week, in increments of $15.60, $15.55 and $18.70.

In addition, several new differentials for newsroom positions were set up, with the chief sports editor pegged at least $18 above the copy editor minimum and the sports and special editions editors $7.50 higher.

A new health and safety provision bars the publisher from use of any new equipment until any doubt by the Guild about its safety that is submitted to arbitration is resolved.

Contract extended to WPIX bureaus

New York—A television station violated its contract with the New York Guild when it refused to extend contract coverage to the managers of newly created bureaus in New Jersey and Long Island, an arbitrator has ruled.

Managers of the news bureaus perform work similar to that of other Guild-covered employees in the news department of WPIX-TV, arbitrator Monroe Berkowitz said in a Sept. 13 decision.

Lacking evidence that the bureau managers exercised managerial responsibility, as the company had contended, Berkowitz held them to be covered employees. In doing so, he noted that, assignment editors in New York, rather than the bureau managers, made decisions about which stories would be covered.

In addition, Berkowitz pointed out that the bureau managers had been paid time and one-half for overtime work prior to the Guild's initiating the grievance.

1st Amendment Congress expands

Chicago—Directors of the First Amendment Congress met here the last weekend in October to work on plans for the expanded schedule of activities foreseen for the organization when its first headquarters office opens early next year at the University of Colorado.

It was the first meeting of the board since TNG was admitted to voting membership in the Congress and on its board in May. The Congress is a coalition of major organizations associated with the news industry and devoted to development of greater understanding between the press and public in support of the First Amendment. TNG was represented by President Charles A. Perlik, Jr.

The board also elected Judith Hines of the ANPA Foundation as its new president, succeeding Jean Otto of the Rocky Mountain News editorial page, who led the Congress since its establishment in 1979. Otto now is serving as chair of the board's executive committee and will direct opening of its office in Boulder and fund-raising.

Other board officers elected were Paul Davis of Chicago's WGN stations, vice president; Dick Gage of the National Broadcast Editorial Assn., secretary; and John Shurr of Associated Press, treasurer.

The Congress' directors also added the College Media Advisers as a voting member.

Activities being planned include a national meeting in 1986 to examine First Amendment issues in education, a national congress of representatives of the industry and the public in the fall of 1987 and a regional meeting in Colorado next year.

Vote set on Guild in Hudson

Hudson, N.Y.—Employees of the daily Hudson Register-Star and a commonly owned weekly, the Chatham Courier, will vote Dec. 19 in a federally supervised election on bargaining representation by the Albany Guild.

The election among the plant-wide group was agreed to by representatives of the papers' management and the union.

The local filed a petition Oct. 23 with the National Labor Relations Board asking for certification as the employees' bargaining agent after a majority signed Guild membership cards.

The unit would include about 60 employees who work in the advertising, business, circulation, composing, editorial, maintenance, mail and press departments of the papers.

The Register-Star has an evening circulation of about 15,600 and the weekly has a circulation of about 7,800. Both papers were recently acquired by Park Communications, Inc., for a reported $9 million.

Nine holidays in 60% of Guild pacts

Washington—Sixty percent of Guild contracts include nine or more holidays with pay each year, according to a new study of holiday provisions compiled by TNG's Collective Bargaining Dept.

Ten or more holidays are included in 97, or 45 percent, of the 214 Guild contracts in effect Oct. 1, while 176, or 82 percent, of them call for at least eight holidays each year.

The greatest number of annual holidays—20—is found in the Puerto Rico Guild's contract with the San Juan Credit Union.

Greatest number at a daily is 17, at the Montreal Gazette as well as at El Vocero, in San Juan.

EEOC cuts union report frequency

Washington—The Equal Employment Opportunity Commission has reduced from annually to biennially the frequency with which local unions are required to report data about the makeup of their memberships.

Statistics on local membership broken down by race, sex and ethnic background, known as EEO-3 reports, will be required every other year beginning in 1986. The EEOC has waived the reporting requirement for 1985.

Local unions with 100 or more members are required to file.

Nelson wins bid for Twin Cities post

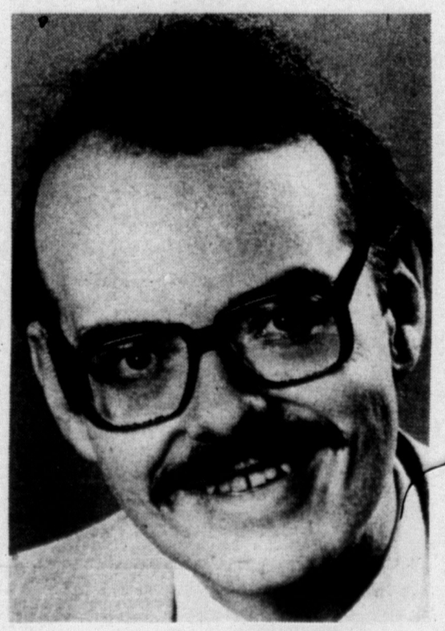
Minneapolis—Bruce R. Nelson, a TNG representative the last 22 months and president of the Twin Cities Guild the five years before that, has been elected next executive-secretary of that local by a margin of nearly 2 to 1.

He will fill out the unexpired portion of the term of John Carmichael, who is retiring Jan. 13 after more than 30 years.

Nelson was elected by 471 to 250 over Margaret Zack, editorial vice chairperson of the local's unit at the Minneapolis Star & Tribune, in local-wide balloting Nov. 4, 5 and 6. Nelson received 65.3 percent of the votes cast; Zack, 34.7 percent. Eighty-six percent of the local's members voted.

When he joined TNG's staff in January of 1984, Nelson had been on leave from his reporting job at the St. Paul Pioneer Press & Dispatch for 19 months while serving as the Twin Cities Guild's assistant executive secretary. He had joined the papers' reporting staff in 1971 and had been a member of the Guild local's executive board since 1973. During the ensuing years he participated extensively in bargaining and administering the local's contracts and was involved also in the development of the local's pioneering worker-participation and quality-of-work-life programs in each Twin City.

During his tenure on TNG's staff, Nelson, 36, has assisted with bargaining and organizing in several cities, including Duluth and Milwaukee, at the latter serving as chief negotiator in the talks that brought the first Guild contract ever to the editorial staff of the Milwaukee Journal.



Bruce R. Nelson

Asbestos exposure likely in Vancouver

(Continued from Page 1)

the exposed newsroom ceiling.

Once during the jack-hammering, Blain said, a piece of concrete fell from the ceiling/floor onto the middle of the news desk.

A representative of the consulting firm hired by the papers to supervise the composing room cleanup and conduct tests for asbestos elsewhere in the building told the joint safety committee that the situation in the newsrooms during the renovations "wouldn't be allowed to happen now," the Guild bulletin reported.

Current safety standards require workers in areas known to pose an asbestos hazard to wear disposable suits and full respirators, the consultant said. Such an area also must be enclosed in air-tight plastic and the surrounding area evacuated, the Guild reported.

Asbestos has been identified as the cause of severe lung disease, including asbestosis, a debilitating scarring of the lungs, and several kinds of cancer affecting various part of the body, including the larynx and stomach as well as the lungs. Risk is particularly high for smokers the Guild reported.

[While asbestos-caused diseases usually take from two to four decades after the beginning of exposure to occur, the AFL-CIO Industrial Union Dept. advises that many people who are exposed to the substance never experience ill effects.

