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IEB: 'Yes' vote would strengthen union

Washington — Members and leaders throughout the Guild should support ratification of the three-part proposal in the March 20-25 union-wide referendum in order to complete the financial renovation begun nearly two years ago, the Int'l Executive Board said Jan. 23, the last day of its winter meeting.

The three parts comprise the final step in a larger program approved by the Guild's 1985 Convention to improve the union's financial stability, servicing capability and bargaining strength at

THREE COUNCILS URGE APPROVAL

both the local and international levels, the board said in a special statement titled "Time to Act." [Full text, Page 4.]

Three district councils of Guild locals which met early in February also called on members of locals in the councils—Western, Great Lakes and New England—to support the referendum proposal. Two other councils—Midwest and Middle-Atlantic—took no action.

The leadership of at least two locals—Northern California and Providence—also has called for members to vote in favor of the referendum question.

In its statement, the IEB said the ballot recommendation should be supported because it is fair and needed; it will make the union stronger and make the dues from local to local more equitable by making them more uniform while

simplifying the formula under which they are set.

The referendum question would, effective July 1:

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

This would not affect members in two-thirds of the Guild's locals which already have dues rates of

6 percent or higher, the IEB pointed out. In the third of the locals with dues at the current constitutional minimum, most of the increase would be kept by the local, the IEB added.

✓ Increase the basic strike-lockout benefit from TNG's Defense Fund by \$25, to \$125 a week, then by another \$10 on July 1, 1987 and again on July 1, 1988, and then by \$5, to \$150 a week, on July 1, 1989.

✓ Simplify and somewhat increase the factor by which locals'

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BERT HODGE/Philadelphia Guild

Ready to celebrate 'recertification'

Leaders of the Philadelphia Guild unit at the Delaware County Times post an invitation to a 'Victory Party! Party!' in the lunch room at the paper following the Guild's 55-to-21 victory in a federally supervised decertification election Feb. 5. The

vote affirmed the Guild as representative of the daily's 80 editorial, commercial and mailroom employees. Above, from left: Joe Hart, unit secretary-treasurer; Andi Getek, unit chairperson; and Martha McHale, vice chairperson.

Reduced dues due after seven months

Washington—TNG will return to reduced dues effective March 1, Secretary-Treasurer Charles Dale has informed all locals.

That means the higher dues period which began last August is being terminated after seven months, Dale wrote Jan. 29.

For Guild members whose locals started collecting dues at the higher rate in August, as most locals did, the return to reduced dues means a reduction of about 3.2 percent in their monthly payment to the union beginning with dues for March.

For members in locals which started collecting higher dues later than August, Dale's announcement means their dues will be reduced after seven months' payments have been made at the higher rate.

Dale said he was able to announce the termination of higher dues because of the level of liquid assets in TNG's Defense Fund at the end of December, an increase in fund income in the first part of

January, indications of more of the same in February and commitments of regular catch-up payments by delinquent locals.

All of those factors, he said, "give us reason to expect" that the twin goals for which TNG's 1985 Convention levied higher dues will be realized through the seven months of higher dues paid or due from members by the end of February.

At the same time, he pointed out that a major factor in extension of higher dues through January and February had been the failure in August-November of "a sizable number" of locals to collect and/or pay to TNG the extra amounts due during the higher dues period. Another major factor was payment of \$467,760 in benefits to Philadelphia Guild members during their 45-day strike at the Inquirer and Daily News.

TNG's Int'l Executive Board also took note of the late-payment situation during its meeting Jan. 21-23. That "experience," it said, "points up the need for remedial legislation or new approaches to the problems of dues collections and on-time remittances from its locals."

Possible solutions mentioned during the IEB's discussion of late payments by locals to TNG included the possibility of late-pay penalties or the loss of convention representation.

"You can be assured that President Perlík and I, along with other

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Murdoch rapped on strikebreaker 'exports'

Leaders of three Guild locals "in the strongest possible terms" have called on Rupert Murdoch to abandon the use of employees from his papers in the United States to work at his four London papers where 5,000 members of two printing craft unions have been on strike since Jan. 24.

In a statement issued Feb. 3, Guild leaders in New York, Boston and Chicago expressed outrage at Murdoch's efforts to recruit U.S. news employees for the "international strikebreaking operation" and called on Murdoch to resolve the dispute with his British employees.

Boston Guild Administrative Secretary Gerald Maraghy, Chicago Guild Executive Director Gerald J. Minkinen and New York Guild President Barry Lipton issued the appeal after learning that

personnel from Murdoch papers where those locals represent employees had been dispatched to London in the wake of the strike.

While the half dozen employees from Murdoch's Chicago Sun-Times, New York Post and Boston Herald sent on the overseas assignment were exempt from the locals' contracts, at least one Guild-covered employee was known to have been approached in advance of the strike and offered \$150 a day in addition to salary to work temporarily in London.

Murdoch's attempts to enlist staffers from his U.S. operations to break the strike by British workers "is not only morally reprehensible but a degradation of the journalist's function," the three Guild officials said. Moreover, they pointed out, it is likely to foster "bitter feeling by British trade un-

ionists toward the United States.

One British reporter estimated that Murdoch had transferred as many as 25 employees from U.S. operations to aid in the publication of his four British papers from a new \$140 million plant in East London.

Murdoch transferred production of the Times of London, the Sun-

day Times, News of the World and The Sun to the new plant from their Fleet Street facilities in the heart of London's newspaper district within days after production employees represented by the Society of Graphical and Allied Trades (SOGAT) and the National Graphical Assn. (NGA) called the strike.

(Continued on Page 2)

Lansing leader is service winner

Washington — Yolanda Alvarado, president of the Lansing Guild, has been named the winner of TNG's Guild Service Award for 1986.

Alvarado has exhibited "great enthusiasm, industry and accomplishment" in assuming positions of ever greater responsibility in her local, the judging panel said in announcing the award Jan. 23, the final day of the winter meeting of TNG's Int'l Executive Board.

She was chosen from eight candidates nominated for the award by their locals. Citing the "high

caliber" of each of the nominees, the judges also gave a "special commendation" to Pat Smith of Terre Haute.

Smith, the president of the Terre Haute Guild the past five years, assumed leadership of the local in the midst of a long strike and has reconstructed a "unified local" in its aftermath, the judges noted.

Judging the competition were TNG Vice Presidents Doug M. Louth of Vancouver-New Westminster and Gene Turner of Northern California, plus Phillip M. Kadis, TNG education director.

The award, made annually for outstanding service to the Guild at the local level, carries a scholarship of up to \$1,500 for a union education course.

Through a "vigorous program of contract enforcement and membership education," Alvarado has "revitalized a flagging small local," the judges said, citing the nomination submitted on her behalf by the Lansing Guild's executive committee.

President of the local since June, (Continued on Page 2)

**Examine drug, AIDS concerns,
IEB directs TNG staff 3**

3 Guild leaders rap Murdoch over 'export' of strikebreakers

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While accommodation to the new plant's state-of-the-art, computer-based production technology is reported to be a key issue in the strike, so too is a Murdoch demand for U.S.-style guarantees against grievance strikes during the contract's terms.

Meanwhile, the new East London plant has taken on the aura of a fortress as guards patrol its extensive grounds behind coiled, barbed wire and steel gates with flood lights providing 24-hour illumination of the property and its perimeter.

Pickets are severely limited under new labor laws instituted by the government of Margaret Thatcher. Those laws are said to have eased the way for Murdoch to win injunctions and court orders

against the unions, including court-ordered seizure of SOGAT's estimated \$24 million in assets.

That ruling came in response to a motion from Murdoch's attorneys and a finding by the court that the union was in "flagrant contempt" in refusing to comply with an earlier ruling that it withdraw an order to covered warehouse employees not to handle Murdoch papers. Murdoch's new newspaper plant and the distribution facility are separate entities, the court had held, finding that the warehouse employees and the union were engaging in an illegal secondary strike.

Some 700 news employees of the papers, represented by the National Union of Journalists, were given the option of an annual salary increase of \$2,800 and con-

tinuing to work, in the new plant, or discharge. All but 26 are reported to have continued to work.

Also faced with the threat of court imposed fines, drivers have continued to deliver Murdoch's papers, refusing to comply with an order from their union.

Electricians, although without a contract, reportedly have continued to work, taking over the papers' press room operations and aiding in recruiting new employees.

