



The GUILD REPORTER

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

Vol. 53, No. 5

Washington, D.C.

March 14, 1986

29,798 eligible to vote in finance referendum

Washington—A total of 29,798 Guild members in the United States, Canada and Puerto Rico had been certified by March 12 as eligible to vote in the March 20-25 referendum on the three-part financial proposal recommended for membership approval by last summer's TNG convention.

TNG's Int'l Election & Referendum Committee certified 28,058 when it met at TNG headquarters Feb. 28 to check voter lists and mail the lists plus ballots and other election materials to locals. More were certified subsequently as locals completed establishment of their eligibility under TNG's Constitution.

If approved by a majority of Guild members voting in the ref-

erendum, the three-part financial package would, effective July 1:

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

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

- ✓ Simplify and somewhat increase the factor by which locals' monthly per-capita payments to TNG are calculated. Currently 1.65 percent plus \$1.35, the factor would be changed to a straight

1.939 percent. It is applied to the average reporter top minimum in Guild contracts with daily newspapers as of each April 1.

Eligibility for voting in the Guild-wide referendum is determined by receipts of constitutionally established financial obligations at TNG's offices postmarked not later than Feb. 15. A member must have paid all dues, including higher dues, at least through November to vote.

The constitution also provides for members whose remittances have been collected or paid to his or her local but not received on time by TNG to be made eligible upon receipt of a proper explanation from the local's treasurer or two other local officers. Voters in

More local boards urge approval

Executive boards of at least five more locals have voted to recommend that their locals' memberships vote in favor of the three-part financial proposal in the Guild-wide, March 20-25 referendum.

Latest to report doing so are the executive boards of the Erie, Milwaukee, Utica, Vancouver-New Westminster and Washington-Baltimore Guilds. So too did all the officers of the Cleveland Guild on March 4.

Reported earlier were like actions by the Albany, Northern California (Fresno, Modesto, Oakland, Sacramento, San Francisco, Stockton), Pacific Northwest, Providence and San José locals.

Four district councils (Great Lakes, New England, Southern and Western) also have endorsed the referendum proposal, as have 40 leaders from 24 locals, who make up an ad-hoc support committee, and presidents and/or other officers of at least seven locals not represented on the committee.

several locals were certified eligible to vote under this provision.

Locals in which no members were found eligible to vote in the March referendum because of delinquencies in required payments to TNG were Battle Creek, Gary,

Indianapolis, Kingston, Madison and the Wire Service Guild.

There were a record 31,304 eligible to vote in last September's elections of TNG officers.

Delegates to last summer's con- (Continued on Page 2)

Asbestos cleanup is now underway at Sun, Province

Vancouver—The Vancouver Sun and Province has embarked on a carefully controlled program to remove all asbestos insulation from the ceiling/roof of a large portion of the top floor of the dailies' plant following confirmation that employees there were exposed to asbestos fibers during renovation work in 1984 and 1985.

At the same time, the Vancouver-New Westminster Guild has recommended to the papers' management a five-part program aimed at identifying and treating any ill effects employees may suffer as a result of the exposure.

A special subcommittee of the local continues to study additional recommendations, also developed by an occupational disease specialist hired by the Guild to advise it after the asbestos exposure became suspected last October [Guild Reporter, Nov. 22, 1985].

A consulting firm hired by the company has estimated that exposure of employees in the Sun and Province newsrooms plus the composing and lithographic departments could have ranged generally from two to 10 times the maximum exposure standard of the B.C. Workers' Compensation Board; as

much as 500 times the maximum in one brief episode. The firm now is directing the removal of the remaining asbestos.

Two Guild-represented maintenance employees who at one point scraped what turned out to be asbestos from part of the ceiling in the Sun newsroom in 1984, meanwhile, have been given a special battery of tests by asbestos experts at Vancouver General Hospital. Similar tests are under consideration for four more.

The decision to remove all asbestos from the newsrooms and the lithography and composing departments was made upon recommendation of Pinchin-Harris Associates Ltd., the consulting firm hired by the company. It said that maintenance work was likely to disturb the material and create new health hazards for employees in the area, the Guild reported.

The removal, estimated to take three months overall, has been completed in the lithography department, is beginning in the composing room and then will take place in the newsrooms.

Roy Tubbs, the Guild's administrative officer, said special-

(Continued on Page 2)



'Welcoming' BNA's board of directors

Several dozen members of the Washington-Baltimore Guild unit at the Bureau of National Affairs took their quest for an equitable new contract to the sidewalk in front of BNA's main offices March 3 as the legal- and economic-affairs reporting firm's directors met there three days after the Guild-BNA contract expired. The night of the



BILL BURKE Washington Baltimore Guild

pact's Feb. 28 expiration, management representatives raised their wage-increase proposal to 3 percent. Messages on other signs carried by the informational picketers included calls on the BNA board to "share the wealth," proclaimed "hell no to 3.0," and reminded that, "BNA board, you get what you pay for."

Seven anti-apartheid rallies set

Washington — The AFL-CIO has declared March 22 a "Day of Solidarity with the Victims of Apartheid" in South Africa and together with the central labor councils in seven U.S. cities is sponsoring anti-apartheid rallies in each that day.

Guild locals are located in six of the anti-apartheid rally cities: Detroit, Los Angeles, New York, St. Louis, San Francisco and Washington. The seventh is Houston, where there are branches of the Wire Service Guild.

Meanwhile, there were predictions from several quarters that the

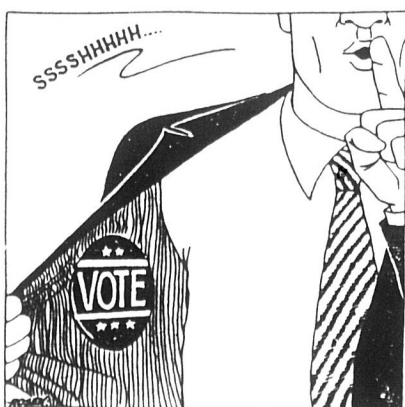
South African regime's lifting on March 7 of the seven-month state of emergency there likely would be short-lived as it applies to special restrictions on press coverage of racial unrest.

Seen lending credence to those predictions was the regime's expulsion order the same day the restrictions were lifted against the CBS-TV bureau chief and two

staffers in retaliation for the network two days before televising the peaceful mass-funeral of 17 victims of violence in a black township outside Johannesburg.

While the government on March 11 rescinded the expulsion order, observers pointed out that more than 100 laws still restrict the press in South Africa. The order was (Continued on Page 4)

Researchers at Michigan study VDTs and pregnancies 3



A message from the Ottawa Guild

Asbestos cleanup is well underway in Vancouver

(Continued from Page 1)

ists determined that the substance was still sufficiently secure to enable its removal from one area at a time without endangering anyone in an area yet to be done. The areas being "cleaned," he said, are being sealed and the air in surrounding areas tested to make sure there is no danger to employees working outside the sealed area.

Tabbs also explained that asbestos was used as insulation in the ceiling/roof of the newspaper plant's top floor only in the portion that lies under a rooftop patio connected to the company cafeteria.

The heaviest exposure is estimated to have occurred after a jackhammer damaged a rooftop cafeteria deck and the area underneath was exposed and scraped in an effort to determine the extent of damage caused by the jackhammer.

The asbestos-hazard experts retained by the Guild for advice on the situation are Dr. Donald Enarson and Sharon Tamaro of Vancouver General Hospital's occupa-

tional disease research center.

In a report to the local they pointed out that extensive renovation work at the dailies' plant from May to October of 1984 and last November was undertaken without taking into account the presence of asbestos in the building. Consequently, their report noted, there is no way to be certain of the level of exposure. The estimates of one to five fibres per cubic centimeter generally and 500 fibers for a few hours were made by the publisher's consultant.

Enarson and Tamaro's report said the release of the fibers during third-floor work could well have been "exacerbated by vibration" when the papers' presses were running.

The pair also pointed to an evaluation of the possible increased health risks resulting from the exposure by Dr. Colin Campin of the Workers' Compensation Board occupational health division. Based on Campin's estimates, there would be a lung cancer risk of 0.3 cases in a group

of 350 persons exposed; also a mesothelioma risk of 0.8 cases per 350 persons exposed at age 25 and 0.2 cases per 350 exposed at 45.

The Guild held a special information meeting for the membership with Enarson on Jan. 16.

The local's executive board on March 11 adopted and recommended to the company a set of five recommendations Enarson and Tamaro made in their written report to the local. They include:

- ✓ Attempting "the most accurate and detailed possible reconstruction of the exposure levels" for documentation purposes in case of future health problems of those who were exposed.
- ✓ Identifying exposed workers

and ranking them "in priority groups according to severity of estimated exposure."

- ✓ Informing all employees of the increased risk from asbestos exposure for persons who smoke tobacco and attempting to isolate tobacco smoke from nonsmokers.

- ✓ In the event of the death of any person who was exposed, securing permission for an autopsy for a lung examination for asbestos.