[The IUD also advises that no one really knows the duration or concentration of exposure that is most likely to cause trouble, but that apparently the longer and more concentrated the exposure, the greater the risk.

[Physicians sometimes can tell if there is asbestos in a person's lungs by examining his or her sputum with a microscope, the IUD reported. More reliable, however, is an examination of chest x-rays by doctors specially trained to recognize the kind of scarring caused by asbestos.]

The Sun and Province engineering manager assured the union representatives on the joint safety committee that no work is being done currently anywhere asbestos is known to be present, the Guild reported.

At the same time, the consultant firm is surveying the building to discover where else it might be present and will recommend whether it should be removed, noting that it often is safest to leave it in place. ["Just watch it if it is in relatively good condition," the WISH representative told TNG convention workshop participants. Guild Reporter, Aug. 9.]

Guild concerns include whether even the slightest vibrations from the papers' presses, located in the plant's basement, might be sufficient to dislodge into the air any fibers from insulation left in place, said Mike Bocking, chairperson of the Guild unit at the Sun and Province.

Next meeting of the joint management-unions safety committee was scheduled for Nov. 21.

Both Blain and Bocking work in the Sun newsroom.

Bill would require asbestos surveys

New York—A measure adopted by the New York City Council Nov. 19 would require a survey to determine if asbestos is present before any city building permit could be issued for a renovation or demolition project.

The bill, said to be one of the most comprehensive efforts in the U.S. to minimize the hazards from asbestos to workers and the public, would require city officials to issue detailed regulations governing the removal of asbestos and would permit only specially trained crews to handle the work.

City council denounces Chicago Tribune

Chicago—Chicago's City Council has condemned the Chicago Tribune for "importing strikebreakers" and "failing to bargain in good faith" with 1,200 members of Graphic Communications Union Local 7, Typographical Union Local 16 and Mailers Local 3, who have been on strike at the daily since July 18.

The council's denunciation of Tribune management for its insistence on eliminating existing benefits and working conditions came on the heels of a pastoral letter by Joseph Cardinal Bernadin urging the newspaper to reach a settlement as the dispute dragged on toward the end of its fourth month.

Tribune management, however, ignored all such public calls for good faith bargaining, meeting only infrequently with the three unions involved in the strike and refusing to budge from its demands for a three-tier wage structure, abandonment of the pension plan, an end to the grievance procedure and major reductions in the health care plan, the unions said.

The city council resolution, introduced by council member Edward Vrdolyak, cited the city's Fair Labor Ordinance opposing the importation of strikebreakers. Vrdolyak noted that Tribune President Charles T. Brumback had boasted openly that scabs had been sent here from the newspaper industry "all over the country."

AFL-CIO News Service

Toronto Star top up $63

(Continued from Page 1)

employees and a pro-rated bonus for part-timers.

The local represents about 1,500 employees in the paper's advertising, business, circulation, editorial, garage, maintenance and promotion departments.

A sixth week of vacation is added for employees with 25 years' of service or more.

Benefits under the dental plan also are improved. The contract's supper allowance is raised by $1, to $7.50, over the term.

The top minimum for outside advertising sales employees is raised by $60.60, to $720.77, in increments of $39.61 and $20.99.

The upgrading for the inside sales jobs brings that top minimum to 78 percent of the top minimum for outside sales employees. It had been 70 percent.

A Guild complaint charging the Star with sex discrimination because of the disparity in pay for the jobs continues before the Ontario Human Rights Commission.

The contract's highest minimum salary, that for a variety of editors, is raised by $68.91 a week, to $819.58, in increments of $45.04 and $23.87.

Copy editors' top minimum is raised by $65.24 a week, to $775.91, in increments of $42.64 and $22.60, and that for drivers is raised by $44.86, to $533.58, in increments of $29.32, and $15.54.

A new, worthy work analyzes VDT hazards

By David J. Eisen
TNG Director
Research & Information

There's a new and particularly worthwhile addition to the growing bookshelf on video display terminals, the Number One health and safety problem in the office workplace.

It's "Terminal Shock: The Health Hazards of Video Display Terminals," by Bob DeMatteo of the Ontario Public Service Employees Union (OPSEU), and it merits a perch on the shelf of every union member actively engaged with the problem.

DeMatteo, who is health and safety co-ordinator for the OPSEU, contributes an authoritative union voice to the analysis of VDT problems. While some of what he says will not be agreed to by everyone, that is one of its virtues.

"Terminal Shock" provides a badly needed corrective to the flow of soothing reassurances from industry and allied groups that VDTs are no threat at all to their users' health. DeMatteo provides copious evidence that, particularly without precautionary and ameliorative measures, this just isn't so.

"Terminal Shock," by Bob DeMatteo, New Canada Publications, Toronto, 224 pages. Available from the Ontario Public Service Employees Union, 1901 Yonge St., Toronto, Ont. M4S 2Z5, $9.95 Canadian ($7.23 U.S.) single copies; $6.96 ($5.05 U.S.) two to four copies; $5.97 ($4.34 U.S.) for five or more copies.

Particularly valuable, because unique, is the book's segment on radiation, constituting more than half its length. It analyzes, one by one, all the forms of radiation emitted by VDTs and demonstrates, with citations from scientific authorities, that categorical reassurances about the absence of any hazard go a good deal farther than current scientific knowledge will justify.

That is largely because of the virtual absence of research on the reproductive effects of Very Low Frequency (VLF) radiation, the one part of the electromagnetic spectrum in which some VDTs emit at substantial levels. Until the research gap is filled, and pending studies of VDT populations determine whether their rate of reproductive problems is significantly higher than normal, that question remains open.

Meanwhile, existing research and disturbing clusters of birth abnormalities among VDT operators indicate that precautions are in order, at least for VDTs manufactured before Oct. 1, 1983. Terminals distributed in the U.S. since that date have had to meet Federal Communications Commission standards against signal interference, effectively containing VLF radiation.

"Terminal Shock" is particularly helpful in this area. Its chapters on radiation testing and shielding—profusely illustrated—provide detailed information on how testing for VLF and other radiation should be conducted, and on various methods of shielding, including a new technique that uses metal-impregnated fabric.

DeMatteo deals, as well, with visual and musculoskeletal problems and measures to control them, with stress and other possible hazards. He reviews the status of legislative and other standards not only in the United States and Canada but around the world and the success of workers' compensation claims in both countries.

Appendixes include a model questionaire for VDT operators, recommended procedure for VDT eye examinations, recorded VLF emission levels for a number of VDT models, a summary of research on the biological effects of VLF radiation, and VDT provisions in various contracts.

IN A BOOK covering such far-ranging ground as this, much of which has been inadequately explored, it would be surprising if there were no segments open to criticism. Its treatment of cataracts, for example, is overstated. DeMatteo's conclusion that the final word is not yet in on whether VDTs cause cataracts is correct, but his discussion of the problem puts a greater weight on the likelihood of such a connection than either research or scientific theory justifies.

But "Terminal Shock" has more than DeMatteo's own considerable authority behind it. Its text was submitted to scientists, academics and union health and safety officers for review and modified in accordance with many of their suggestions.

The subject matter is at points scientifically complex, but the book is written in English, not scientese, and is at great pains to be comprehensive to other than the initiate. It is helped no little in this by numerous diagrams and illustrations.

TNG gets 'wired'

WIRING ENTERS DUCT
A half-mile of it will connect terminals, computers, printers.

