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TNG joins drive for petitions protesting S. Africa's suppression of journalists

Washington—TNG has joined a nationwide drive by the Committee to Protect Journalists for petitions by working news people, journalism students and educators to the South African government for an end to its restrictions on coverage of the continuing unrest under the regime's apartheid policies.

As a first step in that drive, TNG Secretary-Treasurer Charles Dale was part of a contingent led by the CPJ's chairperson which denounced the government's policies in statements to reporters and others outside the South African Embassy here Dec. 10.

CPJ Chairperson David Marash, news anchor for a Washington television station, Dale, John Seigenthaler of USA Today, Jeremy Levin of Cable News Network and Raymond H. Boone of the Howard University journalism department then delivered to representatives of the ambassador in the embassy the first batch of petitions signed in the Washington area.

Included were several by staffers at the Baltimore Sunpapers and the Washington Post, gathered in a quick effort by representatives of the Guild units at the papers.

Simultaneously in New York representatives of the CPJ deliv-

ered the first signed petitions gathered in that city to members of the South African Mission to the United Nations after also making similar statements to assembled reporters and supporters.

Among the latter were representatives of the New York Guild, led by Secretary-Treasurer Tom Pennacchio, and of the Broadcast Employees & Technicians union.

CPJ Executive Director Barbara Koepfel said the committee in-

tends to make monthly deliveries of signed petitions to representatives of the South African government as they are received at the CPJ's office in New York (36 W. 44th St., Room 911, NYC, 10036).

[A copy of the petition, reduced in size but suitable for signing, clipping and mailing to the CPJ, is reproduced on Page 4 of this Guild Reporter.]

The petition states that its sign-

ers "strongly condemn" the government's restrictions on the press, particularly its declaring all areas of unrest off-limits to photographers and television crews and its requiring that print reporters obtain permission before entering the same areas.

Addressed to South Africa President Pieter W. Botha "on behalf of local and foreign press," it also calls for an end to "the detention

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IEB orders vote on dues, benefits

Washington—In keeping with actions by the Guild's 1985 Convention, TNG's Int'l Executive Board is ordering a Guild-wide referendum on one-time increases in the Minimum Dues and per-capita rates set forth in TNG's Constitution as well as a four-step increase in TNG benefits for striking or locked-out members.

Under the IEB's action, taken via mail ballot, the referendum will be held during the last two weeks of March.

The increases were approved by delegates to the 1985 Convention conditional on their ratification by members in a Guild-wide referendum to be conducted after January.

They would, effective on July 1, 1986:

- ✓ Raise the monthly Minimum Dues set forth in TNG's Constitution to a straight 6 percent of one week's regular compensation, from the current 5 percent plus \$1.50.

- ✓ Increase the formula used to calculate locals' monthly per-capita payments to TNG to a straight 1.939 percent, from the current 1.65 percent plus \$1.35. (The formula is applied once a year to the reporter top minimum average in effect in Guild daily newspaper contracts to establish the per-

capita rate for the next 12 months.)

- ✓ Raise the basic benefit from TNG's Defense Fund to striking or locked-out Guild members by \$25, to \$125 a week, to be followed by increases of \$10 on July 1, 1987, and again on July 1, 1988, and another increase of \$5 on July 1, 1989, to \$150 a week.

The proposals are part of a larger package to renovate the union's finances at both the local and international levels approved by the convention.

The IEB's referendum order is effective Jan. 1, setting in motion constitutional machinery for a vote to be conducted during a six-day period falling between March 15 and March 30. The precise dates of the voting period will be set by TNG's Int'l Election & Referendum Committee.

Eligibility for voting in the referendum will be membership in good standing as of Dec. 1, Jan. 1 or Feb. 1 under constitutional provisions governing referendum votes. TNG's three top officers noted in a Nov. 21 letter to other IEB members initiating the mail-ballot vote.

Ordering the referendum vote prospectively will permit locals "to maximize the opportunities" to

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MARIANNE KEFFER-ZWEIG/Washington-Baltimore Guild

DELEGATION EXITS S. AFRICAN EMBASSY AFTER DELIVERING FIRST PROTEST PETITIONS
Foreground, TNG Secretary-Treasurer Charles Dale, followed by John Seigenthaler of USA Today, Jerry Levin of Cable News Network, Raymond H. Boone of Howard University's journalism department.

Pact averts walkout in Toronto

Toronto—New agreements between the Southern Ontario Guild and Thomson's Globe and Mail cover the paper's advertising department employees for the first time and raise the top minimum for key editorial department employees by \$74.46, to \$733.42 a week.

Advertising department employees voted for Guild representation in May in an election

supervised by the Ontario Labour Relations Board. In doing so they joined the paper's editorial, circulation, delivery and maintenance employees already covered by Guild contracts.

Agreement on the new contracts was reached early on the morning of Nov. 27. A strike deadline had been set for later that day.

The \$74.46 increase for reporters and photographers comes in

two steps over the two-year term of the new editorial department contract. The first increment—\$39.54—takes the top minimum to \$698.50 and is retroactive to July 1. The second increase, \$34.92, is effective next June 30.

The top minimum for outside retail salespersons is set at \$698.54 a week immediately and will rise by \$17.46, to \$716 a week, on

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Bankruptcy court tackles bidders' moves on UPI

Washington—A renewed and sweetened bid for United Press Int'l by a consortium led by the Financial News Network has prompted a variety of motions to the federal bankruptcy court overseeing the news service's operations.

Included are suits by the Wire Service Guild and claims on behalf of Guild-covered employees totaling some \$35 million.

Federal Bankruptcy Court Judge George F. Bason, Jr., was to consider requests for a permanent injunction against the FNN-led group's efforts to win the support

of UPI's creditors for its bid to purchase the company at a hearing set for Dec. 13. Bason said the hearing could stretch through the weekend to resolve that and various other contentions before his court.

Earlier, on Dec. 2, Bason issued a temporary restraining order blocking FNN from communicating directly with UPI's creditors and clients about its reorganization proposal for UPI and prohibiting FNN from carrying news stories

about the plan or discussing the case with reporters. Later the judge also refused to allow FNN to issue a press release describing its offer.

In issuing the 10-day restraining order, Bason was acting on a suit filed jointly by the Guild, the

court-appointed committee of UPI creditors and UPI management. It charged FNN with violating bankruptcy court procedures by contacting UPI creditors and clients directly.

FNN had appeared to be the loser among three finalists in the bidding for UPI when representatives of UPI management, the Guild and the creditors' committee endorsed a bid valued at \$41 million from Mexican newspaper publisher Mario Vazquez Rana, with a minority interest on behalf of another bidder, Houston real estate

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Severance is only certainty at Citizen-Journal . . . 5

Bankruptcy court tackles bidders' moves on UPI

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developer Joe E. Russo [Guild Reporter, Nov. 22].

Following announcement of the proposed sale to Vazquez Rana and Russo, the FNN-led group revised its offer, however, dropping conditional features of the proposal and raising its offer to unsecured creditors of UPI first to 50 cents for every dollar owed and later to 60 cents on the dollar.

Unsecured creditors would be paid about 40 cents on the dollar under the Vazquez Rana-Russo plan, while employee claims for past-due overtime, expense, notice and severance payments would be paid in full. Stock in the reorganized UPI also would be offered to creditors under the plan.

FNN's proposal was being reviewed by the creditors' committee, which filed a petition Dec. 9 asking the court's permission to reopen negotiations so it could consider the improved FNN proposal even though it earlier had endorsed the proposed sale to Vazquez Rana and Russo.

Counsel to the committee, Jules Teitelbaum, noted that "from the viewpoint of my constituency, there's a tremendous difference" in the offers, calling the most recent FNN proposal "substantially higher."

The FNN group had sent letters to some 200 UPI creditors and a thousand editors and publishers soliciting support for its bid for UPI and raising questions about the selection process.

An attorney representing the FNN group argued that his clients had been granted a 48-hour extension on finalizing their bid shortly before the Vazquez Rana-Russo selection was announced. Teitelbaum and representatives of the Guild and UPI management deny that an extension was granted.

UPI could face "irreparable" harm if FNN were to continue to engage in its campaign to win the support of UPI creditors and clients, Bason said in issuing the temporary restraining order.

"It is absolutely crystal clear that FNN has done things which it ab-

solutely should not have done and for which there is no justification whatsoever," Bason said in the Dec. 2 order. Federal bankruptcy procedures prohibit direct communication with creditors, he noted, adding that "this court will not tolerate such activity."

He instructed the FNN group to limit communication about its bid to the creditors committee, the union and UPI management representatives.

In a separate suit filed against FNN and its six investor groups, the Guild has asked Bason to issue a permanent injunction against FNN, ordering it to withdraw from the proceedings and to advise UPI creditors and clients that its earlier communications were "unlawful and misleading." The Guild also seeks damages and reimbursement for attorney fees and related costs.

Meanwhile, Vazquez Rana filed a \$50 million suit against FNN

Dec. 4, alleging that it "has undertaken to subvert the orderly culmination of the court-approved bidding process."

On Nov. 29 the Guild submitted claims with the bankruptcy court on behalf of Guild-covered employees of UPI totalling some \$35 million. The bulk of the claims, about \$34 million, represents wage and benefit concessions that followed an agreement in August of 1984 between the Guild and UPI that called for temporary wage cuts of 25 percent.

"UPI management violated virtually all portions of the agreement requiring certain corporate actions in return" for employee concessions, thereby rendering the agreement "null and void," the Guild explained in a bulletin to members.

The Guild said it had agreed with Vazquez Rana and Russo "to settle some of the claims in return

for a 'no-cut contract' and other benefits for employees," but said it "will not settle any of its broad claims for another bidder for UPI—specifically Financial News Network," the bulletin said.

The local's "broad claim," seeking the nearly \$34 million in wages and benefits for Guild-covered UPI employees was signed by Guild President William Morrissey. Another \$600,000 in claims were submitted by individual employees, the local said.

The National Labor Relations Board, meanwhile, has issued a complaint on unfair labor practice charges against UPI management brought by the Guild. It set a Jan. 6 hearing on charges that UPI has unlawfully subcontracted work, refused to supply pertinent information to the Guild and failed to live up to its agreement to issue stock to Guild-covered employees.

IEB orders vote on dues, benefits

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quality their members to vote," TNG President Charles A. Perlik, Jr., Secretary-Treasurer Charles Dale and Int'l Chairperson Harry S. Culver said in their letter.

"Yes" votes had been cast by 12 members of the 16-member IEB through Dec. 11, while one member had voted "no." Approving the motion were Perlik, Dale, Culver and Vice Presidents David Mulcahy of New York, Gene Turner of Northern California, Stanley Souza of Hawaii, Robert C. Holt, Jr., of St. Louis, Larry D. Hatfield of Northern California, Richard M. Peery of Cleveland, David M. Rousseau of Manchester, Marie Shellock of Youngstown and Lee C. Clifford of the Canadian Wire Service Guild. Voting no was Vice President Doug M. Louth of Vancouver-New Westminster.