The executive board and the asbestos subcommittee of the local's health and safety committee were continuing to study another, seven-part recommendation by the Vancouver General pair.

It sets out a program of medical monitoring of exposed individuals.

'Offices riskier than the mines'

Vancouver—The occupational disease researcher retained by the Vancouver-New Westminster Guild to advise it on asbestos exposure at the Sun and Province said that exposure in offices high enough to pose a health risk "goes on all the time," the local reported.

"More people will die of exposure to asbestos in office buildings than will die from mining asbestos," Dr. Donald Enarson said.

29,798 eligible to vote in finance referendum

(Continued from Page 1)

vention recommended that members approve the three-part financial package in a referendum early in 1986 after voting their approval of other parts of a financial renovation program proposed to the convention by TNG's Int'l Executive Board.

Parts of the financial program that took effect upon the approval of the convention were:

- ✓ 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 ended.

- ✓ Implementation of higher dues to build the Defense Fund to \$6 million and then for an additional month to fund TNG's severance pay liability to its employees.

(TNG returned to reduced dues March 1, terminating the conven-

tion-ordered higher dues period after seven months.)

- ✓ 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.

Local election committees are to count ballots cast in the referendum on March 26 or March 27 and ship their returns, ballots and other referendum materials to the IERC no later than March 29.

The IERC is to meet at TNG headquarters to tabulate and certify the results of the referendum on April 9.

Conference recommended

Teaneck, N.J.—A conference session on ergonomics and health and safety concerns in the computerized work environment here April 11 has been commended to leaders of Guild locals in the Northeast.

It is part of a two-day conference on office technology sponsored by the AFL-CIO's Dept. of Professional Employees. The conference is open to Guild representatives, David Eisen, TNG's director of research and information, said in a March 4 letter to locals in the area.

The opening day examination of hazards associated with video display terminals, job design and job-

related stress, among other ergonomic and health issues raised by office technology, will include discussion of TNG's program for combatting VDT health hazards and compensation for victims of stress-related injuries, like carpal tunnel syndrome.

Conference speakers who will address the issues and lead discussion include Eisen.

Deadline for reserving accommodations at special rates at Lowes Glenpointe Hotel, where the conference will meet, is March 20 and pre-conference registration closes March 27, Eisen said.

San Jose's first president

San Francisco—Stanley J. Waldorf, a founder of the San Jose Guild and the local's first president, died of a heart attack Jan. 1 at the age of 78.

Waldorf was city editor of the San Jose News when he was elected president of the San Jose Guild in 1937. He was the last survivor of the local's seven charter members.

The local's first agreement, bargained later that year, was with the competing San Jose Mercury. The

Guild contract was extended to News employees in 1942 when the Mercury bought the News.

Waldorf served as the local's president again in 1946. He joined the San Francisco Examiner's San Jose bureau in 1952 and became a member of the San Francisco-Oakland Guild.

He retired from the Examiner in 1974, after also working on the San Francisco Chronicle in the intervening years.



RAYMOND CROWELL/Washington-Baltimore Guild

INT'L ELECTION & REFERENDUM COMMITTEE PROCESSES MATERIALS FOR BALLOTING
From left: Bill Buchanan of Erie; Michele Davis of San Diego; Robert A. Steinke of St. Louis, chairperson; Jerry E. MacDonald of Canadian Wire Service; Richard Brandow of New York.

NLRB EXCEEDED AUTHORITY

Vote in unions held members' only

Washington—The National Labor Relations Board "exceeded its authority" when it held that all employees represented by an independent local union, including nonmembers, must be allowed to vote on affiliating it with an international union, the Supreme Court ruled in a unanimous decision handed down Feb. 26.

In what Chief Justice Warren Burger called a "rare departure" from the court's traditional deference to the NLRB, the justices warned that deference to board interpretations of the law it administers must not be allowed to develop into "judicial inertia."

To grant a voice in the affairs of a union to employees who choose not to become members is a violation of the National Labor Relations Act's policy against outside interference in the affairs of a union, the court said. That same law, the high court noted, allows employees dissatisfied with union representation to petition the board to conduct a decertification election.

The case before the court involved a 1978 vote by members of an independent union representing employees of a Seattle bank to affiliate with the Retail Clerks Int'l Union.

The bank then refused to bargain with the union and the board, in 1979, found the bank guilty of an

unfair labor practice. Three years later, however, under the chairmanship of Reagan-appointed John R. Van de Water, the board by a 3-to-2 majority reversed its 1979 position. It adopted instead a policy that all employees in a bargaining unit must be allowed to vote on a question of affiliation.

In doing so it held invalid the certification of the Retail Clerks' unit and withdrew the unfair-labor-practice charge against the bank.

The Reagan-board's ruling gave management an effective veto over the union's affiliation decision "thereby allowing the employer to directly interfere with union decision-making [which] Congress intended to insulate from outside interference," Justice William Brennan wrote for the court.

Federal labor law provides for "union members to control the shape and direction of their organization, and nonunion employees have no voice in the affairs of the union," the court said.

The 1982 board rule "upsets the accommodation drawn by the statute by effectively decertifying the reorganized union even where affiliation does not raise a question of representation," the court said.

Where affiliation brings changes "sufficiently dramatic to alter the union's identity" and raises questions of representation, the board can conduct an election

to determine if the union represents a majority of the employees, the court noted. "Otherwise," it added, "the statute gives the board no authority to interfere in the union's affairs."

Several independent unions representing newspaper employees in traditional Guild jurisdiction have voted to affiliate with the Guild in recent years, including unions representing employees at the Cincinnati Enquirer, the Boston Herald and the Newport News (Va.) Press and Times-Herald. In both Newport News and Cincinnati board-supervised representation elections followed the affiliation votes.

In Hammond, Ind., meanwhile, resolution of a Chicago Guild demand for certification as bargaining representative for editorial employees of the Hammond Times, who voted to affiliate their independent union with the Guild, has been delayed pending the Supreme Court's ruling in the Seattle bank case.

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

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

St. Louis pact sets \$830 top

St. Louis — A new four-year agreement between the St. Louis Guild and Pulitzer's St. Louis Post-Dispatch will raise the top minimum for reporters, photographers, senior programmers and artists by \$143.87, to \$830.12 a week.

The \$143.87 increase comes in four increments, with the first, \$41.18, retroactive to March 1. It takes the top minimum to \$727.43 a week and is followed by increases of \$32.73 next March 1, 1987, \$34.21 on March 1, 1988, and then \$35.75 on March 1, 1989.

The top minimum for copy editors is raised by the same amounts on the same dates, taking it to \$842.62 a week on March 1, 1989.

Classified telephone sales and telemarketing sales representatives' top minimums are raised by a total of \$123.18 a week. An initial increase of \$23.24 a week in the top minimums of both jobs came through an out-of-court settlement of sex-based wage discrimination charges the local had filed in federal court.

Additional increases totalling \$99.94 over the contract term take the top minimum for telephone sales representatives to \$599.94 a week and that for telemarketing representatives to \$626.94. Experience required to reach top minimum for the jobs is raised by one year, to after five years.

The \$99.94 increases come in increments of \$28.61, \$22.74, \$23.76 and \$24.83 a week, the first retroactive to March 1, and the subsequent steps effective on March 1 of each of the following three years.

The 20-some telephone sales representatives and the four telemarketing representatives currently employed also receive a \$200 "signing bonus."

The class-action suit, filed last March, had charged the company with maintaining lower wage rates for advertising jobs predominantly filled by women than for those predominantly filled by men. It sought adjustments in the pay scales of telephone sales representatives and telemarketing representatives, as well as those of voluntary classified advisors.

A third personal holiday is added to the contract for employees with one year or more of service, bringing to 10 the number of annual holidays.

The company's payment on behalf of employees who opt to participate in a tax-deferred savings plan is raised by \$10, to \$30 a month, and an employee's maximum deferral rate is raised by 2 percent, to 8 percent, beginning in July 1986.

Other increases and resulting new top minimums include:

Circulation district representatives, assistant librarians, junior programmers, circulation statisticians and auditors—Up by \$107.48, to \$620.16 a week, in increments of \$30.76, \$24.45, \$25.56 and \$26.71.

Computer operators—Up by \$99.94, to \$576.70 a week, in increments of \$28.61, \$22.74, \$23.76 and \$24.83.

