# Support builds for referendum question

A fourth council of Guild locals—the Southern District Council—has called for Guild members to vote approval of the three-part financial proposal going to referendum March 20-25.

At the same time, the executive boards of at least three more Guild locals—Albany, Pacific Northwest and San Jose—also have called for membership approval. Earlier, the boards of at least two others—Northern California and Providence—had done the same.

Leaders of four of those endorsing locals are among the 40 from 24 locals who comprise an ad-hoc Committee to Support the Convention. The convention last summer approved a seven-point financial program, putting four into effect immediately and recommending ratification of the other three in the approaching referendum.

In addition, presidents and other officers of at least seven locals who are not on the ad-hoc committee now also have called for approval of the referendum question. They are:

Kim Klesty, president, Buffalo; Paul Furiga, president, and Kay Brookshire, treasurer, Cincinnati; Ray Cohn, president, Lexington; Beth Tamke, president, and Mary Sue Jones, a vice president, Memphis; Fredric Tulsky, president, Philadelphia; Mitchell Growchowski, president, Scranton; Jack Wallace, president, Wilkes-Barre.

The Southern council acted without dissent during its winter meeting in Memphis Feb. 22-23 on a motion made by Tamke and seconded by Lois Munday, president of the Washington-Baltimore Guild.

Earlier, three district councils which met early in February—the Western, Great Lakes and New England councils—also endorsed approval of the referendum proposition, while two others—Midwest and Middle-Atlantic—took no action during their winter meetings.

TNG's Int'l Executive Board during its winter meeting called on leaders and members throughout the Guild to support the proposal in order to complete the larger financial renovation of the union already underway and aimed at improving its financial stability, servicing capabilities and bargaining strength at both the local and international levels.

[The full text of the IEB statement, titled "Time to Act," was printed in the Feb. 14 Guild Reporter. Copies of the statement reproduced in a format for bulletin-board posting were being provided to all Guild locals.]

The three-part referendum proposal would authorize, effective July 1:

✔ Raising the monthly Minimum Dues Schedule in TNG's

**(Continued on Page 2)**


# The GUILD REPORTER

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

**Vol. 53, No. 4** | **Washington, D.C.** | **February 28, 1986**


# *Gannett VP inspires 'S.C.U.M.' campaign*

**Cincinnati**—"S.C.U.M." is in among Guild members in the news room of the Gannett chain's Cincinnati Enquirer.

It is spreading, as well, to members in the editorial department of E. W. Scripps-chain's Cincinnati Post, to members of other unions in other departments of the jointly published dailies and beyond—to members of other Guild locals in other cities across the continent.

Its presence is marked by large, red on white lapel buttons proclaiming their wearers to be "S.C.U.M./Socially .Committed Union Members."

It was touched off by the last two sentences in an angry, 10-sentence letter from John B. Jaske, Gannett's vice president for labor relations, to Paul Furiga, president of the Cincinnati Guild and chairperson of its unit at the Enquirer.

Jaske was responding to a bulletin issued on Martin Luther King, Jr., Day by Furiga and David Wells, unit vice chairperson, to the local Guild's membership.

The pair pointed to seeming disparities between the Enquirer's editorial position the day before on the significance of the national holiday and the Enquirer and Jaske's rejection of a Guild proposal that the holiday be included in the initial contract the Guild is engaged in bargaining with the Enquirer. Jaske is the Enquirer's spokesperson in the talks.

"Enquirer management repeatedly has spurned the Guild's proposal that in accordance with the federal holiday, today be set aside as a company holiday in honor of Dr. King," the Guild leaders wrote.

"The only response to the proposal by company negotiator John Jaske has been, 'We are not interested in Martin Luther King'," they continued.

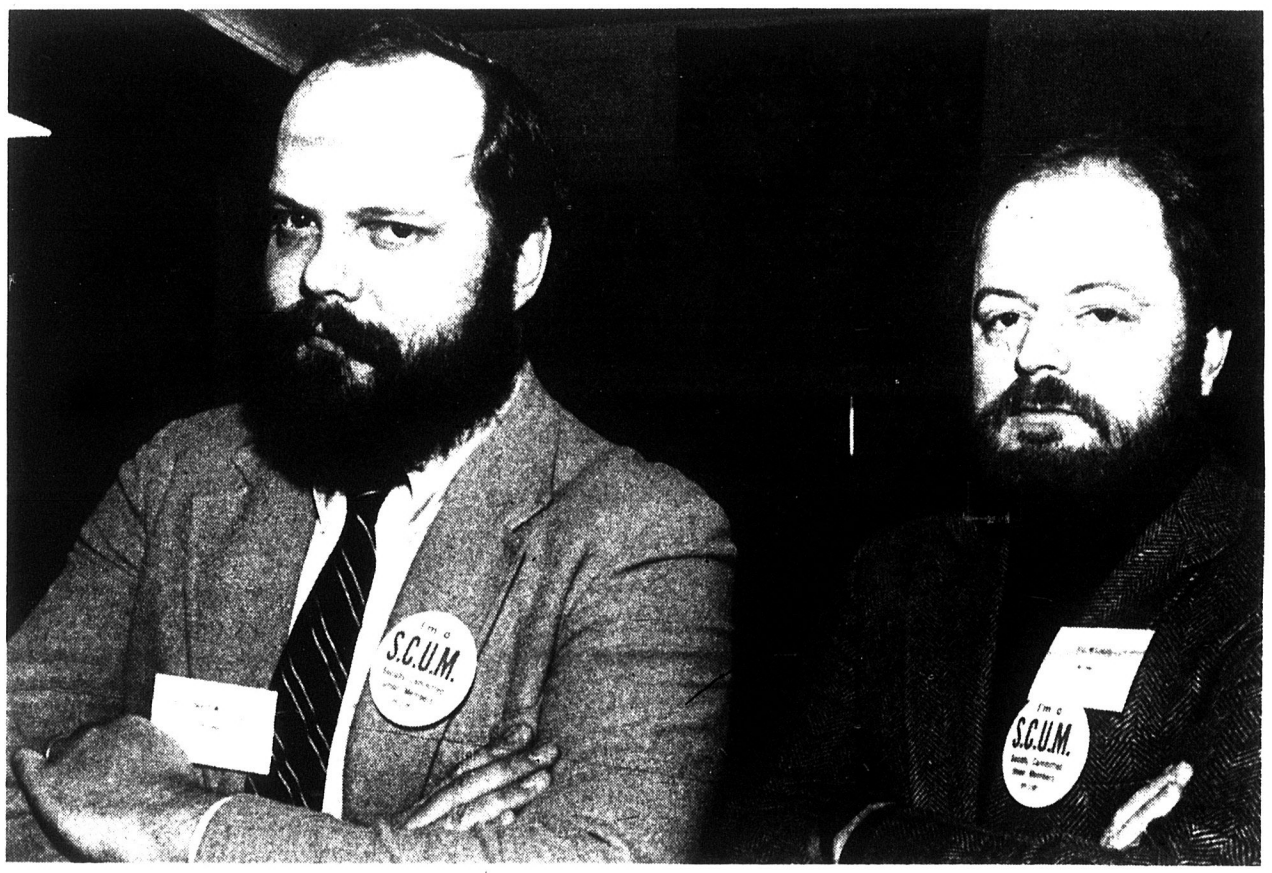
"The lead editorial in Sunday's Enquirer stated that 'the holiday, like the dream it honors, is an achievement that transcends race, religion and politics to touch the very essence of humankind.'

"The Guild wholeheartedly supports that sentiment," the pair wrote, then noted, however, that "given the company's refusal to extend this holiday to its own employees, we must wonder if Sunday's editorial truly represents a policy of commitment."

In his Jan. 24 letter, reproduced and distributed to its membership by the Guild, Jaske accused Furiga of misstating what Jaske had said and of trying, "none too subtly, to leave the impression that I and Enquirer management are racists."

"According to your logic," Jaske wrote, "we must also be unpatriotic since we, like many other newspapers, do not give Washington or Lincoln's birthdays as holidays. There are many companies in this country who have not yet seen fit to recognize Martin Luther

**(Continued on Page 2)**




MARIANNE KEFFER-ZWEIG/Washington-Baltimore

**CINCINNATI GUILD PAIR POSE WITH THEIR 'I'm a S.C.U.M.' BUTTONS**

*David Wells, left, Enquirer unit, and Bill Weathers, Post unit, were at TNG's new officers' seminar*

# Guild action spurs WPIX asbestos cleanup

**New York**—An alert chairperson of the Guild unit at WPIX-TV and a prompt and determined response by New York Guild leaders were major factors in containing an asbestos contamination incident at the station's offices late in January, the local reported.

Source of the contamination—verified by separate tests performed for the Guild and the station management—was the wrapping on ceiling pipe running through the master control room and a corridor utilized frequently by Guild-represented graphics and news employees, among others.

Before the area received its initial cleansing of the fibers in a two-day undertaking overseen by an asbestos-hazard authority from the Workers Institute for Safety & Health, the graphics department was moved to the news room, farther away from the offending pipe wrap.

After the initial cleanup, WISH's Matt Gillen advised the station that "it would be prudent" to continue to require employees to use special respirators in the master control room, area of heaviest contamination, while it was purged of any remaining particles. He also said any employees required to enter the control room until the process was completed should wear disposable suits.