The electricians union reportedly faces expulsion from the British Trade Union Congress because of its role in the strike.



GUARD PATROLS BEHIND BARBED WIRE AT 'FORT MURDOCH'

Reduced dues resume in March after 7 months, locals advised

(Continued from Page 1)

members of the board, will be focusing on that problem come the 1986 Convention," Dale wrote to the locals.

TNG's 1985 Convention ordered the higher dues period in order to increase by \$1 million, to \$6 million, the asset level of TNG's Defense Fund at which higher dues to build the fund are cut off, plus one additional month of the levy to eliminate a short-fall of approximately \$400,000 in the severance-pay fund for TNG employees.

At the time of the convention, in July, it was estimated that five months' higher dues would be sufficient to accomplish both goals, with the levy ending with dues due in December.

Total Defense Fund income during the fiscal quarter ended Dec. 31—mainly from higher dues—was \$1,373,115, while expenses were \$224,577, for an operating gain of \$1,148,538, the IEB Finance Committee reported during

the board's winter meeting.

TNG's audit for the quarter showed that the fund's liquid assets on Dec. 31 stood at \$5,589,641.

Largest expense to the Defense Fund in the October-December period was \$96,270 in benefits to Philadelphia members (Philadelphia payments in the July-September period were \$371,490), with the second largest expenditure going for benefits in Wilkes-Barre, Pa.

Higher-dues income to the Defense Fund during the three months was \$1,162,471—a monthly average of \$387,490—"well below the amounts higher dues had been expected to generate, but considerably higher than the one-month total collected in the prior quarter: \$176,758," the IEB noted.

As it was meeting, the IEB also reported, 12 locals still had remitted no higher-dues payments to TNG (see listing in story at left). Absence of those remittances "was

a major factor" in the need to continue higher dues in February, with a severe impact felt from nonpayments by such large locals as Puerto Rico and the [U.S.] Wire Service Guild.

Another major factor in income fall-off, the board said, was "late and low remittances," pointing particularly to "incomplete remittances from one of the Guild's largest locals, Southern Ontario," where "less than one-tenth of the substantial amounts anticipated" had been remitted by the end of December.

TNG's largest local, New York, began higher-dues collections a month late, in September, because of complexities in its collection processes, but has remitted "regularly and consistently since then," the IEB also reported.

Higher dues add amounts ranging from \$2 a month—for members making less than \$55 a week—to \$30.35 a month—for those making \$995 and up a week.

IEB upholds convention procedures

Washington—Current procedures for conducting TNG's annual conventions "allow for maximum delegate participation," members of the Int'l Executive Board's Constitution Committee said in a report recommending no change in those procedures. The report was adopted by the full IEB during its winter meeting.

At both its fall and winter meetings the committee had considered a request from the Victoria Guild that convention procedures be streamlined to expedite the conduct of business. The local's request was endorsed by the Canadian District Council of Guild locals in October.

Among steps the Victoria Guild suggested for expediting convention business were limitations on speeches by officers and guests, a shortened nominating process and

changes in and/or elimination of nonwork activities.

The committee made no recommendation on a request from the Canadian council that the IEB review the rules for conducting Guild-wide elections set forth in five pages of TNG's Constitution and in Int'l Election & Referendum Committee rules. The committee cited a "lack of specifics" in the council's request.

The committee also considered the time involved in returning ballots and election materials to the IERC as well as the Guild Reporter's treatment of tables of official election results carrying local-by-local vote counts.

The IEB, acting on the committee's recommendation, instructed the Guild Reporter editor to footnote election-result tables to include "any and all deviations" in

returns caused by postal delays. The Guild Reporter should report informal returns in those instances, the IEB said.

The committee also noted that requirements that election returns and materials be sent to the IERC by surface or air mail can be interpreted to permit the use of courier services to speed their delivery.

The IEB's Appeals Committee, meanwhile, asked for additional information about an appeal from six members of the Erie Guild growing out of a recent election for local secretary-treasurer and dismissed as untimely an appeal by a Philadelphia Guild member over an election in that local in November.

The committee conducted a hearing on an appeal by a New York Guild member from a finding by that local's trial board, but deferred action pending receipt of additional information.

Murdoch recruits awaited Guild strike at Sun-Times

Chicago—Rupert Murdoch recruited 17 veteran news employees from other papers, including three of his own, and put them up in Chicago the weekend before an Oct. 22 strike deadline set by the Chicago Guild's Sun-Times unit last fall, the Columbia Journalism Review reports in its January-February edition.

The strike force, described as mostly middle-level editors, came from Murdoch's New York Post, Boston Herald and San Antonio Express, as well as non-Murdoch papers in Atlanta, Oklahoma City, Jacksonville, Fla., and Wheeling, W. Va.

Murdoch provided them each with an \$80-a-night hotel room two blocks from the Sun-Times and \$150 or more a day, according to the Review.

It was anticipated that the recruits along with 40 exempt newsroom employees of the Sun-Times, plus secretaries, could form the key staff needed to fill the paper in the absence of the Guild-covered editorial department staff.

The Review cited an internal Sun-Times memo entitled "Profiles of Those Assisting Us During Strike," as its source.

IEB reports delinquencies in high dues payments

Washington—During its winter meeting, TNG's Int'l Executive Board listed the following 28 locals as delinquent in higher-dues remittances due at TNG for one or more of the four months of August, September, October and November. The list reflects receipts by TNG as of Jan. 17:

Guild local	Months in arrears
Bakersfield	4
Battle Creek	4
Boston	1
Columbus	2
Denver	1
Eugene	2
Gary	4
Indianapolis	4
Kenosha	2
Kingston	4
Lehigh Valley (Allentown)	3
Lexington	4
Madison	4
Memphis	1
New York	1
Northern Ontario (Sudbury)	1
Pawtucket	4
Peoria	4
Philadelphia	2
Puerto Rico	4

Guild local	Months in arrears
Rochester	2
Southern Ontario	2
Twin Cities	1
Utica	1
Windsor	4
Wire Service (U.S.)	4
York	1
Youngstown	1

New York began collecting higher dues in September and anticipates finishing in March.

Philadelphia members at the Inquirer and Daily News were on strike during August and September.

Southern Ontario has remitted only partial payment for the two months paid.

TNG Secretary-Treasurer Charles Dale reported that from Jan. 17 through Feb. 11, payments had been received from the following 17 of the 28 locals in full or partial satisfaction of their arrearages:

Bakersfield, Boston, Columbus, Denver, Eugene, Memphis, New York, Peoria, Philadelphia.

Also, Puerto Rico, Rochester, Southern Ontario, Twin Cities, Windsor, Wire Service, York and Youngstown.

2 appointed delegates to CLC's convention

Washington—TNG Vice President Doug Louth of Vancouver-New Westminster and TNG Canadian Director William H. McLeman have been named TNG delegates to the Canadian Labour Congress 1986 Convention. The appointments were voted by the Int'l Executive Board.

The policy-setting assembly is scheduled to open April 28 in Toronto.

Lansing leader wins award for service

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Alvarado also has served five terms as the local's secretary and one term as vice president.

She nurtured support for rejection of a merit pay plan under the local's contract with Gannett's Lansing State Journal, the judges noted. That plan, subject to termination in the contract's final two

years, "was seen as unfair, divisive and anti-Guild," the local executive committee said.

Alvarado has appointed a membership chair, established a newsletter plan, formed a human relations committee and has been vigilant in efforts to protect the work of Guild-covered employees from erosion by stringers, the judges

said in announcing the 1986 award.

They also credited her with "broadening the local's contacts with outside groups and institutions" through her membership in the Hispanic Journalists Assn. and her service on the Michigan Civil Service Comparable Worth Task Force and the Michigan Women's Commission.

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IEB directs staff to examine drug, AIDS concerns

Washington—Testing for drug use in the news industry and workplace searches for illegal substances have become issues of growing concern, TNG's Int'l Executive Board noted Jan. 22 as it called on TNG staff to examine these problems as well as concern about the spread of acquired immune deficiency syndrome (AIDS).

The IEB called for the first study in the wake of published reports of Capital Cities/ABC Inc.'s plan to send trained dogs into its Kansas City Times and Star plant to search for drugs.

That plan, part of what chain officials described as a new program to enforce a longstanding policy against the sale or use of illegal substances on company properties, was withdrawn in the face of a barrage of protest from newsroom employees in Kansas City.

