

Detroit girds for joint operation's impact

Detroit—The Detroit Guild and the other unions that represent employees of the Detroit News and Free Press were studying jointly and separately the options open to try to cushion the impact on their members of the now public plan to merge all the two dailies' operations except news and editorial.

The plan to join the two large, long fiercely competitive papers under a so-called joint operating agreement was announced jointly here April 14 by Alvah H. Chap-

man, Jr., chairman of the Knight-Ridder chain, longtime owner of the Free Press, and Allen H. Neu-harth, chairman of the Gannett chain.

Gannett finished buying the family-owned company that owned the News for years just two months before.

Chapman said there had been discussions about a joint operation with the News' previous owner "on-again and off-again" without result and that talks began with

Gannett last fall, about the time Gannett won a bidding competition to buy the Evening News Assn., the New York Times reported. Officials of both companies discounted speculation at the time that a joint publishing agreement was in the offing.

Neuharth and Chapman said the companies soon will apply to the U.S. Justice Dept. for the antitrust exemptions available to joint publishing operations under the Newspaper Preservation Act.

The measure, passed in 1970 at the behest of publishers then involved in 22 of the arrangements, exempts joint publishers from strictures against profit pooling, market splitting and price fixing.

To qualify for the exemption at least one of the papers must be found to be failing, which the statute defines as unlikely to remain or become profitable. It forbids consideration of financial resources beyond those of the paper in question.

The law's stated purpose is to preserve competing newspaper voices.

Neuharth and Chapman said both papers had experienced heavy operating losses in recent years; the Free Press more than \$35 million from 1981 through 1985; the News more than \$20 million during the same period, though the News had what it called a "marginal" profit last year.

Chapman said the Free Press (Continued on Page 4)



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IEB sees surplus in operations after 'negligible' deficit

Washington—TNG's Int'l Executive Board is proposing that the 1986 Guild Convention adopt an operating budget and income projection that would produce a \$13,974 surplus in the current fiscal year.

The IEB approved the recommendations during its meeting the week of April 21-25 as its Finance Committee reported that the union's General Fund had a deficit in the just past fiscal year that was "almost negligible," at \$7,877, "compared to the one that had been projected" by last year's convention: \$91,773.

TNG's Defense Fund, meanwhile, had a cash balance of \$6,357,053 as the fiscal year ended March 31, the committee reported.

The IEB is asking delegates to the convention—June 23-27 in Philadelphia—to approve a budget of \$3,511,511 for the General Fund, from which the union's operating expenses are paid, and estimated income to the fund of \$3,525,485, both for the fiscal year that began April 1.

Higher than anticipated revenue from per-capita payments—the General Fund's primary source of income—was responsible for the \$83,896 difference between the projected and actual results of last fiscal year's operations, the IEB's Finance Committee reported.

The greater number of per-capita payments was the result of

higher-than-anticipated membership, it pointed out.

The 1985-86 operating deficit was the first in the last four years and left the General Fund with a cumulative surplus of \$354,060 at the year's end, the IEB report noted.

The union's operating costs for the final three-month period of last year exceeded income by \$34,016, the third consecutive quarter to see deficit operations following a first-quarter surplus of more than \$63,200, the board also reported.

Estimates of General Fund income for the past year were based on receipt of monthly per-capita payments on behalf of an average of 27,100 members and 350 agency-fee payers. The payments, however, actually averaged 28,806 for members and 412 for agency fees.

The number of per-capita payments on which projections of this year's income are based has been boosted by 400 a month, to a monthly average of 27,500 for members and 350 for agency-fee payers.

Noting that last year was the third in a row in which per-capita receipts surpassed estimates, the IEB said that an even greater adjustment might seem called for but cautioned against such a move in light of potential membership reductions from closures or mergers in the news industry.

Locals' per-capita payments to (Continued on Page 6)

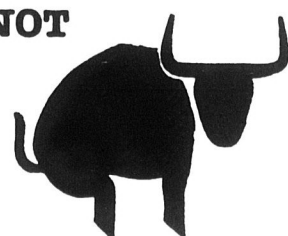


TOM SHAW/Los Angeles Guild

An informational 'parade' in Long Beach

Approximately 100 off-work Los Angeles Guild members march in an informational picket line at Knight-Ridder's Long Beach Press Telegram April 8 to let the company and public know their sentiments on management's posture on several issues still outstanding in talks for a pact to replace that which expired the end of February. In foreground, left, is Bob Andrews wearing a Guild T-shirt adorned with the graphic reproduced at right. Five days later, all the paper's staff writers save one conducted a by-line boycott of a special Long Beach Grand Prix edition of the paper. The non-participant was on assignment overseas and was unaware of the action, the Guild reported. Four days of talks were scheduled through May 1.

BARGAINING NOT



BNA cancels conference at prospect of picket line

Washington — Leaders and members of the Washington-Baltimore Guild at the Bureau of National Affairs say they'd rather have a contract, but since mid-April they've had a new perspective on the age-old practice of informational picketing.

So, too, it would appear, at least the latter for management of BNA, a private firm that specializes in research and information on matters involving labor-management

relations, among other things.

BNA management on Friday, April 11, cancelled a national conference on "Work & Family" it was co-sponsoring with the U.S. Labor Dept., in co-operation with the AFL-CIO and the National Assn. of Manufacturers. It was to be held the following Monday and Tuesday, April 14-15.

BNA announced the cancellation after government, labor and business officials said they would

not walk through a Guild informational picket line to participate in the conference.

A BNA Guild-unit membership meeting had decided on April 3 to put up informational pickets outside the conference if an equitable, new contract was not reached beforehand. Guild members have been working without a contract at BNA since Feb. 28.

The Guild reported that it had called key union and government

persons scheduled to participate in the conference to inform them that any pickets at the site would be informational only and to urge them to express their concern at the lack of a contract settlement.

More than 400 persons were scheduled to attend the conference and more than 40 national authorities from government, business and labor were on the program. More than half said they would not cross a picket line, the Guild reported. Labor Secretary William E. Brock was to deliver the keynote and AFL-CIO Secre-

tary-Treasurer Thomas R. Donahue was to address the opening-day luncheon.

Without the speakers from labor, business and the Labor Dept., who said they would not appear in the face of a Guild picket line, "we had no program," BNA President William Beltz told the Washington Post.