Gillen, who conducted a workshop on dealing with asbestos at last June's TNG convention, was retained by the station on recommendation of Mount Sinai Hospital's environmental and occupational medicine division. The division's director also played a major role in convincing WPIX that the fibers from the pipe wrap posed a serious threat.

(TNG Research & Information Director David J. Eisen told participants in TNG's new-local-officers' seminar that the WPIX oc-

**(Continued on Page 6)**

# *New officers' seminar draws 48*

**Silver Spring, Md.**—Forty-eight leaders from 33 Guild locals participated in TNG's fifth annual residential seminar for new local officers at the AFL-CIO's George Meany Center for Labor Studies here Feb. 14-17.

In remarks at the seminar's end, TNG President Charles A. Perlik, Jr., said his "appreciation of you as a group of Guild leaders and members has grown immeasurably" since the sessions began, calling it "one of the best classes" to have participated in the annual seminars begun in 1982.

Representing locals in both the United States and Canada, the participants included local presidents, vice presidents, secretaries and treasurers, as well as unit officers, and executive, bargaining and health and safety committee members.

All but five of the participants came from the small Guild locals without professional staff for which the seminar was especially designed. One small local was represented at the seminar for the first time, leaving seven that have not sent a representative to one or more

**(Continued on Page 4)**

## *Lessons seen in WPIX incident*

**Washington—Matt Gillen of the Workers Institute for Safety & Health, who supervised the cleanup of loose asbestos fibers at WPIX-TV in New York late in January, said events there contain two principal lessons for Guild locals.**

**One is the importance of insisting that managements discuss planned office renovations with the Guild, in order to make sure adequate precautions are taken against asbestos contamination.**

**The other is to be sure that a contractor fully qualified to do safe and thorough cleanup work is hired if the contamination occurs.**

# 'Yes' votes urged in dues, benefit balloting

(Continued from Page 1)

Constitution to a straight 6 percent of one week's pay, 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.

✔ Increasing 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.

✔ Simplifying and somewhat increasing the factor by which locals' monthly per-capita payments to TNG are calculated.

Currently 1.65 percent plus $1.35, the factor would become a straight 1.939 percent. It is applied to the average daily-newspaper reporter top minimum calculated as of each April 1.

All three of the latest local executive boards to report endorsements of the referendum proposal acted unanimously.

In addition, the Pacific Northwest Guild's publication, "PNNG Bulletin," pointed out in its February issue that members of that local "will have a unique opportunity" in the referendum "to vote in favor of something that won't cost them a single penny, but has the potential" of putting more money into their pockets in the future.

Since the local's monthly dues rate was increased to 6.8 percent of a week's pay several years ago by membership vote, the part of the referendum proposal to raise TNG's Minimum Dues Schedule to 6 percent will not affect the local's members, it pointed out.

At the same time, the portion of the question that would increase the strike-lockout benefits by 25 percent immediately and by 50 percent by mid-1989 would be of direct benefit to the local's members "if management ever forces a strike or lockout in Seattle, Tacoma or Bellevue," the Bulletin said.

Guild contracts at the Seattle Times and Post-Intelligencer expire July 21, at the Tacoma News-Tribune on Sept. 30, and at the Bellevue Journal-American on Dec. 31, the Bulletin pointed out.

The parts of the financial program which took effect upon their approval by last summer's Guild convention are:

✔ A $1-million increase, to $6 million, in the asset level of TNG's Defense Fund at which higher dues to build the fund are cut off.

✔ Implementation of higher dues to build the Defense Fund to $6 million and for an additional month to fund TNG's severance pay liability to its employees. ['Reduced dues due after seven months,' Guild Reporter, Feb. 14].

✔ Extension to February 1987 of a temporary reapportionment of TNG's per-capita income between the General Fund and the Defense Fund to increase by 5 percent the portion for operations.

✔ Authorization for the IEB to buy, build or lease-with-an-option a building to house TNG headquarters in order ultimately to reduce the cost of housing TNG's offices.

Meanwhile, the Int'l Election & Referendum Committee was to meet at TNG headquarters Feb. 28 to certify eligible voters and distribute ballots, lists and other materials for the referendum's conduct to all locals. The locals will conduct the voting under rules and procedures provided in TNG's Constitution and by the IERC.

Eligible to vote during March 20-25 balloting period are members who are in good standing as of Dec. 1, Jan. 1 or Feb. 1. This means members whose dues have been paid at least through November and remitted to TNG can vote.

Locals are to tabulate their members' votes on March 25 or 26 and the IERC is to meet again at TNG headquarters on April 9 to tabulate and certify the results of the referendum.

## TNG offering 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.**

**1986 Official Referendum Ballot**
**The Newspaper Guild (AFL-CIO, CLC)**
**Official Voting Period—March 20 through 25, 1986.**

**1986 Official Referendum Ballot**
**The Newspaper Guild (AFL-CIO, CLC)**
**Official Voting Period—March 20 through 25, 1986.**

The 52nd Annual Convention of The Newspaper Guild ordered a membership referendum on increasing the Minimum Dues Schedule and per capita taxes, and changing the strike-lockout benefits. Under Article XXI, Section 3 of TNG's Constitution the ballot must state "the original text of the matter sought to be changed, and the text of the proposed changes."

**1. Original Text of the Matter Sought to be Changed**

The original text of the matter sought to be changed is in Article XVII Section 2(c) of TNG's Constitution:

"(c) The Minimum Dues Schedule shall be either that listed under Table A. [Table A may be found on pages 74-78 of the Constitution adopted by the 52nd Annual Convention June 24-28, 1985] or five percent of one week's regular weekly compensation up to the maximum required by the above schedules, plus $1.50, or a dues schedule which yields at least an equivalent total dues income."

**Text of Proposed Change**

Amend Article XVII Section 2(c) to read (underlining indicates revised language):

"(c) The Minimum Dues Schedule shall be either that listed under Table A. [Table A may be found on pages 74-78 of the Constitution adopted by the 52nd Annual Convention June 24-28, 1985] or a percentage of one week's regular weekly compensation up to the maximum required by the above schedules, as follows: 5 percent, plus $1.50, through and including June 30, 1986, and 6 percent, effective July 1, 1986, or a dues schedule which yields at least an equivalent total dues income."

**2. Original Text of the Matter Sought to be Changed**

The original text of the matter sought to be changed is in Article XVII, Section 7(a)(1) of TNG's Constitution:

"Section 7.(a) Locals shall remit to TNG the following per capita tax:

(1) For each monthly dues payment, except as provided in (2), (3) and (4) below—1 1/3rd0 percent (.0165) of the average top reporter minimum in TNG contracts determined annually as provided in Section 7(b), and $1.35 in addition, but not more than 50 percent of each dues payment which does not exceed the per capita payment."

**Text of Proposed Change**

Amend Article XVII Section 7(a)(1) to read (underlining indicates revised language):

"Section 7.(a) Locals shall remit to TNG the following per capita tax:

(1) For each monthly dues payment, except as provided in (2), (3) and (4) below, a percentage of the average top reporter minimum in TNG contracts determined annually as provided in Section 7(b), and as follows: Through and including June 30, 1986, 1.65 percent plus $1.35; and effective July 1, 1986, 1.939 percent. In each case, the per-capita tax shall not be more than 50 percent of each dues payment which does not exceed the per-capita payment."

**3. Original Text of the Matter Sought to be Changed**

The original text of the matter sought to be changed is in TNG's "Strike Preparation and Strike/Lockout Policy" memorandum dated July 15, 1985:

"Every qualified member is entitled to a benefit of 35 percent of his or her basic weekly pre-strike salary from the struck employer to a maximum of $100 a week, with a ceiling of 90 percent of that salary after tax deductions."

**Text of Proposed Change**

Amend the maximum-benefit portion of the above-quoted provision of the "Strike Preparation and Strike/Lockout Policy" as follows:

"Effective July 1, 1986, TNG's weekly strike-lockout benefits shall be adjusted upward to $125* per week, and effective on the same date each year thereafter, the benefit shall be adjusted by an additional $10 per week until the current $100 strike-lockout benefit reaches $145* per week, and on the same date one year thereafter, by $5 per week to a total of $150* per week.

*plus weekly increments of $5 at both the fifth and thirteenth benefit payments."

**FOR the proposed changes** ☐
**AGAINST the proposed changes** ☐

SAMPLE BALLOT

## Ballot's a wordy one

The ballot for the March 20-25 referendum is one of the wordiest in TNG in years. It's all because TNG's Constitution requires that in a vote of this sort the ballot must state both "the text of the matter sought to be changed, and the text of the proposed changes."

# News top raised $21, to $640, in AP pact

**New York**—The top minimum for reporters, photographers, artists and programmers under the Wire Service Guild's contract with the Associated Press is raised by $21.50, to $640 a week, in a new one-year agreement.

The contract, retroactive to Dec. 1, was approved by members of the local's AP unit in a mail-ballot referendun tallied Feb. 19. The vote was 367 to 151.

The agreement also calls for the establishment of four-day workweek and job-sharing arrangements, both on an experimental basis, and provides for five days of paternity leave for new fathers.

The four-day week, which can be terminated by either the Guild or the company on a month's notice, calls for spreading the contract's 37½-hour work week evenly over four days. Some employees may continue to be assigned a five-day schedule during the trial period, which runs through the end of November.

During the same period news staffers will be able to share full-time jobs under an experimental job-sharing program. The employees' pay will be pro-rated and benefits split between the two employees sharing a single job.