Washington — Electricians were stringing more than a half-mile of wiring through sub-floor ducts between various offices in TNG headquarters as this Guild Reporter was being put together.

After the wiring is completed, it will become the lifeline that will link the various components of TNG's first in-house computer system.

That system—initially two super-micro computers, 17 terminals, four printers and one modem—will be used to store and process collective bargaining material, Guild Reporter stories and other information for use in bargaining and organizing, as well as membership and financial information and records. The latter use will supplant a phone hook-up of many years with a computer service bureau located in Pennsylvania.

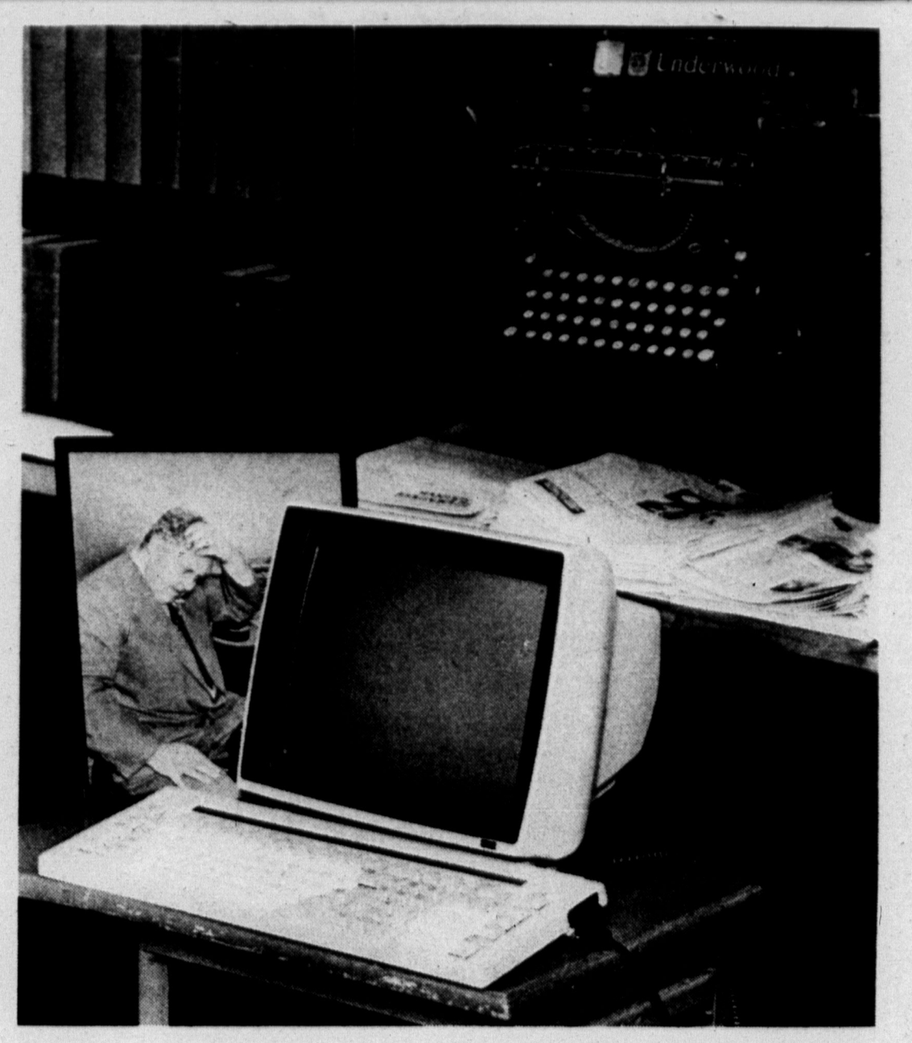
The system was developed after a Washington-area consulting firm, Computer Data Systems, Inc., spent several months studying TNG's operations and needs. CDSI also will provide staff for training of TNG personnel and for maintenance of the system.

When the system is fully operational, it will enable TNG to provide locals more information much more quickly on contract bargaining and enforcement and will greatly improve the efficiency of the union's general administration, as well, according to Eric D. Geist, TNG staffer who will co-ordinate the system's operations.

Heart of the system will be two 16-bit super-micro computers, each with an 80 megabyte hard disk for storage, with the information in each accessible to and through the other.

Each of the table-top computers is housed in a cabinet measuring approximately 16-inches by 17-inches by 6-inches. Storage capacity of each, according to Daniel M. Grove, the CDSI vice president who worked with TNG on the system's development, exceeds that of the IBM 360s of 15 years ago, giants of that time. Those, he said, required their own air-conditioned room, about 15 feet by 30 feet, and a special, dedicated supply of electricity.

One of the super-micros will be devoted to membership records and accounting information.

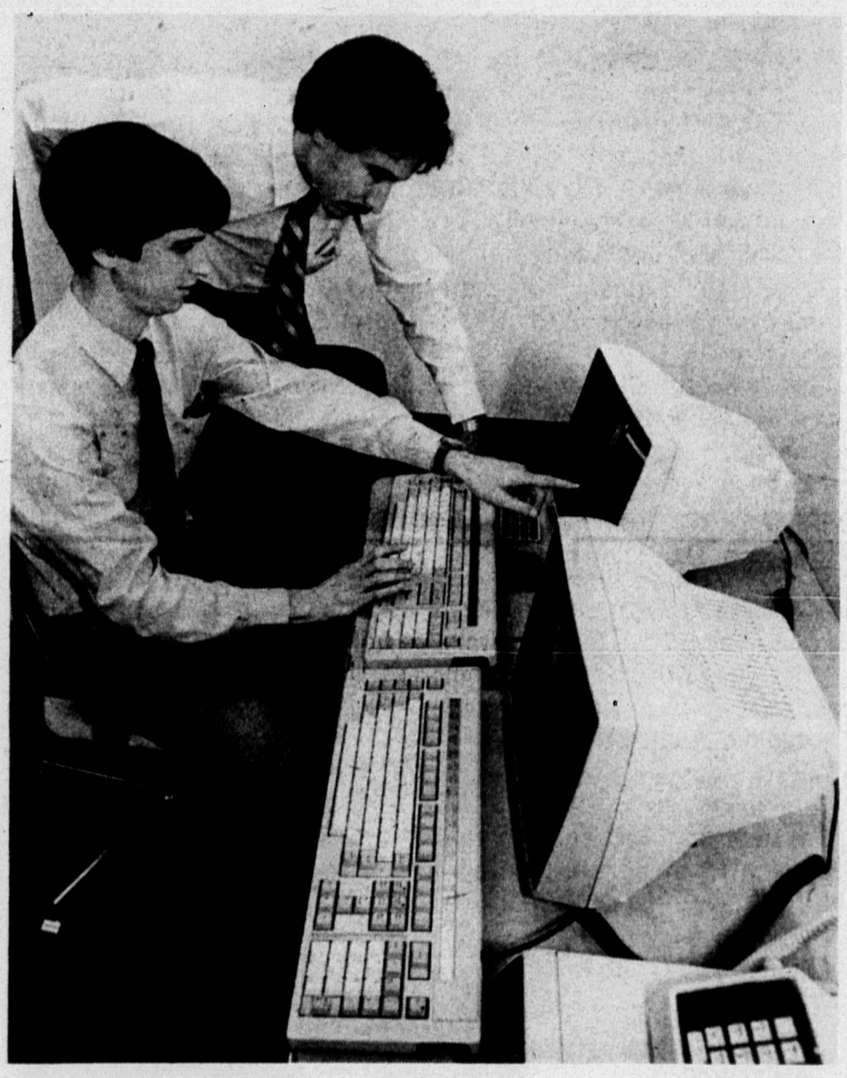


BILL BURKE/Washington-Baltimore Guild
'GAG PHOTO' IN TNG LIBRARY: A STUDY IN CONTRASTS
Photo alongside VDT is of TNG founder, Heywood Broun; old Underwood (typewriter) was Broun's in the 1930s.