The Guild said that while it had expected strong support for its contract quest from union people involved in the conference, "quite frankly, we were surprised at the

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Vancouver survey brings smoking-curb talks . . . 3

Hamilton pact takes key news top to \$748

Hamilton, Ont.—The top minimum for reporters, photographers and editorial writers covered by the Southern Ontario Guild's contract with Southam's Hamilton Spectator is raised by \$63, to \$748 a week, over the two-year term of a new agreement that is retroactive to Jan. 1.

The increase comes in two increments, with the first raising the key news top minimum by \$29, to \$714, from Jan. 1, and the second, effective next Jan. 1, raising the top minimum by another \$34 a week, to \$748.

The top minimum for copy editors is raised by a total of \$66, to \$779 a week, in increments of \$30 and \$36.

Upgradings for lower-paid classifications covered by the contract raise their top minimums by as much as \$79 a week. That for dark-room technicians rises by that amount to \$478 a week, in increments of \$37 and \$42, while the top minimum for editorial and library assistants is raised by \$68, to \$467 a week, in increments of \$37 and \$31.

The service required for a third and fourth week of annual vacation is reduced by one year, to three weeks' vacation after two years of service and four weeks' after seven years.

The differential for employees working night shifts is raised by \$1 over the contract term, to \$9 a shift, or \$45 a week, by 1987.

Meal allowance for employees working more than two hours of overtime is raised by \$1, to \$7, and a ceiling on taxi fare reimbursement for employees completing overtime assignments after 11 p.m., or called to work before 5 a.m., is raised by \$1.50, to \$9, over the contract term.

Maternity leave of up to 20 weeks is added to the contract, while seven paid holidays are extended to part-time employees.

Other increases and new top minimums include:

News assistants—Up by \$59, to \$361, in increments of \$33 and \$26.

Copy messengers, news room receptionist—Up by \$57, to \$330, in increments of \$32 and \$25.

Lifestyle, business and feature review editors—Up by \$72, to \$850 a week, in increments of \$33 and \$39.

Assistant sports and assistant metro editors and columnists—Up by \$68, to \$798 a week, in increments of \$31 and \$37.

The contract is the local's second covering the paper's editorial department employees.



JOHN MITCHELL/Gary Guild

Knight-Ridder 'Council-klatsch'

Four delegates from three of the nine Guild locals that sent representatives to the spring meeting of the Knight-Ridder Council are pictured during a coffee break in the April 4-6 sessions in St. Paul. The nine locals represent more than 3,000 employees of the chain's dailies. Representatives of Typographical and Mailers Union locals also attended the sessions, which included a workshop on "building muscle" in bargaining, contract en-

forcement and organizing. The Guild locals are encouraging other unions to attend regularly. Pictured are, from left: Ralph Paulk of Akron, Karl Karlson of Twin Cities, Lila Roisman of Philadelphia and Bernie Lunzer of Twin Cities. The 'flag' below, meanwhile, tops Page 1 of the Knight-Ridder Council's recently inaugurated newsletter. The 7-x-8.5 inch publication is being edited by Mark Bufkin of the Lake Superior Guild.



Guild voted out by Gary ad group

Gary, Ind.—A majority of the advertising department employees of the Gary Post-Tribune have voted against continued representation by the Gary Guild.

Employees cast 17 votes for the Guild and 28 for "no union" in an April 18 election supervised by the National Labor Relations Board. The vote was conducted 28 months after the advertising department employees had voted 33 to 15 in

favor of Guild representation.

Efforts to bargain an initial contract with the Knight-Ridder paper covering the advertising employees, however, had been frustrated and numerous charges alleging company unfair labor practices filed with the NLRB.

The Gary Guild continues to represent the paper's editorial and maintenance department employees as it has for many years.

Court upholds lost dues award

Washington—An arbitrator's order that the Washington Post reimburse the Washington-Baltimore Guild for dues lost due to the company's breach of contract was not a violation of federal law that prohibits companies from making payments to unions, the U. S. Court of Appeals here has ruled.

Arbitrator Seymour Strongin ordered the payment in 1983 after finding that four columnists, whose work is syndicated by the Post as part of its "Writers'

Group," continued to be covered by the Guild contract.

The columnists, Richard Cohen, Bill Raspberry, Coleman McCarthy and Tom Shales, had resigned from Guild membership and revoked their dues checkoff authorization after Post management advised them they were excluded from the bargaining unit. The four have since renewed their membership.

The Post asked the appeals court

to overturn the award that it reimburse the local for back dues without challenging the finding that the columnists are covered by the Guild contract. Earlier motions by the Post urging a federal district court to vacate the arbitrator's ruling were denied.

The appeals court panel held that the payment ordered by the arbitrator is allowed by an exception to the Labor Management Relations Act's ban on company payments to unions which permits payments to satisfy a court order or arbitrator's award.

The Post had cited the law's requirement that an employee authorization must be in effect before a company can make dues payments to a union.

Purpose of the ban on company payments to unions was to prevent bribery or improper influence, the court said, adding that "no reasonable view of these facts suggests any improper influence."

Champion of the underdog takes top honors.

Seattle Times columnist Rick Anderson is a sucker for underdogs and underdog causes. His is the kind of tragic, funny, gritty street jour-



The Seattle Times

nalism that would have appealed to legendary New York columnist Heywood Broun.

And it's the kind of journalism that has made Anderson the winner of the 1985 Heywood Broun Award, the distinguished writing award of The Newspaper Guild. Anderson received the award January 20 at the National Press Club in Washington, D.C.

Times Senior Vice President and Executive Editor Jim King said, "He is very much a street reporter who understands that readers have to have an awareness of the weak, the poor, the forgotten, the struggling, the misunderstood, the sick and the hopeless."

Rick Anderson is another example of The Seattle Times commitment to giving its readers news they can't get anywhere else.

BNA cancels conference at prospect of picketing

(Continued from Page 1)

extent of support . . . from government and business."

The union's bargaining committee said it was appalled that the company had cancelled the conference instead of seriously seeking to reach agreement on a new contract.

The AFL-CIO, which along the Labor Dept. sought to facilitate a settlement before the conference, said in a press release that while the Guild had been prepared to bargain any time before the conference, BNA management had set conditions on its participation that no "self-respecting union could accept."

BNA management said it would meet with the Guild the night of April 11 but only if the Guild would guarantee in advance that there would be no picket line at the conference.

The Guild called the cancellation "a senseless waste of thousands of dollars" and an "irresponsible business decision" which "destroys several months of dedicated work" by BNA employees

represented by the Guild.