The Guild is to be consulted about each job-sharing request.

There is no requirement that the company find job sharing partners. The program, like the four-day week, can be terminated by the Guild or the company on a month's notice.

Employee payments toward the cost of health insurance are reduced for a period because of a surplus in the benefit fund. The reduction will produce savings of up to $32 a month.

Differentials paid to employees who produce broadcast reports are increased and an overnight differential of $27 a week is guaranteed to any employee who works more than one shift a week which begins between 3 a.m. and 6 a.m.

Protective goggles for darkroom employees who work with chemicals are to be provided under terms of a side agreement to the contract.

Other increases and resulting new to minimums, retroactive to Dec. 1, include:

**News dictationist**—Up by $16.25, to $417.49 a week.

**Bookkeepers**—Up by $12.50, to $402.07 a week.

**Telephone operators, stenographers, receptionists**—Up by $12.50, to $372.69 a week.

**Librarians**—Up by $12.50, to $388.13 a week.

**Computer maintenance controllers, tabulators**—Up by $16, to $473.89 a week.

**News clerks**—Up by $16, to $489.49 a week.

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# Gannett's Jaske inspires campaign for more 'S.C.U.M.' in Cincinnati

(Continued from Page 1)

King day as an official holiday. However, few have done as much for minority rights as the Enquirer."

"You don't know me well enough to comment on my racial views. If you did you would know just how false your insinuations are," Jaske wrote, concluding:

"In short, I've had to deal with some scum in this business. But you are the worst."

Pointing to those concluding sentences, the Guild's Wells said he feels they reveal that Jaske "holds not only our local unit, but organized labor in general, in . . . utter contempt."

In addition, Wells said, "that a senior corporate executive would openly express such sentiments seems, to me, to reveal a very unpleasant truth about Gannett."

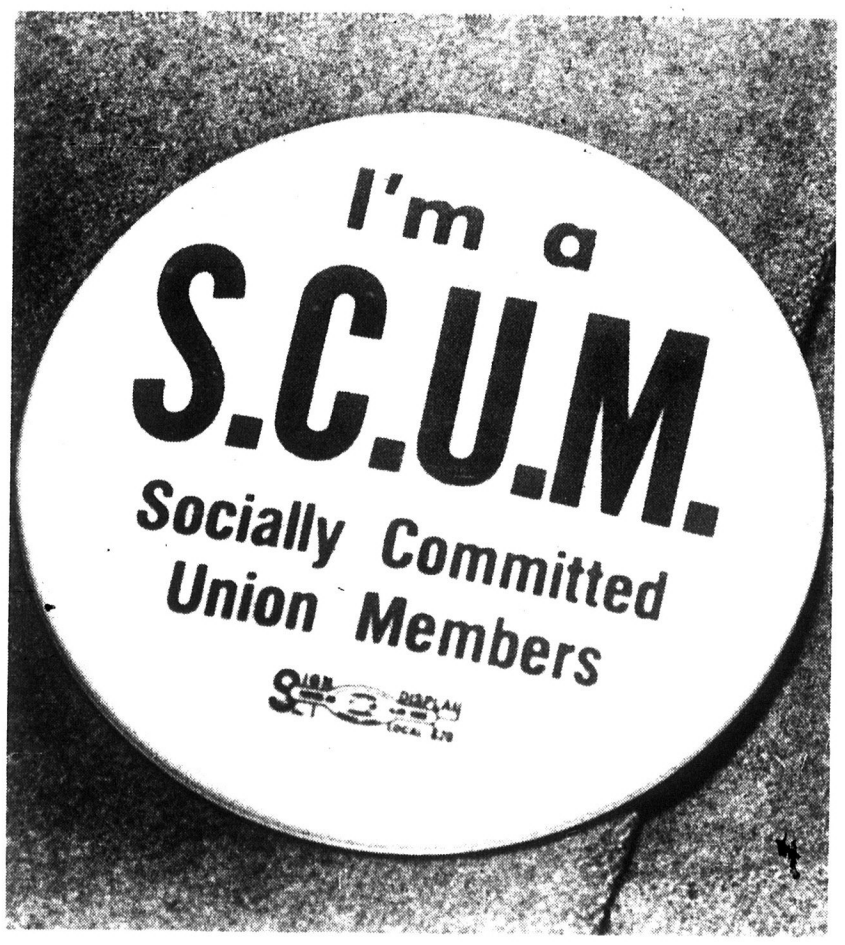
The Cincinnati Guild launched its S.C.U.M.-button campaign in the belief that "it is important that we in the Guild remember just what kind of 'scum' we really are," Wells said, adding:

"We are the kind of 'scum' who want decent hours for our members and decent pay for our work . . . who pioneered the rights of women and minorities . . . who stand for journalistic excellence in the editorial products we produce."

The Cincinnati Guild has formed a S.C.U.M. Committee to co-ordinate its "various social endeavors," Wells reported. Its first project is raising money to buy books for the library at an inner-city elementary school.

The local also is taking orders for its buttons "from anyone who wants to display a concern for social commitment," Wells added. [Wells and Bill Weathers of the Cincinnati Guild's Post unit sold them like hot cakes to other participants in TNG's new local officers' seminar Feb. 14-17.]

Price is $2 per button, to: Cincinnati Newspaper Guild/ S.C.U.M., Alms Doepke Bldg.; Suite 401A, 222 E. Central Pkwy., Cincinnati, Ohio 45202.




**A 'S.C.U.M.' BUTTON UP CLOSE**
*Cincinnati Guild is offering them to others @$2 each; 222 E. Central Pkwy., #401A, Cincinnati 45202.*

REINSTATEMENT ORDERED AGAIN

# Arbitrator says radio ads no conflict with columns

**Montreal**—A sports columnist's broadcast of radio advertisements is not "demonstrably in conflict" with his work for the Montreal Gazette, an arbitraror has ruled, ordering the paper to reinstate the employee for the second time in less than a year.

The columnist, Ted Blackman, was doing radio commercials for a local restaurant and a building renovation company when he was suspended by the Gazette last May 13. Those commercial messages, the company argued, created the impression of a conflict of interest and violated restrictions on outside activities included in the Montreal Guild's contract with the paper.

Arbitrator Raymond LeBoeuf disagreed, finding that the contractual ban on activities that are "demonstrably in conflict" with an individual's "duties and responsibilities" as an employee of the Gazette must be interpreted narrowly because of the limit it places on an employee's freedom of action outside of working hours.

To find a demonstrable conflict involved in a radio commercial there must be a connection between the product or service advertised and the professional activity of the employee, LeBoeuf wrote in a Jan. 2 ruling.

Had Blackman done a commercial for a boxing match, a restaurant critic an ad for a restaurant or a business reporter a spot for a stock broker, the contract's restrictions probably would have come into play, LeBoeuf suggested.

The company had argued that protecting integrity and credibility is one of the primary responsibilities of a journalist, asserting that to do so a journalist must avoid not only actual conflicts of interest but also must avoid the appearance of a conflict of interest.

LeBoeuf, finding the company's position perplexing, noted that Gazette editor Mark Harrison had testified that he saw no conflict of interest raised by an employee of the paper participating in an ad that served the paper's interests either directly or indirectly.

Blackman had been reinstated by the Gazette last spring after another arbitrator ruled that the company was unjustified in suspending him for refusing to relinquish a position as a sports announcer and commentator on a local radio station. At that time Blackman had been writing a general-interest, city column for the Gazette.

The company grounded the earlier action on the contract's requirement that an employee obtain permission before engaging in broadcast activities that are related to an employee's "specified field of activity" with the paper, as well as other limitations on outside activities.

Following his return to the paper April 8, Blackman was directed to quit broadcasting commercials, which he had begun doing after his sportscasting discharge. He complied with the direction for a short time but was suspended May 13 when he informed the company he was going to resume broadcasting commercials.

LeBoeuf ordered Blackman's reinstatement with full back pay.

C. DAVID RAMBO/ANPA 'presstime'

## The bosses get the program

Richard J. Ramsey, executive secretary of TNG's Contracts Committee, left foreground, outlines TNG's Collective Bargaining Program during the opening session of a negotiating-strategy seminar put on by the ANPA Human Resources Dept. specifically for management negotiators from newspapers "whose white collar contracts are due to expire in 1986 and 1987." Next to Ramsey is Roy W. Anderson, ANPA vice president for human resources. Many seminarists were from papers with Guild contracts. Cost of their day-and-a-half at the ANPA's headquarters in Reston, Va., was $275. A few days before, Ramsey held forth on the same subject for new Guild officers.

# Reinstatements won in Metroland drive

*Adapted from "S.O.N.G. Sheet," Southern Ontario Guild publication*

**Toronto**—Three reporters for the Metroland chain of 18 suburban papers who were dismissed after an organizing drive by the Southern Ontario Guild are back on their jobs under an agreement between the Guild and the company reached with the aid of a provincial labor-board officer.

Two of them returned to the Mississauga News and the third to the Markham Economist and Sun on Jan. 14, the day after the agreement was reached.

As part of the settlement, Metroland also agreed to reinstate an extended maternity it had promised a reporter at its Etobicoke Guardian but revoked after the Guild applied for certification as bargaining agent for the chain's 143 editorial employees last October. (The reporter early in February gave birth to her second son.)