Deadline for returning ballots was Dec. 12 under IEB rules for conducting votes by mail.

Other parts of the finance package that took effect upon approval by the convention were:

✓ An increase of \$1 million, to \$6 million, in the asset level of TNG's Defense Fund at which higher dues to build the fund are cut off and approval of implementation of higher dues effective Aug. 1 to build the fund to \$6 million.

✓ Authorization for an additional month of higher dues payments to fund the union's severance pay liability to its employees.

✓ Extension to February 1987 of a temporary reapportionment of TNG's per-capita income which puts 85 percent in the General Fund and 15 percent in the Defense Fund, rather than an 80-20 percent split.

✓ Authorization for the IEB to buy or build or lease with an option to buy a new TNG headquarters to enable the union to realize savings on rental costs and acquire "an income producing home of its own."

Majority in Skagit Valley votes for Guild bargaining

Mt. Vernon, Wash.—Employees of the daily Skagit Valley Herald and weekly Anacortes American have formally chosen the Guild to be their bargaining representative by a vote of 38 to 33. There also was one blank ballot cast and one was challenged and not counted.

Participating in the Dec. 5 secret-ballot election were all the papers' nonsupervisory employees except those in the press room. The latter are represented by the Graphic Communications (pressmen's) Union.

A total of 75 persons were eligible to vote in the secret-ballot representation election, conducted by the National Labor Relations Board. The 75 work in the papers' accounting, advertising, composing, circulation, editorial and maintenance departments as well as its mail room.

Both papers are part of the James G. Scripps chain, headquar-

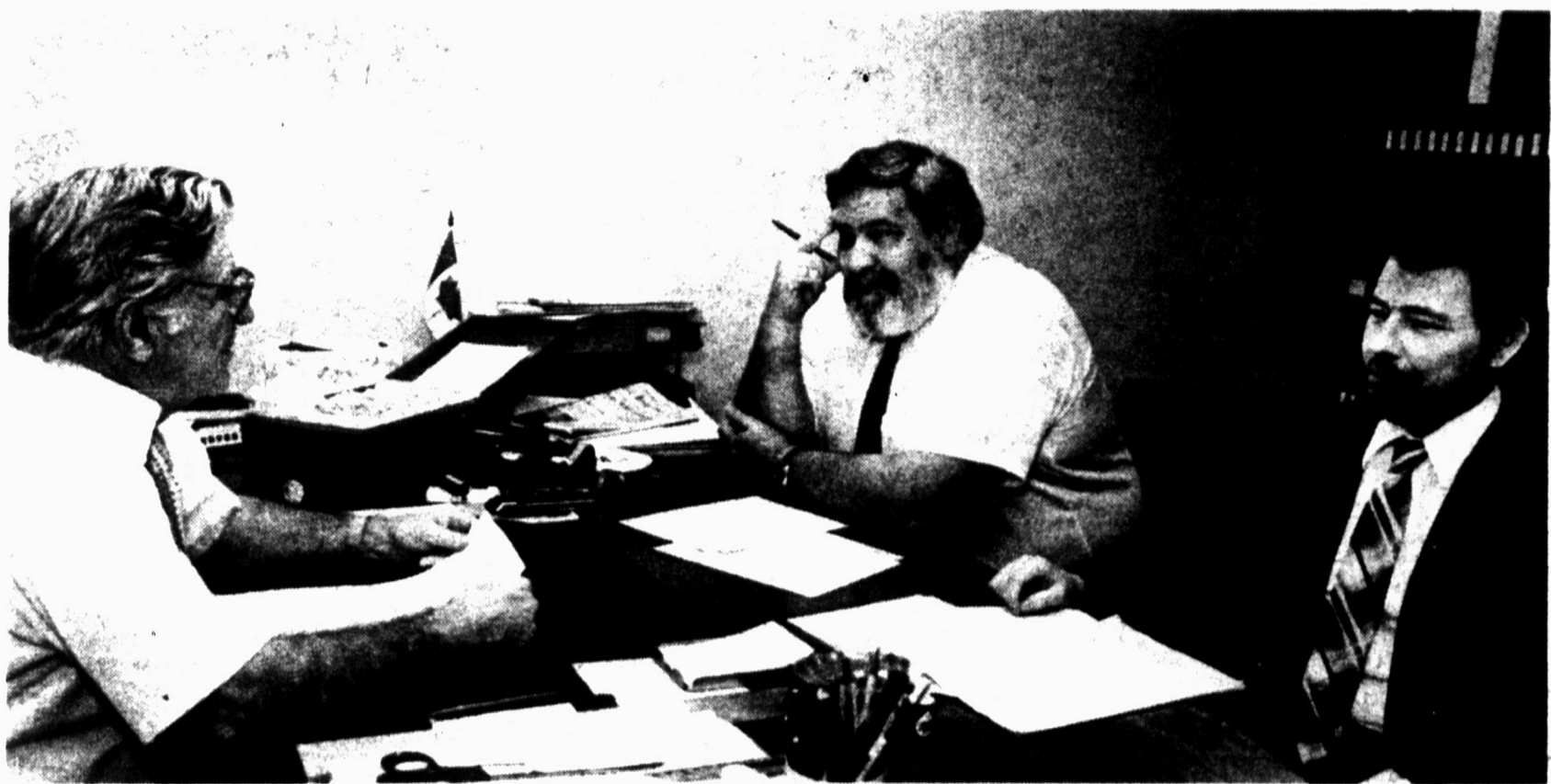
tered in Seattle, about 60 miles south of Mt. Vernon. Other James G. Scripps dailies are located in Minnesota, West Virginia and Pennsylvania.

The daily Herald has a circulation of about 16,000; the weekly American, about 4,500.

TNG Representative Eugene Bryant and Canadian Director William H. McLeman assisted Herald and American employee leaders in organizing their colleagues.

Reading dailies group votes 'no'

Reading, Pa.—Employees of the advertising, circulation and editorial departments of the Reading Times and Eagle voted against the Philadelphia Guild becoming their bargaining representative in Nov. 20 balloting supervised by the National Labor Relations Board. Tally was 56 to 143.



New administrative officers visit TNG

Jim Smith, right, new Los Angeles Guild administrative officer, and Gerald Rocker, center, recently named to the same position with the Northern California Guild, meet with J. William Blatz, TNG director of field operations during visit to TNG headquarters. Smith came to the Los Angeles

Guild in September after working as an organizer and bargaining representative for several unions including the Communications Workers and the State, County & Municipal Employees. Rocker is a former member of the Auto Workers staff [Guild Reporter, Sept. 13].

Pact averts walkout in Toronto

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Jan. 1, 1987. The new top minimum is \$57 a week higher than an old top scale the company had established unilaterally. Advertising employees' salaries traditionally had been raised each Jan. 1, a local representative explained.

The new advertising department agreement will expire June 30, 1987, along with the Guild's other contracts with the paper.

The top minimum for inside phone solicitors is set at \$473.29, going to \$485.12 on Jan. 1, 1987, a \$38.62 increase from the old top scale.

Several jobs and employees were upgraded, including:

Junior clerks in circulation, whose top minimum is raised by \$48.85—\$30.63 of the increase from July 1 and \$18.22 next June

30—taking the top minimum to \$382.68.

Building mechanics, whose top minimum is raised by \$67.88, to \$570.10, in increments of \$40.73 and \$27.15.

Junior clerks, customer service clerks and phone operators in the advertising department, whose top minimum is raised by \$40.40 over the old top scale, to \$381.90.

In addition, 16 employees were re-classified from copy editor to principal editor, raising the minimum covering their job by at least \$84.16, to a new flat minimum of \$753.12. The same minimum also covers assistant sports, city, foreign and national editors, as well as columnists, makeup and design editors, among others.

Night differential for editorial, inside circulation and delivery and maintenance employees is raised by \$15, to \$37.50 a week, and a new differential of \$9 a shift, or \$45 a week, is added for circulation district sales representatives whose shifts begin after 1 a.m. and before 5 a.m.

The top minimum for **district sales representatives** is raised by \$68.51, to \$674.76 a week, in increments of \$36.38 retroactive to June 21, and \$32.13 next June 30.

A camera allowance for photog-

raphers is raised by \$140, to \$940 a year. The allowance is paid quarterly. The allowance for employees classified as reporter/photographers is raised by \$80, to \$540 a year.

The company's annual payment toward the cost of a pair of safety shoes for employees in the maintenance and delivery departments is raised by \$10, to \$55.

The agreement calls for the posting of job vacancies for at least seven days and prohibits advertising a job opening before notice is posted.

It also acknowledges an employee's right to work in an environment free from sexual harassment.

An agreement was reached on senior editorial management employees meeting with Guild-covered news room employees to discuss issues of concern involving the news product or the working environment.

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Merged local introduces . . .

San Francisco

YOU HAVEN'T lost a newspaper — you've gained Ralph.

The Northern California Newspaper Guild's interim governing board at its meeting Nov. 7 in Livermore unanimously approved changing the name of NCNG's official publication from the Bay Guild News to Ralph.

"It's pleasant, inoffensive and somewhat puzzling," said

RALPH

NCNG Executive Officer Doug Cuthbertson of Ralph.

"We're a new local, with new leaders. Dare to be different," added Administrative Officer Gerald Rocker. "I like Ralph."

We hope the members will like Ralph, too, and read it each month for news of what's going

on around the expanded local.

Some three dozen suggestions for a new name for the local's publication came in from members after the Bay Guild News requested ideas two months ago. Ralph, however, was not among them. The name Ralph seemed to emerge from the collective subconscious, but once on the table it captured the officers' imaginations.

"Nobody reads the paper except for Shop Notes, so no one will notice anyway," commented more than one officer.

Hah. We can fix that. Shop Notes is now called Ralph Notes.

Read your Ralph. You are Ralph and Ralph is you.

This is reprinted from the November issue of the membership publication of the Northern California Guild. It seeks to explain how the Bay Guild News acquired its new name—RALPH—following merger of the San Francisco-Oakland and Central California Guild locals early this fall. The November issue was the publication's first under its new name.

Leuchter study prize goes to Kevin Keane

Cambridge, Mass. — Kevin Keane, assistant administrator of the Wire Service Guild, has been awarded the 1984-85 Irving Leuchter Memorial Scholarship to the Harvard University Trade Union Program.

The program is a 12-week residential course in union administration and related subjects. Value of the scholarship is \$5,500 toward the cost of tuition, books, room and board, plus travel expenses.