Unresolved issues in the BNA-Guild talks, the local reported, include wage increases, disciplinary procedures and, ironically in light of the subject matter of the cancelled conference, paternity and adoption leave.

At an April 7 bargaining session, the last before the conference's scheduled dates, the company had offered to increase its wage offer to 4 percent in each of two years—up from 3 percent—in return for doubling the top-minimum progression period to 12 years. The Guild turned it down.

The Guild earlier had reduced its two-year wage proposal to 5 percent and 4 percent with an inflation-guard factor. It pointed to BNA's \$13.4 million in 1985 profits from publishing, three straight years of double-digit increases for executives and last year's Washington-area inflation rate of 5.2 percent.

The company refused to move from its earlier bargaining position at a meeting April 15. Future talks would be held with a federal mediator, the Guild reported.

NEEDED:

Experienced union administrator

Denver Guild seeks experienced union administrator. Newspaper experience preferred. Must have proven negotiating, organizing and public relations skills.

Salary commensurate with experience.

Send resume to:

**Search Committee
Denver Newspaper Guild**

**910-15th St. Suite 852
Denver, Colo. 80202**

Championing Broun Award winner

The Seattle Times bought the full-page ad reproduced here in the mid-March issue of Editor & Publisher magazine to tout columnist Rick Anderson winning TNG's Heywood Broun Award for columns he wrote for the Times in 1985. At the same time, the daily also published a soft-cover, 36-page booklet in which the 14 columns that won Anderson the award are reprinted. It is available from the Times, Fairview Av. N. & John, P.O. Box 70, Seattle, Wash., 98111

Vancouver survey brings talks on smoking curbs

Vancouver—Talks aimed at developing restrictions on smoking at Pacific Press, publisher of the Vancouver Sun and Province, have been launched after the Vancouver-New Westminster Guild found that a large majority of the employees it represents at the papers favor such a move.

The company has agreed "in principle" to a recommendation from the Guild local that a smoking policy be adopted. A committee, including representatives of management, the Guild and other unions representing employees of the Southam papers, was seeking to draft a detailed proposal.

The local's executive body called for smoking restrictions after 83 percent of the Guild members at the Sun and Province who responded to a Guild survey said that a building-wide policy to restrict smoking should be adopted.

Typographical Union members at the papers, completing the same survey, registered a 73 percent response in favor of restrictions, while 69 percent of the other union and non-union employees of the paper who completed a survey favored restrictions.

Among Guild members, the survey had a response rate of nearly 50 percent, with 436 questionnaires returned from among the 875 distributed to Guild-covered editorial and commercial department employees.

In circulating the survey in January, the Guild explained that it was prompted by requests from

several members for a smoking ban coupled with the advice of doctors that dangers from exposure to asbestos are aggravated by smoking.

The local has been consulting with occupational health specialists about asbestos exposure since it was learned that employees of the papers were exposed to asbestos fibers during plant remodeling in 1984 and 1985. A carefully controlled asbestos-removal program is underway currently [Guild Reporter, March 14, 1986].

The city of Vancouver, meanwhile, was expected to adopt an ordinance aimed at protecting the non-smoking public, estimated to include about 74 percent of the adult population. The proposal, approved in principle by the city council in February, would require employers to give priority to non-smokers in making smoking policy. They would have until Dec. 1 to work out suitable arrangements.

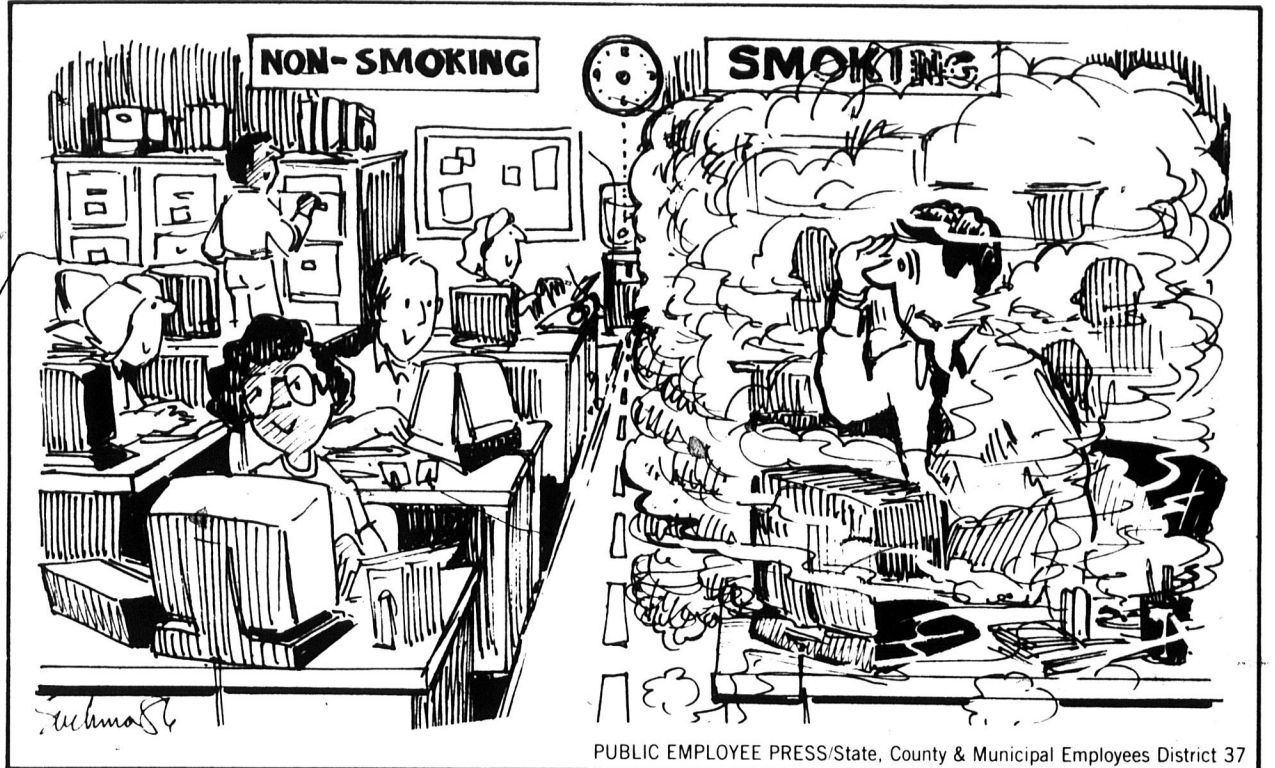
The preamble to the proposal declares that "no individual has the right to pollute the air of others with substances known to be hazardous to health," the Toronto Globe and Mail reported, noting that health experts consider the Vancouver bill to be the most progressive smoking legislation in Canada.