The dismissals and the maternity leave complaint were the most serious of a string of charges of unfair labor practices SONG filed against Metroland, owned by TorStar which also publishes the Toronto Star, in the wake of the organizing drive.

In return for immediate reinstatement of the dismissed reporters, however, the Guild agreed to drop the remaining charges which included harassment, changing of locks at two Metroland locations, removal of union literature and the increase of the work week by 3½ hours with no increase in pay.

Meanwhile, certification hearings before the Ontario Labour Relations Board are continuing. SONG is asking for a single bargaining unit covering all 143 editorial employees at the 18 papers while the company is arguing that each paper should be certified separately.

# Survey sees union growth for Canada

**Toronto**—The outlook for growth of unions in Canada is bright, according to a recently released study conducted by a private newsletter publishing house.

The report distributed by the Vector Report, which publishes a bi-weekly newsletter on labor-management conditions, predicts that unions will grow because Canadian workers are pro-labor.

To support that conclusion it cites an opinion poll in which 55 percent of the respondents said they preferred to work in a unionized company, while 35 percent said they were opposed to working in a union shop.

Unions will represent 45 percent of Canadian workers in 15 years, up from 33 percent currently, the report predicts.

Job security and pensions were factors 95 percent of those polled cited as reasons for wanting union representation.

Marc Zwelling, a former president of the Toronto Guild, now an editor for Vector Report, said he was surprised by the survey results.

## 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 0.9-point increase in the index in January to 324.3, up 11.7 points from January 1984, and 21.6 points from January 1984. 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 January 1984. The Urban Wage-Earners' and Clerical Workers' Index (CPI-W) is the source.

| | | Percentage over | |
|---|---|---|---|
| | Index* | Same month prior year | January 1984† |
| February, 1985 | 313.9 | 3.5 | 3.7 |
| March | 315.3 | 4.0 | 4.2 |
| April | 316.7 | 4.1 | 4.6 |
| May | 317.8 | 4.1 | 5.0 |
| June | 318.7 | 4.1 | 5.3 |
| July | 319.1 | 3.8 | 5.4 |
| August | 319.6 | 3.0 | 5.6 |
| September | 320.5 | 2.7 | 5.9 |
| October | 321.3 | 2.9 | 6.1 |
| November | 322.6 | 3.4 | 6.6 |
| December | 323.4 | 3.6 | 6.8 |
| January, 1986 | 324.3 | 3.7 | 7.1 |

*1967 = 100 †Index = 302.7

# Dismissal of bias suit appealed in Cleveland

**Cleveland**—The Cleveland Guild has appealed a federal district court's dismissal of charges that the Newhouse chain's Cleveland Plain Dealer has illegally discriminated against women in its employment practices.

In dismissing the Guild's suit early this year, U.S. District Court Judge Thomas Lambros cited the length of time between the initiation of sex discrimination charges with the Equal Employment Opportunity Commission in 1972 and the filing of the suit 10 years later.

Cleveland Guild Executive Secretary J. Stephen Hatch called Lambros' decision "extremely ironic." It took the judge two years to hand down a decision that lays blame on the Guild and its attorneys for delays in prosecuting the charge while absolving the EEOC of any fault despite the administrative and clerical delays and red tape the agency generated, Hatch said.

The Guild filed the suit in 1982 after the EEOC notified the local that its efforts to resolve the charges through conciliation with the company had been unsucessful. Although the federal agency dropped out of the case at the time, it reiterated a finding, first issued two years earlier, that there was "reasonable cause to believe" the charges of sex discrimination.

In dismissing the suit Lambros said that "continued inaction" by the local and its attorneys had caused undue prejudice to the company's case. In the years that intervened after the filing of the charges defense witnesses had become unavailable, memories had faded and records had been destroyed, Lambros asserted.

EEOC Chairman Clarence Thomas, meanwhile, has acknowledged that the commission has abandoned the use of numerical hiring goals and timetables as a remedy for workplace discrimination.

While the commission has taken no formal action, the agency's general counsel has advised field representatives not to submit proposed settlements that include goals and timetables for increasing employment of women and minority-group members. The de facto policy, in effect for about a year, reflects the view of a majority of the five-member commision, the Washington Post reported Feb. 11.

"Should a consent decree with goals and timetables come before the commission, it doesn't have the votes. . . . They simply don't get approved," Thomas told the Post.

At least three EEOC commissioners oppose "the use of quotas," Johnny J. Butler, the agency's acting general counsel told the paper, explaining that in the commissioners' view adoption of numerical goals and timetables is a discriminatory tactic.

Proponents of goals and timetables argue, however, that they set targets for increasing employment of women and minorities and, unlike quotas, do not mandate workforce composition.

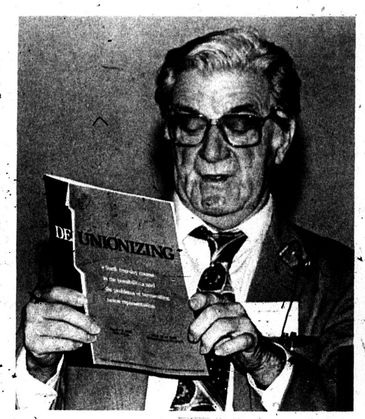
The Reagan administration has been weighing proposals to dismantle a 20-year-old executive order that requires federal contractors to submit affirmative action plans including goals and timetables for remedying the effects of past discrimination in their workforces.

At least one version of the proposed new executive order would also preclude government officials from considering numbers of women and minorities when measuring a contractor's compliance with prohibitions against employment discrimination.

That proposal would narrow the executive order's purview to cases of overt discrimination against individual employees or prospective employees. [Guild Reporter, Sept. 27.]

The EEOC, under the Reagan administration, also has shifted its focus to individual complaints of discrimination rather than class-actions like the Guild's suit against the Plain Dealer, which stemmed from charges that the company has historically discriminated against women in its employment practices.

Don Yaeger, right, San Antonio; Bruce R. Nelson, a seminar leader.




TNG's J. William and teaching 'tool.'

Bakersfield's treasurer, Jim Carnal, consult's TNG's, Charles Dale.

Bobby Wilson, Memphis.

# TNG seminar for new officers draws 48 from 33 locals

(Continued from Page 1)
of the weekend sessions.

This year's class included 30 persons from guild-covered editorial departments, 10 from circulation departments and three advertising department employees, plus one participant each from maintenance, mailroom, accounting, computer and research departments.

Three participants were from units which currently are seeking first contracts with their employers.

As in its previous years, the seminar got underway on Friday evening with a look at the Guild's history. That session and a session on local administration were conducted by TNG's education director, Phillip M. Kadis.

Sessions on bargaining and organizing were conducted by TNG's director of field operations, J. William Blatz, and Richard J. Ramsey, executive secretary of TNG's Contracts Committee. Bruce Nelson, adminstrative officer of the Twin Cities Guild on leave from TNG's field staff, led a session on contract enforcement.

TNG Secretary-Treasurer Charles Dale led a session for treasurers examining dues reporting, membership records and other aspects of local finances.

There were also evening sessions on workplace health and safety issues led by Research & Information Director David J. Eisen and human rights conducted by Human Rights Co-ordinator Anna M. Padia.

Members of TNG's field staff joined local participants for the seminar's final sessions.

TNG subsidizes, in part, the room, board and travel expenses for one participant from each small local in attendance.

Dave Pettinari, Pueblo; Diana Steckman, Lake Superior.

## ROSTER OF SEMINAR PARTICIPANTS

Participants in TNG's 1986 seminar for new local officers included the following (listed alphabetically by local):

**Albany**—Sheila Magee-Nason, executive committee; James Baretsky, executive committee.

**Bakersfield**—John Bryan, secretary; Jim Carnal, treasurer.

**Battle Creek**—Nancy Kaley, president.

**Bristol**—Mark Anderson, secretary.

**Brockton**—Robert Malley, president; Shaun McSweeney, steward.

**Buffalo**—Dennis Corbran, secretary; John Panasiewicz, treasurer.

**Cincinnati**—Bill Weathers, Post unit treasurer; David Wells, Enquirer unit vice president.

**Eugene**—Jeff Berger, vice president.

**Gary**—Mike Kent, executive committee; Barbara Thomas, secretary.

**Great Falls**—Jay Goley, secretary-treasurer.

**Harrisburg**—Thomas A. Dochat, president.

**Knoxville**—Lois R. Thomas, vice president.

**Lake Superior**—Diana Steckman, treasurer.

**Lansing**—Jennifer Harsha, executive board; Carolyn Washburn, membership chairperson.

**Manchester**—Dennis Paiste, executive board; Margaret Taylor, health and safety committee.

**Memphis**—Chris Townsel, executive board; Bobby Wilson, 3rd vice president.

**Milwaukee**—John Small, treasurer-elect.

**Ottawa**—Dave Mullington, executive board.

**Peninsula (Newport News)**—Lynda Page, executive committee.

**Peoria**—Bill Knight, vice president.

**Philadelphia**—Andrea Golek, executive committee; Isabella Laubert, executive committee.

**Portland**—Vernon Dyer, executive committee; Mark Menario, executive committee.

**Pueblo**—Dave Pettinari, president.

**Rochester**—Carol Eisenberg, executive committee.

**Salem**—Sheila Hawes, vice president.

**San Antonio**—Kathryn Kase, treasurer; Don Yaeger, executive board.

**Sheboygan**—Marion Stewart.

**Toledo**—Paul Feck, executive board; Isiah Lewis, grievance chair.

**Washington-Baltimore**—Patrick Hunt, treasurer; Martin Von Opdorp, secretary.

**Windsor**—Garry Bishop, executive board; Brad Honywill, treasurer.

**Woonsocket**—Lawrence O'Brien, executive board.

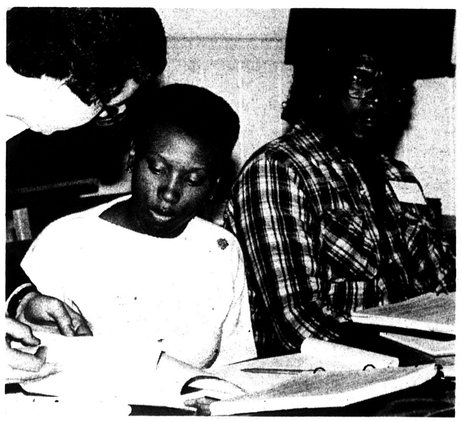
**York**—Jim O'Neill, bargaining committee.