A clerk for United Press Int'l, Keane served as the Guild's chief shop steward in the firm's New York office for five years before taking a leave of absence in 1980 to work full-time for the Guild local. He served as the local's organizer from March 1983 until July 1984 when he was appointed assistant administrator.

Keane will attend the Harvard program beginning Jan. 6.

The Guild scholarship is named for the union's longtime general counsel, Irving Leuchter, who died in 1971. It is financed by annual contributions from Harvard, TNG and locals. Selection of the recipient is made by Harvard.

Top local officers and staff plus international officers and staff are eligible for the scholarship. Other considerations being equal, preference is given to full-time officers and staff.

Keane is the second Wire Service Guild staffer to win the scholarship. Louise Walsh, then the local's assistant administrator, was awarded the scholarship in 1975.

Keane's knowledge of the local's contracts with UPI and Associated Press, his "ability to work with employees and management," his handling of grievances, arbitrations and pension matters "has made him indispensable to our operation," Wire Service Guild President William Morrissey said in a letter in support of Keane's application for this year's scholarship.



Kevin Keane
Wins Leuchter Scholarship

Pottstown top to hit \$557

Pottstown, Pa.—Weekly minimum salaries are raised by \$22 in a new two-year agreement between the Philadelphia Guild and Ingersoll's Pottstown Mercury.

The \$22 increase, coming in two increments of \$11 each, takes the top minimum for reporters, photographers, advertising salespersons and circulation supervisors to \$557.99 a week. The first of the increases is retroactive from Sept. 15, and the second will take effect next Sept. 15.

The top minimum for telephone ad solicitors goes to \$367.29 a week, after the \$22 increase.

The agreement calls for the establishment of a joint Guild-management committee to study health-care programs; the committee is to meet monthly.

An annual camera allowance is raised by \$50, to \$300, and a \$12 shift differential is added for employees working between 6 p.m. and midnight on Saturday.

Company payment for eye examinations for employees who operate video display terminals is raised by \$5, to \$35 a year.

The agreement also calls for the company to test the terminals for radiation emissions.

Trustee mum on Globe-Democrat publishing again

St. Louis—The trustee appointed by a federal bankruptcy court to oversee the affairs of the St. Louis Globe-Democrat Dec. 9 has declined to speculate when the paper might resume publication.

However, his remarks to reporters after his appointment contained nothing to indicate he saw the paper's return soon.

The Globe-Democrat, under the protection of the bankruptcy court since Sept. 26 and plagued by financial difficulties since it was acquired by Jeffrey M. Gluck from the Newhouse chain early in 1984, suspended publication Friday, Dec. 6, putting its 260 employees, nearly all represented by the St. Louis Guild, out of work without a final paycheck.

The 132-year-old daily's general manager, Richard H. Amberg, Jr., said the paper could not meet its payroll but that if fresh capital was found publication could resume within a week. Gluck's attorney said the paper's line of credit, with Citicorp Industrial Credit of Cincinnati, had been cut off.

Bankruptcy court Judge David P. McDonald, acting the following Monday, ordered Gluck to terminate his role in the paper's operation and to turn over all assets and records to the court-appointed trustee, Edwin S. Jones, a retired banker.

Jones said there was "a lot of investigative work to do to try to determine just what the situation is and to formulate what we should do. People are just going to have to be patient. . . . There is no news here and there isn't going to be for a while."

In a 21-page memorandum accompanying his ruling, McDonald said that the goal of saving the Globe-Democrat "cannot be reached under Mr. Gluck's leadership."

Appointment of the independent trustee is the "only possible means of saving the Globe and minimizing any further loss," he said.

If Gluck's management of the paper "is not fraudulent and dishonest, it is at a bare minimum a clear example of incompetence and gross mismanagement," McDonald wrote.

He pointed to the paper's having failed to make payments representing union dues, taxes and charitable contributions withheld from employees' paychecks. Those funds, totalling more than \$300,000, "simply did not belong to the newspaper," McDonald said.

Employees of the paper have been issued bad paychecks repeatedly in recent months and many of them are owed back pay.

A group of employees and former employees initiated the bankruptcy proceedings against the paper in August. More recently, three former employees filed a civil suit against Gluck and his spouse, Debra, the paper's co-owner, charging them with defrauding the company of assets while issuing bad checks to employees and creditors. [Guild Reporter, Nov. 22.] The Guild also has filed suit against the paper over its failure to transfer dues payments.

In response to arguments from Gluck's representatives that the company has utilized a "float" in issuing checks not backed by sufficient funds, McDonald said "the debtor did not use a float. . . . It was a 'submerged flood.' The level of the bank balance was submerged beneath the surface. It was not 'floating,'" the judge said.

William Feustel, managing editor of the Globe-Democrat, meanwhile, told the Post-Dispatch that he was trying "to hold the staff together until this rescue effort can be brought about."

"The staff has proved how wonderful it is. My God, it worked without pay and without encouragement from the front office," he said.

While the paper's Guild-covered workforce stood at about 260 when publication was suspended, it had been as large as 400.

Guild strikes benefit group

Burr Ridge, Ill.—All 15 members of the Chicago Guild at the Slovene National Benefit Society (SNPJ) struck the fraternal organization at 7 a.m. Dec. 10 after late-night talks aimed at averting the walkout failed to produce an equitable proposal for a new contract.

The Guild unit had been working under an extension of their contract which expired more than seven months before, on April 30.

Chief unresolved issues were the SNPJ managers' demands that pay increases be held to 2 percent and for severe cutbacks in longstanding sick leave practices, reported Gerald J. Minkinen, the Guild's executive director.

The SNPJ is a fraternal organization which provides its members life, health and accident insurance, sponsors cultural and social events, runs a 500-acre resort in western Pennsylvania and publishes a weekly paper, Prosveta. The organization promotes itself as continuing its founders' struggle for better conditions for workers.

Highest minimum in the Guild's expired contract is \$386.88 a week for associate editors and others.



Winners, key figures in N.Y. Guild's 50th Page One Awards

Winners and other key figures in the New York Guild's 50th annual Page One Awards competition pose following awards presentations Dec. 2. Seated fourth from the left is Eric Severeid, retired noted broadcast news analyst, who presented the awards. (Severeid was a Guild member in its earliest days in Minneapolis while a reporter

for the old Journal there.) More than 30 awards were presented to publications, writers, reporters, photoengravers, artists and designers for work in newspapers and magazines in New York, New Jersey and Connecticut. Standing at left is Forbes Linkhorn, chairperson of the local's Page One Committee.

At Pacific Press, day care is five minutes away

By Jan O'Brien

Vancouver-New Westminster Guild
Vancouver—Guild members at the Vancouver Sun and Province now are able to place their toddlers in a parent-run day-care within a five minute walk of Pacific Press Ltd.

Thanks to a \$10,000 grant from the Vancouver-New Westminster Guild's health and welfare trust, the Creekview Tiny Tots Society has reserved for Guild members' children one-third of the positions in the society's center.

Two seats on the day-care's board of directors also have been set aside for Guild parents working at Pacific Press Ltd., which publishes the Province and Sun newspapers.

"The advantages are the proximity to the work place and the fact that it's a co-operative-run day-care which permits parents to visit except during nap time," says Suzanne Fournier, a reporter for the Province.

Fournier's 2-year-old daughter attends the day-care part time. The daughters of two other Guild members go full time and the day-care expects Guild members to fill their allocation within a few months.

The day-care is on the ground floor of a co-operative housing development and opens out onto a city park. It has a total of 18 full-time spaces, all for children aged 18 to 42 months.



STEVE BOSCH/Vancouver-New Westminster Guild

DOUG WARD AND DAUGHTER, ARIEL, 2½, AT DAY-CARE CENTER Ward, a reporter, is a Guild-parent on the facility's board.

Creekview has a lengthy waiting list because it is one of the few day-cares in Vancouver providing group care for children under three on both a part-time and a full-time basis.

THE PAST two years "I had a continual problem trying to find adequate day-care and this place has

answered all of my child's day-care needs," says Doug Ward, a reporter on the Sun and a Guild parent on the day-care board.

The Guild's health and welfare trust is funded by contributions from the employer and is used primarily to finance a dental plan for Pacific Press members.

Initially, some of the trust's directors were reluctant to give money to the day-care. They circulated a questionnaire among Guild members, however, and discovered strong support for the benefit.

Interested parents pointed out that it would cost more than \$100,000 for the Guild to build its own day-care with no more than 18 spaces, due to government licensing regulations.

Becoming involved in a community-run day-care also means that the Guild is not solely responsible for enrollment and administration.

Creekview is a proven facility that has been run successfully by parents for five years, at a different location.

The day-care also needed capital funds to replace worn equipment and buy new out-door play toys at its new location.

THIS IS NOT the first time that Vancouver-New Westminster Guild has been involved in a day-care.

In the mid-70s, Guild members spearheaded a drive to build a Montessori day-care, which is still in operation. No Guild funds were contributed to that center, however, since the provincial government provided a grant to build it.

Since then, government grants to day-cares have dwindled.

TNG joins push for protest petitions to S. Africa

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and other forms of harassment" of South African and foreign journalists.

Speaking to about three dozen people—two dozen of them covering the event—just outside the demonstration-free zone at the embassy here, Marash said that while he has "a slightly uncomfortable feeling being a demonstrator . . . this is not a political demonstration" but one advocating restoration of journalists' rights.

"If press freedom means anything to us who enjoy it, it means we have to defend it when it is denied to others," Marash said.

Howard University's Boone, former editor-in-chief of the Afro-American newspaper chain, said that South Africa's "brutalization of newsmen, black and white, is a sharp reminder that none of us can be free when any one of us is deprived of freedom."

When South Africa "blocks out the world" by restricting first-hand news coverage "it admits its guilt in oppressing its black people," he said.

TNG's Dale, introduced by Marash as representing "one of the most significant organizations in the (news) industry," charged that the Botha regime's "suppression of our journalist brothers and sisters" has given the lie to the boast of press freedom it has sought to use "to ward off attacks on a racial policy that flies in the face of every principle of democracy."

Guild vote by drivers is set for Waukegan

Waukegan, Ill. The 15 full- and part-time drivers and dock workers of the Copley chain's News-Sun will vote Jan. 9 on certifying the Chicago Guild as their bargaining representative.

The Guild local currently represents the daily's editorial department employees.

No one who values freedom of expression can be true to themselves unless they protest South Africa's outrageous press suppression, he said, pointing to the CPJ's petition campaign as an opportunity to "multiply our voices" to make them "heard and heeded inside the walls now rising around South Africa's agony."

CNN's Levin, himself held hostage 11 months while covering unrest in Lebanon, pointed to South Africa as but "one of the most dramatic" examples of the increasing pressure in an increasing number of areas of the world being brought on the press's freedom to function.