It will make information currently stored variously on punch cards, printouts and the remote computer available at the touch of a button, Geist said.

Changes of addresses for Guild Reporter distribution should be sped up tremendously.

The other machine will be devoted to contracts and bargaining material. The Guild Reporter also will use it to capture the keystrokes of articles written in-house for transmission to its typesetter 11 miles distant via a 1200-baud telephone modem. That is about four times normal reading speed.



TESTING THE FIRST SYSTEM COMPONENTS TO ARRIVE
Seated, TNG staffer Eric D. Geist, who will administer the system's use; Paul L. Rafferty of Computer Data Systems, Inc., consultants.

TELEPHONE RESTS ATOP ONE OF THE SYSTEM'S TWO 'SUPER-MICRO' COMPUTERS
Each 16-bit machine is equipped with an 80 megabyte hard disk for storage.

Paperworkers to vote on merger with OCAW

A proposal to merge the United Paperworkers Int'l Union and the Oil, Chemical and Atomic Workers Int'l Union has been approved by delegates to an OCAW convention and is expected to win approval of representatives of Paperworkers locals at a special convention set for Dec. 9.

Delegates of OCAW locals late in August okayed the merger by a 67-percent-majority vote after an earlier vote fell short of the 66-percent required to approve the proposal under the OCAW's constitution. The vote was reconsidered after delegates discussed concerns with officers of the two unions.

Chief among those concerns was the issue of local mergers, which will be encouraged but not mandated, the Paperworkers Union reported in its September publication.

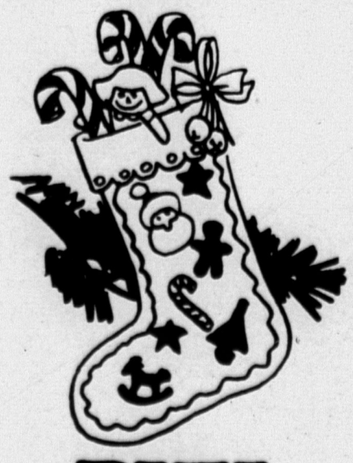
The Paperworkers represent some 263,000 members in more than 1,200 locals in the United States and Canada, while OCAW represents about 125,000 members in more than 450 locals.

The new union, the United Paper, Energy and Chemical Workers Int'l Union will be headquartered in Nashville as the Paperworkers Union is currently. The merger would take effect Jan. 1.

The Paperworkers' president and secretary-treasurer would retain those offices, while their counterparts in OCAW would serve as executive vice presidents.

The merger would raise the monthly per capita of OCAW locals by $1.79 initially.

FOR CHRISTMAS



BUY UNION

UNION LABEL AND SERVICE TRADES DEPARTMENT AFL-CIO

Key news top of $425 set in Lexington pact

Lexington, Ky.—The top minimum for reporters, photographers, copy editors, artists and librarians will rise by $20, to $425 a week, in the final year of a three-year agreement between the Lexington Guild and Knight-Ridder's Lexington Herald-Leader.

The $20 increase comes through an agreement reached under a reopener for bargaining on minimum and salary increases to take effect in the contract's third year.

Coming in two increments, $15 of the increase is effective from Sept. 1, and the other $5 is added March 1. The contract will expire Aug. 31.

Top minimum for news, office and library assistants will rise by $15, to $260 a week, with the full increase effective from Sept. 1, while the years of service required to reach the top minimum are increased from two, to three.

Provision for employee participation in the company's salary deferral savings plan also was added to the contract in the reopener talks.

Employees paid salaries above the minimum for their classification are guaranteed a salary increase of $10 under the terms of the reopener settlement.

Over the agreement's three-year term, the top minimum for reporters, photographers, copy editors and artists was raised by $90. Librarians, upgraded from the prior contract, received a $185 increase in their top minimum over the contract term.

BARRY LIPTON/New York Guild

GUILD LEADERS GET GROUNDING IN DUTY TO REPRESENT

E. David Wanger, counsel to the five Guild locals in the New England Servicing-Organizing Program, right, discusses unions' duty of fair representation in day-long session at joint meeting of New England and Middle-Atlantic District Councils. Above, from left, are Mike Millett of the Portland Guild and Gerald Maraghy, NESOP director.

Glucks defrauded Globe, suit charges

St. Louis—Three former employees of the St. Louis Globe-Democrat have filed suit against the paper's owners, Jeffrey and Debra Gluck, charging them with defrauding the company of assets while issuing more than $4 million in bad checks to employees and creditors of the paper.

The civil suit, a class action on behalf of all current and former employees and creditors of the Globe-Democrat, was filed in U.S. District Court Nov. 14. It alleges that the Glucks devised schemes to defraud the company, violating a federal racketeering statute, the Racketeer Influenced and Corrupt Organizations Act of 1970.

The Glucks have made payments to themselves of more than $500,000 in salaries, benefits and other payments while in the first eight months of this year 5,643 bad checks for sums totalling $4.3 million were written on the paper's accounts, according to the suit.

It also charges the local bank that handles the Globe-Democrat's checking account with aiding in the fraudulent scheme.

In issuing the bad checks the Glucks attempted to create "the false illusion" of payment as a means of inducing employees and creditors to continue to supply goods and services to the paper,the suit alleged.

The "object and purpose of the fraudulent scheme" was to divert assets to the paper's sole owners, the Glucks, and maximize the price at which they might sell the paper, it alleged.

The suit seeks triple damages of $3.32 million for the paper's employees and $12.7 million for its creditors. It asks the court to remove the Glucks from ownership of the paper and to attach their property, including a house.

A representative for the Globe-Democrat said that the suit represented "a tremendous amount of misunderstanding and lack of knowledge about the operation" of the paper, the St. Louis Post-Dispatch reported Nov. 15.

"Jeff and Debbie have put a very large sum of money—over three-quarters of a million dollars—into the operation of the newspaper. That is far in excess of their day-to-day salary," Michael Kaemmerer, vice president and general counsel for the Globe-Democrat, said in a statement after the suit was filed.

Kaemmerer dismissed the suit as a means of harassing the Globe Democrat "in its efforts to reorganize." Calling the three individuals that initiated it "former disgruntled employees," Kaemmerer added that they apparently opted to "avoid the bankruptcy court and go around it for their own personal motives," the Post-Dispatch reported.

The Globe-Democrat is currently operating under protection from its creditors in a Chapter 11 bankruptcy filing. The paper was placed under the bankruptcy court's protection with Gluck's consent Sept. 26 after a group of employees and former employees initiated the proceedings.

Meanwhile, a group of local investors that had advanced the Globe-Democrat $100,000 in return for an option to buy the paper withdrew their interest Oct. 25 at the end of the 45-day option period. Negotiations between the group, headed by local businessman Dan Sullivan, and the Globe-Democrat reportedly broke down over differences about the role the Glucks would play in the operation of the paper.