**Youngstown**—Anthony Rothwell, executive committee.

Vernon Dyer, Portland.

James Baretsky, Albany; Carol Eisenberg, Rochester.

Sheila Hawes, Salem; Anthony Rothwell, Youngstown.



Lynda Page, Peninsula; Isiah Lewis, Toledo.

At the end, "graduation:" Paul Feck, Toledo, right; TNG President Charles A. Perlik, Jr.



# Resignations at Time Inc. reduce layoffs

**New York**—The number of Time Inc. employees facing involuntary discharge March 30 as the publishing giant implements a cost-cutting program at its magazines has been reduced substantially following a period of voluntary resignations, the New York Guild reports.

The Guild, backed by a petition signed by more than 600 of the 1,450 Time Inc. employees it represents, persuaded the company to extend to all employees the contract's voluntary resignation option rather than limiting the opportunity to resign with severance and notice pay to employees working in jobs targetted for reduction.

Of 72 voluntary resignations from Guild-covered employees accepted by management as of Feb. 21, 37 came from employees in targetted jobs and 35 from employees in non-targetted positions. The Guild, meanwhile, was urging management to reconsider the two resignations it had rejected.

The voluntary resignations not only reduce the number of employees that will be cut from jobs targetted for reduction, but will create vacancies for which discharged employees can apply under the contract's rehire procedure.

Forty-three employees from jobs covered by the Guild's contract were slated for discharge following the voluntary resignation period. Among them were 17 proofreaders and 4 typists whose jobs are being eliminated by automation.

A freeze has also been placed on new hires.

Management announced Jan. 30 that 136 jobs would be eliminated in the editorial and commercial departments of its magazines, plus another 38 automation dismissals in its operations division.

The cuts were necessary, management said, "for the health and vigor of Time Inc." It said that "circumstances have made it absolutely essential" that the company "run a leaner operation."

That announcement came as Time Inc. reported that revenues for 1985 rose by 10.7 percent, to $3.4 billion, although after-tax profits for the year of $199.8 million were down 7.7 percent from earnings of $216.4 million in 1984.

In a report to stockholders on the company's fourth quarter results President and Chief Executive Officer J. Richard Munro had cited "new levels of profitability" for 1985, noting that each line of the business "turned in solid results."

The Guild has denounced the cuts as unjustified given the company's performance. Pointing to speculation over the past year that Time Inc. may be the target of a hostile takeover, the Guild asserted that employees should not bear "the brunt of measures meant to convince Wall Street that Time Inc. is 'leaner and stronger'."

Employees who are terminated or who voluntarily resign as a result of the cost-cutting measures are entitled to a variety of benefits under the Guild's contract with Time Inc.

Notice pay of four to 24 weeks' salary, based on length of service, is provided, with a minimum of 13 weeks' pay for those dismissed because of automation and an extra 13 weeks' pay for long-term employees over 50. In addition, the contract includes severance pay, the first $20,000 of which is accrued at the rate of three weeks for each year of service.

Employees who opt for the notice and severance payments in installments also retain coverage under benefit programs for up to six months.

In addition, employees who are involuntarily discharged are also eligible under the contract for reimbursement for counselling, job search—including travel—education and retraining expenses.

The Guild, meanwhile, has initiated a grievance with management over what it sees as a "disproportionately high number" of employees over age 40 who were targetted for discharge.

In its continuing bargaining with the company over the terms of a new contract to replace one that expired Jan. 31, the local is seeking new protections against economy dismissals, including a requirement that dismissals be in reverse order of seniority, plus a ban on economic dismissals among employees with 10 years or more of service.

The economic "dismissal of employees with as many as 30 years of service is shocking," the Guild said in a Feb. 21 membership bulletin.

# FNN loses move to bid for UPI

**Washington**—A U.S. district court has dismissed a motion aimed at opening the way for the Financial News Network to file a plan of reorganization for United Press Int'l with federal bankruptcy court.

FNN, which has formed an alliance with UPI co-owners Douglas Ruhe and William Geissler and their Media News Corp., has been seeking to overturn the bankruptcy court's approval of a proposed purchase by Mexican newspaper publisher Mario Vazquez Rana.

UPI's current management along with the Wire Service Guild, which represents some 700 UPI employees, and the bankruptcy court-appointed committee of UPI creditors endorsed the Vazquez Rana proposal last fall.

FNN had been seeking a reopening of the bidding for the news service so an enhanced proposal from the consortium it heads could be considered by the creditors' committee.

In the motion before U.S. District Court Judge Louis Oberdorfer, attorneys for Media News Corp. argued that while UPI management, the Guild and the creditors' committee had been granted a period of exclusivity for filing a plan of reorganization, that order had not specifically given them the exclusive right to seek the creditors' approval of such a plan.

# Woodbridge owner bargaining with Guild

**Woodbridge, N.J.** — Bargaining between representatives of the New York Guild and the new owners of the Woodbridge News Tribune got underway Feb. 20 as some 15 delivery drivers, locked out when Macromedia Publishing Co. acquired the paper Dec. 27, maintained a picket line at the newspaper's plant.

Macromedia, which also owns the nonunion Bergen County Record in nearby Hackensack, agreed to continue recognition of the Guild as the bargaining representative of the paper's editorial staff after the local filed for arbitration of its claim for severance pay for each of the 45 employees. The local also has moved its claim for severance pay under its contract with the former owner, Middlesex County Publishing Co., to federal district court.

The new owner has refused to accept the terms of that contract, which runs through March 31.

As ownership of the 40,000-circulation daily was changing hands, Guild-covered staffers received simultaneous notices advising them that their employment would be terminated and offering them new jobs in their same positions under conditions set forth by the then-prospective new owner.

The Guild local reported that the letters offered "cosmetic improvements" in pay and benefits but eliminated contract provisions for job security, grievance and arbitration, overtime, shift differentials, severance pay and more. Instead, they spoke of "a direct and individual relationship" with employees "free to discuss any suggestions, problems or questions" with their supervisors.

Drivers, represented by the unaffiliated Newspaper and Mail Deliverers' Union, after being notified their jobs would terminate at year's end, were locked out as the new owner took over Dec. 27.

## AFL-CIO plans health 'video'

**Washington—A two-day video conference on how unions can best respond to employer demands to cut benefits to contain rising health-care costs is being planned by the AFL-CIO's labor studies, public affairs and social security departments.**

**The conference will be broadcast simultaneously to at least 15 locations throughout the U.S. April 21-22.**

**Information about registration and the locations of the sessions on "Negotiating for Improved Health Care" will be released shortly, according to AFL-CIO President Lane Kirkland.**

THE HONEYMOON'S OVER

"The contract is merely a restriction on management's right to do what it jolly well pleases."

Vol. 1, No. 2 —James M. Baysinger 1985 Feb. 20, 1986

## Sacramento bargaining newsletters

The Northern California Guild units at the Sacramento Bee and the Sacramento Union respectively have revived and instituted newsletters for members of their own units as well as the others in the recently merged local, plus selected leaders of the Sacramento community. "The Bee's Sting" (below) also was issued during bargaining with the McClatchy chain daily in 1982 and 1984. "The Honeymoon's Over" (above) first was issued late in January by members at the Sacramento Union. The quotation in its flag—"The contract is merely a restriction on management's right to do what it jolly well pleases"—is attributed to James M. Baysinger, the paper's industrial relations manager, in 1985.

Vol. III, Number 1 February 11, 1986

THE BEE'S STING

BEST COPY AVAILABLE

# Remodelling stirs asbestos at WPIX

(Continued from Page 1)

currence was the fourth time since last June that a Guild local has been confronted by an asbestos problem in members' workplaces.

(Describing asbestos as "the problem no one took seriously" until events of recent months, Eisen identified the other locals as Vancouver-New Westminster, Pittsburgh and Peninsula. Most serious were the incidents in New York and Vancouver, he said.)

The New York Guild reported that, ironically, the night of the day it was alerted to the WPIX problem and while the Guild was awaiting results of tests it was having run on the fibers, Mount Sinai Occupational Health Director Steve Levin was interviewed on WPIX news, in the station's offices. The interview topic: The dangers of asbestos.

After the interview, Guild Unit Chair Bill O'Meara took Levin to the area where the pipe wrap had emitted a gray, fluffy dust that afternoon when construction workers had opened it during a remodelling project.