"The free flow of information historically benefits democratic

SONG vote asks 'no' to Star Wars

Toronto—A membership meeting of the Southern Ontario Guild has called upon Prime Minister Brian Mulroney to block Canadian participation in the U.S. government's development of a strategic defense initiative.

The members adopted a motion directing that a letter be sent to Mulroney urging his rejection of Canadian participation in "Star Wars" research.

Subsequently, Mulroney said that while the Canadian government would not become involved in the research, Canadian industry would be free to bid on research.

Delegates to TNG's 1985 Convention urged the Mulroney government to reject any efforts to enlist Canadian participation in the project and also called on the Reagan administration to reconsider its commitment to developing the system.

SDI, the convention said, "is yet another escalation of the nuclear arms race which threatens the survival of all" people and nations [Guild Reporter, Aug. 9].

trends, not totalitarian," he reminded his listeners.

He called it "frustrating and frightening how many people buy into the argument" being made in South Africa and elsewhere that the press is "contributing to the unrest [that is] actually caused by the systematic repression there."

He said that working news persons are beginning to recognize that they must "work actively on their own behalf . . . take up their

own cause because they recognize that the old forms of protest—editorials and telegrams expressing concern—no longer do the job."

"It may be time . . . to consider combining" through journalists' various organizations "to deal in a more united way with this crisis," he said. "It's important for us not to expect anyone to do our speaking and complaining for us."

Dale reported that the two em-

bassy representatives who received the petitions from the five who entered the chancery to deliver them were "polite but non-committal."

They said that the ambassador was out of the city and that there would be no comment until there had been an opportunity to review the petitions, Dale said.

"I couldn't help concluding they were just going through the motions for PR purposes," he added.

Committee To Protect Journalists

36 West 44th Street, Room 911, New York, N.Y. 10036 • 212/944-7216

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Petition on behalf of local and foreign press in South Africa to President Pieter W. Botha:

As working journalists and journalism educators in the U.S., we strongly condemn the restrictions on the press imposed by the South African authorities: specifically, the naming of all areas of unrest as off-limits to photographers and television crews and the requirement that print journalists obtain permission before entering these same areas.

We also abhor the detention and other forms of harassment (including physical attacks and confiscation of materials) of South African and foreign journalists.

Thus, we urge you to lift these restrictions and cease all harassment against the press.

Signature	Name	Affiliation
1.....		
2.....		
3.....		
4.....		
5.....		
6.....		

Sign, clip, mail to Committee to Protect Journalists, 36 W. 44th St., Room 911, NYC 10036.

Severance may be only certainty at Citizen-Journal

Columbus, Ohio—Guild-covered employees of the Columbus Citizen-Journal will receive severance pay from the E. W. Scripps Co. at year's end whether the paper is closed or continues to publish under new owners.

As the Dec. 31 expiration of the joint publishing agreement between Scripps-Howard's Citizen-Journal and the Columbus Dispatch drew closer, the future of the Citizen-Journal grew more uncertain.

Sale of the paper to a group led by Ohio businessman Nyles V. Reinfeld had been announced in mid-November, but at a Dec. 10 press conference Reinfeld ex-

pressed doubt that the other members of the group would invest in the paper and said that he was seeking additional capital.

Two days later, the Citizen-Journal in its Dec. 12 editions reported that a group of five newspaper executives was negotiating with Reinfeld to buy the rights to the paper from him.

One member of the group, Cleveland newspaper consultant Barney Jones, said the success of the group's plans for the Citizen-Journal depended on obtaining an extension of the joint publishing arrangement with the Dispatch.

Earlier in the week Reinfeld had said he would ask the Justice Dept.

for a 90-day extension of the joint operating agreement under which the Dispatch Printing Co. performs all commercial and production functions for the two dailies.

The Dispatch announced in June of 1983 that it would not renew the joint agreement when it expired at the end of this year. Subsequent Scripps-Howard efforts to negotiate a modified agreement with the Dispatch were unsuccessful.

Jones said the five-member group was ready to spend \$10 million to operate the Citizen-Journal and that it had an option to buy a press to print the paper. Reinfeld had said his group would contract the paper's printing to another firm

but had not provided details about the arrangement.

Other members of the Jones group are John Malone, a newspaper consultant based in Chicago, David I. Day, counsel for the Terre Haute Tribune-Star before the paper was sold to the Ingersoll chain, James E. Conley, an executive with a Beaver Dam, Wis., daily, and George Witwer, publisher of dailies in a pair of small Indiana cities.

Guild-covered employees in the Citizen-Journal's news room will receive severance pay when Scripps relinquishes ownership of the paper under the terms of an agreement reached in bargaining

between Guild and Scripps representatives in recent weeks.

Members of the Columbus Guild's Citizen-Journal unit ratified the agreement Dec. 11.

It calls for one week's severance pay for each six months of service, up to a maximum of a year's pay, and guarantees employees hired before Oct. 1 at least three weeks of severance pay.

The agreement also calls for Scripps to maintain employees' health insurance coverage following the sale of the paper or its termination, for up to five months or until an employee is covered by health insurance through another employer, whichever is first.

A Guild representative reported that under the Reinfeld purchase proposal some Guild-covered employees had been notified that there would be jobs for them after Jan. 1, while others had been told there would be none. Still others had been offered jobs in areas outside the news room at greatly reduced pay, the representative said.

While Scripps-Howard had been seeking a buyer for some months, the Dispatch had announced that it will switch to morning publication, now exclusively the domain of the Citizen-Journal, when the joint agreement expires.

Its terms had prohibited either paper from infringing on the other's publication time.

A desire to move to morning publication appeared to be a key factor in the Dispatch's decision to terminate the joint agreement. In announcing its switch to the morning slot, the Dispatch said in a press release that "prudence dictates that restrictions on the Dispatch publishing cycle not be continued. It would be foolhardy to ignore the trend [of a decline in afternoon papers' circulation] and enter the last half of this decade with legal restrictions on our ability to meet changing market demand."

Reinfeld, who describes himself as a political conservative, is executive director of the National Institute of Management in Bath, Ohio, a consulting firm he founded in 1954.

Earlier this fall he is reported to have co-founded the Disciples of the Founding Fathers, Inc., a group intended to provide a public forum for conservative religious and political issues.

Judges named for 1985 Broun Award contest

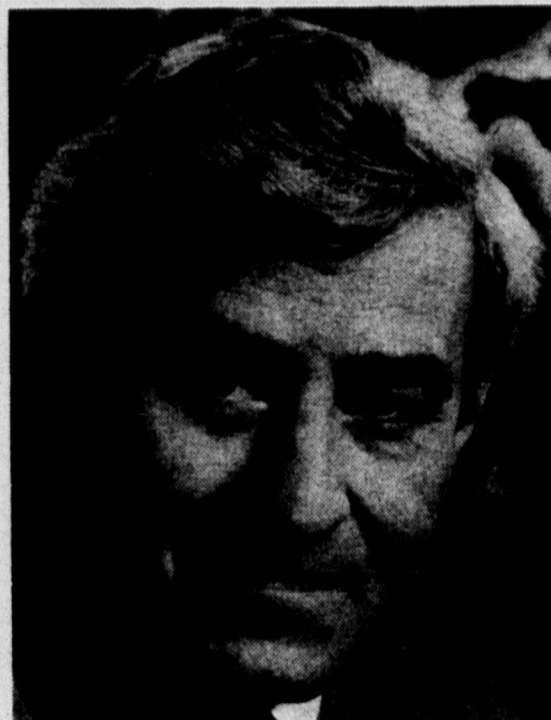
Washington—Political columnist Jules Witcover, Arnold B. Sawislak, a senior editor for United Press Int'l, and Joe Schlesinger, Washington correspondent for the Canadian Broadcasting Corp., will judge entries in TNG's 1985 Heywood Broun Award competition.

The judging will take place Jan. 18 and the winner will be announced Jan. 21, the opening day of the winter meeting of TNG's Int'l Executive Board.

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

Employees of newspapers, news magazines, news services and broadcasting stations in the United States, Canada and Puerto Rico are eligible to enter. Deadline for entries is Jan. 10.

Witcover writes a daily political column with Jack Germond from

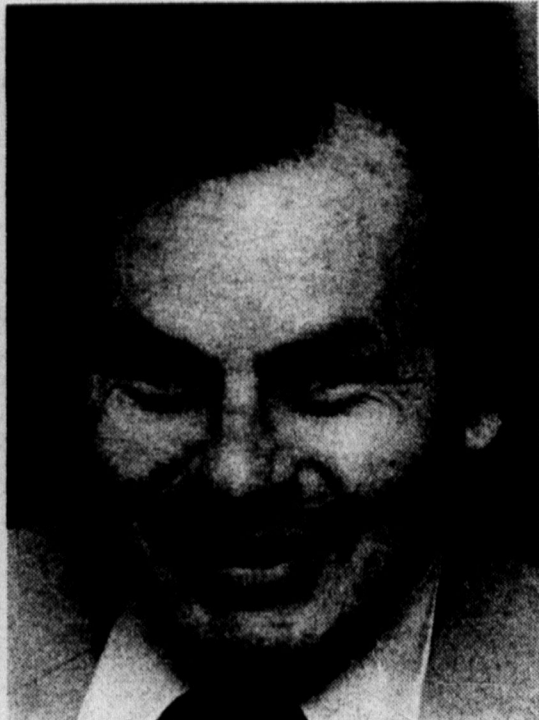


Joe Schlesinger

the Washington bureau of the Baltimore Sunpapers.

Germond and Witcover began the column, now syndicated to some 140 papers by Tribune Media Services, at the old Washington Star. They moved to the Sunpapers when the Star was closed in 1981.

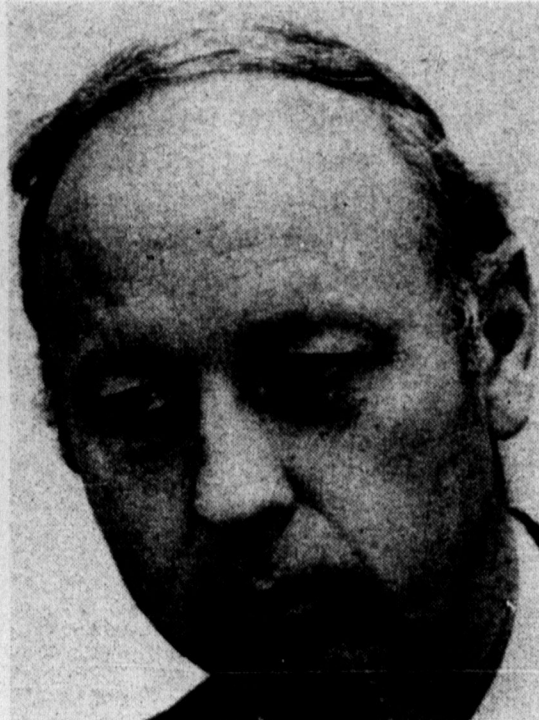
They also serve as political



Arnold B. Sawislak

editors for Washingtonian magazine and write a column for the National Journal.