One Kansas City reporter who called the planned canine search an "embarrassment," questioned the wisdom of the scheme, the Washington Post reported Jan. 11.

"What kind of fool would have drugs in his desk anyway? And what kind of fool would have drugs in his desk after being told they're bringing in dogs?" the reporter asked.

The idea for a canine search in Kansas City was developed in response to three drug-related incidents in as many years, John B. Sias, president of the ABC network and former president of Capital Cities' publishing division told the Post. While screening for drugs through urine tests also had been discussed, Sias said company officials believed the use of search dogs would be less intrusive.

In Denver, meanwhile, management of Scripps-Howard's Rocky Mountain News hired a moonlighting local police officer to conduct an undercover investigation into drug use in that newspaper's plant.

That arrangement came to light late last summer when reporters for the paper began looking into the activities of a private consulting firm operated by a Denver police sergeant who had contracted with local businesses to conduct covert drug searches among their employees. During that investigation, News reporters discovered that the paper was among the firm's clients.

Five investigators for the firm had been placed on the News' payroll and assigned to work undercover in the mailroom and maintenance departments of the paper. One employee, confronted with evidence of drinking on the job, left the paper's employment before the operation became public.

General Fund in black at end of 3 quarters

Washington—Three quarters through TNG's fiscal year, income to the union's General Fund was \$26,139 ahead of expenditures although expenses exceeded income in each of the two most recent quarters, the Int'l Executive Board's Finance Committee reported during the board's winter meeting Jan. 21-23.

A General Fund short-fall of \$7,409 in the fiscal year's third quarter, ended Dec. 31, followed a \$29,675 second-quarter deficit. In the first quarter income to the fund, from which the union's operating expenses are paid, had exceeded expenses by \$63,223.

Expenditures from the fund in the third quarter totalled \$843,475, while income for the three-month period was \$836,066. For the nine-month period expenses totalled \$2,553,895 while income was \$2,580,034.

On the Finance Committee's recommendation, the board approved projections of fourth-quarter General Fund expenditures totalling \$875,553, up \$32,348 from

expenses in the third quarter.

Monthly per-capita payments to TNG by locals, the General Fund's primary source of income, averaged 27,573 in the third quarter down from an average of 28,889 in the second quarter of the year. Income projections for the year were based on an average of 27,100 monthly per capitas, the committee noted.

Also on the recommendation of the Finance Committee, the board approved a contribution of \$2,000 to the Committee to Protect Journalists and authorized a \$2,500 contribution to Writers Watch on the condition that the latter receives "matching funds" from other participating organizations.

On the recommendation of both its Finance and Human Rights Committees the board also approved contributions of \$200 to the National Assn. for the Advancement of Colored People and \$150 to the Coalition of Black Trade Unionists.

A motion to contribute \$5,000 to the strike fund of the three printing trades unions striking the Chicago Tribune was voted down after TNG President Charles A. Perlik, Jr., explained that in the past the board has limited contributions from TNG's Defense Fund to other unions' strikes that could have a "massive impact" not only on newspaper industry unions but on "thousands and sometimes hundreds of thousands of people."

In addition, Perlik, said that contributions traditionally have been made in response to requests from those involved and that he saw no more compelling reason to deviate from that practice in the Tribune strike than had existed in numerous other printing industry strikes over the years where no Guild local was involved.

The following week delegates to the Midwest District Council of Guild locals adopted a resolution recommending that the IEB approve a \$5,000 contribution to the Tribune strikers. The council also asked the IEB to advise locals of all its "policies" that are not included in TNG's constitution.

Management of the Nashville Banner, meanwhile, recently announced the discharge of two news staffers for using "controlled substances" while on assignment. The employees, a sports reporter and the chief photographer, who often covered sporting assignments, reportedly declined the company's

offer to remain in their jobs and submit to counselling. Employers generally have stepped up the use of urine testing to screen for drugs in the employment process as medical laboratories have begun more aggressive marketing of the tests. Accuracy of test results, however, is a major source of concern.

One survey showed that at least 25 percent of "Fortune 500" companies screen for drugs during pre-employment physical examinations, up from 10 percent of the companies in 1981, the Washington Post reported. The Post, itself, does not screen applicants or employees for drug use, the paper reported in an article examining employers' use of drug testing.

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(During the lunch break the first day of the Midwest council's meeting, TNG Vice President Robert C. Holt, Jr., and Robert A. Steinke, both of St. Louis, plus TNG Secretary-Treasurer Charles Dale took a turn on the picket line at the Tribune, a short walk from the hotel where the council was meeting.)

The IEB also voted its approval of a \$20,000 "emergency loan" from the Defense Fund to the Wire Service Guild. The funds had been transferred to the Wire Service local late in 1985 when it faced a severe cash-flow problem as a result of its efforts to protect the jobs of Guild-covered employees at United Press Int'l as the news service goes through reorganization proceedings in federal bankruptcy court.

The board also approved a \$35 merit increase for TNG Office Manager Pamela Lehr, taking her weekly salary to \$635.

Past-due per caps reported by IEB

Washington—In keeping with a directive by TNG's 1983 Convention, the Int'l Executive Board reported the following locals delinquent in payment of monthly per capita to TNG as of Dec. 31:

Local	Months	Amount
Bakersfield	1	\$ 1,574
Battle Creek	11	1,350
Canadian Wire Service	1	9,671
Columbus	1	1,331
Denver	1	6,585
Eugene	2	1,585
Indianapolis	2	803
Kenosha	1	496
Kingston	3	1,744
Lehigh Valley	3	1,395
Northern California	1	23,841
Northern Ontario	1	496
Peoria	4	5,327
Pueblo	3	2,631
Rochester	1	528
San Antonio	2	1,500
Utica	1	190
Windsor	1	1,226
Wire Service	5	66,696
Youngstown	2	2,959

The delinquencies totalled \$131,928.

Full or partial payments were received after Dec. 31 from Canadian Wire Service, Indianapolis, Pueblo and San Antonio, TNG Secretary-Treasurer Charles Dale reported during the IEB's Jan. 21-23 meeting.

Cohen named partner

Washington—The law firm that provides TNG's legal counsel, Barr and Peer, has announced that David J. Cohen has become a partner.

Since going to work for the firm in 1979, Cohen has assisted several Guild locals, including the Cincinnati Guild, in National Labor Relations Board cases.

Stamp enshrines author of 'radical views'

Springfield, Va. — When the U.S. Postal Service in mid-January issued a new 25-cent stamp bearing the likeness of Jack London, the writer, the Samuel Gompers Stamp Club released a first-day cover bearing the first line of the description of a strikebreaker long attributed to London. (The cover, somewhat enhanced, is reproduced at right.)

At the same time, the Gompers club pointed out that while London did in fact have "much to say about scabs," particularly in his book "The War of the Classes"—extending the term even to nations which undercut others in the world marketplace—there is no evidence that he actually wrote the five paragraph description so often attributed to him in labor lore.

"But he could have" written it, the Gompers group notes on the card it encloses in the first-day cover. It appears first to have been attributed to him in 1936—20 years after his death—in the "Black Gang News," published by a union of West Coast Marine Firemen.

The SAMUEL GOMPERS Stamp Club

OFFICIAL FIRST DAY OF ISSUE



FIRST DAY OF ISSUE

After God had created the rattlesnake, the toad, the vampire, He had some awful substance left and He made a SCAB...

GOMPERS STAMP CLUB'S FIRST-DAY COVER FOR JACK LONDON

In announcing the issuance of the stamp, the Postal Service noted London's fame for such novels as "The Call of the Wild" and "White Fang," mentioning in passing that he also was known to have held social and economic views that are considered radical.

Some who read the Postal Service's announcement

chuckled to recall that following a strike of postal workers several years ago the management of at least one postal installation sought to discipline returning strikers who posted the description of a scab attributed to London where employees who had worked during the strike would be sure to see it.

The first-day London covers can be ordered from the Samuel Gompers Stamp Club at P.O. Box 1233, Springfield, Va. 22151; one for \$1, three for \$2.50; in both instances include a stamped self-addressed #10 envelope. The full text of the description of a scab begun on the cover is enclosed with each.

IEB urges 'yes' ballots to strengthen union

(Continued from Page 1)

monthly per-capita payments to TNG are calculated.

The factor, currently 1.65 percent plus \$1.35, would become a straight 1.939 percent. The factor is applied to the average reporter top minimum in contracts with dailies, calculated as of April 1 each year.