In a later development, the Gluck's bankruptcy attorney was reported to have withdrawn from the case.

George Clifford, 51, was WBNG leader

Washington—George Clifford, once a leader of the Washington-Baltimore Guild's unit at the old Washington Daily News, died Aug. 18 at 51.

During his tenure at the News between 1955 and 1965, Clifford served as the Guild's unit chair and on the local's executive board.

Court order ends Continental strike

Houston—Air Line Pilots—on strike against Continental Airlines for the last two years—began returning to work after a final, binding, non-appealable court order ended one of the longest pilot walkouts in history.

Bankruptcy Judge Glover Roberts ordered the airline to provide seniority protection for returning pilots, grant severance pay for those who choose not to go back to Continental, and reinstate pensions which the company had withheld since the strike began on Oct. 1, 1983.

As a result of the settlement, the AFL-CIO lifted its nationwide boycott against the airline. The boycott was put into effect in December 1983. [TNG had endorsed the boycott from its outset and TNG, Guild locals and members had contributed to the Continental strikers' aid.]

ALPA members are going back to work, with full seniority rights, as positions become available. Those who elect the severance option will receive up to $4,000 for each year of service.

"As with all third-party decisions, we didn't get everything we wanted," said ALPA President Henry Duffy, but seniority reinstatement, severance pay and the retirement fund issue "were on the top of our list."

The Machinists and an unaffiliated flight attendants union which also walked out in 1983, settled their contract disputes with the airline six months ago. With the return of the pilots, "the Continental strike has now ended," Duffy said.

The dispute was precipitated when Continental filed for bankruptcy on Sept. 24, 1983, abrogating its collective bargaining agreement with the unions.

In the wake of Continental's action, federal laws were revised to prevent other companies from using bankruptcy proceedings as a shield behind which to hide their efforts to break union contracts.

(AFL-CIO News Service)

Court rebuffs 'persuaders'

Washington—The Supreme Court has refused to consider an appeal from the Master Printers of America over a lower court's order that it file financial data with the U.S. Labor Dept. because of its activities on behalf of employer members to persuade employees against joining a union.

The MPA, an association representing nonunion commercial printing companies, was found to be an anti-union "persuader" required to file financial reports under the Landrum-Griffin Act because of its role on behalf of member-employers during organizing efforts conducted by the Chicago Typographical Union in the mid-1970s.

Council considers steward system

Akron—TNG Education Director Phillip M. Kadis led delegates to the Great Lakes District Council's fall meeting Nov. 9-10 in an examination of local officers' roles in revitalizing shop steward systems in their locals.

Council delegates also heard reports on the first meeting of TNG's Executive Board, Oct. 15-18, and other matters of international-wide interest from TNG Secretary-Treasurer Charles Dale and Vice Presidents Richard M. Peery of Cleveland and Marie Shellock of Youngstown.

Delegates voted a $100 contribution to the three printing crafts unions whose members have been striking the Chicago Tribune since July. They are the Chicago Typographical, Mailers, and Pressmen's unions.

The council's winter meeting was set for Buffalo, tentatively the weekend of Feb. 8-9.

Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a 0.4-point increase in the index in October to 128.4, up 5.2 points from October 1984, and 9.2 points from October 1983. The first column lists the index for each of the last 12 months, the second the percentage increase over the same month of the preceding year and the third, the percentage increase over October 1983.

		Percentage over	
	Index*	Same month prior year	October 1983†
November, 1984	124.0	4.0	4.0
December	124.1	3.8	4.1
January, 1985	124.6	3.7	4.5
February	125.4	3.5	5.2
March	125.7	3.7	5.5
April	126.2	3.9	5.9
May	126.5	3.9	6.1
June	127.2	4.1	6.7
July	127.6	3.8	7.0
August	127.8	4.0	7.2
September	128.0	4.1	7.4
October	128.4	4.2	7.7

*1981 = 100 †Index = 119.2

IT SEEMS TO US

Locals thanked for aid to Philadelphia strikers

PHILADELPHIA, PA.

Editor:

On behalf of the members of our local who just completed a 46-day strike against Philadelphia Newspapers, Inc., publishers of the Philadelphia Inquirer and Daily News, I wish to express our gratitude for the financial contributions [to the local's strike fund] from the following locals:

Akron	$ 400
Albany	100
Brockton	250
Buffalo	300
Canadian Wire Service	1,000
Cincinnati	25
Cleveland	200
Detroit	500
Erie	50
Great Falls	25
Harrisburg	100
Hawaii	300
Hudson County (Jersey City)	100
Lehigh Valley (Allentown)	50
Los Angeles	100
Manchester	50
New York	500
Northern California	1,500
Northern Ontario	25
Ottawa	50
Pacific Northwest	500
Pittsburgh	250
Portland	200
Providence	250
Rochester	100
San Diego	50
San Jose	150
San Juan (UPAGRA)	100
St. Louis	500
Toledo	50
Twin Cities	250
Vancouver-New Westminster	200
Victoria	300
Washington-Baltimore	1,000
Wilkes-Barre	500
Youngstown	100

Their support strengthened the morale of the strikers, and we appreciate their solidarity.

BILL BARRY
Administrative officer
Philadelphia Guild

By TNG convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue.
Deadline: Friday before publication.

Mleczko thanks voters, expresses gratification

DETROIT, MICH.

Editor:

I wish to thank all of the Guild members who voted for me in the September general election. Although my candidacy for International Chairperson started late and had virtually no funding, I was gratified at the support I received across the U.S. and Canada.

In the future, I will continue to speak out for the betterment of our union, to never be satisfied with the status quo.

LOUIS MLECZKO
President
Detroit Guild

Court rebuffs press licensing

San Jose, Costa Rica—An international human rights court has held that mandatory licensing of journalists like that practiced in Costa Rica is "incompatible" with guarantees of free expression set forth by the American Convention on Human Rights.

The unanimous ruling of the Inter-American Human Rights Court located here, while advisory only, is expected to have an impact "on the proliferation of government-approved press bodies known as 'colegios' in Latin America," the Inter-American Press Assn. said in reporting news of the decision.

IAPA had supported a reporter from the United States, Stephen Schmidt, in challenging the licensing requirement. Schmidt was sentenced to three months in jail in 1983 for working for a Costa Rican publication without a license from the colegio.

TNG joined with other press organizations earlier this fall in filing an amicus brief with the human rights court in support of the challenge.

A judicial body of the Organization of American States, the court heard the case on a request from the Costa Rican government. IAPA urged the government to seek the advisory ruling.

A representative of the Costa Rican press licensing body called the opinion "unimportant" but said the organization would analyze the court's findings, while an official of the government observed that only "constitutional organs of the state . . . can make laws."

The chief justice of the court, meanwhile, noted that while the court's decisions are non-binding, they are not without "legal authority in clarifying the obligations that states may have assumed by ratifying a treaty."

Costa Rica was the first nation in the hemisphere to ratify the convention on human rights.

Cuts in strikers' pensions let stand in Supreme Court

Washington — The Supreme Court has refused to consider an appeal from a lower court ruling that upheld the Wilkes-Barre Times Leaders' inclusion of unpaid strike time in the final five-year average salary used to compute pension benefits.

Challenge to the method of computing pension benefits was initiated on behalf of six Guild and Typographical union members who retired and applied for pensions from the Times Leader after the city's four newspaper unions struck the Capital Cities chain paper Oct. 6, 1978.