Levin later told Guild Secretary-Treasurer Tom Pennacchio that he considered the area very dangerous and he "wouldn't want to go near" it in the condition it was in that night, the local reported.

It was O'Meara who had called Guild President Barry F. Lipton that afternoon immediately after construction workers, in response to a question, told him the material coming from the pipe wrap was asbestos.

That gray dust had settled into a thick layer on the floor, was on desk tops and machinery, was clinging to walls and filling the air, the local said.

The construction workers had been given paper-like masks which were "completely useless," one of the construction workers told O'Meara.

When Lipton, Guild attorney Sidney Kress and two local representatives arrived, workers were wheeling small dump-carts out of the corridor and the floor looked freshly swept.

Guild-represented staffers gave Lipton plastic bags containing samples of the dust and other material plus copies of a report last June by the federal Occupational Safety & Health Administration identifying an 80-percent asbestos content in the pipe wrap that had been breached.

After a meeting between Guild and WPIX officials, Lipton and WPIX News Vice President John Corporon met jointly with WPIX staffers.

Corporon said the construction had been stopped, the air conditioning shut down, wet-squads were coming to clean up and the company was having the material tested.

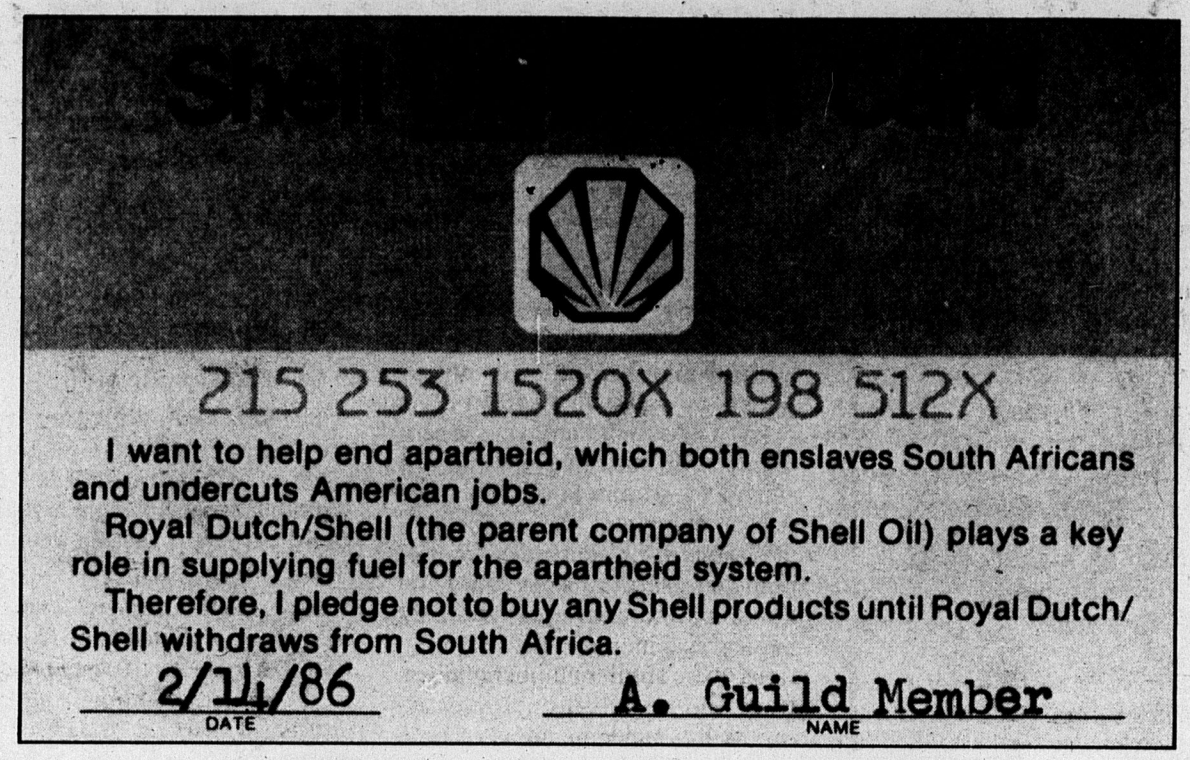
Lipton, noting the OSHA test of the material last summer, advised staffers to stay out of the corridor and the rooms adjoining it.

The next day, Jan. 24, both the company's and Guild's test results confirmed asbestos.

Mount Sinai's Levin made several safety recommendations, including posting the area for the asbestos danger and retaining WISH's Gillen to oversee a thorough cleansing of the area.

Gillen arrived that evening and the cleanup began immediately and went through the next two days, the weekend of Jan. 25-26. On his advice, WPIX hired an asbestos-expert firm for the duration of the remodelling.

Gillen said he advised management to call him or the Guild before any new building or renovation is undertaken so the area can be inspected for asbestos and appropriate steps taken to deal with it if it is found, the Guild reported.




## AFL-CIO Shell-boycott cards

Members of the Guild and other unions in the U.S. who have been showing their support for the anti-apartheid boycott of Shell Oil products by severing their Shell credit cards and mailing them to TNG have been getting Shell Discredit cards in return from the AFL-CIO. The back of the discredit cards lists the names of some of the firm's products that are the object of the boycott, initiated jointly by the AFL-CIO and the Free South Africa Movement and endorsed by TNG's Int'l Executive Board during its winter meeting. The unions which represent Shell employees in the U.S. are backing the boycott.

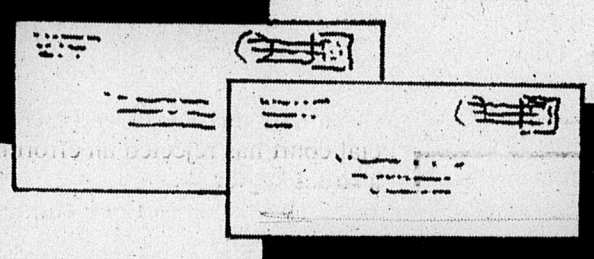
## U.S. agency would ban asbestos

**Washington—The use of asbestos in the U.S. would be cut in half about a year from now and then totally banned over the next 10 years under a proposal unveiled again by the Environmental Protection Agency late in January.**

**EPA Administrator Lee M. Thomas said he believes "there can be no doubts about the health risks of asbestos" and the proposal would start the country toward an asbestos free environment.**

**The proposal, under development more than six years, is virtually the same as one nixed 18 months ago by the Reagan administration's Office of Management & Budget as too costly and unwarranted, the Washington Post reported.**

# IT SEEMS TO 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 for letters is the Friday before publication.**

**Letters relating to elections or referenda to appear in the issue immediately preceding distribution of ballots and subsequent issues preceding the official voting period shall contain no new charges.**

### New York's top offices urge 'yes' in referendum

NEW YORK, N.Y.

**Editor:**

We would like to add our names to the long list of Guild leaders who are urging passage of the proposal to revamp the international's finances.

This proposal, if passed by our members, will result in a more equitable dues structure, provide for substantial increases in strike and lockout benefits, bring much-needed revenue into both local and international treasuries, and should go far towards ending the constant see-sawing between regular and reduced dues.

**BARRY F. LIPTON**
**President**
**TOM PENNACCHIO**
**Secretary-Treasurer**
**New York Guild**

### Referendum proposition termed forward looking

SACRAMENTO, CALIF.

**Editor:**

A forward-looking piece of fiscal legislation was side-swiped at the '84 Guild Convention in Puerto Rico. Part of that legislation was revived at Pittsburgh in '85.

Now all of us in the Guild get to vote on the final, somewhat further revised fiscal package. It will be helpful to some locals, the international and to those members who have to take our common battle to the picket line.

Let's vote to move forward in the Guild, with an affirmative in the March referendum.

**MARY SANCHEZ**
**Sacramento Union unit**
**Northern California Guild**

### 'Yes' votes seen aiding large and small locals

MANCHESTER, N.H.

**Editor:**

Large and small locals, we're all in the same boat, paddling upstream against the management tide of "sink the union".

The Pittsburgh Convention has given us all a chance to dig deeper with oars of determination on dues, per caps, and better strike benefits.

Let's support this convention by voting 'yes' in the March referendum.

**TOM THIBEAULT**
**Manchester Guild**

### Montreal leader seconds suggestion on rates' lists

MONTREAL, QUE.

**Editor:**

Don Tewesbury's letter [Guild Reporter, Jan. 10] about the wide varience of U.S.-Canadian currency value was dead-on.

Management people read the Guild Reporter, probably more thoroughly than most Guild members. The comparison of the Gazette key rate with that of the New York Times works to our disadvantage because of the lack of conversion.

The Gazette key rate of $826 Canadian funds is roughly equivalent to $600 U.S. funds, what with the Canadian dollar dropping relative to the U.S. dollar.

A gallon of gasoline here costs the equivalent of $2.11 (regular unleaded) U.S. I understand you can buy it in Boston for 90 cents a gallon. Could it be as much as $1 in New York?

Someone once said, and it's been repeated a zillion times at least, that comparisons are odious. So let's not compare: report Canadian wages in U.S. funds. If the Gazette key rate is umpteenth on the list instead of second, it's to our advantage.

However, I don't know how we can disguise the fact that the Gazette has the highest key rate in Canada.