Four parts of the overall financial package took effect upon approval by last summer's convention. The overall package was an abbreviated version of a more ambitious financial-renovation program that had its roots in a Guild-wide finance forum in October of 1984 and was recommended by the IEB. The parts in effect since the convention are:

- ✓ 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.

- ✓ Implementation effective Aug. 1 of higher dues to build the fund to \$6 million and authorization for one additional month of higher dues after that level is reached to fund the union's severance pay liability to its employees. [See: "Reduced dues due after seven months," Page 1.]

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

- ✓ Authorization for the IEB to buy, build or lease with a purchase option a new TNG headquarters building to ultimately reduce the cost of housing TNG's offices.

The cost of the remaining step in the financial program adopted by the convention subject to ratification in the upcoming referendum "will be modest, the returns vital for a healthy union," the IEB said.

The IEB action was by voice vote with a single member, Vice President Doug Louth of Vancouver-New Westminster, voting in dissent. Louth and his local opposed the convention's abbreviation of the more extensive financial overhaul plan that had been recommended by the IEB.

The calls for approval of the referendum question by the Western and New England District Councils were voted up without dissent. In the Great Lakes Council action, there was one negative vote and one abstention.

Meanwhile, it was announced that the ad-hoc Committee to Support the Convention, formed after the convention had moved to put the Minimum Dues, strike/lockout benefit and per-capita formula proposals to referendum, would

actively work to promote their ratification in the March 20-25 vote.

Earlier, the committee, chaired by John Edgington of the San Deigo Guild, had campaigned against what proved to be an unsuccessful effort led by the Detroit Guild to put the \$6-million Defense Fund and the headquarters-building authorization to referendum as well.

The committee is composed of 40 leaders from 24 locals, including 15 of the 16 members of the IEB (all but Louth). From locals, in addition to Edgington, are:

Angel Baez and Charlie Ramis, Puerto Rico; Bill Barry, Philadelphia; Robert E. Bruner, Pacific Northwest; Barbara Bruno, Denver; John Bryant, Southern Ontario; Bill Buchanan, Erie; Dick Christian, Buffalo.

Also, Doug Cuthbertson and George Randol, Northern California; William T. Davis, San Jose; J. Stephen Hatch, Cleveland; Tom Hiltz, Boston; Roy Kruse, Hawaii; George Laine, Los Angeles; Barry Lipton and Tom Pennacchio, New York.

Plus, Jerry MacDonald, Canadian Wire Service; Gerald Maraghy, New England Servicing-Organizing Program and Boston; Bill Morrissey, Wire Service; Frank Prosnitz, Providence; Robert A. Steinke, St. Louis; Roger Stonebanks, Victoria; and Neale Van Ness, Twin Cities.

Mel Morris, president of the Vancouver-New Westminster Guild, resigned from the committee as it prepared to work for ratification of the question on the referendum ballot, explaining that he cannot "in all good conscience" support the convention's compromise financial plan since his local's delegates at the convention voted unanimously against it, favoring the IEB-recommended program.

IEB: Time to act

Following is the full text of the special resolution in which TNG's Int'l Executive Board calls upon leaders and members the length, depth and breadth of the Guild to back and vote in favor of the March 20-25 referendum to establish new Minimum Dues, strike-benefit and per-capita schedules. The IEB action came on Jan. 23, the final day of its winter meeting. One of the IEB's 16 members, TNG Vice President Doug Louth of Vancouver-New Westminster, dissented from the resolution.

ALMOST there.

Now it's up to the membership.

In late March, TNG's members will vote on the final step of a recommended financial package that had its beginning almost two years ago. It is designed to give greater financial stability, service and bargaining strength to TNG at both the local and international levels.

The 1985 Convention in Pittsburgh called the overall plan "bold, innovative and long overdue." The convention approved it, subject to ratification of the final stages by the membership.

Why support the convention's ballot recommendation? It is fair. It is needed. It will give us a stronger union. It will be more equitable by making dues rates more uniform while simplifying the formula.

In short, the ballot proposal would:

- ✓ Raise minimum dues for those locals now charging less than 6 percent of one week's pay per month. For members in the two-thirds of TNG's locals already at this rate or higher, no dues increase would be required. The new flat rate of 6 percent would replace the more complicated current formula of 5 percent plus \$1.50. For those locals now charging only the current minimum, most of the increase would be kept by the local.

- ✓ Increase strike benefits by 25 percent, or \$25, to \$125 per week by July 1, 1986, with further steps taking them to \$150 per week (a three-year increase of 50 percent) by July 1, 1989.

- ✓ Modify the formula used to calculate locals' monthly per-capita payments to TNG to a straight 1.939 percent of one week's pay, from the current 1.65 percent plus \$1.35. While simplifying the formula, this would provide a slight increase to TNG that could be used for both General Fund and Defense Fund purposes.

TNG's long-range financial plan began with the San Juan Convention's call in 1984 for a study that drew 34 locals representing more than 27,000 members to a financial seminar in Washington that October.

That culminated, after further refining by the IEB, in a program submitted to the Pittsburgh Convention in 1985. That convention authorized several programs since instigated including:

- Boosting of the Defense Fund ceiling to \$6 million, financing of a new headquarters building to ultimately lessen the cost of housing TNG, full funding of severance liability to the TNG staff and other long range goals.

ONLY ONE proposal remains to be finally adopted.

That is the convention's recommendation for membership approval of new Minimum Dues, strike-benefit and per-capita schedules appearing on the March ballot.

The IEB strongly urges international and local leaders as well as rank-and-file members to join in efforts to win membership approval of the final portion of the financial package.

The cost will be modest, the return vital for a healthy union.

TNG offers pre-vote speakers

Washington—TNG will provide a member of the Int'l Executive Board or a TNG staff member to speak to any local's regular or special membership meeting on the finance-program proposals going to referendum March 20-25.

"We would urge any local that will be having a meeting before the voting period to take advantage of the availability of the expertise these speakers can provide so that members' votes in the referendum will be as informed as possible," said TNG President Charles A. Perlik, Jr.

Meanwhile, TNG Int'l Representative Marshall Schiewe has been temporarily assigned to TNG headquarters to develop materials on all three parts of the referendum question.

Guild vote set in Cincinnati

Cincinnati—Editorial department employees of a group of suburban weeklies will vote April 10 on whether the Cincinnati Guild will serve as their bargaining representative.

The Guild filed a petition Jan. 9 asking the National Labor Relations Board to certify it as the employees' bargaining agent after a majority of them signed Guild membership applications. The NLRB will supervise the vote among the unit's 45 employees.

Working from offices located on the east side and the west side of the city, the employees produce the editorial content for the 19 suburban weeklies published by Cincinnati Suburban Press Inc.

The local, meanwhile, has charged the company with illegally discriminating against leaders of the organizing campaign.

In unfair labor practice charges filed with the board Jan. 14, the local alleged that the company singled out leaders of the campaign by granting them raises, interrogating them and harassing them by other means, including placing the organizing committee chair on probation. Another employee also has charged the company with firing her because of her pro-Guild activity.

The Guild asked the board, however, not to delay a representation vote while it investigates the charges.

The company is a subsidiary of the Michigan-based Suburban Communications Corp., owner of the Detroit Observer & Eccentric chain of weeklies where the Detroit Guild has a contract covering editorial department employees.

Roedler of Twin Cities named TNG organizer

Washington—Jacqueline M. Roedler of the Twin Cities Guild has been added to TNG's full-time staff for a special organizing project, the Int'l Executive Board was advised during its winter meeting.

Roedler, who joined TNG's staff as an organizer Jan. 20, is the second organizer to be hired directly by TNG under the Special Organizing Fund, created with the proceeds from a pair of dues assessments Guild members paid in the summer of 1984.

The fund also has subsidized or arranged to subsidize the employment of organizers by eight Guild locals, while paying a portion of the expenses associated with organizing projects in four others.

New organizing projects subsidized by the fund, meanwhile, were getting underway in three more locals—New York, Los Angeles and Albany.

In New York, Tom Steers, chairperson of the local's Nursing Journal Unit, joined the local staff Feb. 1, while Bobbie Jenkins, a leader of the Los Angeles Guild's Long Beach Press-Telegram unit, began work as an organizer for that local Feb. 10. Both Steers and Jenkins were employed for an initial six-month period.

Albany Guild Treasurer Tom LaPoint's organizing work for the local is being subsidized by TNG

on a "lost-time" basis.