Circulation account clerks, voluntary classified advisors—Up by \$75.91, to \$438.05, in increments

T-shirt sales boom as contract end nears

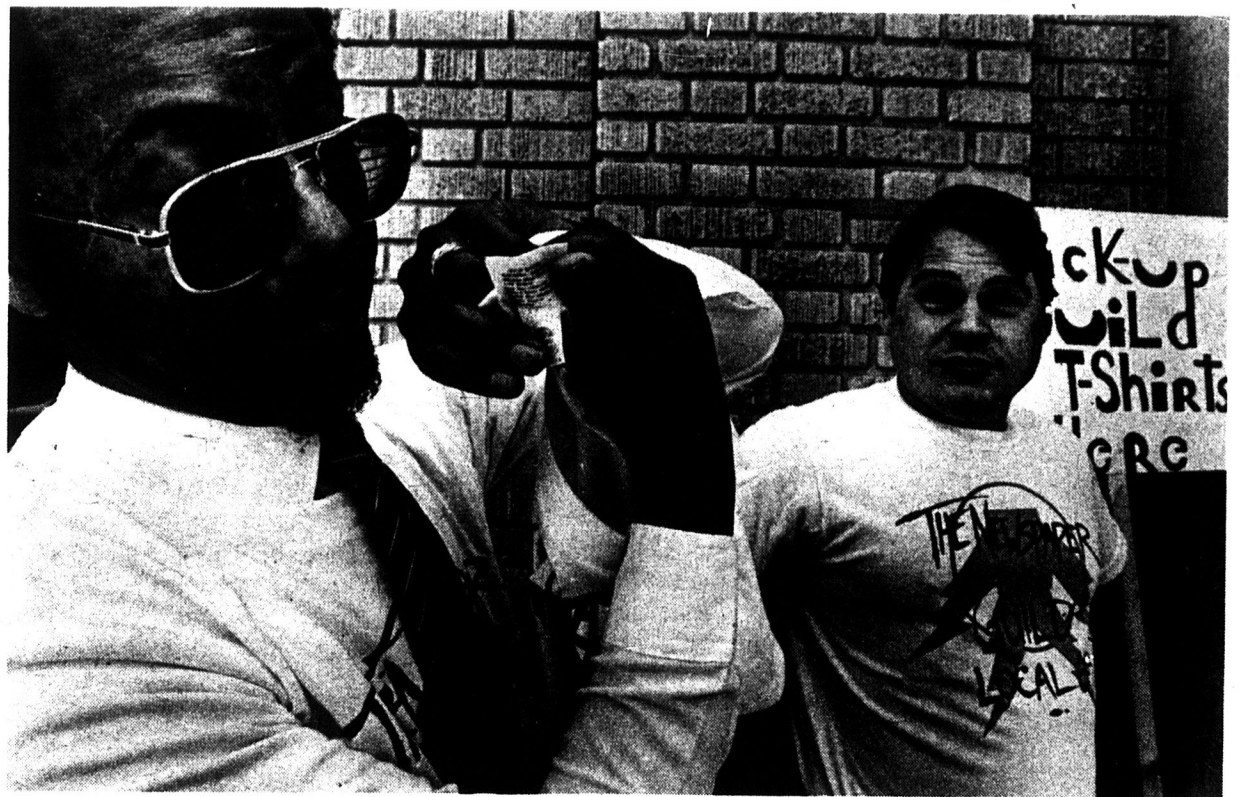
Long Beach, Calif.—The Los Angeles Guild unveiled new "Local 69" T-shirts at tables set up on the sidewalk at the main entrance to the Press-Telegram here on Feb. 27, the day before expiration of its contract with the Knight-Ridder daily, and promptly sold nearly 100 to members in the paper's editorial, circulation and janitorial departments.

Some 70 reporters and other news room employees immediately donned the garments and wore them as they went about their work inside the paper's offices that afternoon, the local reported. Circulation employees wore them during their work shift, which started at 2 a.m.

It was a quiet demonstration of the unity and commitment of Guild members at the paper to obtaining an equitable new contract, said Jim Smith, the Guild's administrative officer. Management representatives were noticeably upset during a bargaining session that afternoon where they mentioned it, he added.

The next day, the contract's expiration date, some 45 employees in the sports, general news and other departments took breaks from their work to attend a two-hour briefing on the status of contract talks. There was no interference with the news-gathering process, Smith reported.

A week later, on March 7, about 100 members of the Guild unit donned their T-shirts again for lunch-break informational



TOM SHAW/Los Angeles Guild

GUILD T-SHIRT—AND UNION LABEL—DAY AT THE LONG BEACH PRESS-TELEGRAM

Morgan Morgan, of the daily's maintenance department, models one of the shirts, right, while Greg Griggs, a reporter, exhibits the union label.

picketing of the paper's plant protesting the company's bargaining positions, particularly its demand to eliminate one group of employees' jobs.

Later several Guild members also wore their T-shirts to a gathering called by the company to mark the paper's improved performance in the past year. "We couldn't have done it without you," was the company slogan for the occasion.

The company is proposing to

eliminate its Guild-represented janitorial department, the lowest paid group under the old contract, by contracting-out its maintenance work and also is seeking significant cut-backs in sick-leave entitlements and overtime provisions while also demanding that members make direct contributions toward financing group medical and dental coverage.

At the same time, the company has rejected Guild proposals for

improved affirmative-action employment practices, working conditions for VDT operators and the addition of vision care to group health-care.

The T-shirts were designed by John Beshears, an artist who is a member of the Press-Telegram Guild unit. They were manufactured in a small, labor-owned shop in the Los Angeles garment district where employees are represented by the Ladies' Garment Workers' Union.

Researchers at Michigan study data on VDTs and pregnancies

Ann Arbor, Mich.—Occupational health researchers at the University of Michigan are compiling and evaluating information gathered from 729 state office employees in what they are calling the first major study of the possibility of unusual reproductive risks for women who work at VDTs.

The study, funded by the March of Dimes, also is aimed at examining whether work-related stress might affect pregnancies of women who work at the terminals.

The study seeks to determine whether or not there are statistical links between VDT use and adverse pregnancies.

A long-planned study of the same areas by the National Insti-

tute for Occupational Safety & Health was disapproved in mid-December by the federal Office of Management & Budget.

Acting under the Paperwork Reduction Act, the OMB rejected the NIOSH study on grounds that its design was flawed, raising objections and criticisms that were strongly reflective of those made to NIOSH and the OMB by an official of one company whose employees were to have been among the 3,000 in the study. (Guild Reporter, Jan. 10.)

Both the Michigan and NIOSH studies were planned in response to several reports of clusters of VDT workers in widely scattered areas experiencing miscarriages or bearing children with birth defects.

The Michigan study was announced in mid-February after being launched in August. Its findings are expected to be announced by mid-summer.

Dr. William Butler, an assistant professor of biostatistics and one of the two researchers in charge of the study, said no word of the undertaking was released earlier at the request of both the union representing the employees and the state executives who supervise them. They wanted to avoid alarming the employees.

Butler, whose research partner is Dr. Kelley Brix, an assistant professor of public health, said data was gathered from the 729 employees in the study in personal interviews conducted from October through January by persons with master's degrees in public health.

The 729 were selected from respondents to 6,000 questionnaires distributed in August.

The researchers sought subjects who had had at least one pregnancy in the last five years while being employed. They also sought to have one-fourth who work nearly fulltime on VDTs, one-half who work with the machines part of the time, and one-fourth who perform similar tasks but do not use VDTs to do so.

Butler said the analysis of the interviews was not yet sufficiently complete to be able to tell whether they had achieved the desired divisions.

He also said they had ended up with a sample group about one-third smaller than they had sought. With the smaller sample, he said, the results, "whatever they turn out to be," might not lend themselves to being announced "with the same amount of confidence" as with a larger study group.

In any event, Butler said, "one study won't do it, won't be conclusive," adding: "We need several since terminals are used in several different types of work in several different industries" and the differing circumstances and conditions that may be involved should all be examined.

Stating that he is familiar with the proposed NIOSH study, he said he considered it "well designed," contrary to the OMB's rejection statement, and said he hoped it would be approved upon resubmission.

Aid to juvenile offenders nets local's service award

St. Louis—The St. Louis Guild has presented its 1986 Page One Award for unsung community service to a volunteer worker and co-ordinator of other volunteers at the city's juvenile detention center.

In honoring Cisela Zastrow, the local pointed out that at least three days a week she leaves her comfortable suburban home to spend time "trying to help young people in custody for everything from being a runaway to being a killer."

In addition, she searches out other adults to work with the young persons and solicits financial contributions to aid the efforts from area businesses.



AFL-CIO sets anti-apartheid rallies in seven cities

(Continued from Page 1)

lifted after CBS issued a statement that while it had not willfully broken the law, the government "could have had grounds" to believe it had.

South African President Pieter W. Botha had announced the day before the funeral that the emergency would be lifted on the 7th.

Botha repeated his oft-made charge that film such as that of the funeral is "one-sided and gives a poor image of conditions in the country."

The AFL-CIO's March 22 rallies are being held to help keep public attention focused on the anti-labor attitude of the government in Pretoria, said AFL-CIO President Lane Kirkland in announcing them.

The rallies together with the continuing boycott of Shell Oil products can "send a powerful message of encouragement to our South African brothers and sisters and an equally powerful message of protest to the government that oppresses them," Kirkland said.

The rallies will commemorate the 26th anniversary of the Sharpeville Massacre, when South African police opened fire and killed 89 persons while wounding more than 300 more who were demonstrating against the pass laws. Those statutes limit physical movement by South African blacks in their own country.