The court's refusal to consider the appeal leaves strikers eligible to collect a pension from the Times Leader with severely reduced benefits. Those who applied for a pension five years or more into the strike would be eligible only for a minimum $100 a month benefit provided by the plan to all with vested coverage.

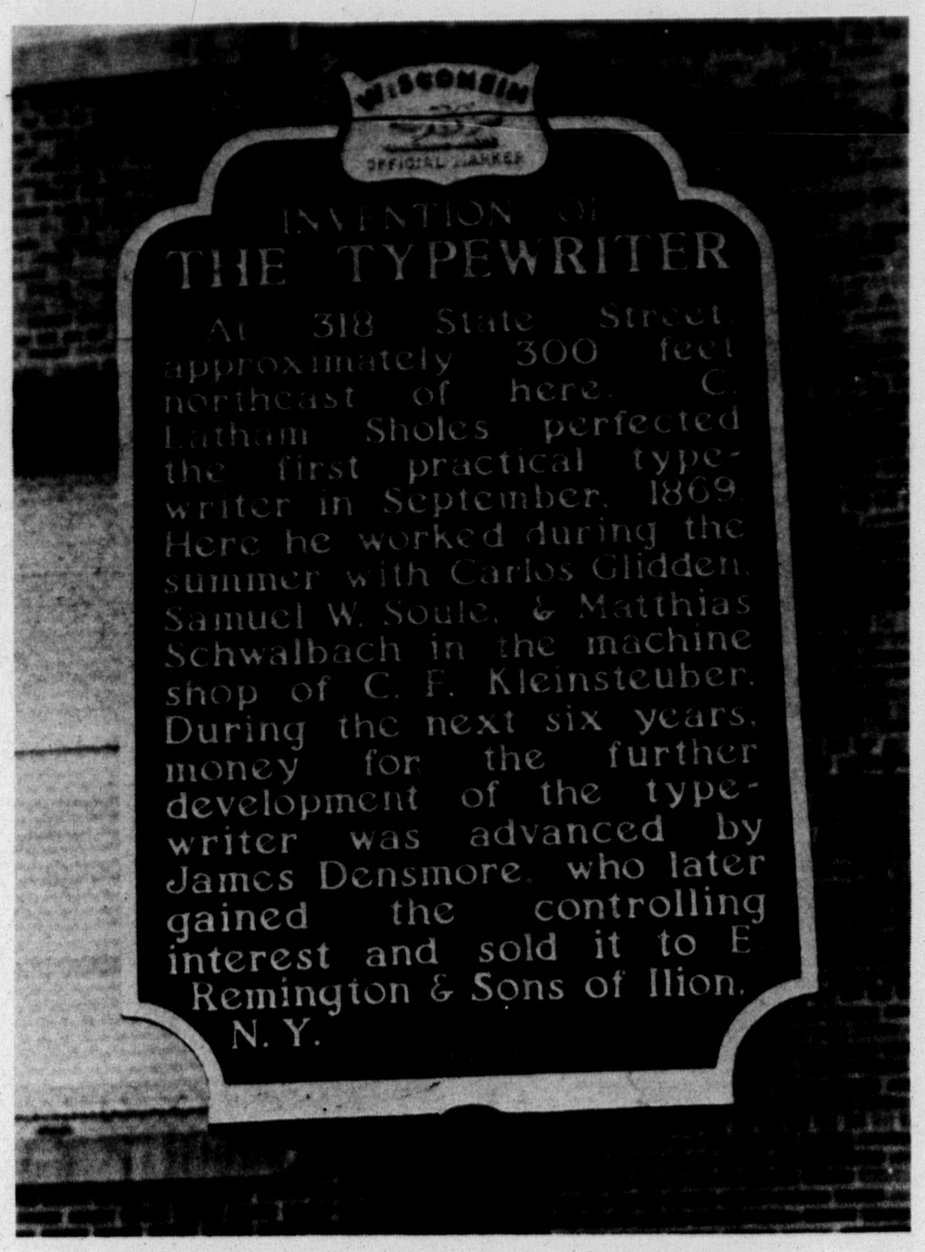
The greatest portion of the pension benefit is based on a percentage of the average annual compensation in the five-year period "immediately prior" to the participant's 65th birthday or the termination of employment.

The lower court rejected arguments that including unpaid strike time in the pension calculation was a violation of the Employee Retirement Income Security Act (ERISA) and found that the company did not act "arbitrarily or capriciously."

The strike against the Times Leader entered its eighth year this fall.

Correction

Donna Balkan, a member of the Ottawa Guild, was incorrectly identified in the Oct. 11 Guild Reporter in cutlines with photos accompanying a story on September's Canadian Labour Congress women's conference. Balkan is a national representative for communications with the National Union of Provincial Government Employees (NUPGE), with offices in Ottawa.



Another Milwaukee first

In a park in downtown Milwaukee near the building housing the Milwaukee Journal and Sentinel—where Guild-represented editorial department employees work mostly with VDTs—this plaque marks the invention of the first practical typewriter 116 years ago. Earlier this year, the Milwaukee Guild signed its first contract ever with the Journal Co.

Minimums for beginning reporters average $353

AVERAGE MINIMUM wage rate for beginning reporters and photographers on daily newspapers under Guild contracts in the United States, Canada and Puerto Rico as of Oct. 1, was $353.23 a week, according to data compiled by TNG's Collective Bargaining Dept.

The average was computed from the starting minimums—weekly wages guaranteed persons who go to work as reporters or photographers with no creditable experience—in 122 contracts covering 140 dailies.

A starting minimum of $400 a week or more was guaranteed under 30, or 25 percent, of the contracts. In 54, or 44 percent, the rate was $350 or more, and in 88, or 72 percent, the minimum for beginners was $300 a week or more.

Listed here are the starting minimums for reporters and photographers as of Oct. 1. The results of settlements since and deferred increases effective in the interim are not included.