Other locals that have or had added to their staffs under subsidies from the fund include the Twin Cities Guild, where Roedler was employed for a special project beginning in the fall of 1984, as well as Central California, Denver, Detroit, Philadelphia, San Jose, Southern Ontario and Washington-Baltimore.

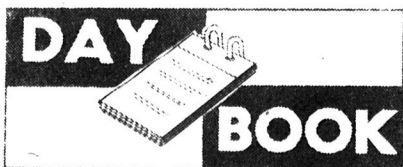
TNG's organizing fund had a net worth of \$679,970 at the end of calendar 1985. A total of \$346,542 had been expended since the fund was established. The membership assessments produced more than \$905,000 for the fund. Additional income has come from interest.

Roedler, a former treasurer of the Twin Cities Guild and unit chair of the local's St. Paul Dispatch and Pioneer Press unit, was recipient of TNG's Irving Leuchter scholarship to the Harvard University Trade Union Program for 1982.

New night-pay survey

Washington—An updated survey of extra pay provided under Guild contracts for employees who work night shifts has been issued by TNG's Collective Bargaining Dept.

Copies of the study are available from TNG on request.



Southern District Council, winter meeting, Feb. 22-23, Sheraton Hotel, Memphis.

Int'l Election & Referendum Committee voter eligibility and referendum materials distribution meeting, Feb. 28, TNG headquarters, Washington.

Minimum Dues-per capita-strike/lockout benefit referendum, six-day voting period, March 20-25, all locals.

Local Election Committees count ballots cast in March 20-25 referendum, March 26 or March 27, all locals.

Last date for postmark on locals' returns of all ballots and referendum materials to IERC, March 29.

Int'l Election & Referendum committee, tabulate and certify result of referendum, April 9, TNG headquarters, Washington.

Int'l Executive Board, spring meeting, April 21-25, TNG headquarters, Washington.

53rd Annual Convention, June 23-27, Philadelphia Centre Hotel, Philadelphia.



JOHN MITCHELL/Gary Guild

CHECKING OVER FACT SHEETS ON HEALTH-CARE COST CONTAINMENT

At the Midwest District Council's winter meeting, from left: Elaine Hopkins, Peoria; Barbara Bruno, Denver; TNG's Richard J. Ramsey; Al Ostrowski, Kenosha, council president; Jerry Minkinen, Chicago.

Ramsey examines health-care cost cuts

Health-care costs can and ought to be contained—not shifted to employees—by adding new elements of coverage, new kinds of plans or new features to accompany current plans.

That was the message of afternoon-long seminars conducted by Richard J. Ramsey, executive secretary of the TNG's Contracts Committee, during the Midwest District Council meeting in Chicago and the Great Lakes District Council meeting in Buffalo.

Employer cost-shifting proposals, all too familiar to Guild bargainers, include attempts to have employees:

- ✓ Bear part or a greater portion of the premiums for health care;
- ✓ Incur higher deductibles, the amount the employee pays before plan benefits begin;
- ✓ Shoulder co-payments, requiring the employee to share part, or a greater part, of the cost of health services used;
- ✓ Restrict or eliminate some forms of health coverage, particularly coverage for mental illnesses.

All too often, Ramsey said, employers seek those means as a short-term "solution" for alleviating their health-care costs by shifting them to employees.

These measures do not work, however, Ramsey pointed out. He quoted from "Designing Cost-Effective Employee Health Plans," which states flatly that "cost-sharing arrangements cannot be considered mechanisms to contain health-care costs but rather to transfer costs from one pocket to another." The book, published by the Work in America Institute, is written by three persons connected with the Boston University Health Policy Institute.

In the same vein, Ramsey ob-

served that "Health Care Cost Management," a book published in 1985 by the International Foundation of Employee Benefit Plans states that "simply raising the co-payments and deductibles in benefit plans will not necessarily solve the problems."

These measures, adopted by many employers, also raise concerns about persons foregoing needed medical care until their ailments become acutely severe, requiring more extensive and costly treatment in the end.

A number of new elements of coverage can be added to health-care plans that serve to reduce costs, Ramsey emphasized. Health plans can save 30 percent and more by providing coverage for:

- ✓ Pre-admission testing as an

outpatient before entering the hospital;

- ✓ Having surgery performed as an outpatient, when possible;
- ✓ Precertifying the need for hospital stays and having concurrent review while in the hospital and claims reviewed after hospital stays;
- ✓ Mandatory second opinions before elective surgery;
- ✓ Hospice, home health care or nursing home care;
- ✓ Co-ordination of benefits, providing for no duplication of benefits, if family members are covered by two or more plans;
- ✓ Negotiating discounted fees with providers in return for commitments to provide a pool of prospective patients.

In addition, alternative health-

care systems, such as pre-paid Health Maintenance Organizations, should be offered as options to insured, fee-for-service plans, Ramsey said. An HMO is contracted to deliver comprehensive health services for a fixed premium, including preventive care.

Employers also should be encouraged to establish "wellness" programs that, in the long run, will reduce usage of health-care plans, Ramsey said.

Noting that medical care associated with cigarette smoking accounts for 11 percent of the total medical bills in the United States, Ramsey said that employers can operate smoking-cessation programs with a return of \$21 for every \$1 spent if only one-fourth of the participants stop smoking.

5 councils meet, 4 elect officers

Four of the five district councils of Guild locals which held winter meetings over the first two weekends in February elected and/or re-elected officers during the sessions.

Delegates to all five council meetings also participated in discussions and workshops on one or more aspects of contract bargaining and enforcement and organizing.

The Midwest District Council, which met Feb. 1-2 in Chicago, re-elected all its officers: Al Ostrowski of the Kenosha (Wis.) Guild, president; Paul Pennick of St. Louis, vice president; John Mitchell of the Gary (Ind.) Guild, secretary; and Judy Hildner of Pueblo, treasurer.

The Western District Council, which met the same weekend in Honolulu, also re-elected its lead-

ers: Michelle Davis of San Diego, president; Stan Souza of the Hawaii Guild, 1st vice president; Gil Bailey of Pacific Northwest, 2nd vice president; and Mike Stahlberg of the Eugene (Ore.) Guild, secretary-treasurer.

The Great Lakes District Council, meeting Feb. 8-9 in Buffalo, re-elected William (Bucky) Buchanan of the Erie (Pa.) Guild, president; Howard Burkhardt of Toledo, 1st vice president; Carol Przybyszewski of Erie, secretary; and Pat Smith of Terre Haute, treasurer. Ken Fisher of Pittsburgh was elected 2nd vice president, replacing Dennis Wolcott of Battle Creek who did not seek re-election.

The Middle-Atlantic District Council, meeting in Philadelphia, elected Tom LaPoint of the Albany (N.Y.) Guild, president, replacing Tim Schick of the same local. Bert Atkinson of the New York Guild was elected vice president, replacing Peter McLaughlin of the same local, and Gerry Oliver of the Philadelphia Guild was elected secretary, replacing Carol McGarvey Rothman. Jack Wallace of Wilkes-Barre was re-elected treasurer. Schick nor McLaughlin nor Rothman, of Philadelphia, sought re-election.

At both the Midwest and Great Lakes meetings, Richard J. Ramsey, executive secretary of TNG's Contracts Committee, led delegates in an exploration of ways health-care benefit-cost hikes can be contained while maintaining benefit levels.

The Midwest Council opened the second day of its meeting with a moment of silence in honor of the seven who died in the NASA air-shuttle disaster five days before, on Jan. 28.

At the Middle-Atlantic meeting, Bill Barry, Philadelphia Guild administrative officer, led a day-long discussion of "Building muscle: membership involvement in grievances, negotiations and organizing." He was assisted by J. William Blatz, TNG director of field operations, and TNG Representatives William M. Brown and Janet David.

The New England District Council, meanwhile, meeting Feb. 8-9 in suburban Manchester, N.H., spent most of the first day exploring "Dos and don'ts of the initial procedures of grievances," led by Francis T. O'Brien, a professor at Providence College who also is an arbitrator.

Promote grape boycott, IEB urges

Washington—Guild locals have been urged to aid in promoting a boycott of California table grapes called by the United Farm Workers Union.

Endorsing a resolution of support for the boycott, members of TNG's Int'l Executive Board asked Guild locals to work with coalitions in their areas in publicizing the grape boycott and to draw the boycott to members' attention.