April forum set on work, family

Washington—A government-labor-business conference to explore the relationship of work and family life will meet here April 14-15 at Lowes L'Enfant Plaza Hotel.

It is being co-sponsored by the Bureau of National Affairs and the U.S. Labor Dept., in co-operation with the AFL-CIO and the National Assn. of Manufacturers.

The program will include discussions of child and dependent care, parental leave policies and new approaches to employee benefit programs. Registration is \$100.

The Shell-products boycott is part of a world-wide campaign by organized labor against Royal Dutch/Shell and its affiliates announced by the Int'l Confederation of Free Trade Unions at the request of South Africa's National Union of Mineworkers and the Miners Int'l Federation.

TNG's Int'l Executive Board in January endorsed the boycott and the accompanying campaign to encourage union members to halve their Shell credit cards. Guild members are urged to send the pieces in to TNG. TNG will for-

ward them to the AFL-CIO, which will replace them with Shell Discredit cards.

The South African government's restrictions on press coverage of unrest there were imposed on Nov. 2. They forbade pictorial and audio coverage of public disturbances in 38 areas under the government-declared state of emergency.

The restrictions also limited coverage of such disturbances to reporters, both domestic and foreign, who had received government accreditation and who had reported their presence in the area to the police in charge.

The ban also applied to artists' depictions of scenes of unrest and included strikes and boycotts in its forbidden subject-matter.

TNG was among the many news-industry organizations to protest the restrictions to Botha as soon as they were announced. In addition, in December it joined a U.S.-wide drive by the Committee to Protect Journalists to collect petitions by working news people, journalism students and educators to the South African government for an end to the restrictions.

TNG Secretary-Treasurer Charles Dale was part of a contingent led by CPJ Chairperson David Marash which delivered the first batch of petitions to representatives of South Africa's ambassador to the United States on Dec. 10.

END APARTHEID



AFL-CIO RALLY MARCH 22

Twenty six years ago in Sharpeville, South Africa 89 people were murdered and over 300 were injured demonstrating for their dream of freedom.

In 7 seven cities on March 22

Posters like the one reproduced above are summoning union members and supporters to anti-apartheid rallies in seven cities across the U.S. on March 22—six of the cities with Guild locals: Detroit, Los Angeles, New York, St. Louis, San Francisco and Washington.

Eugene pact ups pension payment

Eugene, Ore.—Company payment to TNG's Int'l Pension Fund on behalf of Guild-covered employees of the Eugene Register-Guard is doubled in a new contract agreement, taking the weekly payment to \$13.

The 22-month agreement, effective from Dec. 22, also provides for two lump-sum payments to employees equal to 1.5 percent of their annual minimum salary in its first four months and increases in minimum salaries of 3.5 percent in its final year. Payments to part-timers are pro-rated.

The top minimum for reporters, photographers and artists is raised by \$62.95, to \$672.75 a week, with the increases coming in increments of \$40.20 last Dec. 22 and \$22.75 on Nov. 2.

A guaranteed overtime payment under a "Belo" plan, which applied to many employees in the key editorial classification, is elimi-

nated in the new contract.

Top minimum for copy editors is raised by \$33.48, to \$688.28 a week, in increments of \$30.20 a week from Dec. 22 and \$23.28 on Nov. 2, 1986.

Under an agreement included in the local's previous contract with the daily, the top minimum for classified telephone sales staff was raised to 80 percent of the top minimum for outside sales employees upon the old contract's expiration. The adjustment raised the top minimum by \$29, to \$452.10 a week. It will rise by \$15.80 more, to \$467.90 on Nov. 2—80 percent of the outside sales top minimum, which will rise by \$19.78, to \$584.44 a week, on the same date.

The top minimum for national ad sales co-ordinators is upgraded to parity with that for classified telephone sales employees, raising the co-ordinators, top by \$76.20 a

week over the contract's term.

Option of coverage under a long-term disability plan is added to the contract, with the company paying half the premium for full-time employees with five years or more service. Employees are also given the option of purchasing additional group life insurance up to three times annual salary.

Irrelevant physical or mental handicaps are added to the list of factors over which the company will exercise no bias in hiring and employment.

Postal commission hears from labor press

Washington—The U.S. Postal Rate Commission has been urged to remember that the nonprofit press—publications of religious, labor, veterans and other groups—have absorbed larger percentage increases than any other class of mail users in recent years.

The advice came from Susan

Other increases and resulting new top minimums effective Nov. 2 include:

Circulation district supervisors—Up by \$20.43, to \$604.23 a week.

Maintenance technicians—Up by \$21.88, to \$646.98 a week.

Newspaper layout clerks—Up by \$12.44, to \$367.74 a week.

Librarians—Up by \$18.29, to \$540.89 a week.

A year is added to the progression schedule for reporters, pho-

tographers, artists and copy editors. Top minimum for the jobs is now reached after six years' experience. The progression schedule for reaching top minimum for national ad co-ordinators is also increased by one year, to after five years' experience.

The company had demanded concessions in its bargaining with the Guild and the other unions representing the paper's employees, citing generally depressed economic conditions in the area.

Dunlop, assistant to AFL-CIO President Lane Kirkland, who appeared before the commission on behalf of the union federation and the Int'l Labor Communications Assn. The commission has begun a series of cross-country hearings on the rate structure for nonprofit groups at the direction of the chairpersons of the House and Senate committees which are charged with oversight of the Postal Service's operations.

Dunlop also reminded the commission that the nonprofit press rates were set up by Congress to encourage those who qualify for them to exercise their First Amendment rights.

The effective per-copy postage rate for delivery of a union publication similar to the Guild Reporter within the U.S. has increased by nearly 50 percent since the end of 1985, to just over 9 cents.

Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a 0.6-point increase in the index in January to 130.1, up 5.5 points from January 1985, and 9.9 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 month of the preceding year and the third, the percentage increase over December 1983.

	Index*	Percentage over	
		Same month prior year	January 1984†
February, 1985	125.4	3.5	4.3
March	125.7	3.7	4.6
April	126.2	3.9	5.0
May	126.5	3.9	5.2
June	127.2	4.1	5.8
July	127.6	3.8	6.2
August	127.8	4.0	6.3
September	128.0	4.1	6.5
October	128.4	4.2	6.8
November	128.9	4.9	7.2
December	129.5	4.4	7.7
January, 1986	130.1	4.4	8.2

*1981 = 100

†Index = 120.2

Locals get forms for rights report

Washington—Forms for reporting the names of local human rights chairpersons and information about local officers and staff members have been distributed to officers of Guild locals and district councils.

The data is needed to comply with directives of past conventions that information about the representation of women and minorities among Guild officers and staff members be supplied to the convention's Human Rights Committee, Anna Padia, TNG's Human Rights Co-ordinator, explained in a letter to local leaders.

Information should be supplied by April 14, Padia said.

LOCAL ELECTIONS

Erie

William (Bucky) Buchanan, president; Sandra Chermack, vice president (Chermack, 67; Ron Wasielewski, 56); Carol Przybyszewski, secretary-treasurer (Przybyszewski, 62; John Hickie, 61); Don Folga, secretary.

Milwaukee

Jack Norman, president; Gail Weis and John Hill, vice presidents; Joel McNally, corresponding secretary; Dave Hendrickson, recording secretary; John Small, treasurer.

Peninsula (Newport News, Va.)

Bill Melton, president; Linda Griffith, vice

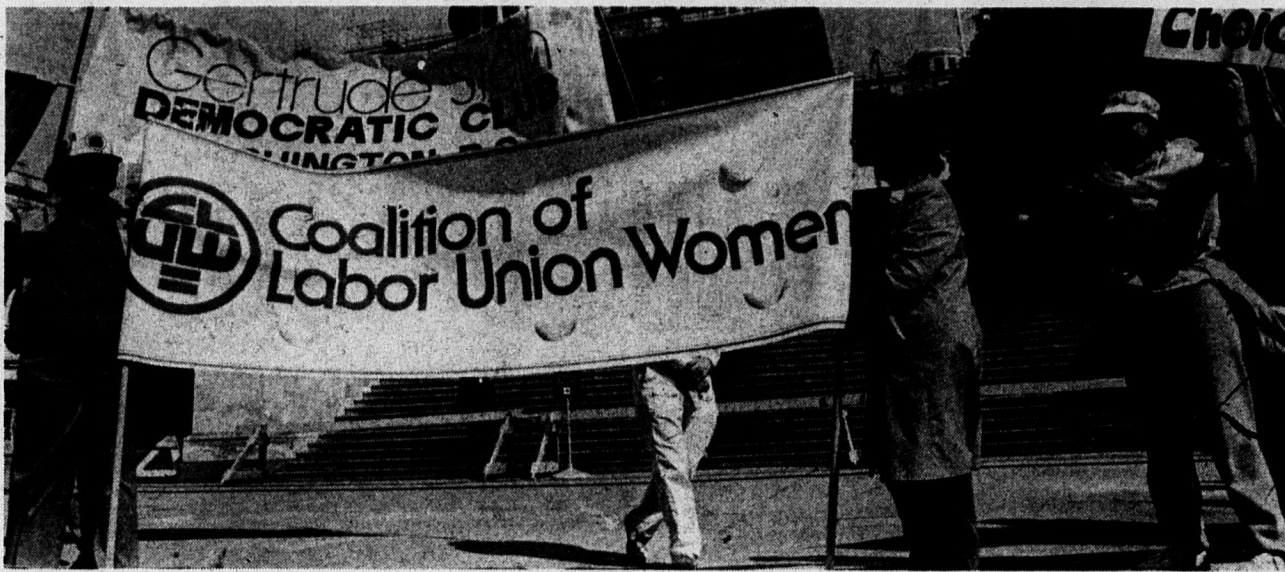
president; Robin McCormick, secretary; Phil Murray, treasurer.