Among Guild respondents to the union's survey, 92 percent of the non-smokers favored a policy restricting smoking, while 48 percent of the smokers also supported such a policy.

The Guild survey also showed that 77 percent of those who supported restrictions favored an outright ban on smoking in the plant or would allow smoking only in private offices, versus 23 percent who indicated a preference for separate smoking and non-smoking work areas.

Half of the respondents said a ban should extend to hallways, lobbies and washrooms, and 70 percent favored the establishment of special smoking lounges.

Sixty-six percent of the Guild members returning questionnaires said the company should offer smoking cessation programs for employees who want to quit.



PUBLIC EMPLOYEE PRESS/State, County & Municipal Employees District 37

News, ad tops up \$100 in Hawaii

Honolulu—Key news and advertising top minimums are raised by \$100, to \$650.50 a week, in new 42-month agreements between the Hawaii Guild and Gannett's Star-Bulletin, the Advertiser and the joint business and production company for the two daily newspapers.

Increases in minimums and salaries in the three contracts, retroactive to March 18, come every six months over their terms. Employees paid over the top minimum for their jobs will maintain their differential above the top minimum as the increases take effect.

A total of \$23 of the \$100 increase in the top minimum for reporters, photographers, copy readers, artists and outside advertising sales employees is effective in the contracts' first year—\$11, to a top minimum of \$661.50 a week, retroactive to March 18, and \$12, to \$673.50, on Sept. 18.

Increases next year of \$13 in March and \$14.50 in September take the top minimum to \$701, followed by 1988 increases of \$15.50 in March and \$16.50 in September, taking it to \$733 a week. A final increase of \$17.50 comes on March 18, 1989, six months before the agreements' expiration.

Maximum coverage under the company-paid group life insurance plan, based on twice an employee's annual pay, is raised to \$40,000, from \$37,500, and the companies' payments toward the cost of employees' health insurance coverage is also increased.

A weekly auto allowance for employees required to use their personal vehicles on company business is raised by \$3.75 over the contract term, to \$32.50.

The guarantee for employees called back to work after completing a regular shift is raised by one hour, to three hours' pay, plus travel time.

The employers also agreed to checkoff Guild dues from the pay of employees authorizing the deduction on a weekly basis, rather than monthly.

Other increases and resulting new top minimums in the agreements, jointly bargained with the other unions representing the companies' employees, include:

Senior programmers—Up by \$92.64, to \$667.90 a week, in increments of \$10.19, \$11.12, \$12.04, \$13.43, \$14.36, \$15.29 and \$16.21.

Computer operators, junior programmers and control

clerks—Up by \$81.71, to \$589.13 a week, in increments of \$8.99, \$9.81, \$10.62, \$11.85, \$12.66, \$13.48 and \$14.30.

Secretaries, senior credit clerks, account clerks and advertising research clerks—Up by \$74.78, to \$539.13 a week, in increments of \$8.23, \$8.97, \$9.72, \$10.84, \$11.59, \$12.34 and \$13.09.

Telephone classified sales staff—Up by \$73.68, to \$531.12 a week, in increments of \$8.11, \$8.84, \$9.58, \$10.68, \$11.42, \$12.16 and \$12.89.

Assistant librarians—Up by \$71.14, to \$512.86 a week, in increments of \$7.83, \$8.54, \$9.25, \$10.31, \$11.02, \$11.74 and \$12.45.

Carpenters—Up by \$80.24, to \$578.51 a week, in increments of \$8.83, \$9.63, \$10.43, \$11.63, \$12.44, \$13.24 and \$14.04.

Minimums raised \$30 in new Hazleton pact

Hazleton, Pa.—Minimums are raised by \$30 a week in a new two-year agreement between the Hazleton Guild and the Standard-Speaker.

The across-the-board increase takes the top minimum for reporters and photographers to \$426.71 a week and that for editorial assistants to \$272.16 a week, each coming in two \$15 increments. The first is effective from March 1 this year and the second from next March 1.

An additional \$2.75 increase for employees working in one of several positions paid a differential above the reporter minimum takes the top minimum for copy editors to \$459.96 a week and the top minimum for heads of the sports and society departments to \$456.96.

Suburban news group votes for 'no union'

Cincinnati—A majority of the editorial department employees of a chain of suburban weeklies here has voted against having the Cincinnati Guild as the group's bargaining representative.

The vote among news room employees of the Cincinnati Suburban Press, Inc., was 19 to 24 in the April 10 representation election supervised by the National Labor Relations Board.

The NLRB, meanwhile, has set an April 28 hearing on unfair labor practice charges the local filed alleging company harassment of leaders of the Guild campaign.

Mother's Day is May 11,
brighten it up with a
gift with the union label.
If union kids don't, who will?

International Ladies' Garment Workers' Union.

Parental leave bill backed

Washington—Passage of the proposed Parental and Medical Leave Act of 1986 would establish a "long overdue national leave policy in the U. S.," TNG's Int'l Executive Board said in a resolution renewing support for the measure.

A pair of subcommittees of the House Education and Labor Committee currently are holding hearings on the bill that would require employers to make available a minimum of 26 weeks of disability leave and 18 weeks of leave to care for a newly born or adopted or seriously ill child.

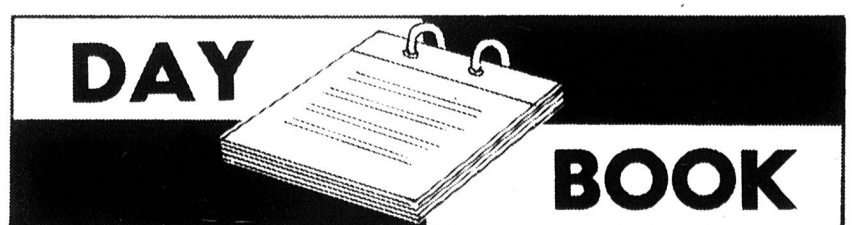
While leave could be without pay, an employee's seniority and pension rights would be protected and health insurance continued during the leave period.