California grape growers, "encouraged by the new anti-union stance of the state agency" that

Jan. 20 to escort replacements hired to cross picket lines at the Hormel plant, idled by a strike since Aug. 17.

The plant remained closed Jan. 21 as hundreds of the 1,400 strikers faced troops at the plant gates. It reopened the following day.

Perpich ordered withdrawal of about half of the troops from Austin on Jan. 29. Hormel expected to have hired 450 replacement workers by month's end. About 300 strikers had returned to work as well.

The governor also had called in a fact-finder to seek a solution to the dispute.

The guard force at the plant had dropped to 30 by Feb. 10 as hog slaughtering operations were resumed for the first time since the strike began.

The union local struck the Austin plant 10 months after Hormel cut its members' wages by 23 percent, to \$8.25 an hour, from \$10.69, and imposed other benefit cuts and changes in work rules. (Under a subsequent arbitration decision, Austin Hormel workers' wages were \$9.25 an hour at the time they struck.)

While the company asserts that concessions are necessary for it to remain "competitive" in the meat-packing industry, it announced record earnings to a shareholders meeting Jan. 29. That meeting was held in Dallas in an effort to avoid a confrontation with strikers, but seven members of the union attended the meeting nonetheless, the New York Times reported.

While international officers of the Food and Commercial Workers have been critical of the Austin strike and labor consultant Ray Rogers who is assisting the local, the international sanctioned the strike and is paying benefits.

UFCW President William Wynn, in a letter to the president of the Austin local warned that the "courageous members" of that local stand at the brink of "mass suicide." The international has refused to support the local's use of roving picket lines at other Hormel plants and has urged members at those plants to report for work despite the presence of pickets.

An agreement including wage and other concessions bargained by UFCW leaders in 1984 was ratified by members at eight Hormel plants, but the Austin local refused to be part of it. That agreement currently provides the same \$10 hourly rate included in Hormel's pre-strike offer to Austin workers last summer. Newly hired workers would be paid less under the Hormel proposal.

oversees farm labor relations, have embarked on a campaign to destroy the UFW, The IEB said.

More than 36,000 grape workers who have voted to be represented by the UFW are without coverage of a union contract because of the growers' refusal to bargain with the union, the board noted.

All California grapes except those packed in boxes bearing the Farm Workers' eagle label are targets of the boycott.

ITU, GCIU session nets merger progress

Washington—The presidents of the Graphic Communications Int'l Union and the Int'l Typographical Union announced they were "very pleased with the overall

progress" made in two days of renewed talks aimed at fashioning an agreement for merger of the two printing craft unions.

The talks were held Jan. 23 and 24 at GCIU headquarters here.

In a joint statement following the meetings, GCIU President James J. Norton and ITU President Robert S. McMichen said that they were optimistic that two remaining principal issues and "other remaining problems can be resolved with further research and study."

The two principal issues, they said, are the level of ITU per-capita dues and the status of the ITU's Union Printers Home in a merged union.

An earlier proposal for merger of the ITU and the GCIU was turned down last March by the GCIU General Board. In August, the ITU membership overwhelmingly voted down a proposal by the Teamsters to absorb the ITU. After Norton was elected GCIU president in September, he and McMichen said merger talks would be resumed.

The GCIU and ITU merger committees expected to meet again in early February.

NOW plans abortion rally

Washington—Guild members who share the concerns of TNG's Int'l Executive Board about efforts to nullify the 1973 Supreme Court ruling on abortion and to block passage of important civil rights legislation by tacking on anti-abortion amendments are being encouraged to join in demonstrations planned for March.

A March and rally to demonstrate these concerns, being co-ordinated by the National Organization for Women, is set for Sunday, March 9, in Washington with a companion event scheduled a week later, on March 16, in Los Angeles, the IEB pointed out in a resolution adopted during its January meeting.

Then, on March 10 NOW and the AFL-CIO, among others, are sponsoring a lobbying campaign to build support on Capitol Hill for passage of the Civil Rights Restoration Act of 1985 free of amendments addressing the "personal and institutional agendas" that killed a similar measure in 1984, the IEB also noted.

The board urged Guild members and locals to join in the lobbying campaign with calls and letters as well as visits and urged those who wish to participate in any of the events to contact TNG Human Rights Co-ordinator Anna M. Padia for more details.

The Civil Rights Restoration Act was proposed to restore four pieces of legislation to the "scope and coverage that was originally intended by Congress," offsetting a narrowing of their application that resulted from the Supreme Court's 1984 ruling in a case involving Grove City College.

Vice President Peter E. McLaughlin of New York abstained from voting on the IEB action.

WANTED:

Administrator

400-plus member Providence Newspaper Guild seeks multi-talented administrator to oversee day-to-day operations, handle grievances and related matters and carry out research, negotiating and other assignments by 11-member board.

Successful candidate will have communication skills appropriate to progressive newspaper local and be ready to tackle tough labor issues of 1980s. Salary up to \$37,000, plus fringes valued at \$6,400.

Send resume, references, comments to:

Providence
Newspaper Guild
Search Committee
150 Washington St.
Providence, R.I. 02903
(401) 421-9466

Equal opportunity employer

Member inquires, Dale answers on late-payers

PHILADELPHIA, PA.

Editor:

Did I miss something in the GR story reporting higher dues will continue longer than expected because a) one-third of TNG's locals are delinquent and b) 12 locals haven't remitted at all?

What I think should have been reported is what action TNG plans to take against these "delinquents." The temporary increase was approved by convention. If paying the tack-on is voluntary, you may find a lot of locals "declining" to pay.

Does TNG plan action against the "delinquents?" If not—why not?

STUART D. BYKOFSKY
RA member
Philadelphia Guild

Editor's note: TNG Secretary-Treasurer Charles Dale was given the opportunity to respond. His reply:

"I and others in TNG have been vigorously pursuing payment from all delinquents and nonpayers—and we're not letting up until every dollar's been collected. The largest nonpayers now have started paying, the late-payers are moving to catch up, and the amount owed is being materially reduced. Nonetheless, the unfairness to prompt-paying locals is manifest and we're planning to ask the 1986 Convention for remedial legislation aimed at not letting this kind of thing happen again."

'Foreign policy' raises domestic-scene query

SEATTLE, WASH.

Editor:

Bravo for a strong Guild foreign policy! Bash those rotten South Africans?

But, meanwhile, who is mind-



Monessen 'original' honored

Stephen J. Menzler, center, first chairperson of the Pittsburgh Guild's Monessen unit, displays plaque recognizing his dedication and service to the unit during a surprise, testimonial dinner given in his honor upon his stepping down from the

Guild position after 16 years. Pictured with Menzler are, from left: Bill Levis, vice president of the Pittsburgh Guild; Joseph Pass, whose law firm represents the local; Ken Fisher, local secretary; and Fred Hevia, new Monessen unit chairperson.

End to censorship in Nicaragua urged

Washington—Nicaragua's government should lift all forms of censorship except that grounded firmly on "strict military security," TNG's Int'l Executive Board urged during its winter meeting.

Under a state of emergency proclaimed last October, "a half-free press is approaching total suppression," the IEB said.

The board pointed to increasing

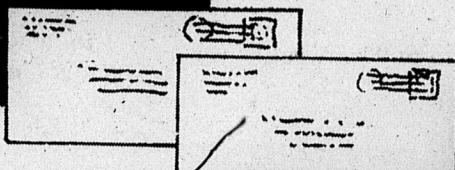
censorship of the opposition paper La Prensa, the closure of Radio Catolica after it refused to broadcast President Daniel Ortega's New Year's message and the banning as the IEB was meeting of a newsletter, Prisma, as well as the arrest of its three authors.

The government's rationalizations for closing the newsletter—that it was attacking national se-

curity, the economy of the country and legally constituted authorities—are "either too vague or on their face invalid," the IEB said.

The board called on the Ortega government to restore Radio Catolica's right to broadcast and Prisma's right to publish while lifting all other "emergency restrictions on the press and other democratic liberties."

IT SEEMS



TO US

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Ex-leader of Local 35 offers building kudos

SILVER SPRING, MD.

Editor:

Congratulations to our officers and the IEB on the planned relocation of TNG headquarters to close-in Silver Spring, Md.