St. Louis

Robert C. Holt, Jr., president; Roy Cummings, 1st vice president; Dave Ramer, 2nd vice president (Ramer, 160; Susan Emory, 118); Becky Avett, secretary; Roger Kaufhold, treasurer.

Victoria

Robert Polmateer, president; Dwayne Locke, 1st vice president; Pat Murphy, 2nd vice president; Kathy Small, secretary; Lillian Munch, treasurer.

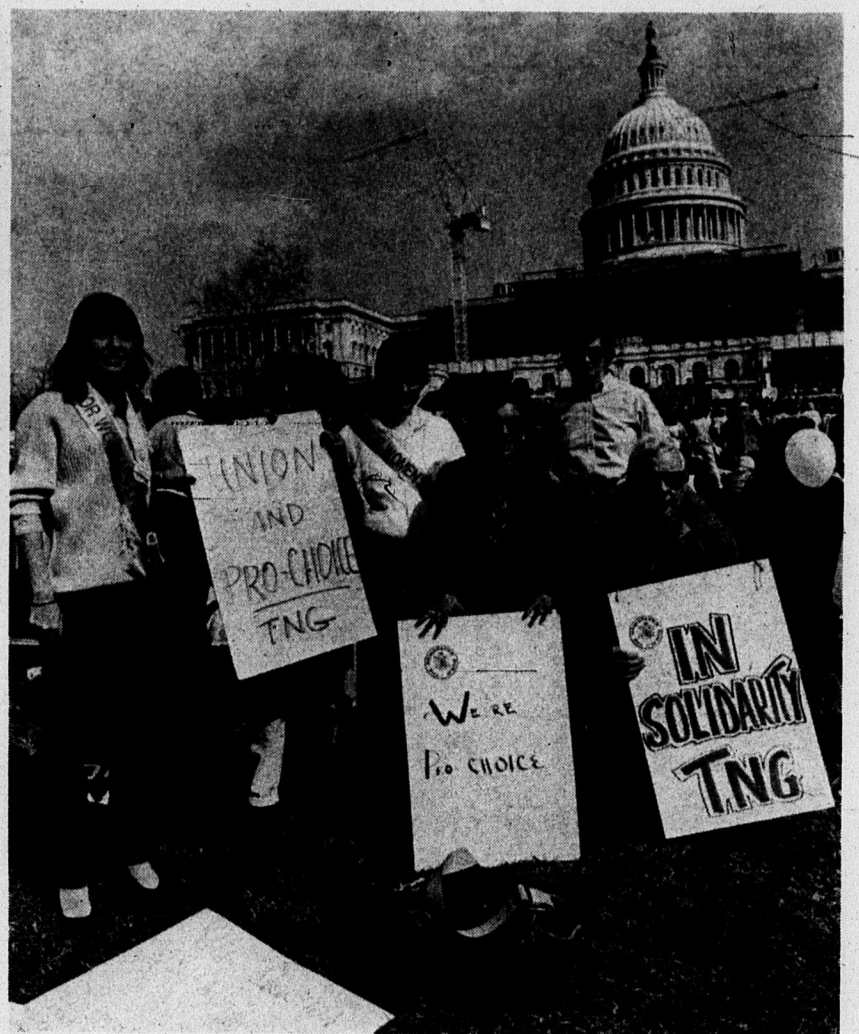


RAYMOND CROWELL and BILL BURKE/Washington-Baltimore Guild

Guild people aid rights efforts

A half dozen from the Guild were among the estimated 80,000-125,000 persons who marched past the White House to a rally in front of the U.S. Capitol March 9 protesting efforts to nullify legislatively the 1973 Supreme Court ruling on abortion. The Guild-member contingent—which joined hundreds of others from unions behind the banner of the Coalition of Labor Union Women (above)—included (at right) from left: Debbie Lehman and Barbara Wicklund of the Philadelphia local; Linda Foley, Anna Padia and

Barbara Nelson of TNG's staff; and TNG President Charles A. Perlik, Jr. The next day (below) Padia, TNG's human rights co-ordinator, helped brief several hundred persons from the march who gathered in Capitol Hill caucus rooms before visiting members of Congress to try to convince them to help pass the Civil Rights Restoration Act free of anti-abortion amendments. The bill would restore the scope of rights laws that were narrowed by a Supreme Court ruling in 1984 involving a private college's eligibility for federal aid.



Family, work agenda set by AFL-CIO

Bal Harbour, Fla.—Calls for federal legislation to ensure that workers have access to adequate dependent-care facilities and that working parents are assured of leave to care for new born and sick children are among a variety of measures recommended by the AFL-CIO to "strengthen the American family."

In a statement on "Work and Family" adopted during its winter meeting here, the AFL-CIO executive council also called for an increase in the minimum wage, more vigorous enforcement of non-discrimination laws and greater efforts to alleviate unemployment as part of an omnibus proposal.

Improvement in the quality and standard of family living has been an integral factor in the labor movement's struggle for higher pay, health and welfare benefits



and better pensions, and "generations of Americans have benefited" from those efforts, the executive council noted.

Changes in the workforce and in society, however, make concentration on work and family issues even more vital today, it added, citing increases in single-parent and two-worker families.

The need for affordable, quality

child-care services has "reached crisis proportions," it said noting that many families find that child care costs consume 25 to 50 percent of their income.

The council called on Congress to enact a national program aimed at making child care available to all who need it and recommended that states be offered financial incentives to encourage the estab-

lishment of services to care for the elderly and disabled, as well as the minor dependents of workers.

Legislation to ensure parents leave on the birth or adoption of a child, as well as leave to care for a sick child was also endorsed.

Unions, the council said, should bargain more flexible work schedules, leave provisions and child-care programs to aid working par-

ents, as well as pay equity and equal employment opportunity programs.

The council issued the statement in response to resolutions addressing family and work issues adopted by the AFL-CIO's convention last fall. The Coalition of Labor Union Women had urged delegates to the convention to consider the problem of working parents.

'Women's' forum explores worker issues

Reprinted from 'The Guild's Paper,' publication of the San Jose Guild

San Jose—When Elizabeth Torraca participated in the three-day "women in the work force" conference in Los Angeles, she found the sessions shed light not only on the particular problems and issues faced by women in the workplace but also provided general information on the overall status of labor today.

Says Torraca: "Echoed throughout the conference was the prime importance of knowing your rights before you enter into a collective bargaining situation, and the dire need for more energy and time devoted to pushing pro-labor legislation in a political realm that is growing increasingly more hostile to the American worker, male or female."

Torraca, who is a member of the Guild local's executive committee, has been with the Peninsula Herald since 1983, where she works in the advertising department.

Here are some of the issues discussed and how Torraca viewed them:

The wage gap: It's still with us, seemingly as gaping and definitely as economically damaging for women as ever.

The infamous 59 cents that women earned to the man's \$1 in 1975 has increased a paltry nickel over the past 10 years. And, although a state task force was formed to research the issue, its recommendations are being implemented in only a minute sector of the state's working places—and slowly at that.

Speakers stressed that the lack of progressive legislation on this issue makes it imperative that women workers demand that comparable worth become an issue at the bargaining table as a pay justice issue.

Child care: In a report on the status of child care, Kathleen Hamilton, senior consultant for the Senate subcommittee on Women in the Work Force, said that the lack of adequate

child care is clearly one of the biggest roadblocks to successful careers and economic equity for working women.

The telling statistics—60 percent of all mothers with children under 18 work, 55 percent of mothers with preschoolers work, and most dramatically of all, 45 percent of all working mothers are the sole supporters of their families.

The widespread lack of adequate and inexpensive child care adds to the economic problem that women, as a group, already face—it often keeps women stuck in 9-5 jobs where wages are low.

Sexual harassment: One area in which recent legislation (and its enforcement) has not let the woman worker down so miserably is sexual harassment. In the legal realm, sexual harassment constitutes sexual discrimination.

Recent laws have broadened the responsibility of the employer in ensuring this harassment-free environment



by making him or her liable for allowing sexual harassment to occur in the workplace.