**LARRY McINNIS**
**President**
**Montreal Guild**

**Editor's note:** Exchange rates are not necessarily an accurate measure of the comparative worth of nations' currencies. A report under development by the Organization for Economic Co-operation & Development (OECD) points out that exchange rates "depend upon very many" factors "as the behavior of currency markets in the last few years has amply demonstrated." The draft OECD report contains a Purchasing Power Parity index (PPPi) which, it says, shows "the rate of currency conversion which equalizes the prices in both countries." A table in the report shows, for example, that in 1973 the U.S.-Canadian exchange rate was even while it took $1 U.S. to buy what 91 cents Canadian could buy; in 1984, the latest year covered, the exchange rate was $1.32 Canadian for $1 U.S., while the PPPi was $1.17 Canadian to $1 U.S.

### Tardy payments by locals unfair, Harrisburg says

HARRISBURG, PA.

**Editor:**

The members of the Harrisburg Newspaper Guild are disturbed over the tardiness of some locals in remitting their per-capita and full-dues assessment as outlined in Secretary-Treasurer Dale's letter of January 6, 1986.

Such delinquency is not fair to other—in many cases smaller—locals which have conscientiously forwarded their payments each month. It also is unfair to TNG which has financial obligations to meet.

Secretary-Treasurer Dale's letter and the extension of full dues for two months was discussed at a recent membership meeting of Local 16. Members authorized the writing of this letter to encourage delinquent locals to fulfill thier financial obligations to TNG and to urge all locals to keep current with their remittances. Each union member need only consider how he would react if his paycheck were withheld for four months. It certainly would wreak havoc with his personal budget.

**MARY O. BRADLEY**
**Treasurer**
**Harrisburg Guild**

# Guild's starting minimums still outscore survey's

By Barbara E. Nelson
*Assistant editor*

THE STARTING salaries U.S. newspapers are paying journalism graduates have become "competitive," Editor & Publisher magazine commented editorially Feb. 22 on the median rate reported by the Dow Jones Newspaper Fund in its survey of 1985 journalism graduates.

If so, the median minimum starting salary for reporters and photographers working under Guild contracts at U.S. dailies is even more "competitive"—nearly $75 a week, or $3,891 a year, more "competitive."

According to Dow Jones' survey of 1985 journalism graduates, those who had taken jobs with daily newspapers when the poll was conducted in August were being paid a median annual salary of $13,520, or $260 a week.

The median starting minimum salary for reporters and photographers in the 107 Guild contracts with U.S. dailies in effect on Aug. 1 was $334.83 a week, or $17,411 annually.

The $260 median weekly starting pay reported by graduates was up by $30 from a $230 median salary reported by 1984 graduates who took daily newspaper jobs.

The median Guild starting minimum of $334.83 was up by $33.86 from a median of $300.97 a week in August, 1984.

The survey showed that 15 percent of the 20,400 journalism and mass communications majors who received bachelor degrees in 1985 had taken jobs with a daily or weekly newspaper or a news service; 80 percent of them were working in newsroom jobs. Eleven percent of the graduates were working on dailies.

Twenty-two percent of the graduates had concentrated on news-editorial studies. Another 22 percent had majored in public relations and a similar number concentrated on advertising. Broadcasting majors made up just under 20 percent of the graduates.

Of the graduates who had concentrated on news-editorial studies, 35 percent said they had not applied to a newspaper or news service for work.

More than half the respondents, 51.7 percent, reported that they had taken jobs in media-related work involving writing and or editing duties. Fifty-eight percent were working in fields related to their course of study, including 14.6 percent engaged in advertising work, 6 percent in production work and 5.3 percent in photography, graphics, art and cartooning.

Graduate school had claimed 6.6 percent of the 1985 graduates and 12 percent were unemployed at the time of the survey.

The number of women among the graduates was 65.1 percent, up from 64.7 percent in 1984. Members of minority groups made up 10.8 percent, up from 9.8 percent the previous year.

The proportion of minorities who reported that they were working in media-related jobs was 41.7 percent, down from 54.4 of the 1984 minority graduates, but better than the 40.8 percent in the category in 1983, Dow Jones reported.

Newspapers hired more women than men from among the graduating class for the second year in a row.

The median starting salary for graduates who took broadcasting jobs—8 percent of the graduates—was $215 a week, the lowest of any of the categories reported.

Women accounted for 59 percent of the graduates taking broadcast jobs and minorities made up 13.6 percent, according to the survey.

Graduates who took public relations jobs reported a median starting salary of $280, while those who were working in advertising reported a median starting salary of $265 a week.

Survey questionnaires were distributed to 1,961 graduates from 50 colleges. Results were drawn from 1,028 valid returns, a response rate of 52.4 percent.

## Job satisfaction, higher pay linked

**The higher the salary the more likely a new employee is to be happy with a job, according to one set of responses in the Dow Jones Newspaper Fund survey of 1985 journalism graduates.**

**Two-thirds of the graduates surveyed who reported starting salaries of more than $300 a week said they were very satisfied with their work, while fewer than 19 percent of the graduates earning $190 a week or less had the same feeling about their work.**

**Nearly a third of the graduates in the $190-a-week-or-less category said they were "less than satisfied or very dissatisfied" with their jobs. In the $300-a-week-or-more group fewer than 8 percent expressed dissatisfaction with their job.**

**Journalism at its best aims to afflict the comfortable and comfort the afflicted, as Joseph Pulitzer wrote many years ago in the St. Louis Post. This bold ambition is achieved through the pursuit of the truth.**

**Not always Truth with a capital T as in religious or philosophical truth, but the daily truth of the police courts, business activities, tragedies and, yes, often the assignment editor's idea of news.**

**In short, the journalist protects society from the actions of the comfortable and the privileged.**

**But who protects the protectors? Who takes on the case of journalists at the workplace when they may find themselves among the afflicted, rather than reporting about them?**

**The Southern Ontario Newspaper Guild does. We're a union representing media workers. And not just editorial employees but everyone who works at a paper or a magazine. We help make sure that people work with dignity, and receive fair value for their efforts.**

**We're at the Toronto Star, Brantford Expositor, Hamilton Spectator, Oshawa Times, Maclean's, Racing Form and Globe and Mail. We also have applications outstanding for the Metroland chain and TV guide.**

**When you graduate, we hope you'll join us in SONG.**

## An invitation to J-school grads

**The Southern Ontario Guild is running this ad in a journalism magazine put out at Ryerson Polytechnic Institute. The Toronto school is "where many of our members learned to be reporters and editors" and current students should know about the Guild, too, the local said.**

## Boycotts

**Sanctioned by the Canadian Labour Congress and provincial labor federations, as of January 1986:**

### Canadian Labour Congress
Blue Cross (Ontario)
Canada Trust Mortgage Co.
California table grapes
Red Coach Lettuce
Radio Shack

### Alberta
California table grapes
Doctors who "extra bill"
Pacific Western Airlines
Radio Shack
Safeway meats (Lakeside Packers, Brooks, Alb.)
South Africa products

### British Columbia
Canada Trust Mortgage Co.
Canadian Tire
California table grapes
Lettuce (Donny, Red Coach, Big Fred, SAS, Big A, Bobby & Andrews)
Proctor & Gamble (soap products)
Louisiana Pacific Corp. (forest products, construction material, Waferwood construction panels, Pabco Xonolite insulation, Weatherseal windows and doors)
Radio Shack
Royal Bank
Victoria Plywood

### Manitoba
Bank of Commerce, VISA Centre
California table grapes
Canada Trust Mortgage Co.
Canadian Tire stores
Pacific Western Airlines
Radio Shack
South African products

### New Brunswick
Perfection Foods products produced in Prince Edward Island
Sobey's Stores Ltd.

### Newfoundland
Perfection Foods products produced in Prince Edward Island
Sobey's Stores Ltd. (retail grocery outlets, plus all Sobey non-unionized operations in the Atlantic Region)

### Northwest Territories
Business and properties owned by Tony Chang

### Nova Scotia
Bank of Commerce
California table grapes
Capital Stores, Valu Fair Drug Marts, (Halifax area)
Chippin Bros. (all products)
College of Cape Breton (Cape Breton area)
Holiday Inn, Rue Robie St., Halifax
Perfection Foods products produced in Prince Edward Island
Radio Shack
Sobey's Stores Ltd. (except Cape Breton Island)
South African products

### Ontario
Canada's Wonderland, Toronto

### Prince Edward Island
Perfection Foods products produced in Prince Edward Island
Sobey's Stores Ltd.

### Quebec
Bank of Commerce, VISA Centre
Caisses Populaires (various branches)
California table grapes
Radio Shack
South African products

### Saskatchewan
Base Communications, Saskatoon
California table grapes
Pacific Western Airlines
Radio Shack

# 'Hot ad' boycott upheld in Vancouver

**Vancouver**—A second provincial court has rejected an effort by a struck regional airline and its advertising agency to force employees of the Vancouver Sun and Province represented by the Guild and the Typographical Union to work on ads for the airline during the strike.

The ads have not been run since November when three unions struck Pacific Western Airlines, the British Columbia Federation of Labour declared its advertising material "hot" and the Guild invoked a clause in its contract giving its members the right to refuse work coming from an unfair employer. The Guild's contract covers the papers' ad employees, among others.

The airline, also seeking to force the union federation to withdraw its "hot copy" declaration, said the federation's action and those of the Vancouver-New Westminster Guild and the Vancouver Typographical Union resulted in cancellation of advertising bookings reportedly worth more than $45,000.