The bill (H.R.4300) is drawn from the proposal introduced last year by Rep. Patricia Schroeder (D-Colo.), which delegates to TNG's 1985 Convention endorsed. A companion measure (S. 2278) was introduced in the Senate April 9.

The proposal also calls for a

study of the feasibility of implementing a paid-leave policy.

Although the proposed legislation would establish only minimum levels of parental and disability leave, the IEB called it "long overdue," noting that the U. S. is the only industrialized nation without such a policy. Only four states—New York, New Jersey, California and Rhode Island—have comparable statutes in force, the IEB added.



Great Lakes, Midwest and Southern District Councils, joint spring meeting, May 3-4, Convention Center Inn, Washington.
Mid-Atlantic District Council, spring meeting, May 3-4, Rochester Plaza Hotel, Rochester, N.Y.
New England District Council, spring meeting, May 3-4, Salem, Mass.
Knight-Ridder Council, June 20-22 (tentative), Philadelphia Centre Hotel, Philadelphia.
Union Council of Ingersoll Publications, June 20-22, Philadelphia Centre Hotel, Philadelphia.
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, June 27-July 1, Hotel Vancouver, Vancouver, B.C.

Detroit studies options under joint operation

(Continued from Page 1)

would be the failing paper in the application to the Justice Dept. He said he hoped approval would be forthcoming in a year or so. The Wall Street Journal quoted Justice Dept. sources saying that approval could take as few as five to six months, with little likelihood the application would be rejected under the Reagan administration.

Under the proposed agreement, the two dailies would jointly form a third company, the Detroit Newspaper Agency, which would handle all production, advertising and circulation sales, distribution and other business now handled by separate staffs at each daily. There would be a single jointly produced paper on Saturdays and Sundays.

The single staff for the agency's various departments would be selected from among the separate papers' employees when the agency arrangement is underway.

Both companies said it is inevitable that the agency will employ fewer persons than the two papers

separately. Each now employs about 2,200, including 300 in each editorial department, with approximately 250 in each represented by the Detroit Guild.

The Guild also represents some 400 employees in the Free Press advertising, business and inside circulation departments. At the News, which has about the same number employed in the same areas, the employees are represented by no union and are the only sizeable group of unorganized employees at either paper.

Donald Kummer, executive officer of the Detroit Guild, said some are fearful that with Gannett executives in control of the joint operation (three of five members of its management committee) union status could become an employment criterion.

Kummer also said that one of the options the city's newspaper unions are considering is to formally oppose approval of the papers' application for antitrust exemption.

While Knight-Ridder says it will

present the Free Press as the failing newspaper on the application, the company also said the Free Press is not for sale, Kummer noted.

"If the paper really is failing, they should be willing to sell; to get it off their hands; let somebody else try to run it profitably," Kummer said.

"It's easy to see why" the paper's not for sale, the Detroit Guild leader continued. "Under this joint operation, both would

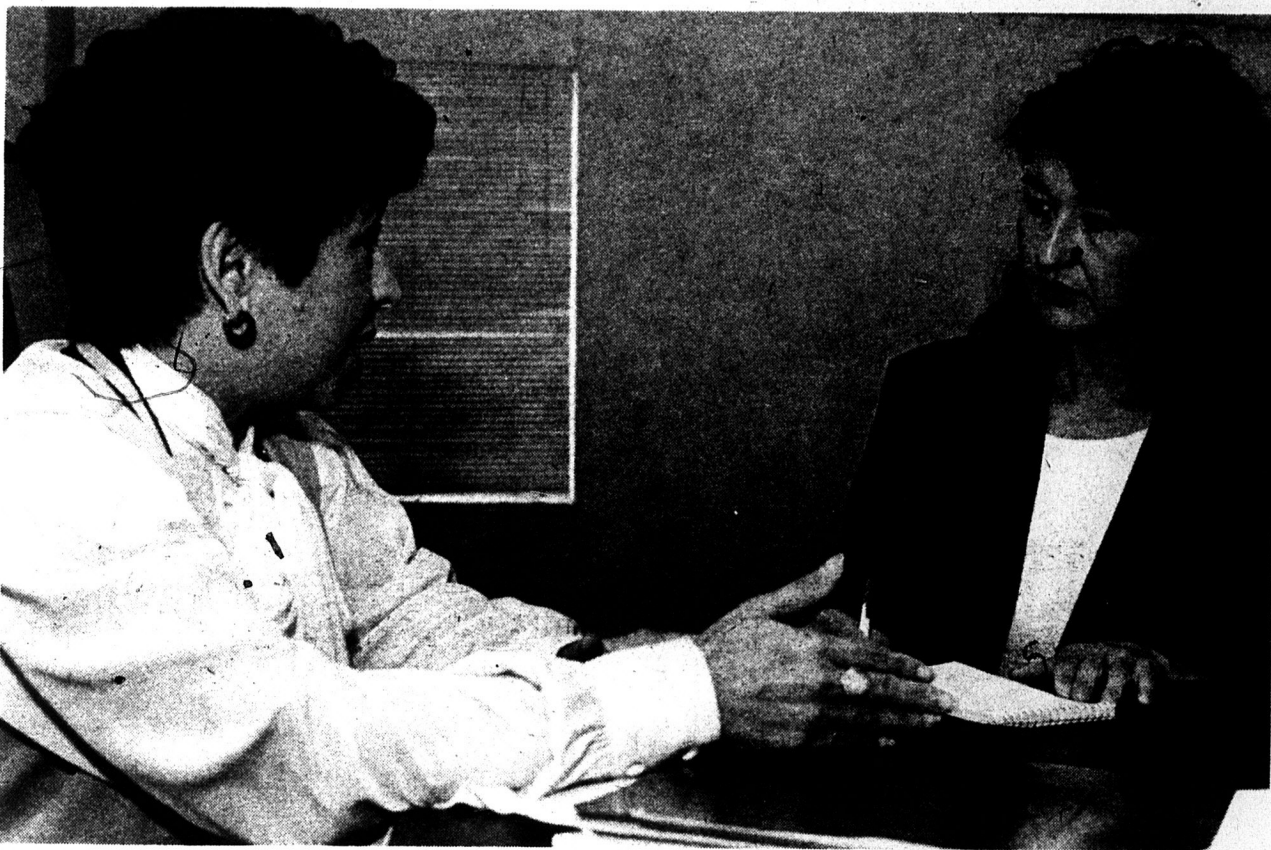
have themselves a helluva deal."