Publicity of recent lawsuits that have been won by workers subjected to sexual harassment, plus the hard work of many legislators, union members and female workers who have had the courage to speak out have all helped to raise the consciousness of society in the fight to wipe out this insidious insult to women workers.

San Jose Guild Administrative Officer Bill Davis attended the conference with Torraca.

CIRCULATION JOB SURVEY

Few minorities hold highest jobs

Reston, Va.—Minority-group members make up 15 percent of full-time employees in daily newspapers' circulation departments, but the proportion of jobs they hold diminishes as the level of the jobs increases, according to a survey conducted by the Int'l Circulation Managers Assn. headquartered here.

While minorities' representation among circulation department employees was slightly higher than the 14.5 percent non-white population of the U.S., they made up just 11 percent of the employees the ICMA classified as "professionals in circulation management."

Among the jobs so classified, minorities held slightly more than 12 percent of the district manager and route supervisor positions, and a similar proportion of the jobs of customer service manager, according to survey results.

Fifty-five, or 26.9 percent of the 204 newspapers that responded to the survey, reported no minority-group members in circulation management jobs, the ICMA said, noting, however, that all 55 had circulations of less than 100,000.

Overall, 4.4 percent of the papers' circulation directors were minorities, while 13.3 percent of

the circulation directors were women, the ICMA reported. It did not say how many people the percentages represented.

Women made up 19.9 percent of the "professionals in circulation management," including 18.1 percent of the district manager and route supervisor positions and 72.5 percent of the customer service managers.

Minority women, however, held just 2.1 percent of the circulation management jobs, according to the survey findings. Their highest concentration in those jobs, like that of women generally, was in the job of customer service manager, where 9.2 percent of the positions were held by non-white women.

The survey was commissioned by the ICMA's minority affairs committee. Questionnaires were distributed to the association's 729 member newspapers. The response rate was 27.9 percent and represented 13 percent of U.S. dailies.

Forty-one percent of the respondents said their newspaper had an affirmative action program, while 7 percent said they did not know if there was such a program at their paper.

Open agent orange records, TNG says in joining brief

New York—TNG has joined in a "friend of the court" brief urging a federal appeals court to uphold a district court judge's order to make public records filed by defendants in a class action suit on behalf of Vietnam veterans exposed to the herbicide known as "agent orange."

In approving settlement of the suit in September of 1984 a federal judge agreed that documents filed with the court in the "discovery" process should be made public. Exceptions would be made, the judge noted, for documents the defendants showed would cause seri-

ous harm if made public.

The defendant chemical companies appealed that order, seeking a blanket restriction for all the documents. It would be unfair, they said, to require the expenditure of the time and money necessary to cull the documents to determine any whose release would be harmful.

In the "amici curiae" brief filed with the 2nd Circuit Court of Appeals, TNG and seven other news industry organizations argue that "the public's right to know about civil cases will be severely curtailed" if the court should adopt the restrictions on the documents the chemical companies propose.

"Our civil justice system today is essentially a 'pretrial system,'" the brief states, citing the disposition of nearly 90 percent of all lawsuits in advance of a trial.

If news organizations are denied access to the documents involved in suits settled without a trial "it will be impossible for the public to understand the results . . . or have confidence in the fairness of judicial decisions," the brief asserts.

Other organizations on the brief are the Reporters Committee for Freedom of the Press, the Associated Press, the Associated Press Managing Editors, the National Assn. of Broadcasters, the New York Times, the Radio-Television News Directors Assn. and the Society of Professional Journalists, Sigma Delta Chi.

Free press champ's stamp



The U.S. Postal Service issued a new 5-cent stamp honoring the late Supreme Court Justice Hugo L. Black Feb. 27. Black, who retired from the court in 1971, was a champion of First Amendment rights throughout his 34 years there. "I am for it from the first word to the last," he once said. "I believe it means what it says—and it says: Government shall not abridge freedom of the press or speech; it shall let anybody talk in this country."

Participation urged in pair of forums

Washington—Guild locals should consider sending representatives to the Coalition of Black Trade Unionists' annual convention in May and to a leadership training seminar focusing on issues of particular concern to women workers in April, TNG Human Rights Co-ordinator Anna M. Padia said in a letter to U.S. locals.

The institute on "Leadership Skills for Women's Issues" will be conducted at the George Meany Center for Labor Studies in suburban Washington April 13-18. Guild participants at previous sessions have found the training valuable, Padia said, urging locals to

enroll a member who has an interest in such areas as sexual harassment, pregnancy rights and workplace health and safety.

The CBTU's 15th annual convention will meet May 23-26, at the Hyatt Regency in Atlanta.

Guild conventions, including its most recent, have urged greater participation by Guild locals and members in organizations like the CBTU, Padia said. The organization's convention provides an "opportunity to join and participate in the essential work of this Guild ally," she noted.

Additional information is available from Padia at TNG.

IT-

SEEMS
TO US

ITU merger vote count is reported

Colorado Springs—The American Arbitration Assn. has officially certified the tally of last summer's referendum in which the Int'l Typographical Union's membership rejected merger into the Teamsters.

The AAA, which supervised the referendum, certified the result as 36,761 voting "against" and 18,080 "for" the proposition. There also were 60 blank ballots and 18 that were voided.

A total of 54,919 ballots were cast in the mail referendum held in July and August, the AAA reported Feb. 18.

Youngstown pioneer recalls some history

YOUNGSTOWN, OHIO

Editor:

"A prophet is without honor . . ." And the benefactors soon forget . . .

In re the Dec. 13 issue of the Reporter anent the Youngstown Guild's 50th anniversary: I'm listed therein as a slot man, while I retired 15 years ago as news editor of the Vindicator.

It seems I am forgotten as the reorganizer of the Youngstown Guild after its demise when the president resigned. I was a charter member and secretary-treasurer. Cleveland Guild leaders came down and we met in a South Side speakeasy. Then followed the first

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.

battles and the first contract and several others with the Vindicator. For five terms I was president.

My purpose in writing is to advise present Guildsmen that many of us sacrificed our careers for the benefit of others.

I acted as news editor of the famous strike paper [Steel Valley

News, Sept. 7, 1964-April 11, 1965] which set an example in perseverance and success. Pictured was Fred Friedman who was editor of the strike paper; absent was Dick Riley, the manager. I had the honor of planning the affair.

Here's to the pioneers, and especially the Cleveland leaders who later chose me to be president of the Northeast Ohio District Council, which led to the organization of the Plain Dealer.

STANLEY E. WOLFE
Retired former member
Youngstown Guild

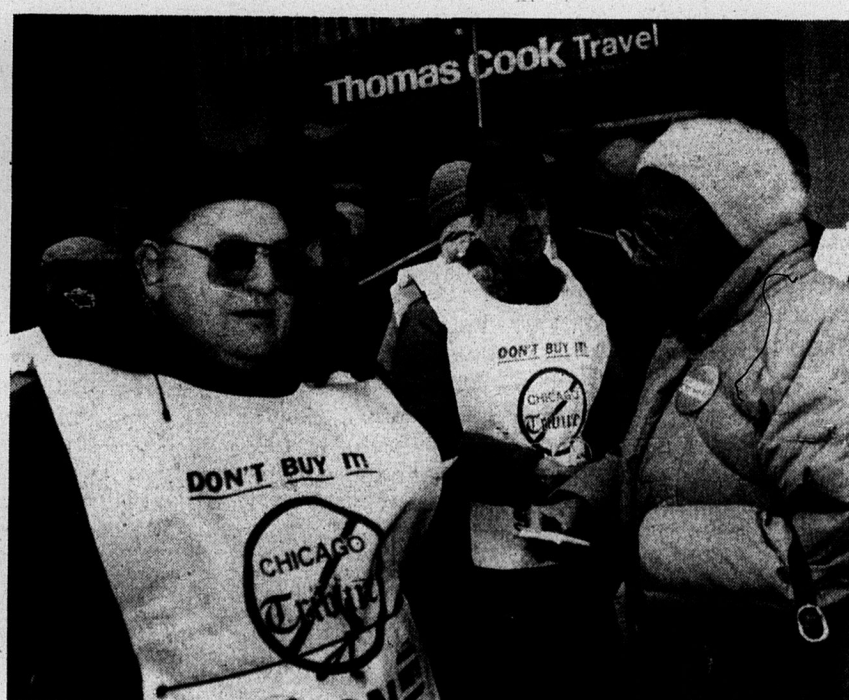
Tribune gets added to AFL-CIO 'list'

Bal Harbour, Fla.—The Chicago Tribune was added to the AFL-CIO's list of unfair employers by the federation's executive council during its winter meeting here.

Some 1,125 mailers, printers and pressmen have been striking the paper since July 18. They are seeking equitable new contracts to replace ones that expired more than two years ago.

In adding the Tribune to its "unfair list," the executive council also called on all members of AFL-CIO affiliates to "give all possible support" to the strikers, while calling on Tribune management to "engage in good-faith bargaining . . . to bring a speedy end to this strike."