In a Feb. 4 ruling upholding the unions' actions, B.C. Court of Appeals Justice Beverly McLachlin, joined by two other members of the bench, rejected the airline's contention that the federation and unions' actions were illegal as secondary boycotts.

"Hot declarations," the justice wrote, "are a much more refined device than secondary picketing" in that they "do not stop or seriously affect the business of the secondary employer" but prevent the struck employer from dealing "with third parties as he might otherwise have done."

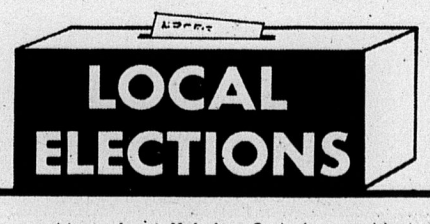
In addition, Justice McLachlin wrote, the papers' publisher has granted the unions "the contractual right to refuse work declared 'hot'." The publisher also "voluntarily by contract relinquished its right to trade insofar as such trade may be affected by 'hot' declarations," she said.

The court also rejected the airline's assertion that its inability to advertise in the Sun and Province eroded its market share which might never be regained. A permanent loss, based on the airline's submission, is no more than "a possibility, rather than a probability," McLachlin wrote.

An earlier move for an injunction before the B.C. Supreme Court was dismissed in December.

In that ruling, Justice Martin Taylor pointed out that the papers' publisher in its contracts with advertisers "expressly reserved the right to accept or refuse, at its discretion, any advertising submitted."

The publisher, in turn, in its contracts with the Guild and Typographical Union, delegated that right to the unions in defined circumstances, the justice said.

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MIKE KONOPACKI/Madison Guild

## A DRAGNET FOR DRUGS?

# *Tests seen infringing civil liberties*

**By Gary T. Marx**

*Cambridge, Mass.*

*Gary T. Marx is a professor of sociology at the Massachusetts Institute of Technology. This article is reprinted with permission from the OpEd page of the New York Times of Feb. 24.*

*TNG's Int'l Executive Board at its January meeting directed that TNG staff study the developing areas of concern about drug use and drug searches in news industry plants and report to the IEB's April meeting [Guild Reporter, Feb. 14].*

IN THE novel "Gorky Park," the police inspector asks a central character whom she suspects of having stolen her ice skates. She replies, "Everyone." The inspector responds, "So do I." In the same way, people in our society who advocate the indiscriminate use of drug tests and "lie detectors" appear to suspect everyone.

The list of those subjected to drug tests seems to grow daily—military personnel, athletes, reporters, computer programmers, bank employees, teachers, airline ticket agents, even high school students. Lie detectors, too, have also become increasingly widespread.

One feature of such testing is that it often has a dragnet quality. Everyone is subjected to it. On the surface, this seems equitable. Yet, it poses disturbing problems for civil liberties.

There are flaws in nearly all the major arguments for categorical testing.

✔ "If you have done nothing wrong, you have nothing to hide."

THIS ASSUMES that a procedure should be judged only by its results. But a fundamental principle of our society is that means as well as ends have a moral component. The argument also assumes that the innocent suffer no harm from intrusive investigations of questionable reliability. But even if reliability were not an issue, this argument fails to appreciate the reason for privacy. We value envelopes around letters and the confidentiality of spousal communication, not to protect illegality but because liberty is destroyed when such boundaries can be crossed at will.

✔ "The tests are valid because they are based on neutral scientific measurement."

Yet the machines are not infallible; neither are the humans who administer the tests and interpret them. The American Psychological Assn. has concluded that the polygraph—lie-detector—is unsatisfactory. And the drug screening that is most commonly used is often unreliable and not always backed up by more sophisticated second tests. Even then, a variety of factors—ranging from operator inexperience and error, to switched urine, to confounding substances such as over-the-counter weight-loss and cold remedies—can distort the results.

✔ "It's for your own good, because drug use is a medical problem."

The millions who use marijuana for the same reasons that others use alcoholic beverages are likely to reject such paternalism. To them, testing is an effort to transfer the on-duty standards of the employer to the off-duty life of the employee. Screening for tuberculosis is not the same as screening for marijuana.

✔ "It can offer proof of innocence."

This turned the traditional American belief that you are presumed innocent until proved guilty upside-down. As one baseball player said, "I don't take drugs and I don't believe I have to prove I don't."

✔ "It's voluntary."

Technically, that's true: You can choose to work somewhere else where categorical testing is not a condition of employment. But it's also disingenuous, especially in an economy where jobs are difficult to find. Secretary of State George P. Shultz, who threatened to resign if required to take a polygraph, has career mobility not available to most people.

✔ "Its legal."

This is often the case. But legal controls have simply not had time to catch up to problems the new tehnology can create. Furthermore, what is technically legal is not necessarily sound social policy.

✔ "If you question the means, you don't care about the end."

THIS IS A classic smear tactic, suggesting—in its most insidious form—that those who question the polygraph and drug screen are somehow favoring espionage and drug abuse. National security and health are obviously important social goals. But precisely because they are so important, great care must be given to the means used to obtain them.

If there is a case for categorical surveillance (as with airport searches), it is strongest where a serious problem can be addressed using a test that is highly reliable, specific, minimally intrusive and directly relevant to the problem. Rarely will such conditions be present. Even then, we must be careful that the precedent established does not creep into other unwarranted areas.

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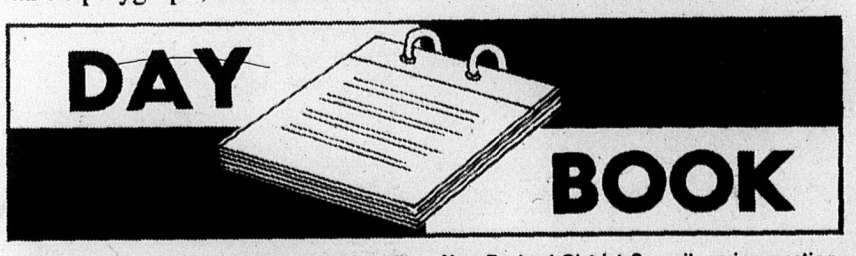


**Minimum Dues-per capita-strike/lockout benefit referendum, six-day voting period, March 20-25, all locals.**

**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.**

**Western District Council, spring meeting, April 26-27, Eugene Hilton, Eugene, Ore.**

**Canadian District Council, spring meeting, April 26-27, Toronto.**

**New England District Council, spring meeting, May 3-4, Salem, Mass.**

**Great Lakes, Midwest and Southern District Councils, joint spring meeting, May 17-18, Washington-Baltimore Guild hosting.**

**Int'l Executive Board, pre-convention meeting, June 20-21, Philadelphia Centre Hotel, Philadelphia.**

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

**Int'l Executive Board, post-convention meeting, June 27, Philadelphia Centre Hotel, Philadelphia.**

**Western District Council, fall meeting, Oct. 25-26, San Jose.**

**54th Annual Convention, June 22-26, 1987, Hyatt Islandia Hotel, San Diego.**

**55th Annual Convention, summer 1988, Vancouver.**

## As they put it

# Reagan at the bat

At his most recent news conference, President Reagan ducked and parried most of the questions about the impact of his proposed budget cuts.

The further reductions he was seeking, the president assured questioners, would merely get into "the area of fat."

After all, Reagan suggested, "you don't bat a thousand percent in making sure that everyone is deserving" who gets a reduced-price lunch or a student loan. Besides, some belts have to be tightened to fund another multi-billion dollar defense increase.

The president, however, stood ramrod straight in declaring that any tax increase Congress sent him would be "VOA—vetoed on arrival." The tax cuts he instituted on taking office, Reagan bragged, led to "38 straight months of economic recovery."

Some might quibble that the first effect of Reagan's economic policies was the longest and most severe recession of the post-war era. Others might point to the huge federal deficit.

As for the actual effect of the generous "tax incentives" given to businesses, a study by Citizens for Tax Justice notes that companies paying a fair share of taxes also had the best record of adding jobs and increasing investment. However, those that had big profits and yet paid no taxes during most of the Reagan years reduced employment and channeled their tax windfalls into "virtually everything but new investment," said the research and lobbying group.

Sometimes you don't bat a thousand percent, even if you are the President of the United States. Sometimes, in fact, you strike out.

*—An editorial in the AFL-CIO News of Feb. 15.*

## Short shots—a pair

The prospect of automation-related job eliminations is to the employees what the prospect of a takeover is to management: The risk of ending up unemployed.

*—On Time, New York Guild unit newsletter at Time Inc., on severe cutbacks instituted by management as part of what it says are efforts to stave off an unfriendly takeover.*

Much of the advance work focused on getting good media coverage. Unlike the case during the first invasion of Grenada, the press is very welcome this time. At the airport, White House staffers debated camera angles. At St. George's University Medical School, where President Reagan will lay a wreath at a memorial to American soldiers slain there, the memorial's sculptor came back from Kansas City to put on some finishing touches. The White House has also brought in portable halogen lights so that no harsh shadows from the scorching Caribbean sun will mar the television and still photos of the president.

*—Jane Mayer, reporting from Grenada in the Wall Street Journal of Feb. 20 on the month-long advance-work and uncountable cost of President Reagan's trip to the island for a 4-hour, 20-minute stay.*

The Guild Reporter

CALM ACPS

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

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