	Minimum
New York Times	$856.00
New York Daily News	743.49
New York Post	638.90
Montreal Gazette	521.00
Chicago Sun-Times	497.30
Hawaii Tribune-Herald (Hilo)	485.65
Vancouver Sun and Province	484.85
Seattle Times	475.25
Hamilton Spectator	474.00
Honolulu Advertiser	473.00
Honolulu Star-Bulletin	473.00
Ottawa Citizen	468.86
Victoria Times-Colonist	463.76
Seattle Post-Intelligencer	462.74
Royal Oak Tribune	450.80
Toronto Star	447.13
San Francisco Chronicle and Examiner	430.34
San Mateo Times & News Leader	430.34
Santa Rosa Press Democrat	430.34
Pittsburgh Post-Gazette	418.00
St. Louis Post-Dispatch	417.32
San Jose Mercury-News	416.96
Windsor Star	416.67
Eugene Register-Guard	414.90
Detroit Free Press	411.14
Detroit News	409.34
Maui News	406.15
Tacoma News Tribune	405.60
Toronto Globe & Mail	401.71
Sacramento Bee	400.18
Fresno Bee	398.79
Denver Post	397.00
Rocky Mountain News (Denver)	397.00
Minneapolis Star & Tribune	396.25
Manchester Union Leader	394.95
St. Paul Dispatch & Pioneer Press	392.66
Malden News, Medford Mercury and Melrose News	392.46
Sacramento Union	391.45
Cleveland Plain Dealer	390.14
Oakland Tribune	388.16
Toledo Blade	388.11
Philadlephia Inquirer and Daily News	385.85
Macomb Daily (Mt. Clemens)	380.55
Modesto Bee	379.00
Providence Journal and Bulletin	378.50
Monterey Peninsula Herald	369.00
Portland Press Herald and Express	366.64
Woodbridge News Tribune	359.27
Stockton Record	356.67
Long Beach Press-Telegram	355.91
Akron Beacon Journal	355.00
Sheboygan Press	354.55
York Dispatch	352.51
Washington Post	352.35
St. Louis Globe-Democrat	349.49
Lynn Item	347.96
Memphis Commercial Appeal	346.35
Joliet Herald-News	345.34
Jersey Journal (Jersey City)	343.76
Fall River Herald-News	340.43
Waukegan News-Sun	340.10
San Diego Union and Tribune	338.71
Brantford Expositor	338.28
Kenosha News	338.00
Salem News	334.83
Buffalo Evening News	330.77
New Brunswick Home News	330.25
Delaware County Times	329.85
Yakima Herald-Republic	327.75
Baltimore Sun and Evening Sun	325.00
El Vocero (San Juan)	325.00
San Juan Star	325.00
Bellevue Journal-American	323.84
Harrisburg Patriot and News	323.74
Pawtucket Times	322.47
York Daily Record	318.68
Youngstown Vindicator	315.50
Waterbury Republican and American	314.90
Cincinnati and Kentucky Post	310.00
Gary Post-Tribune	309.76
Bakersfield Californian	309.63
Indianapolis Star and News	308.15
Erie News and Times	305.10
Great Falls Tribune	304.00
Allentown Call	302.40
Tonawanda News	301.86
Sudbury Star	301.52
Milwaukee Journal and Sentinel	300.00
Knoxville News-Sentinel	298.35
Oshawa Times	298.16
Lowell Sun	293.14
Canton Repository	292.92
Kingston Daily Freeman	292.00
Sioux City Journal	290.21
Rockford Register Star	286.24
Norristown Herald	285.20
Pottstown Mercury	280.12
Peoria Journal Star	277.00
Duluth News-Tribune & Herald	275.00
Columbus Citizen-Journal	274.85
Albany Times-Union and Knickerbocker News	273.45
Lexington Herald-Leader	273.00
Waltham News-Tribune	272.10
Brockton Enterprise	268.73
Rochester Democrat & Chronicle and Times-Union	267.50
El Mundo: San Juan	265.00
Woonsocket Call	262.54
Scranton Tribune	260.93
Scranton Times	259.73
Lansing State Journal	259.52
Hazleton Standard-Speaker	253.18
Bristol Press	249.31
Utica Press and Observer-Dispatch	245.00
Monessen Valley Independent	242.00
Massillon Independent	239.43
San Antonio Light	238.91
Pueblo Chieftain	233.00
Terre Haute Tribune-Star	213.54
Norfolk Virginian-Pilot	200.00
Morgantown Dominion-Post	184.46
Battle Creek Enquirer & News	184.00
Chattanooga Times	180.00

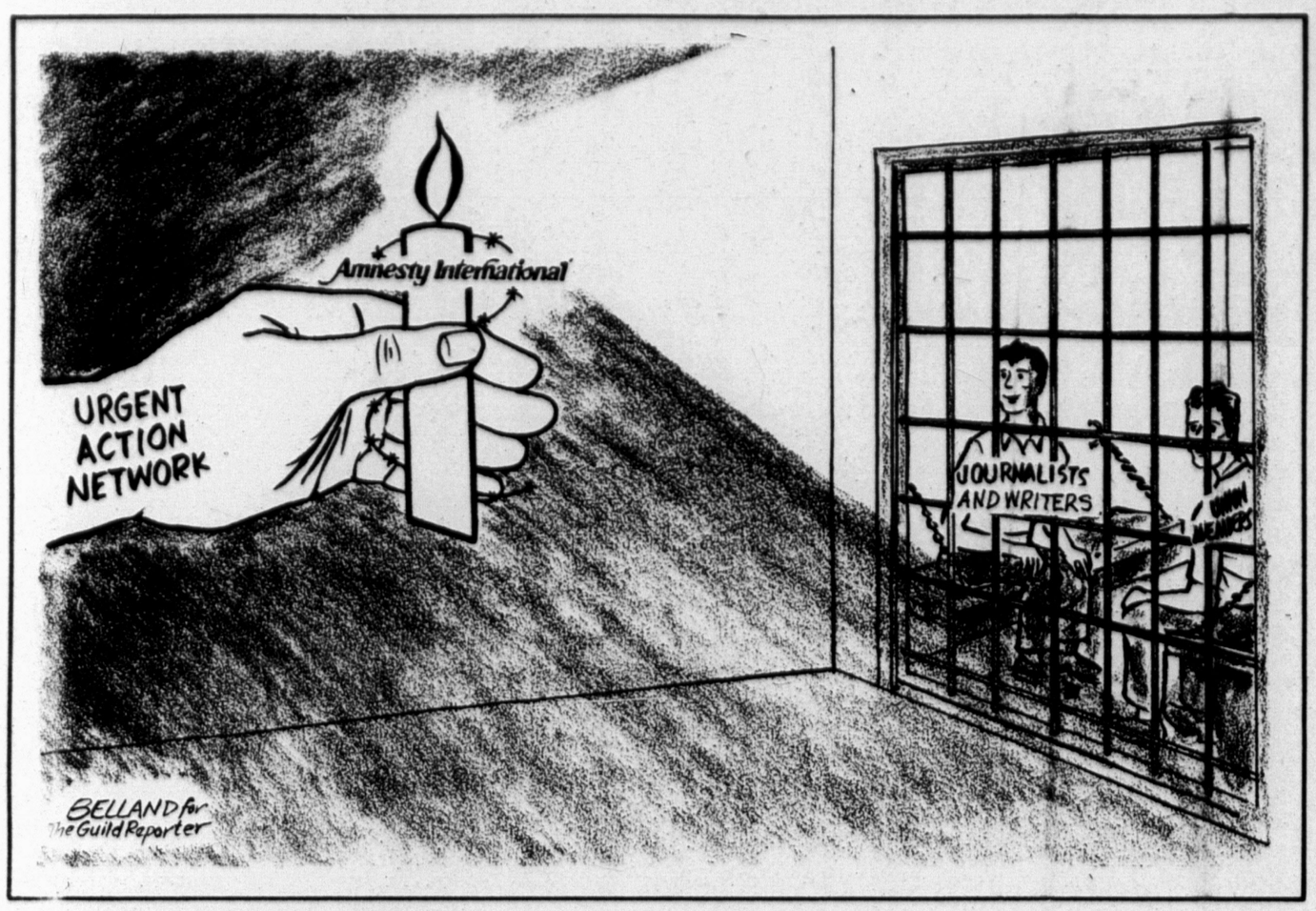
Gannett editor bemoans entry-level rates

The editorial director of USA Today, also editor and publisher of the Nashville Tennessean, is convinced that the pay publishers offer entry-level reporters is too low to attract the "best and brightest" and that unless publishers agree to "real and dramatic changes," the quality of their products will decline severely.

That's what John Seigenthaler said during a Sigma Delta Chi Foundation lecture in Evanston, Ill., according to a report in the September issue of Quill, publication of the Society of Professional Journalists, Sigma Delta Chi.