The strikers are represented by locals of the Int'l Typographical Union and the Graphic Communications Int'l Union. Tribune employees in departments typically represented by the Guild are unorganized.



Endorsement 'interviews'

Two Chicago area Democratic candidates for Congress decline to cross printing craft unions' picket lines for traditional pre-endorsement interviews at the struck Chicago Tribune, opting instead to spend time with the pickets. At left, above, Shawn Collins, running in Illinois' 4th District to

challenge a GOP incumbent, chats with his father, a retired printer, and other pickets. At right, above, incumbent Rep. Cardiss Collins passes out breakfast tickets to strikers. Collins seeks re-election in the state's 7th Congressional District. The AFL-CIO's COPE has endorsed both candidates.

Senior reporters averaging \$364, survey of dailies shows

Washington—The average pay received by experienced general news reporters on U.S. daily newspapers last spring and summer was \$364.96 a week, according to the results of a survey conducted at the University of Missouri's School of Journalism.

The average reporter top minimum in Guild contracts with U.S. daily newspapers in effect in April of 1985 was \$544.51 a week, or \$179.55 a week more than the survey average.

The survey was conducted by Jean Gaddy Wilson of the journalism school faculty in conjunction with a study of women and the media to be published later this year by the Gannett Foundation.

She reported the portion of the study dealing with wages in the March issue of the Washington Journalism Review.

Findings were based on responses from managements of 648 daily newspapers, 426 radio stations and 346 television stations. The averages include wages reported from both union and non-union operations, without differentiation, Wilson said. She also pointed out that no network-owned-and-operated stations responded to the survey.

Wages averaged were those reported for the longest term employees in each job category.

Guild top minimums are the minimum wage rates set forth in

Guild contracts for employees with specified years of experience in a given job, usually four or five. Many Guild-covered employees are paid more than applicable contract minimums.

The average weekly pay reported for experienced copy editors was \$439.29. Feature reporters averaged \$400.08 and sports reporters \$370.94 a week.

Television stations responding to the survey reported average weekly pay of \$469.81 a week for experienced general assignment reporters, while the longest term news anchors averaged \$1,036.06 a week.

The survey average for television sports reporters was \$576.08 a week.

News reporters for radio stations averaged just \$275.56 a week, while an average of \$322.25 a week was reported for radio sports directors.

Newspapers reported an average of \$408.52 a week for their longest term outside retail advertising sales personnel and an average of \$397.60 a week for outside classified sales employees.

The average top minimum for outside display sales employees in Guild contracts with U.S. dailies

5 weeks' vacation included in 61% of Guild contracts

Washington—Annual paid vacation of five weeks or more is provided by 131, or 61 percent, of Guild contracts, according to a study issued by TNG's Collective Bargaining Dept.

In 40 of the contracts—20 percent of the 214 Guild agreements in effect Feb. 1—a vacation of more than five weeks is included. The longest is 10 weeks, in the 40th year of employment. The longest annual vacation is 7 weeks, after 15 years of service.

Eligibility for five weeks' annual vacation is 15 years service or less in 45 contracts, or 34 percent of the agreements including a fifth week of vacation. Eligibility for the fifth week is 10 years or less in 18.

A third of the 208 contracts with four weeks' annual vacation require no more than five years of service to be eligible for the fourth week. In 85 percent of the contracts no more than 10 years' service is required for the fourth week of vacation.

Nine contracts include a bonus in addition to regular pay during vacations.

Thirty-two contracts include six weeks' annual vacation. Only one contract has less than three weeks' vacation each year.

The study, revised annually, is distributed to local officers. Copies are available to Guild members from TNG on request.

Home-based workers cite sweatshop conditions

Sacramento—When is your home a sweatshop?

When you give up employee status and benefits to become an independent contractor while continuing to work for your former employer from your home on your computer terminal, according to eight persons suing California Western States Life Insurance Co.

The eight, claims processors, are suing because the company did not give them the control over their work pace, workload and hours that they had been led to expect, the Wall Street Journal reported.

The Company set quotas that were impossible to meet, the eight

alleged. One of them, a mother of five, said she was "constantly working," ten hours a day, the Journal reported.

The paper quoted a consultant as stating that most of the approximately 350 firms that utilize "telecommuters" continue to treat them as employees.

Meanwhile, in Washington a representative of the Service Employees Int'l Union told a House subcommittee that clerical employees who work at home on electronic equipment are subject to exploitation and wage-cheating.

Jackie Ruff, director of the union's clerical division, said cler-

SMART EASTER SHOPPING IS EASY...



When You Look for the Union Label, Shop Card, Store Card and Service Button



Union Label and Service Trades Department AFL-CIO

on April 1, 1985, was \$557.07 a week, \$148.55 more than the survey's average. The top minimum for outside sales employees selling classified ads was \$544.71 a week, \$147.11 higher than the survey average.

Weekly pay reported for television advertising sales account executives in the survey topped newspaper sales salaries and contract minimums at an average salary of \$819.83 a week for the longest term employees.

Sales account executives for

radio stations had salaries averaging \$517.71 a week.

Forty percent of the nation's 1,599 daily newspapers furnished questionnaires participated in the survey. Some were reluctant to reveal salary information, Wilson noted, citing one publisher's observation:

"It's helpful for us in management to know industry salaries, but you're always afraid your employees will use those figures against you."

ical employees who work in their homes often earn less than persons performing comparable tasks in offices and usually don't get vacations, sick leave or other benefits.

A Government Operations subcommittee chaired by Rep. Barney Frank (D-Mass.) was exploring the problems of home-based clerical work.

Ruff charged that employers use homework to "shift as many costs as possible to the employee," from benefits to work space and the purchase and maintenance of equipment.

"Homeworkers are typically paid on a piece-work basis," which

creates pressure to work long hours to increase income or meet quotas, she said, adding that training time and delays caused by equipment malfunction seldom is compensated.

At the same time, full-time office workers find it harder to improve the working conditions in their offices because of the availability of part-time homeworkers to take over their tasks.

Experience with clerical homework programs has convinced the SEIU that Congress should ban it "until we are convinced that it is possible to protect the rights and working conditions" of those who perform it, Ruff said.

Parity for classified, display sales in 87% of pacts

PARITY IN THE top minimums for outside-classified and outside-display salespersons is found in 87 percent of the Guild contracts with daily newspapers that cover both jobs, according to data from TNG's Collective Bargaining Dept.

The top minimum salaries for the two jobs were the same in 56 of the 64 contracts in effect Feb. 1 where both jobs are covered.

Twenty years ago, when TNG first began keeping a regular tally of the difference in minimum salaries for the jobs, parity was found in just six of 51 contracts, or 10.5 percent of the agreements covering both.

Listed here are the top minimums from Guild contracts in the United States, Canada and Puerto Rico in effect Feb. 1. The results of settlements and deferred increases effective since are not included.

	Display	Classified	Difference
Vancouver Sun and Province	\$773.45	\$773.45	-0-
Victoria Times-Colonist	748.69	748.69	-0-
St. Paul Dispatch & Pioneer Press	742.00	742.00	-0-
San Francisco Newspaper Agency*	711.85	711.85	-0-
San Jose Mercury-News	711.85	711.85	-0-
San Mateo Times & News Leader	711.85	711.85	-0-
Toronto Star	699.78	699.78	-0-
Seattle Times	690.85	690.85	-0-
St. Louis Post-Dispatch	686.25	686.25	-0-
San Diego Union and Tribune	683.62	683.62	-0-
Philadelphia Inquirer and Daily News	671.94	671.94	-0-
Providence Journal and Bulletin	665.75	665.75	-0-
Tacoma News Tribune	664.60	664.60	-0-
Washington Post	664.35	664.35	-0-
Hawaii Newspaper Agency*	650.50	650.50	-0-
Sacramento Bee	649.00	649.00	-0-
Monterey Peninsula Herald	636.00	636.00	-0-
Sacramento Union	632.97	632.97	-0-
Toledo Blade	632.19	632.19	-0-
Detroit Free Press	629.54	629.54	-0-
Baltimore Sun and Evening Sun	620.00	620.00	-0-
Stockton Record	603.00	603.00	-0-
Manchester Union Leader	597.75	597.75	-0-
Royal Oak Tribune	587.44	587.44	-0-
Delaware County Times	583.40	583.40	-0-
Eugene Register-Guard	565.10	565.10	-0-
Hawaii Tribune-Herald (Hilo)	560.41	560.41	-0-
Portland Press Herald and Express	558.00	558.00	-0-
Macomb Daily (Mt. Clemens)	547.02	547.02	-0-
Erie News and Times	547.00	547.00	-0-
Pottstown Mercury	546.99	546.99	-0-
Maui News	541.20	541.20	-0-