Quick and easy access to all three Washington-area airports, other international union headquarters, Capitol Hill and the federal agencies; proximity to the George Meany Center and its facilities; hotels, motels, restaurants, business services and a broad range of shops and stores within walking distance; excellent public and private transportation to the entire metropolitan area and a political and community environment compatible with the labor movement, make the Silver Spring site an outstanding choice. I'm sure it makes economic sense as well.

In my opinion, TNG's move to Silver Spring will be a plus for two elements of life that are very im-

portant to me: my union and my neighborhood.

CHARLIE HUGHES
Former president
Washington-Baltimore
Guild

Buffalo member's play heads for Hollywood

HAMBURG, N.Y.

Editor:

It might interest Guild members in Southern California to know that my play, "Copy Desk," is scheduled to open Feb. 28 in the Theatre Rapport in Hollywood. It should run weekends for six to nine weeks.

It's been changed somewhat. [since the Guild Reporter of Nov. 8, 1985, took note of it]. It's now set in the 1980s, so the 1968 Chicago Democratic Convention and the Vietnam War are not mentioned. It's more of a strictly newspaper theme. The Guild meeting is intact.

JOE RITZ
Buffalo Guild

BARGAINING NOT



A 'message' in Long Beach

The Los Angeles Guild used this graphic to illustrate a recent bulletin reporting to its members at the Long Beach Press-Telegram on the state of progress in talks for a new contract with the Knight-Ridder chain daily. Current pact, covering circulation, drivers, editorial and maintenance employees, expires the end of February.

MURDOCH'S 'NEW WOMAN' (?)

Reporting 14th best job for meeting men

There is a "special 'fringe benefit'" in being a reporter or editor, according to the latest issue of a magazine named "New Woman."

The jobs are among "the 16 best career opportunities for meeting an awful lot of men," the magazine reports in its February issue in an article headed "Great jobs where you can meet men." (Subhead: "Here are the top 16 jobs with that special 'fringe benefit'.")

Ranked 14th among the 16, the ratio of men to women in the job it calls "editor-reporter" is put at 54 percent men to 46 percent women.

"Deadlines and after-work drinks tend to throw reporters and editors together," authors Anita Gates and Shelley Klein promise in the excerpt from their book "Fringe Benefits," published last year.

"Your man may be gruff, witty and lovable, like Lou Grant," they write.

Another plus cited by Gates and Klein: "Job security," which, they point out, "is great if you're in the union."

One word of caution is offered, however: The authors list "an ability to survive on [an] extremely low starting salary" among the job requirements.

They list TNG as one of two sources for information about reporting and editing jobs, along with Women in Communications. [It was through a letter of inquiry from that reference that the Guild Reporter learned of the article.]

Photographers' and advertising jobs are ranked sixth and seventh on the magazine's list, with a ratio of men to women of 80:20 and 77:23, respectively.

Sixteenth and last on the list is

the job of public relations specialist where the breakdown of men to women is given as nearly even at 51:49. As Gates and Klein see it, however, there is a hidden element that improves things: "You meet the press often, so there are all those romantic opportunities, in addition to the 51 percent in the office."

Number One job for meeting men, according to Gates and Klein, is that of pilot for a commercial airline, where, they say, there are 98 men for every two women. They do not mention other airline jobs, such as flight attendant, however.

New Woman is published by Murdoch Magazines, a division of News Group Publications, Inc. Chairman is K. Rupert Murdoch.

Akron news top to \$694

Akron, Ohio—An agreement between the Akron Guild and the Akron Beacon Journal, ratified late in November, raises the top minimum for reporters, photographers, copy editors and artists by \$49, to \$694 a week, over its two-year term.

The \$49 increase comes in two steps, with the first—\$24 a week effective from Nov. 1—taking the top minimum to \$669 a week, followed by a \$25 increase on Nov. 1, 1986.

A separate Guild agreement covering maintenance department employees of the paper raises their top minimum by \$46, to \$563 a week. That increase comes in increments of \$22 and \$24 a week effective on the same dates.

In a side letter the company

Bumper stickers and pins promoting the boycott of Shell Oil products as part of the campaign against South Africa's apartheid policies are available through the AFL-CIO's Human Rights Dept. (815 16th St. N.W., Washington, D.C. 20006). Initiated by the AFL-CIO and the Free South Africa Movement, the boycott was endorsed by TNG's Int'l Executive Board during its January meeting (Guild Reporter, Jan. 24).

In a side letter the company pledges to consider any proposal for a job-sharing arrangement, provided it is acceptable to the Guild.

Local leaders called the bargaining with the Knight-Ridder-chain daily "the most difficult in years."

A 15-cent reduction in night differential, to 85 cents an hour, for employees in the reporter group was included in the final agreement. The progression schedule for reaching the top reporter minimum was increased by one year, to six, through addition of a

new beginners' rate of \$315 a week. The old rate, which goes to \$382 under the settlement, now is for persons with one year of experience.

Improvements were made under the medical insurance plan and library clerks received a \$200 bonus in resolution of a grievance arising over automation of library work.

The top minimum for library and news clerks was raised by \$30, in two increments of \$15 each, to \$385 a week, and that for office assistants was raised by \$20, in two \$10 increments, to \$260.

Portland files for 35 at Waterville daily

Waterville, Me.—The Portland Guild has filed a petition with the National Labor Relations Board seeking certification as the bargaining representative of editorial department employees of this city's daily newspaper, the Central Maine Morning Sentinel.

The local filed the petition Jan. 27 after a substantial majority of the 35 employees in the unit signed cards designating the local as their bargaining agent.



Anti-apartheid boycott materials

Bumper stickers, pictured above, are 50 cents each for 1 to 200, 15 cents each, more than 200. Metal buttons, also above, are 50 cents and 30 cents each, with the same price-quantity division; button-size decals, 10 cents each, 1 to 100, 5 cents over 100. All are black, bright yellow and red. The Machinists and both chemical worker unions, whose members work for Shell in the U.S., have approved the boycott.

\$978 highest minimum salary in magazine pact

HIGHEST MINIMUM salary in effect under the eight Guild contracts with magazine publishing companies as of Feb. 1 was \$978.92 a week for senior editors at Consumer Reports, according to a tabulation by TNG's Collective Bargaining Dept.

Employees of seven of the eight magazine companies are covered by New York Guild contracts. Employees of Maclean's are covered by a contract with the Southern Ontario Guild.

The highest editorial minimum salary under the Maclean's contract—\$763.65 a week for section editors—ranked third on the list of highest editorial minimums. It followed \$775 a week for general editors at Newsweek.

EDITORIAL CLASSIFICATIONS WITH HIGHEST TOP MINIMUMS

	Minimum	After
Consumer Reports		
Senior editor	\$978.92—5 yrs.	
Newsweek		
General editor	775.00—flat	
Maclean's		
Section editor	763.65—flat	
Scholastic		
Associate editorial director	626.00—flat	
Scientific American		
Editor	619.50—3 yrs.	
Time Inc.		
Writer-editor, staff correspondent	520.00—1 yr.	
Nation		
Associate editor	509.77—3 yrs.	
American Journal of Nursing		
Associate editor	442.88—flat	

CIRCULATION & SUBSCRIPTION MANAGER, RELATED JOBS TOP MINIMUMS

Consumer Reports	
Division heads of:	
subscription correspondence,	
subscription order processing,	
subscription statistical & services	656.51—4 yrs.
Assistant head subscription statistical & services division	424.31—4 yrs.
Scientific American	
Subscription fulfillment specialist	390.25—2 yrs.
Subscription fulfillment supervisor, senior subscription fulfillment specialist	422.00—3 yrs.
Subscription fulfillment analyst	371.78—2 yrs.

Nation	Minimum	After
Circulation manager	380.28—3 yrs.	
Subscription manager	322.35—2 yrs.	

COMPUTER, KEY PUNCH OPERATOR, RELATED JOBS TOP MINIMUMS

Consumer Reports	
Programmer	656.51—4 yrs.
EDP machine operator	572.23—4 yrs.
EDP section head	848.42—5 yrs.
Ass't head DP div., EDP clerk	446.05—3 yrs.
Key punch operator	417.19—3 yrs.
Time Inc.	
Programmer analyst	480.00—1 yr.
Programmer	425.00—1 yr.
Operations technician, senior operator	375.00—3 yrs.
Control ass't II, operator II	350.00—2 yrs.
Computer typesetter	315.00—2 yrs.
Computer copy typist, tape librarian, operator I, control ass't I	295.00—2 yrs.
Equipment operator	250.00—2 yrs.
Scientific American	
Programmer	457.25—3 yrs.
Senior programmer	522.50—2 yrs.
Apprentice programmer	375.25—1 yr.