Sawislak has been covering politics from UPI's Washington bureau since 1968. He co-ordinated UPI's election coverage in the campaigns of 1974 and 1976. A senior editor since 1972, Sawis-



Jules Witcover

lak writes a weekly "Washington Window" column for UPI.

Currently the Washington correspondent for CBC's national television news, Schlesinger has held posts around the world in his 20-year career with the broadcasting service. He has served as the network's correspondent in the Far East and Paris and covered conflicts in Vietnam, Pakistan, Laos and Lebanon.

His reporting career began as a correspondent for the Associated Press while living in Czechoslovakia after World War II. He moved to Canada in 1950 and worked as a reporter for the Vancouver Province and the Toronto Star.

He was news editor and then assistant managing editor of the New York Herald Tribune's European edition before joining the CBC in 1966.

Reuters top to hit \$796 in Canada

Toronto—The top minimum for key news employees is raised by \$98.45, to \$796.01 a week, in a new three-year agreement between the Canadian Wire Service Guild and Reuters of Canada.

The agreement, retroactive to April 1, raises the top minimum for reporters and deskpersons by \$24.44 a week, to \$722, from that date, with additional increases of \$36.10 next April 1, and \$37.91 on April 1, 1987. The new minimum also covers photographers.

At the same time, the top minimum for senior reporters and editors is raised by \$106.30, to \$848.93 a week. The increase comes in increments of \$27.37, \$38.50 and \$40.43.

Duties of a joint Guild-management safety and health committee are expanded to include suggestions for a program of regular and

proper maintenance of equipment.

In consultation with the Guild, the company is to arrange for a physician expert in the field to conduct an annual eye examinations for employees who work regularly on video display terminals or similar equipment. The examinations, including tests generally recommended for VDT users, as well as any corrective lenses recommended, are to be paid for by the company.

The service required for a fifth week of vacation is reduced to 12 years from 16. Paternity leave with pay for at least three of those days is added to the contract, and a 24-week period of unpaid leave is extended to all natural or adoptive parents.

Technicians are upgraded, with their top minimum rising by \$113.27, to \$673.63 a week, over the contract's term. The increase

comes in increments of \$50.64, \$30.55 and \$32.08.

The minimum for a new job classification, called senior technician, is set at \$650 from April 1 and goes to \$716.63 over the term.

The top minimum for clerk-typists is raised by \$45.52, to \$334.29, and that for news assistants goes up by \$48.56, to \$379.26.

Journalism urged for high schools

Washington—Nothing can be more basic to education than "learning to read critically and write clearly," TNG's Int'l Executive Board has said in urging that courses in journalism continue to be made available to high school students.

Reports indicate that a recent trend in secondary education is toward a reduction in opportunities for students to enroll in journalism classes and work on school publications, the IEB noted.

In calling for more, not less, high school journalism instruction, the IEB joined in a call initiated by the Assn. for Education in Journalism and Mass Communication.

In a world in which communications "play such an important role... it is hard to see why journalism and its function should not be viewed as part of the core curriculum at the secondary level," the IEB said.

Gary pact puts key top at \$572

Gary, Ind.—A new agreement between the Gary Guild and Knight-Ridder's Gary Post-Tribune has raised the top minimum for reporters, photographers, copy readers and artists to \$572.63 a week from Oct. 23.

All top minimums are raised by \$10.63 a week under the agreement, which replaces one that expired Oct. 23, 1984.

The new contract calls for the company to pay the full cost of medical and dental insurance for employees and their families, up

from an 80 percent contribution rate, and offers employees the option of coverage through a health maintenance organization.

The \$10.63 increase takes the top minimum for librarian, editorial assistants and senior clerks to \$368.17 and that for maintenance employees to \$343.02 a week.

Meanwhile, Guild and company representatives continue to meet to discuss an initial contract for the paper's 50 advertising-department employees.

The U.S. price elevator

The table below records the ascent of the Consumer Price Index in the United States over a 24-month period following a 0.8-point increase in the index in October to 321.3, up 9.1 points from October 1984, and 20.0 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 months of the preceding year and the third, the percentage increase over October 1983. The Urban Wage-Earners' and Clerical Workers' Index (CPI-W) is the source.

	Index*	Percentage over	
		Same month prior year	October 1983†
November, 1984	311.9	3.5	3.5
December	312.2	3.5	3.6
January, 1985	312.6	3.3	3.8
February	313.9	3.5	4.2
March	315.3	4.0	4.6
April	316.7	4.1	5.1
May	317.8	4.1	5.5
June	318.7	4.1	5.8
July	319.1	3.8	5.9
August	319.6	3.0	6.1
September	320.5	2.7	6.4
October	321.3	2.9	6.6

*1967 = 100

†Index = 301.3

'Voice power' hailed as Youngstown marks 50

Youngstown, Ohio

THE GUILD GIVES news-industry employees "voice power" and only through membership "can you resist the erosion of your rights," the Youngstown Guild's senior active member told other active members, retirees and guests who gathered to celebrate the local's golden anniversary.

"Alone you are expendable. As a Guild, you are indispensable," said Lloyd S. Jones from the perspective of more than 51 years as a photographer and cartoonist for Youngstown dailies and nearly as long as a Guild member. He is the local's only charter member still working in a contract-covered job.

Jones, 73 now and a photographer at the Youngstown Vindicator, began working as a photographer and editorial cartoonist for \$12 a week on the old Youngstown Telegram in 1934. He was one of a half-dozen persons who addressed 175 persons attending the Youngstown Guild's Golden Anniversary Dinner Dance Dec. 1.

Jones also pointed to the importance of what now are seemingly routine contract provisions, such as advance

scheduling of working hours. Before the Guild, he explained, it seemed that every time he and his spouse "planned to have company, I was never home" because his work hours would be changed at the last minute.

With scheduling, "you have some kind of control over your hours. You knew what you were doing and could plan on it." Without it, "your publisher would care less what you did, and I don't give a hoot who the publisher is," Jones added.

RICHARD J. RAMSEY, executive secretary of TNG's Contracts Committee and the Youngstown Guild's chief bargainer in its last two rounds of talks at the Vindicator, traced the early history of the local from its own and TNG's records.

Meetings to organize the staffs of the Telegram and Vindicator were held as early as 1933, he noted, pointing out that the local's charter first was issued in 1934, then reissued in 1937, 51 and 48 years ago.

But 1985 is Youngstown's real 50th anniversary, he stated, because it is the 50th year since the Guild's seeds took firm root. It was in 1935, said Ramsey,

a native of the area, that Youngstown Guild members unanimously voted to table a resolution to dissolve the body and the local organization's sense of purpose as a collective bargaining agent finally began to emerge.

One source of conflict in Youngstown's early days was whether to seek a contract or a "program," with the latter favored by some members who fancied themselves "professionals" and resisted the notion of membership in a labor union.

That image of professionalism was long a "ball and chain" in the Guild's organizing efforts throughout the industry, he added.

A great deal of time and effort in the early days also was spent attempting to recoup the wage and benefit cuts that had been implemented during the Great Depression, Ramsey noted, explaining that wages in Youngstown, as elsewhere, were restored only gradually.

(Jones said that when he went to the Vindicator when it bought and closed the Telegram in 1936, his rate of pay was raised by \$10, to \$25 a week, then to \$35. The Guild's first contract at the Vindicator, in mid-1937, provided

a weekly minimum of \$40 for reporters and photographers with at least three year's experience.)

Others who addressed the anniversary gathering included Milan Marsh, president of the Ohio AFL-CIO; Ohio Senator Harry Meshel, Democratic minority leader in the Ohio Senate who represents Ohio's 33rd District, which includes Youngstown; and attorney Edwin Romero, Youngstown's law director, who attended on behalf of Youngstown's mayor.

IN ADDITION TO Jones, original members of the local at the event were Clingan Jackson, retired Vindicator political editor; Fred Friedman, retired Vindicator slotperson; Vera Friedman (Fred Friedman's spouse), who was a Guild member when she worked for the Telegram before her career in department store advertising; George Reiss, retired Vindicator business editor; and Stanley Wolfe, another retired Vindicator slotperson.

Others attending included several former Guild members who have moved into excluded positions at the Vindicator.



LLOYD S. JONES
Youngstown charter member
addresses 50-year celebration.



ORIGINAL YOUNGSTOWN GUILD MEMBERS, NOW RETIRED, AT THE LOCAL'S 50th ANNIVERSARY CELEBRATION
Clingan Jackson, Fred Friedman, Vera Friedman, George Reiss, and Stanley Wolfe.
The Friedmans, spouses, met at a Guild meeting in the mid-1930s.

ROBERT K. YOSAY/Youngstown Guild

IT SEEMS

TO US

'Thank you' notes urged for about-face on taxes

ST. LOUIS, Mo.

Editor:

Now that Congressman Richard Gephardt (D-Mo.) has led the successful fight to not tax fringe benefits, all Guild members should send him a thank-you note.

Many of us signed petitions and cards at the last convention urging the congressman to not tax fringe benefits so it's only fair to thank

him and let him know we kept an eye on his progress.

The notes should be sent to 1436 Longworth House Office Bldg., Washington, D.C. 20515.

ROBERT A. STEINKE
Executive secretary
St. Louis Guild

Editor's note: Early this year, Gephardt co-sponsored a bill that would tax fringe benefits. Early in June, Steinke delivered to Gephardt [Guild Reporter, June 21] petitions from several thousand Guild members and other

constituents in his St. Louis district calling on Gephardt to change his mind. He also was among U.S. representatives and senators sent postcards opposing taxes on benefits by delegates to TNG's convention late in June.

The tax bill reported early this month by the House Ways and Means Committee would not tax fringe benefits. A Republican alternative that party's leaders are considering putting forth on the floor of either the House or Senate would tax some fringe benefits, the AFL-CIO reports.

Censoring pornography no threat, member says

CHICAGO, ILL.

Editor:

I see by the Reporter of Nov. 8, 1985, that Mr. Perlik is urging us to support pornography. I'd rather not.

To suggest that measures to "remove pornography are the opening wedge" in the destruction of First Amendment guarantees of free speech is such undiluted hogwash that I would hope Mr. Perlik might reconsider attempting to associate us with this benightedness.