Delivering the lecture in May, Seigenthaler said that while he expects few of his fellow editors to admit that entry-level reporters are underpaid, "I will be talking about little else this year."

Both USA Today and the Tennessean are owned by the Gannett chain and, like most Gannett properties, neither has a Guild contract. At the eight Gannett dailies with Guild contracts covering reporters, average minimum for entry-level reporters as of Oct. 1 was $305.33 a week, ranging from $184 to $473 and exceeding $300 at three of the eight.



A LEAKER, NOT A SPY

Verdict a precursor for press?

By Colman McCarthy

Colman McCarthy, a member of the Washington-Baltimore Guild, is a columnist with the Washington Post and its Writers Group. This column is reprinted with permission from the Nov. 17 Post.

UNLIKE MANY criminals leaving court after the jury's guilty verdict in a well-publicized case, Samuel Loring Morison had no statement for the media. The former naval intelligence analyst was convicted Oct. 17 in the U.S. District Court in Baltimore for espionage and theft. Morison, 41, of Crofton, Md., faces 40 years in prison if his appeal is lost.

The defendant was silent because he has yet to be sentenced. Judges, like everyone else, can take offense at what they think is mouthing off. Morison's muteness doesn't matter. The event of his prosecution, trial and conviction speaks with thundering loudness: Justice was not done.

Morison was prosecuted because he supplied three classified satellite photographs to a British magazine called Jane's Defence Weekly. The pictures, taken from a secret satellite photo system known as KH-11, were of a Soviet aircraft carrier under construction. They ran as part of an August 1984 cover story. The KH-11 system itself was already known to the Soviets.

GOVERNMENT duplicity, not a government employee's criminality, was on display. Morison was a leaker, one of thousands. He was not a spy or thief. If his conviction stands, the First Amendment will be gashed in a way the bloodletters of the Reagan administration have been seeking for five years.

Morison was convicted under a 1917 law that sought to protect the public from spies and other threats, genuine ones, to the national security. The law was not intended to leakproof the government. No law like that exists, because no administration could function under one.

Nor could the press, which needs more information from the government than the government, in its unmajestic self-interest, wants to disclose.

The Morison case is being called landmark. If so, the land has no footprints. The 1917 statute has never been used to prosecute anyone for disclosing information to the press, except in the Pentagon Papers case, in which the defendants won a dismissal because of government misconduct.

The typical espionage criminal is someone who, for whatever reason, is out to hurt his government and perhaps earn a large dollar from what he covertly passes on. It is known that Morison, the grandson of the naval historian Samuel Eliot Morison, was pro-Navy and delighted to work for the Reagan administration and its goal of rearming America. He was not a sneak slipping coded high-secret documents to a KGB agent in a Berlin alley.

Morison, a Vietnam veteran and a 10-year employee of the Naval Intelligence Support Center in Suitland, Md., was a bureaucrat who openly served as the U.S. editor for Jane's Fighting Ships, another British publication. Getting pictures splashed on the cover of a well-read military magazine is not the definition of covert. If that kind of leaking is criminal conduct, then Washington, as Richard Nixon liked to say, truly is the crime capital of America.

Morison's lawyers argued that his purpose in publicizing the construction of the Soviet's first nuclear aircraft carrier was in the tradition of routine leaking: He wanted to make a case in print, in this instance announce that the Evil Empire was getting still more evil with this latest advance.

To Morison, and to large numbers of others who regularly leak classified information that helps the argument that America should spend more money on the military, that was patriotism. Maybe, maybe not. Only by the most twisted interpretation, however, is it espionage. No new secrets were released, unless it can be imagined that Soviet spies are monitoring Jane's Defence Weekly for pictures of what's astir in Soviet shipyards.

THE JUSTICE Department is saying that this prosecution is not an attack on the press. No one should believe it. This is the administration that has been regularly trying to dam the free flow of information from the government to the public. It has attacked the Freedom of Information Act. Government censors are now empowered to review before publication the writings of federal employees and former employees. Angus Mackenzie, director of the Freedom of Information Project for the Center for Investigative Reporting in San Francisco, writes in the Guild Reporter [Oct. 11] that in 1983 "Pentagon censors reviewed 10,088 books and articles before publication, up dramatically from 6,457 in 1982 and 2,784 in 1981."

The Morison case shows the rawness of this intimidation. A federal classifier decides a harmless picture of a Soviet ship is relevant to national security, and the teeth of espionage clamp the neck of a luckless bureaucrat. The media receiving information like this now risks being part of the crime ring. Crime reporters will have a new beat: the journalist at the next desk opening mail from a bureaucrat.

Only one GR in December

The next issue of the Guild Reporter will be published on Dec. 13. It will be the only issue published in December.

Customary twice-a-month publication—on the second and fourth Fridays—will resume in January, with the first issue going onto the press Jan. 10.

DAY BOOK

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.
Great Lakes District Council, winter meeting, tentatively Feb. 8-9, Buffalo.
New England District Council, winter meeting, tentatively Feb. 8-9, Manchester, N.H.
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.

Editorial

Writing for rights

December 10 is Int'l Human Rights Day, commemorating the adoption by the United Nations General Assembly in 1948 of the Universal Declaration of Human Rights. It aims to guarantee fundamental rights for all persons in all nations, including freedom of conscience, freedom of expression and freedom of assembly, as well as freedom *from* torture, *from* unjust detention and *from* death at another's hand.

As newspaper people (news service, magazine and broadcasting people, too) and as union members we should not let the day go by as just another anniversary. Guarantees of freedom of expression and conscience and assembly have particular meaning for us in each category.

When the declaration was adopted, pictures of the assaults on human dignity that ravaged, even destroyed whole communities during World War II were horrifyingly vivid. Much has been done in the ensuing decades to protect the rights the declaration seeks to ensure. No doubt about it.

No doubt about it either, however, that much remains to be done. One need look only casually at any day's newspaper to know that rededication to the quest for realization of the declaration's principles is long overdue: internationally, nationally, individually.

Often it seems impossible to keep up with reports of journalists and union members and leaders being detained, imprisoned, assaulted and otherwise deprived of their rights because they are journalists or union members or leaders, or both.

While one of our number played a major role in the human rights declaration's formulation and adoption 37 years ago (columnist, UN delegate and Guild member Eleanor Roosevelt), few of us can expect to have anything near that kind of impact on action at the international or national level to achieve the declaration's aims.

Individually, however, in concert with others, we can help achieve the declaration's aims by assisting other individuals who are deprived of their rights in various parts of the world.

One particularly effective means of individual action has proven to be writing on behalf of the rights of persons deprived of them: writing and wiring, even telephoning, the authorities who are responsible for those persons' rights being abused.

One particularly effective vehicle through which to do so is Amnesty Int'l, which since 1974 has had an international structure it calls the "urgent action network" to stimulate just such actions.

Once a month Amnesty Int'l sends to individuals who let it know they will send those letters and wires, the "resumés" of persons whose physical and human rights are being seriously violated. (We know at TNG headquarters that the Amnesty Int'l-kind of network works because we have been visited by union leader-journalists who credit it for their having been freed from prison.)

A good way to observe Int'l Human Rights Day? Write to Amnesty Int'l (322 8th Av., New York, N.Y. 10001; 294 Albert St., Suite 204, Ottawa, Ont. K1P 6E6) and tell them you want to join their urgent action network for union members, or journalists, or both.

The Guild Reporter

CALM ACPS

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