*Joint publishing operation

	Display	Classified	Difference
Lynn Item	540.00	540.00	-0-
Fall River Herald-News	539.96	539.96	-0-
Pawtucket Times	520.15	520.15	-0-
Bakersfield Californian	517.84	517.84	-0-
Sheboygan Press	509.01	509.01	-0-
Great Falls Tribune	508.00	508.00	-0-
Duluth News-Tribune & Herald	505.00	505.00	-0-
Brockton Enterprise	498.84	498.84	-0-
Malden News, Medford Mercury and Melrose News	489.75	489.75	-0-
Lowell Sun	476.00	476.00	-0-
Bellevue Journal-American	463.01	463.01	-0-
Norristown Herald	461.00	461.00	-0-
Albany Times-Union and Knickerbocker News	459.25	459.25	-0-
Toronto Globe & Mail	455.80	455.80	-0-
Tonawanda News	440.79	440.79	-0-
Yakima Herald-Republic	435.75	435.75	-0-
Woonsocket Call	433.41	433.41	-0-
San Juan Star	404.55	404.55	-0-
Kingston Daily Freeman	402.65	402.65	-0-
Pueblo Chieftain	400.00	400.00	-0-
Massillon Evening Independent	390.01	390.01	-0-
Terre Haute Tribune-Star	379.88	379.88	-0-
Bristol Press	375.00	375.00	-0-
El Mundo (San Juan)	319.00	319.00	-0-
Boston Herald	586.92	564.35	-\$22.57
St. Louis Globe-Democrat	591.81	558.27	-33.54
Denver Post	683.00	646.00	-37.00
Canton Repository	466.86	408.05	-58.81
New York Post	787.80	724.55	-63.25
Memphis Commercial Appeal	573.50	499.55	-73.95
New York Daily News	809.61	732.43	-77.18
Monessen Valley Independent	376.00	263.00	-113.00



Corporate tax loopholes triple; little trickles to investment, jobs

By David Wilhelm

J. PETER GRACE, the head of J. W. R. Grace & Co., has made quite a name for himself in recent years as the self-appointed leader of a national crusade against government waste.

There is, however, one form of government waste about which Mr. Grace—and many other corporate leaders—are silent.

That's the waste associated with corporate tax loopholes.

Back in 1981, big-business lobbyists promised us that if corporate taxes were cut an investment boom would result that would reinvigorate our basic industries, boost worker productivity, improve our competitive position in international markets and most important, lead to more jobs.

President Reagan and Congress listened to the lobbyists and changed the tax laws to provide huge new and expanded corporate "incentives." Since then, the annual costs of corporate loopholes tripled—to \$120 billion this year.

After four years, it's time to ask the big question: Have the loopholes worked? Have the companies that are the biggest winners

David Wilhelm is executive director of Citizens for Tax Justice, a coalition of union, church and public interest organizations. This is reprinted from the AFL-CIO News of Feb. 22.

under the current tax code—companies that pay little or no tax—used their new cash in the ways their lobbyists promised?

CITIZENS FOR Tax Justice just completed a survey of profits, taxes, employment, and investment for 259 of the nation's largest and most profitable corporations between 1981 and 1984. It found that the principal beneficiaries of 1981's loophole bonanza used their savings in nearly every way except the way they promised.

W. R. Grace, which paid federal income taxes amounting to a mere 0.2 percent of its \$803 million in profits between 1981 and 1984, cut investment by 43 percent, and reduced employment by 12 percent.

Boeing, which actually received a net refund of \$285 million on more than \$2 billion in profits during the same four years, slashed investment 38 percent and cut jobs 18 percent.

All in all, the survey included 44 companies that paid absolutely no federal income tax over this four year period. Taken together, these no-tax companies cut both investment and workers by 4 percent and 6 percent respectively.

Where did the tax-shelter money go? At least one major corporate tax avoider put its tax savings to work. General Electric, which

paid zero tax on more than \$9 billion in profits during these four years, recently purchased RCA by forking over \$6 billion in cash. As Business Week observed in reporting on this deal: "This sort of tax activity clearly undermines business' case for special tax treatment."

Besides merger activity of this sort, the 44 no-tax companies were boosting dividends by 22 percent and increasing the pay of their chief executive officers by 54 percent.

Imagine how those companies feel that can't play the tax system game the way the no-tax companies do.

For instance, VF Corp., the maker of Lee Jeans, paid a tax rate of 44.7 percent, the highest in the survey. Yet VF increased both investment and jobs. Whirlpool, not far behind with a 42.4 percent tax rate, did the same.

In fact, 43 companies in the survey paid 33 percent or more of their profits in federal income taxes between 1981 and 1984. Taken together, these high-tax companies boosted investment by 21 percent and added 4 percent to their workforce.

ONE THING IS clear: after four years of skyrocketing loopholes, America's basic industries—the supposed beneficiaries of the "incentive" explosion—are still in pretty bad shape.

It's time to face up to the evidence. The loopholes don't work. Tax fairness and economic common sense would both be advanced by returning the corporate tax-avoiders back to the tax rolls.

DAY



BOOK

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.

Editorial

FOI gets its day

March 16, the birthday of Founding Father James Madison, fourth U.S. president and principal author of the Bill of Rights, has been designated national Freedom of Information Day thanks to a joint resolution passed by Congress on March 4. Thanks, too, to the campaign by the Society of Professional Journalists, Sigma Delta Chi to have the day so designated and observed.

March 16, 1986, undoubtedly will have passed by the time this Guild Reporter reaches anyone through regular delivery channels, but we think Freedom of Information Day is as worthy of observance and comment retrospectively—and prospectively, in 1987, 1988, 1989, etc.—as it is (was) on this March 16.

We think that particularly in this time the simple yet profound truths that inspired the SPJ/SDX to undertake its FOI Day push cannot be repeated too often, as is clear from even a quick reading of the four-page flyer the SPJ/SDX distributed to promote the day.

It quotes Madison in a letter in 1822: "A popular government, without popular information, or the means of acquiring it, is but a prologue to a farce or a tragedy; or, perhaps both. Knowledge will forever govern ignorance; and a people who mean to be their own governors, must arm themselves with the power which knowledge gives."

Then there's the following from the sample proclamation which, SPJ/SDX suggests, "should be submitted to federal, state and local officials for issuance:"

"The public's right to a free flow of ideas and information, as conveyed by the American press corps and other independent institutions, is now beset by misunderstanding, controversy and outright opposition by some who are attempting to shut off government sources, further regulate broadcasting and censor literary works while claiming to uphold the open government necessary to the preservation of American rights and liberties . . ."

Plus this from an SPJ/SDX sample editorial:

[Freedom of Information Day is] "a time to compare our historic insistence on open government with the secrecy and censorship of many governments abroad."

"It is a time to remember that our rights as Americans to receive information about our government preserve our democracy."

"It is also a time to note a recent Gallop poll showing that three of four Americans don't know what the First Amendment is. That same poll says 37 percent of Americans feel current limits on the press aren't harsh enough."

"The First Amendment is not a special privilege for reporters. It is a guarantee for all of us of the right to know, unfettered by government interference. . . ."

As the joint resolution—chief sponsors Rep. Tim Wirth (D-Colo.) and Sen. Bob Packwood (R-Ore.)—designating Freedom of Information Day put it: "The guarantee of free access to information should be emphasized and celebrated annually."

And we'd best not forget about it the rest of the time, either.

The Guild Reporter

CALM
ACPS

3

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

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

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

POSTMASTER: Notice to Publisher Form 3579 should be sent to The Guild Reporter, 1125 15th St., N.W., #550, Washington, D.C. 20005. Publication #231580.

ISSN: 0017-5404

Vol. 53, No. 5

March 14, 1986

The Newspaper Guild

1125 Fifteenth St. N.W., Washington, D.C. 200
 Area Code 202-296-2990

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

AT-LARGE VICE PRESIDENTS: Robert C. Holt, Jr., 433 Dickens Ave., St. 63122; David M. Mulcahy, c/o Standard & Poor's Corp., 25 Broadway, New 10004; Carol D. McGarvey Rothman, 5604 Henry Ave., Philadelphia, Pa. 191 Shellock, 208 Broadway, #6, Youngstown, Ohio 44504; Stanley Souza, 45-St., Kaneohe, Hawaii 96744; Gene Turner, 219 E. Park 2, Stockton, Calif.

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

DIRECTOR OF FIELD OPERATIONS: J. William Blatz.
EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Richard J. Ramsey.
CANADIAN DIRECTOR: William H. McLeman

1755 Courtwood Crescent, Suite 202-B
 Ottawa, Ont. K2C 3J2.

DIRECTOR OF EDUCATION: Phillip M. Kadis.
DIRECTOR OF RESEARCH & INFORMATION: David J. Eisen.

HUMAN RIGHTS CO-ORDINATOR: Anna M. Padia.
ORGANIZERS: James Schaufenbil, Jacqueline M. Roedler

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

NEW ADDRESS?

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

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

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

Name _____

New Address _____

City _____ State/Province _____

Zip/Postal Code _____ Guild Local _____

ATTACH
OLD
MAILING
LABEL
HERE

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

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