Full indulgence of pornography is a recent phenomenon in the West, as in this country—going

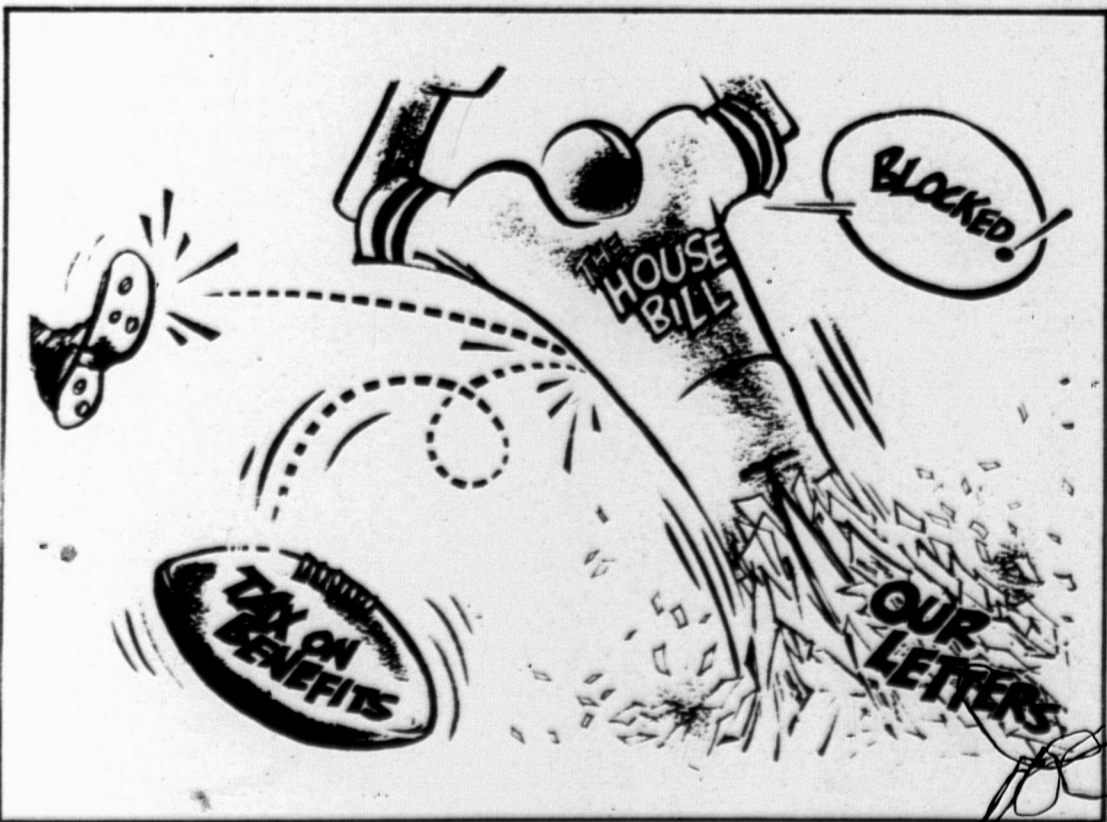
back maybe 20 years. Before that it was the policy and practice of this country to censor pornography, to suppress it to the degree possible. It was during this time that the United States came to glory as the land of the free, with its freedoms enshrined in its Constitution, a document praised and occasionally emulated throughout the world.

It's hard to understand how we achieved such stature without Screw.

CHARLES B. SWENINGSEN
Sun-Times unit
Chicago Guild

Editor's note: As reported Nov. 8, Perlik urged Guild locals to consider ways they might act to thwart adoption of censorship ordinances. While "few of us hold any brief for pornography," Perlik said, "fewer, I feel certain," want to see censorship of pornography chip into the First Amendment "that shields free expression for all of us."

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.



SEAMAN in the AFL-CIO News

LOCAL ELECTIONS

Gary

John M. Mitchell, president; Mickey Thrower, 1st vice president; Mike Kent, 2nd vice president; Barbara Thomas, secretary; Larry Bretts, treasurer.

Lexington

Ray Cohn, president; Linda Smith, vice president; Rita Gatten, secretary-treasurer

Los Angeles

George Laine, president; Bobbie Jenkins, 1st vice president; Don Chorpennig, secretary; Leroy Montoya, treasurer; Mark Hattam, sgt.-at-arms; Bob Dey and Buck Lanier, vice presidents.

Northern California

Larry D. Hatfield, president; Anne Fleming, 1st vice president (Fleming, 328; Del Lane, 201); George Randol, secretary; Pamela Valencia, treasurer; Doug Cuthbertson, executive officer.

Philadelphia

Fredric Tulskey, president (Tulskey, 526; Carol McGarvey Rothman, 341); Eugene B. Jones, Kitty Caparella, Pat Odams, Dan Biddle, Gar Joseph, vice presidents (Jones, 445; Caparella, 427; Odams, 378; Biddle, 374; Joseph, 343; Lila Roisman, 295; Michael Falcone, 208; Jean Malik, 190; Tom McKinney, 183; Jack McGuire, 180; Maureen Burk-Snyder, 173; Gene Koch, 165; Brenda Cruz, 127); Beverley Powell-Swanson, secretary (Powell-Swanson, 425; Linda Dooling, 410); Esther Thoroughgood, treasurer (Thoroughgood, 469; Fran Lewis, 186; Florence Hernandez, 107; Charles Griffiths, 59).

Vancouver-New Westminster

Mel Morris, president; Don Elam, 1st vice president; Jan O'Brien, 2nd vice president; Alice Busby, secretary; Doug Louth, treasurer.

U.S. LABOR DEPT. WOMEN'S BUREAU

Agency urges 'new office' studies

Washington—Much research is needed on how new office technology is affecting clerical workers, the "overwhelming majority" of whom are women, the U.S. Labor Dept.'s Women's Bureau has concluded in a new publication examining office automation and its impact on women.

While "greater efficiency and productivity are two promising outcomes of office automation," these benefits are not "independent of the people" who operate the equipment, notes the Labor Dept. publication, titled "Women and Office Automation: Issues for the Decade Ahead."

"Too often," it says, the jobs of clerical workers are redesigned with the advent of new technology without "input" from the employees affected. While these changes often require an upgrading of skills and the performance of "more cognitively demanding tasks," such as text editing and data handling, in many offices the upgrading of

skills does not bring greater compensation, it points out.

"Many employers," the study added, "believe that on-the-job training on the new equipment is a sufficient substitute or trade-off for any additional pay."

Changes in the physical layout of the office also can be "aggravating or even unhealthy," the study notes, pointing to the "many electronic 'back offices'" that have been created where employees work at computer terminals in high-stress, factory-like jobs.

Monitoring of individual job performance and the setting of performance quotas are more common than previously, it said.

Minority women, it suggests, may be being placed disproportionately in the "back office 'transaction environments'."

Researchers should consider whether design changes in the jobs of clerical employees working with electronic equipment will eliminate "suspected and potential

health problems of VDT users," or whether the redesign of equipment is called for, the study observes.

Single copies of the 48-page report are available without charge from the Women's Bureau, U.S. Department of Labor, 200 Constitution Ave., N.W., Washington, D.C. 20210.

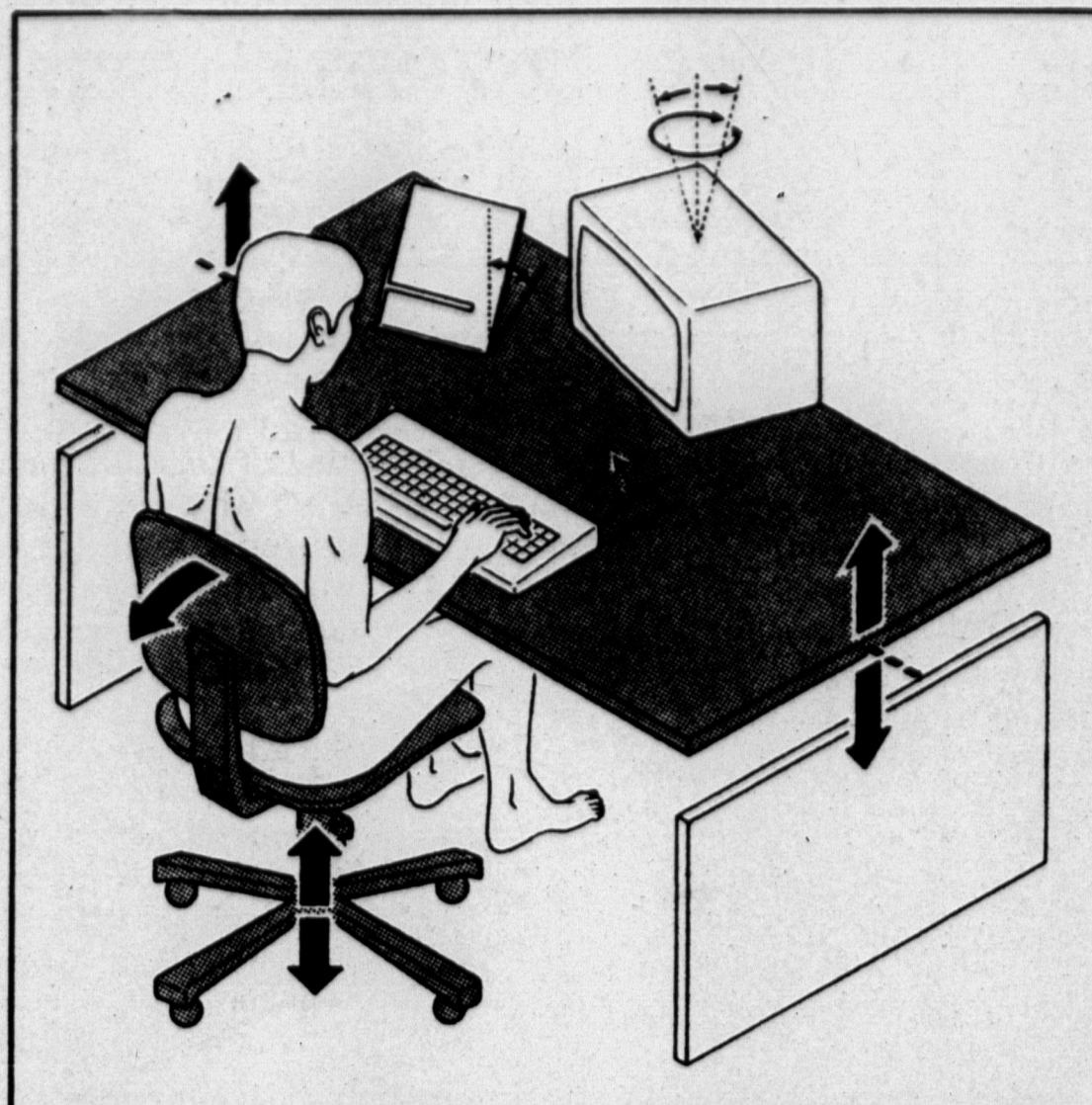
Stringer-case jobs restored

Joliet, Ill.—An arbitrator has ordered the Joliet Herald-News to reinstate two part-time sports reporters to their jobs and to restore to them the work they performed before they were discharged in the summer of 1984.