The joint publishing agreement the publishers are proposing would have a term of 100 years. Gannett would be guaranteed 55 percent of its profits the first five years; the next 95, they would be split evenly.

John Morton, a newspaper financial analyst for Lynch Jones & Ryan in Washington, told the New York Times that he estimates there would be joint operating profits of

\$13.5 million the first year and some \$57 million the second year as the joint publishing operation institutes significant advertising and circulation rate increases. Morton also estimated reductions in the non-editorial staffs of 30 percent or more. That would come to more than 1,000 jobs lost overall.

TNG has assigned Int'l Representative Leo J. Ducharme to assist the Detroit Guild as it confronts the prospect of the papers' merger.



BILL BURKE/Washington-Baltimore Guild

Exploring leadership skills

Joyce Baldez, right, Pueblo Guild human rights committee chairperson, gets some personal tutoring from TNG Human Rights Co-ordinator Anna M. Padia during a week-long AFL-CIO Women's

Institute on leadership skills for women's issues at the George Meany Labor Studies Center in Silver Spring, Md. Padia led an institute session on combating sexual harassment.

Ownership are changing at four Guild newspapers

Four daily newspapers with employees represented by Guild locals have been involved in recently announced sales/purchases.

Three are in the State of Washington: the Tacoma News-Tribune, the Bellevue Journal-American and the Yakima Herald-Republic.

The fourth is in Massachusetts, the Waltham News-Tribune, which also changed ownership just last year.

The largest of the four papers, the Tacoma daily, plus a co-owned weekly, is being bought by the McClatchy chain for approximately \$112 million. The Pacific Northwest Guild represents News-Tribune employees.

The Journal-American is being

purchased by a company, Persis Corp., headed by the publisher of the Honolulu Advertiser, Thurston Twigg-Smith. The Pacific Northwest Guild also represents Bellevue employees.

The Herald-Republic, meanwhile, as part of a swap between chains involving 24 papers, plus cash, has gone from Harte-Hanks Communications to Garden State Newspapers. Garden State is 40-percent owned by the Media General chain. Herald-Republic editorial employees are represented by the Yakima Guild.

As another part of the Garden State-Harte-Hanks deal, the Waltham paper has gone to Harte-Hanks. The Boston Guild represents News-Tribune employees.

IEB backs copyright bill

Washington—The provision in the U.S. Copyright Act that extends copyright protection to American authors only when their work is printed in the United States or Canada should be maintained, TNG's Int'l Executive Board said during its spring meeting here.

In doing so, it joined the Graphic Communications Int'l Union in urging Congress to extend the Manufacturing Clause of the Copyright Act beyond its July 1 expiration date. Failure to do so could lead to the loss of as many as 170,000 jobs in the U.S. printing industry alone, the IEB said, citing a Labor Dept. study.

As the IEB's meeting concluded April 24, the Senate Judiciary Committee voted approval of a compromise proposal reported to be acceptable to the GCIU. The committee's chairman, Sen. Strom Thurmond (R-S.C.) promised to push for its passage on the Senate floor and fight to override an expected veto by President Reagan.

The Manufacturing Clause has protected jobs in the printing industry in the U.S. and Canada since 1891, the IEB said in urging its extension.

It has come under attack in recent years, however, by owners of overseas printing facilities.

More ID required at U. S. border

Washington—U. S. customs officials are imposing stricter identification requirements on visitors entering the country from Canada, TNG's vice presidents from Canada told the other members of the Int'l Executive Board April 21.

A driver's license is no longer adequate identification for a Canadian resident to enter the U.S.; customs officials are requiring a birth certificate or passport, Vice Presidents Doug M. Louth and Lee C. Clifford learned in traveling to Washington for the IEB's spring meeting from their homes near Vancouver and Halifax.

Delegates and guests planning to travel from Canada to TNG's convention in Philadelphia this summer should make sure to bring a birth certificate or passport, the pair said. Photocopies of birth certificates, they pointed out, are not accepted.

The new requirements appeared to be part of tightened security in reaction to fear of terrorist bombings.

Mid-East terror inspires lament

Washington—"Words are as powerless to express the monstrosity" of the apparent execution of British journalist Alec Collett at the hands of Arab terrorists "as his innocence was to prevent it," TNG's Int'l Executive Board said in a statement adopted April 24.

Reacting to news of a pro-Libyan group's claim to have hanged Collett in retaliation for the British government's role in the U.S. air strike on Libya, the IEB condemned the "forfeit" of Collett "in the deadly game of international stroke and counterstroke"

being waged worldwide.

A group calling itself the Revolutionary Organization of Socialist Moslems released a videotape April 23 showing the body of a man it said was Collett hanging from a scaffold. Collett had been held hostage for more than a year since being kidnapped near Beirut March 25, 1985.

Collett is the first journalist known to "pay for his vocation with his life" in the currently escalating hostilities, but "all too dreadfully he may not be the last," the IEB cautioned.

The lives of Terry Anderson of the Associated Press and British journalist John McCarthy of Worldwide Television News, both kidnapped in Beirut—Anderson more than a year ago—"stand in terrible jeopardy," the IEB said.

These innocent victims are "doubly guiltless as practitioners of a calling whose mission it is to illustrate the facts and eliminate the fictions about all those on whom they cast their light, rebels and governments alike. The price of that calling must not . . . be death," the IEB declared.

TNG joins brief for 'pro-life' newsletter

Washington—A special pre-election edition of a "pro-life" organization's newsletter is entitled to the fullest First Amendment protections of the freedoms of speech, press and association, TNG has said in joining a "friend of the court" brief to the U. S. Supreme Court.

The Federal Election Commission is asking the court to find that the Massachusetts Citizens for Life violated a federal election law that prohibits corporate campaign expenditures when it published the pre-election edition identifying "pro-life" candidates in the 1978 state primary.

While the Federal Election Campaign Act exempts news stories, commentary or editorials distributed through the facilities of a newspaper, magazine or other periodical, the U. S. Court of Appeals in Boston held that the pre-election newsletter was not cov-

ered by the exemption. It carried no masthead or other indication that it was related to the organization's regular newsletter and it was produced by a different staff, the court said.

The appeals court held, however, that the expenditure involved in putting out the newsletter was not illegal since it was an indirect contribution to the candidates from a non-profit, ideological corporation.

To overturn that finding by the appeals court would violate the organization's First Amendment right to political speech, free press and free association, said the brief submitted on behalf of TNG and six other news industry associations.