CIRCULATION CLERICAL, RELATED JOBS TOP MINIMUMS

Consumer Reports	
Mail subscription clerk	389.90—3 yrs.
Scientific American	
Junior subscription fulfillment clerk	294.00—2 yrs.
Subscription fulfillment clerk, circ. promotion clerk	305.72—2 yrs.

Highest minimum among the seven non-editorial job groupings listed was \$656.51 a week for programmers and circulation department division heads under the agreement with Consumer Reports.

Consumer Reports' minimums led in six of the eight categories.

The highest top minimum for researchers was found in the agreement with Scientific American—\$457.25 a week—while a top minimum of \$312.15 a week for copy persons and messengers in the Maclean's accord led in that category.

Minimums listed below are from the most recent contracts the locals have provided TNG.

	Minimum	After
Senior subscription fulfillment clerk, subscription relations specialist	319.00—2 yrs.	

RESEARCHER TOP MINIMUMS

Scientific American	457.25—3 yrs.
Newsweek	426.00—3 yrs.
Time Inc.	425.00—1 yr.
Maclean's	406.90—3 yrs.

STENOGRAPHER, TELEPHONE OPERATOR TOP MINIMUMS

Consumer Reports	\$417.19—3 yrs.
Newsweek*	324.00—2 yrs.
Scientific American #	319.00—2 yrs.
Nation*	254.66—3 yrs.

LOWEST CLERK CLASSIFICATION TOP MINIMUMS

Consumer Reports	386.81—2 yrs.
Newsweek	347.00—2 yrs.
Maclean's	312.15—3 yrs.
Scientific American	294.00—2 yrs.
Scholastic	251.00—3 yrs.
Time Inc.	230.00—2 yrs.
Nation	198.20—1 yr.

COPY PERSON, MESSENGER TOP MINIMUM

Maclean's	312.15—3 yrs.
Consumer Reports	282.57—1 yr.
Newsweek	258.00—2 yrs.
Time Inc.	240.00—2 yrs.

* Contract does not list minimums for telephone operator classification.
Contract does not list minimums for stenographer classification.



RULING RAISES QUERY

In Winans' wake, who owns news?

By Grant Dillman

R. FOSTER Winans has been sentenced to prison, fined and ordered to perform community service for using inside information gathered for the Wall Street Journal column, "Heard on the Street," to cash in on the stock market.

Few reporters and editors would quarrel with the sentence because Winans flatly violated the ethical code under which they operate, entirely voluntarily, I might add.

But the case does raise a question that should concern the public as well as the media—and one that should be addressed on the broadest possible basis because it may or may not be resolved by Winans' appeal.

That question: Who owns the news?

Does it belong to the employer who pays the reporter's salary? Does it belong to the reporter? Or does the public's stake in what goes on in society put news in a special category exempt from the usual strictures of commerce?

Grant Dillman, formerly a reporter, editor and Washington bureau chief for UPI for more than 40 years, is director of the Washington First Amendment Center of the Sigma Delta Chi Foundation, which distributed this article.

A brief look at where the Winans case could lead demonstrates that news should belong to the public—and no one should be allowed to bottle it up on grounds it is "property."

Winans was convicted on 59 counts of fraud and conspiracy in a nonjury trial last August. He was sentenced to 18 months in prison, fined \$5,000 and ordered to perform 400 hours of community service during a five-year probation.

WHAT MAKES the Winans' case unusual is that he was prosecuted for violating the Journal's internal code of ethics and not for violating federal laws against illegal insider trading—although such charges were levelled initially and then dropped to expedite the case.

The Securities & Exchange Commission and the Justice Dept. charged the 37-year-old reporter with making unauthorized use of confidential information obtained as a Journal reporter to profit on the stock market.

The charges were based on the Journal's code of ethics which cautions reporters against using their positions for personal gain or divulging information before it is published.

The media made remarkably little of the case, but it did alarm the Reporters' Committee for Freedom of the Press which said the outcome means the SEC has been designated "as the overseer of whether financial reporters live up to the internal policies of their news organizations."

It also said the court ignored arguments that the charges violated the First Amendment by "interfering with the editorial process."

The committee had argued in a friend of the court brief, that since the case rested on the Journal's code of ethics, it was up to the newspaper—not the government—to sue or discipline Winans.

U.S. District Judge Charles E. Stewart was persuaded, however, by the government argument that

the information Winans gathered was property owned by the Journal. Stewart said the newspaper was a fraud victim and that Winans had sullied its reputation for journalistic integrity.

Dow-Jones attorney Robert D. Sacks also put the case in a purely commercial context by declaring he saw no difference "between stealing this and any other kind of property."

Maybe so. But what about other rules some editor might impose on his reporters, perhaps even barring them from taking elsewhere a story the reporter considers vital to the public interest but which his own paper refuses to print?

If the reporter tried to interest another publication in the story, could his employer ask the government to have the reporter sent to jail? Using that yardstick, what would have happened if a reporter for a strong pro-Nixon newspaper—and there were many—had stumbled on the first few tenuous Watergate leads?

A reporter caught in that bind might take the route sometimes used by other reporters who obtain information their own newspapers consider too hot to handle for political reasons or out of fear of a lawsuit. He or she could slip the information to another reporter with a more sympathetic editor. But, what if his or her own editor then found out about it?

Or the reporter might be lucky enough to work for a newspaper that permits reporters to look elsewhere for a market for stories rejected by their own editors. But there is also a chance the story might simply be allowed to wither for lack of attention.

LIKE ANYONE else, reporters should be punished when they break the law. But most newspapers and broadcasters have ample legal resources to fight their own battles in court. To let the government do it for them may amount to letting a small camel get its nose under the tent of independent journalism.

Editorial

...for Jimmy Olsen's pay?

Trial of a civil action got underway late in January in which the U.S. Labor Dept.'s Wage & Hour Division is trying to help 54 persons who worked as reporters, photographers and copy editors for the Concord (N.H.) Monitor from February 1978 through January 1980 collect nearly \$46,000 and penalties for unpaid overtime work.

The case has attracted wide attention both in its pretrial stages and in the five days of testimony before the trial was recessed. (The Monitor's attorneys asked for the recess. A member of the firm is Steven McAuliffe, spouse of Christa McAuliffe, the teacher-astronaut victim of the Challenger shuttle tragedy.)

As anyone who is or ever has been a reporter, photographer or copy editor knows, the Monitor certainly is not the first daily to resist paying overtime. So, why the attention? Perhaps in part because the Monitor's publisher, George Wilson, also is a director of the Washington-Post Co. and of the American Newspaper Publishers Assn. More likely because the Monitor's defense is seen as novel.

The paper is not contesting the claims of the government and current and former employees that the hours were worked. Rather, it is claiming not to be liable to pay for them because, it says, the feds are wrong in not exempting journalists as "professional employees" from the overtime provisions of the Fair Labor Standards Act.

They should be excluded because of the education required for the jobs and/or because of the creative and/or artistic nature of the work, the Monitor asserts. To try to convince the court that more than 40 years of legal precedents are wrong, it is trotting out a string of witnesses from journalism school faculties and elsewhere.

As TNG pointed out in filings with the court in New Hampshire and to the National Labor Relations Board in cases 10 years ago in San Antonio and Philadelphia also involving journalists' status under labor law, we take second place to no one in our admiration and respect for journalists and the skillful and dedicated way they perform their jobs. They are not, however, "professional employees" under labor law.

As the Philadelphia and San Antonio cases were being adjudicated and as the Monitor case proceeds, pardon us for looking beyond the idealistic descriptions offered in support of bestowing the status of "professional" under labor law on the jobs under scrutiny.

We tend to pay more attention to a pretrial UPI report that Wilson refused to tell a reporter the starting rate for reporters at the Monitor, calling such a question a red herring.

We tend also to pay more heed to the sworn pretrial deposition of a photographer about having a time card returned with the request that he fill out another showing no overtime; also to the deposition of a member of management that he and others regularly filled out time cards themselves for employees, all showing 40 hours.

We can't help but think that the Monitor case really is little more than one more effort by a publisher to try to keep getting "Superman's work for Jimmy Olsen's pay," as one of our favorite T-shirts puts it—all under the label "professional."

The Guild Reporter

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