At the same time, arbitrator Edward P. Archer ordered the Copley-chain daily to cut back on its expanded use of stringers to cover sports events by assigning that work to employees whenever possible.

While part-time sports reporters have no guaranteed hours of work, nor a guaranteed right to cover certain events, the company's increased use of stringers was responsible in part for the reduction in work for part-time sports reporters, Archer said.

Such an increased use of stringers, he said, was in conflict with an agreement that the company would not reduce hours in a discriminatory manner, as well as provisions in the Chicago Guild's contract with the paper defining the Guild's jurisdiction.



Ergonomic VDT-operator apparel?

Titled "the correct VDT workplace," this sketch is causing some readers of a book containing scientific papers presented to an international conference on hazards in modern offices to do a double-take at the operator's costume. The 510-page book, "Ergonomics and Health in Modern Offices," edited by Etienne Grandjean of Zurich, was published last year by Taylor & Francis of London and Philadelphia. The conference was held Nov. 7-9, 1983, in Turin, Italy.

In ordering the reinstatement of the two part-time sports reporters, Archer upheld Guild arguments that the company had no right to abolish the part-time jobs when duties performed in those jobs continue to exist and are being performed by other employees.

The company had argued that it was within its right in discharging the part-timers as part of a reorganization of the sports depart-

ment. Shortly after the part-timers were discharged, two full-time sports reporters were hired.

While "generally speaking a company does have the inherent right to manage its business and to reorganize consistent with its chosen method of operating . . . it cannot do so in a manner which is in conflict with its collective bargaining agreement with the union," Archer held.

New officers' seminar Feb. 14-17

Washington—The 1986 TNG residential seminar for new local officers again will be over the Washington's Birthday weekend, Feb. 14-17, at the George Meany Center for Labor Studies in suburban Washington, as have previous years' sessions.

Running from Friday evening through noon Monday, the seminar is designed principally for new officers of smaller locals which do not have professional staff. TNG again will subsidize, in part, room, board and travel expenses of one participant from each such local.

The seminar also is open to local officers of limited experience and other active local leaders, such as bargaining chairpersons who are not officers. Full details are on their way to locals.

Average reporter top minimum reaches \$563

THE AVERAGE top minimum for reporters and photographers on daily newspapers and wire services under Guild contracts in the United States, Canada and Puerto Rico was \$563.31 a week as of Oct. 1, according to data from TNG's Collective Bargaining Dept.

In 54 of the 127 contracts, or 43 percent, the top minimum exceeded \$600 a week; in 64, or half of them, it was more than \$560 a week.

In 35 of the contracts, or 28 percent, the top minimum was \$650 a week or more, and in 12 it was at least \$700. A top minimum of more than \$800 was included in three contracts.

Average of the Canadian contracts was \$680.99 a week; of the U.S. contracts the average was \$549.89.

Listed here in descending order are the top minimums as of Dec. 1, 1985. Results of settlements and deferred increases effective since are not included.

	Minimum	After
New York Times	\$885.00	2 yrs.
Montreal Gazette	826.00	5 yrs.
New York Daily News	809.61	6 yrs.
New York Post	787.80	5 yrs.
Chicago Sun-Times	785.52	5 yrs.
Vancouver Sun and Province	773.45	5 yrs.
Victoria Times-Colonist	748.69	5 yrs.
Minneapolis Star and Tribune	742.00	5 yrs.
Sf. Paul Dispatch and Pioneer Press	742.00	5 yrs.
Toronto Star	732.11	6 yrs.
Reuters (Canada)	722.00	5 yrs.
Reuters (U.S.)	700.00	6 yrs.
Canadian Press	696.51	5 yrs.
San Francisco Chronicle and Examiner	692.31	6 yrs.
San Jose Mercury-News	692.31	6 yrs.
San Mateo Times and News Leader	692.31	6 yrs.
Santa Rosa Press Democrat	692.31	6 yrs.
Seattle Times	690.85	5 yrs.
St. Louis Post-Dispatch	686.25	5 yrs.
Hamilton Spectator	685.00	4 yrs.
Denver Post	683.00	5 yrs.
Denver Rocky Mountain News	683.00	5 yrs.
Ottawa Citizen	681.00	5 yrs.
Seattle Post-Intelligencer	678.34	5 yrs.
Windsor Star	674.77	5 yrs.
Philadelphia Inquirer and Daily News	671.94	5 yrs.
Tacoma News Tribune	664.60	5 yrs.
Washington Post	664.35	4 yrs.
Toronto Globe and Mail	658.96	5 yrs.
Pittsburgh Post-Gazette	655.00	4 yrs.
Fresno Bee	654.77	6 yrs.
Honolulu Advertiser	650.50	5 yrs.
Honolulu Star-Bulletin	650.50	5 yrs.
Baltimore Sun and Evening Sun	650.00	5 yrs.
San Diego Union and Tribune	650.00	6 yrs.
Sacramento Bee	649.00	6 yrs.
Cleveland Plain Dealer	647.02	4 yrs.
Modesto Bee	647.00	6 yrs.
Akron Beacon Journal	645.00	4 yrs.
Associated Press	643.50	5 yrs.
Oakland Tribune	636.42	6 yrs.
Monterey Peninsula Herald	636.00	6 yrs.
Sacramento Union	632.97	6 yrs.
Toledo Blade	632.19	4 yrs.
Providence Journal and Bulletin	631.28	4 yrs.
Long Beach Press-Telegram	630.36	5 yrs.

	Minimum	After
Stockton Record	627.00	6 yrs.
Buffalo Evening News	626.71	5 yrs.
Cincinnati and Kentucky Post	625.00	5 yrs.
Detroit Free Press	624.64	4 yrs.
Detroit News	621.14	4 yrs.
Eugene Register-Guard	609.80	5 yrs.
Columbus Citizen-Journal	607.00	5 yrs.
Brantford Expositor	600.20	4 yrs.
St. Louis Globe-Democrat	591.81	5 yrs.
Royal Oak Tribune	587.44	5 yrs.
Waukegan News-Sun	586.65	5 yrs.
Delaware County Times	583.40	5 yrs.
Memphis Commercial Appeal	573.50	5 yrs.
Gary Post-Tribune	572.63	5 yrs.
Bakersfield Californian	571.59	5 yrs.
Kenosha News	563.00	5 1/2 yrs.
Manchester Union Leader	562.75	3 yrs.
Hawaii Tribune-Herald (Hilo)	560.41	5 yrs.
Portland Press Herald and Express	559.00	4 yrs.
United Press Int'l	557.60	5 yrs.
Joliet Herald-News	557.00	4 yrs.
Indianapolis Star and News	553.95	6 yrs.
Macomb Daily (Mt. Clemens)	547.02	5 yrs.
Erie News and Times	547.00	5 yrs.
Pottstown Mercury	546.99	5 yrs.
Sudbury Star	545.88	6 yrs.
Maui News	541.20	5 yrs.
Lynn Item	540.00	4 yrs.
Fall River Herald-News	539.96	4 yrs.
Harrisburg Patriot and News	539.50	4 yrs.
Lansing State Journal	534.60	5 yrs.
Allentown Call	527.04	4 yrs.
Youngstown Vindicator	526.00	5 yrs.
Pawtucket Times	520.15	4 yrs.
Scranton Times	519.46	3 yrs.
Scranton Tribune	518.10	3 yrs.
Jersey Journal (Jersey City)	511.03	4 yrs.
Sheboygan Press	509.01	4 yrs.
Oshawa Times	508.28	4 1/2 yrs.
Great Falls Tribune	508.00	5 yrs.
Woodbridge News Tribune	501.00	4 yrs.
Salem News	500.72	4 yrs.
Brockton Enterprise	498.84	4 yrs.
Peoria Journal Star	494.00	5 yrs.
Malden News, Medford Mercury and Melrose News	489.25	3 yrs.
Duluth News-Tribune and Herald	483.00	5 yrs.
Albany Times-Union and Knickerbocker News	482.70	4 yrs.
Rockford Register Star	477.06	5 yrs.
Lowell Sun	476.00	4 yrs.

	Minimum	After
New Brunswick Home News	475.75	4 yrs.
Waterbury Republican and American	469.69	5 yrs.
Pueblo Chieftain	464.00	5 yrs.
San Antonio Light	461.97	5 yrs.
Norristown Herald	461.00	5 yrs.
Knoxville News-Sentinel	459.00	4 yrs.
Kingston Daily Freeman	454.65	4 yrs.
Canton Repository	446.86	5 yrs.
Bellevue Journal-American	445.20	5 yrs.
Bristol Press	438.00	5 yrs.
York Dispatch	436.00	4 yrs.
Yakima Herald-Republic	435.75	4 yrs.
York Daily Record	434.66	5 yrs.
Woonsocket Call	433.41	5 yrs.
Tonawanda News	427.79	4 yrs.
Sioux City Journal	427.25	4 yrs.
Lexington Herald-Leader	405.00	4 yrs.
San Juan Star	404.55	5 yrs.
Milwaukee Journal and Sentinel	400.00	6 1/2 yrs.
Hazleton Standard-Speaker	396.71	5 yrs.
Massillon Independent	390.01	4 yrs.
El Vocero (San Juan)	390.00	5 yrs.
Rochester Democrat and Chronicle	380.00	4 yrs.
Times-Union	379.88	5 yrs.
Terre Haute Tribune-Star	379.88	5 yrs.
Monessen Valley Independent	376.00	5 yrs.
Battle Creek Enquirer and News	346.00	5 yrs.
Utica Press and Observer-Dispatch	335.00	5 yrs.
El Mundo (San Juan)	322.00	5 yrs.
Waltham News-Tribune	322.00	3 yrs.
Norfolk Virginia-Pilot	320.00	4 1/2 yrs.
Morgantown Dominion-Post	284.83	4 yrs.
Chattanooga Times	280.00	4 yrs.

¹Applies in AP bureaus in 18 cities, including Baltimore, Philadelphia, Minneapolis and Honolulu. Top minimum in three other cities and at AP radio is \$10 higher; in four others is \$5 higher; in 28 cities is \$5 lower; in 74 others is \$10 lower.

²Plus 2 percent after 10 years and at 5 year intervals, to maximum \$20 a week.

³Plus \$2 after 9 years; plus an additional \$3 after 14 years.

⁴Photographer top is \$528.87 a week.