The brief also argued that the publication should be found to be covered by the election law's exemption for periodicals since the

law requires only that a publication be "distributed through the facilities" of a periodical publication.

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

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.

Strikepaper rulings upheld

Scranton, Pa. — A federal judge has upheld a pair of rulings by an arbitrator that Wilkes-Barre Guild members' work for a strike paper did not violate a ban on work for a competitor in the local's expired contract with the Times Leader, either before or after the strike began.

At the same time, William Nealon, chief judge of the U.S. District Court here, directed the court clerk to "close this case," which the Capital Cities chain daily has had before the court, the National Labor Relations Board and the arbitrator in one form or another since soon after it was struck late in 1978.

In the first of a pair of decisions he issued in an 18-month period, arbitrator Robert F. Koretz in June of 1984 ruled that the contract's ban on work for a competitor had no bearing on the strikers' work for the Wilkes-Barre Citizens' Voice since the contract ended with the start of the strike.

Then, in a second decision early this year, Koretz ruled that the pre-strike work of readying the Citizens' Voice for publication was protected activity like any other strike preparation.

Preparation for production and distribution of the Citizens' Voice, Wilkes-Barre's dominant daily

since early in the strike, "was inextricably intertwined with the actual commencement of the strike, the event which . . . ended the contract," Koretz held this Jan. 3.

Wilkes-Barre's four newspaper unions, including the Guild local, struck the Times Leader on Oct. 6, 1978, and began publishing the Citizens' Voice in the first days of the strike.

Koretz first ruled on the issue in June of 1984, but the case was remanded to him for clarification of his view of the pre-strike activity after CapCities asked the federal court to vacate that decision.

In a decision issued April 11, Judge Nealon dismissed CapCities' appeal of Koretz' most recent ruling, as he had its motion to overturn the earlier one, on grounds that the arbitrator's findings were a rational interpretation of the contract.

"The arbitrator apparently found that while the conduct of the union would literally fit within the language of the ban on work for a competitor 'under normal circumstances, the article does not apply when the conduct occurs in preparation for a strike, which may or may not occur, and if it does occur, would terminate the contract,'" Nealon wrote.

"The parties bargained for a de-

cision by the arbitrator and are bound by it so long as it derives its essence from the collective bargaining agreement," Nealon pointed out.

Nealon also dismissed "without further comment" a company motion that the court reconsider the validity of Koretz' first decision since there was "no manifest error of law and no additional evidence" put forth by Capital Cities' representatives.

In addition, the judge noted, the company offered "a generalized and unsupported statement . . . that . . . a review of the company's underlying complaint readily reveals remaining issues not addressed" by either the arbitrator's awards or the Guild's motion for dismissal of the latest appeal.

The company, however, put forth "no further explanation or clarification" and, "mindful of the exhaustive briefs and arguments" it did produce, "the court is at a loss to understand the reason for this belated and terse statement," Nealon wrote.

Furthermore, he said, "the court refuses to speculate as to what is intended by this comment and attaches no significance to it."

The company has a 30-day period to appeal Nealon's April 11 ruling.

REPORTERS AND OVERTIME

Publishers' quest spans 48 years

Washington—Newspaper publishers have been trying to have reporters, photographers and copy editors excluded from the law that requires extra pay for overtime work since it was enacted nearly half a century ago, a check of the Guild Reporter's files shows.

The nation's organized publishers first advanced one of the arguments they're making in their current effort—that persons in those jobs are "professional employees"—in Labor Dept. proceedings 48 years ago, as the law was just taking effect.

In making those arguments again in 1940, two years after the Fair Labor Standards Act went into effect, and now, the publishers also have elicited support for their

position from deans of journalism schools.

Currently, in urging the Labor Dept.'s Wage & Hour Division to overturn years of precedents and rule that reporters meet the law's definition of "professional employees," the American Newspaper Publishers Assn. has submitted supporting statements from deans of journalism schools at the University of Missouri and at the University of North Carolina, as well as from a pair of journalism professors [Guild Reporter, April 11].

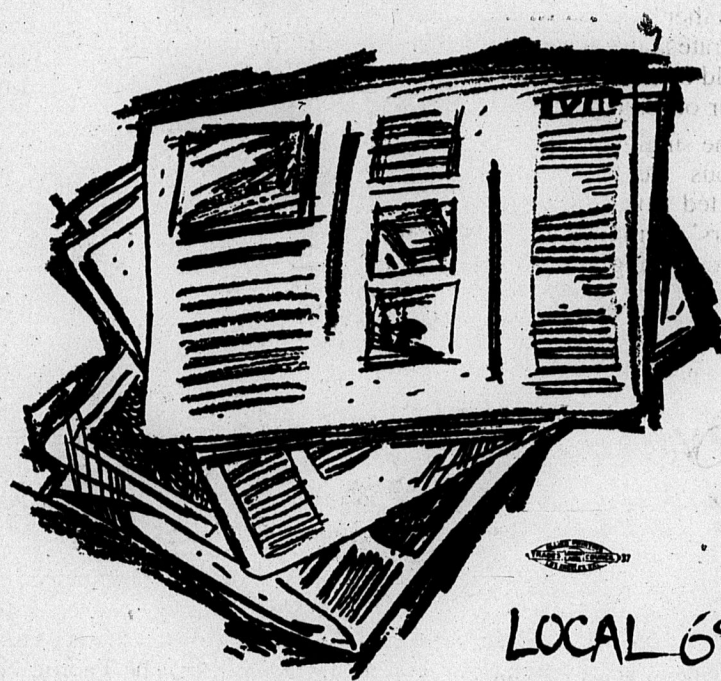
In the summer of 1940, as arguments were being waged over broadening the scope of exemptions from the new wage and hour law, the ANPA's position was sup-

ported by the deans of journalism schools at Missouri as well as Columbia and Northwestern. At that time, the ANPA was seeking redefinition of exemptions from the law that would have resulted in exclusion of "large groups of newspaper workers" in both editorial and commercial departments, according to the Guild Reporter of Aug. 1, 1940.