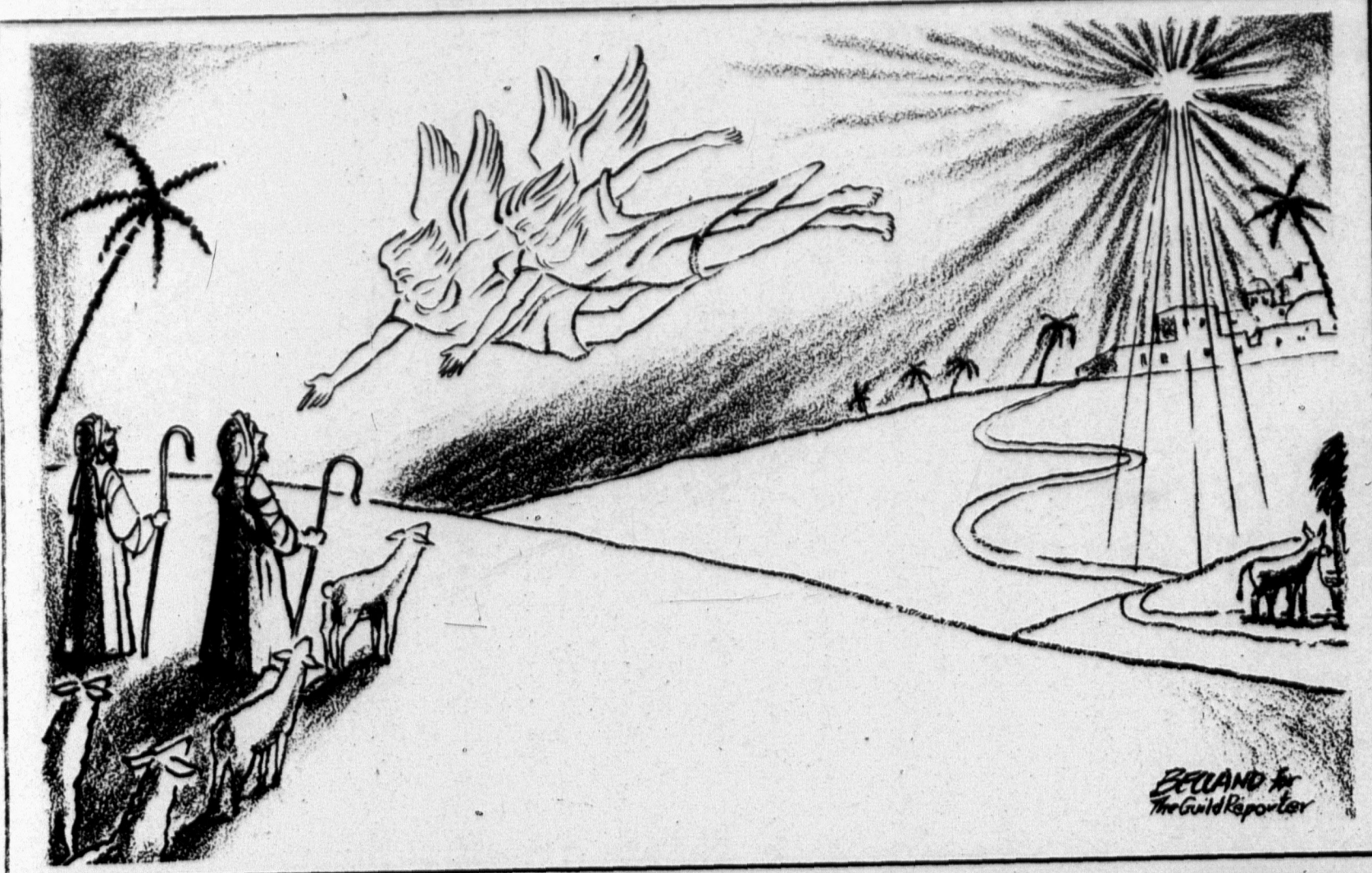
⁵\$500.00 for senior journalists.

⁶After 3 years for fully qualified practitioner.

⁷\$387.50 if hired prior to 1979.

⁸Photographers paid \$3.00 less per week than reporters.

'The word went first to workers ...'



DATELINE: OTTAWA

The 'passing' of Levesque promises dull normalcy

By Hugh Windsor, Southern Ontario Guild



A PITIFUL STORY moved on the wires out of Paris the day after Quebec Liberals swept the Parti Quebecois out of power after nine years.

It told of the former premier of Quebec and gadfly in the Canadian ointment for the past two decades, Rene Levesque, listening to the crushing results of the Quebec election in a small private room in the basement of the Quebec delegation in Paris. The end of a career came not with a bang, but a whimper.

How could Rene Levesque do this to us?

By leading his party to shambles, quitting its leadership when the going got rough (although he didn't have much choice) and then skipping the country before the vote, Rene Levesque has created a serious problem for journalists in both halves of North America.

By bowing out like this, Mr. Levesque has removed one of our best sources of copy in decades. He livened up dull conferences, he dared to challenge the once mighty Pierre Trudeau, and he always shot with a quip in both official languages.

AFTER THE TAPES were edited and deadlines met, the premier became one of the best-stud players in the press gallery.

For those American journalists assigned to cover Canada, Rene Levesque and the possibility, no matter how slim, that he might lead Quebec out of the Canadian confederation, were the only twists in an otherwise boring assignment.

Moreover, the presence of a vibrant Quebec nationalism, was one of the few things which distinguished Canada from Middle America and therefore qualified it as a foreign posting.

Aside from the sheer color he added, Levesque and the Parti Quebecois also challenged the usual journalistic doctrines of impartiality and nonpartisanship.

The referendum he conducted forced Quebecers into heart-rendering choices between their souls and their pocketbooks. The notion of a sovereign, independent French-speaking state appealed to pride and daring. The alternative, which eventually prevailed, did not triumph as an endorsement of pluralism or as a demonstration of two cultures and two peoples sharing a common geography. Rather, it was fear of the economic conse-

quences of the Separatiste option that carried the day.

That emotional trauma also forced a tribal division in the Canadian press. Journalists not only had to deal with the facts and what was said and what this meant, but these were all sieved through a loyalties screen.

FOR THE Francophones there was a psychological bias toward the Parti Quebecois. For Anglophones, no matter how much they may have admired Levesque personally, his option was a denial of their notion of the country.

But now he is gone, separatism is quiescent, and Levesque's successor, Liberal Premier Robert Bourassa is just another politician. Things are back in Canada to dull normal, and we as journalists are the losers.

Reagan veto brings boost in postage for nonprofits

Washington — U.S. Postal Service rates for nonprofit publications of organizations such as unions, churches, schools and agricultural groups will increase by as much as 40 percent Jan. 1 under an action by the postal service's board of governors.

The governors took the action early in December when it became apparent an effort would not be made to override President Reagan's veto in mid-November of an appropriations bill that would

have held the increases to about half as much through October.

The increases will be effective for the so-called "preferred," subsidized rates for nonprofit groups utilizing second-, third- and fourth-class postal rates. In the last dozen years, these have been increased by a greater amount than any other postal rates.

The Guild Reporter is distributed under the postal service's second-class, nonprofit rate structure. Its basic level will go up by about 30 percent Jan. 1. Many Guild locals distribute membership publications under third-class rates, which will go up by 30 to 40 percent on Jan. 1.

Next Reporter due out Jan. 10

This is the only issue of the Guild Reporter that will be published in the month of December.

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

As Broun put it

BETHLEHEM (Dec. 25)

Following is one of the Christmas columns of Heywood Broun, the Guild's founding president. It is taken from the book, "Sitting on the World," a collection of pieces by Broun published in 1924.

WHEN WE FIRST came into the office it looked like a dreary Christmas afternoon. To us there is something mournful in the sight of a scantily staffed city room. Just two men were at work typing away at stories of small moment. The telegraph instruments appeared to be meditating. One continued to chatter along, but there was nobody to set down what it said.

Its shrill, staccato insistence seemed momentous. But telegraph instruments are always like that. Their tone is just as excited whether the message tells of mighty tremors in the earth or baby parades at Asbury Park. Probably a job in a newspaper office is rather unhealthy for a telegraph instrument. The contrivance is too emotional and excitable to live calmly under the strain. Even an old instrument seldom learns enough about news values to pick and choose suitable moments in which to grow panicky. As soon as a story begins to move along a wire the little key screams and dances. It is devoid of reticence. Every distant whisper which comes to it must be rattled out at top voice and at once. Words are its very blood stream and for all the telegraph instrument knows one word is just as good and just as important as another.

And so the one restless key in the telegraph room shrieked, and whined, and implored listeners. We tried to help by coming close and paying strict attention, but we could not get even the gist of the message. It seemed to us as if the key were trying to say, with clicking tumult, that some great one, a King perhaps, was dead or dying. Or, maybe, it was a war and each dash and dot stood for some contending soldier moving forward under heavy fire. And again, it might be that a volcano had stirred and spit. Or great waves had swept a coast. And we thought of sinking steamers and trains up-ended.

Certainly it was an affair of great moment. Even though we discounted the passion and vehemence of the machine there was something almost awe-inspiring in its sincerity and insistence. After a time it seemed to us as if this was in fact no long running narrative, but one announcement repeated over and over again. And suddenly we wondered why we had assumed from the beginning that only catastrophes were important and epoch-making. By now we realized that though the tongue was alien we did recognize the color of its clamor. These dots and dashes were seeking to convey something of triumph. That was not to be doubted.

AND IN A FLASH we knew what the machine said. It was nothing more than, "A child is born." And of course nobody paid any attention to that. It is an old story.

We were struck that in this holiday season some 3,500 miles south of Bethlehem the Pretoria government is trying to keep the world from paying attention to the "old story" that continues to unfold there by cutting off reporters' access to it.

The Guild Reporter



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

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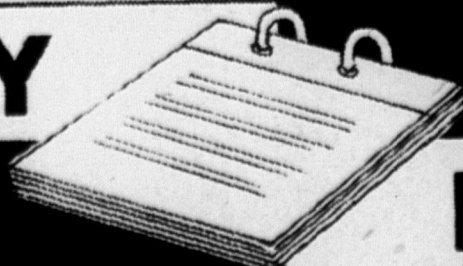
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DAY



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, Feb. 1-2, Hotel Continental, Chicago.
Western District Council, winter meeting, Feb. 1-2, Ala Moana Hotel, Honolulu.
Great Lakes District Council, winter meeting, tentatively Feb. 8-9, Buffalo.
Middle-Atlantic District Council, winter meeting, Feb. 8-9, Philadelphia Centre Hotel, Philadelphia.
New England District Council, winter meeting, tentatively Feb. 8-9, Manchester, N.H.

Southern District Council, winter meeting, tentatively early February, Memphis.
TNG residential seminar for new local officers, Feb. 14-17, George Meany Center for Labor Studies, Silver Spring, Md. (suburban Washington).
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.

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