Earlier, as the new federal statute took effect in the fall of 1938, ANPA attorney Elisha Hanson had argued to the Wage & Hour Division that to deny editorial employees recognition as professional employees exempt from the overtime law would be "an injustice." The Guild Reporter, however, did not identify the victims of the injus-

IF You Work
For A Newspaper

YOU NEED
THE NEWSPAPER
GUILD



Invitation in Los Angeles

A new, four-page organizing leaflet has been produced by the Los Angeles Guild and every Wednesday leaders and members of the local are passing them out at non-Guild papers in the area. The back panel of the leaflet tears off to become a self-mailing application for membership in the Los Angeles Guild.

tice—publishers who had to pay for overtime work or the employees who were to receive the extra pay while being denied the title of "professional."

The ANPA also sought exemption for printing-craft and circulation employees, including drivers, with Hanson explaining that "the job of these men is to get the newspaper out. Their hours are shorter one day, longer the next. Except in cases of emergency they are never extreme."

When longer hours are required, however, Hanson said, the employees "have shared with their employer the privilege of giving service to their fellow citizens," presumably with neither need nor desire for extra pay for the extra work.

The wage and hour law in its first two years required time and one-half pay for all hours over 44 in a week, then, beginning in 1940, overtime pay after 40 hours in a week. It also established a minimum wage of 25 cents an hour, or \$11 a week, before overtime, that is.

In support of arguments presented in 1938 that reporters should be exempt from the over-

time law because they are professionals, Hanson pointed to 32 colleges and universities that "maintain courses of journalism wherein they treat journalism as a profession." In addition, he said, there were 500 colleges and universities that offered journalism courses and any number of business colleges and high schools that taught it.

The ANPA in its brief to the Wage & Hour Division this spring, notes the proliferation of journalism schools since the 1940s, citing surveys finding that more than 300 colleges currently offer journalism majors, plus some 350 community and junior colleges that offer journalism courses.

The Guild, in its own arguments to the Wage & Hour Division in 1940, questioned the motivation of the deans of journalism schools who supported exemption of reporters as professional employees.

"The three deans would very much like to have journalism accorded a professional status and to have it made a rule that a newcomer . . . must have a degree from one of the 32 so-called class 'A' schools of journalism," then-ANG Secretary-Treasurer Victor Pasche told federal administrators.

Canada's boycott list

Sanctioned by the Canadian Labour Congress and provincial labor federations April 1986

Canadian Labour Congress

Blue Cross (Ontario)
California table grapes
Canada Trust Mortgage Co.
Red Coach Lettuce

Alberta

California table grapes
Doctors who "extra bill"
Pacific Western Airlines
Safeway meats (Lakeside Packers, Brooks, Alb.)
South African products

British Columbia

Canada Trust Mortgage Co.
Canadian Tire
Lettuce (Donny, Red Coach, Big Fred, Big A, Bobby & Andrews)
Procter & Gamble (soap products)
Louisiana Pacific Corp. (forest products, construction material, Waferwood construction panels, Pabco Xonolite insulation, Weatherseal windows and doors)
Victoria Plywood

Manitoba

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

New Brunswick

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

Newfoundland

Chippin Brothers Ltd.
Perfection Foods products produced in Prince Edward Island
Sobey's Stores Ltd. (retail grocery outlets and all non-union 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 Brothers Ltd.
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

Prince Edward Island

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

Quebec

AMC Jeep Renault
California table grapes
Radio Shack
South African products

Saskatchewan

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



Locals called to 53rd convention

Washington—The official call to TNG's 53rd Annual Convention has been sent to all Guild locals.

The convention, set for June 23-27, will meet at the Philadelphia Centre Hotel in Philadelphia.

In a letter accompanying the official notice, TNG Secretary-Treasurer Charles Dale noted that TNG's Constitution requires that convention delegates be elected by secret ballot if there is a contest and that U. S. law includes the same requirement for delegates to union conventions that elect officers.

A \$50 registration fee for each delegate or alternate is due at TNG headquarters 10 days in advance of the convention.

IEB projects operating surplus in new year

(Continued from Page 1)

TNG—\$10.99 a month beginning May 1—will rise to \$11.33 July 1 when a new per-capita factor, approved in last month's membership referendum, takes effect.

Per-capita payments are allocated between the General Fund and Defense Fund under an 85-15 percent formula. That split, favoring the General Fund, will be revised to one based on an 80-20 percent formula next Feb. 1, an action approved by last year's convention.

That change, a return to a previous allocation, will result in a reduction of General Fund income, and an increase in Defense Fund income, of approximately \$13,700 a month, the IEB reported.

General Fund operating expenses for the 12 months ended March 31 totalled \$3,442,561 on income for the year of \$3,434,684. Income exceeded projections by 5.8 percent and expenditures topped estimates by 3 percent. It was the third consecutive year that income exceeded \$3 million and the second that expenses topped that figure, the IEB noted.

The budgetary line-item that overran projections by the greatest amount was rent and maintenance

for TNG's current headquarters, which totalled \$227,468, an overrun of \$23,289, the IEB pointed out. Responsible were costs involved in wiring the offices for the new computer system, using the offices on days when the building was officially closed and the planned move to TNG's own headquarters building in 1987, the board said.

Line-item most under-budget, it reported, was expense reimbursement for TNG's field staff, with the salary bill for international representatives close behind.

Income to the Defense Fund for the year, meanwhile, totalled \$3,731,404, principally as the result of seven months of members' higher dues payments to replenish the fund and build its assets to \$6 million, the IEB explained in the Finance & Administration section of its Officers' Report to the convention. However, one month of that income, approximately \$450,000, was for TNG's severance-pay fund, not the Defense Fund.

Defense Fund expenses for the year were \$1,331,155, for an operating gain of \$2,400,249. Nearly \$500,000 from the fund went to pay benefits in the Philadelphia Guild strike at the In-

quirer and Daily News while nearly \$400,000 was expended in Wilkes-Barre, the IEB reported.

Net worth of the Defense Fund at the end of the fiscal year was \$6,954,079, with liquid assets of the fund, including a \$422,500 loan toward the purchase of a headquarters building, totalling \$6,779,553.

Defense Fund income for the year exceeded projections due to slowness of some locals to begin collecting and forwarding the higher dues payments that took effect last August. Those delinquencies contributed to a month's extension of the higher dues payments, which, in turn, boosted revenue to the fund as late payments were received by TNG.

Higher dues payments to TNG did not reach the anticipated \$400,000-a-month level until the fifth month of receipts, the IEB pointed out in its convention report.

TNG's special Organizing Fund, meanwhile, had a net worth of \$552,939 on March 31, after paying organizing subsidies to Guild locals and other organizing expenses in the fiscal year totalling \$330,207. Income to the fund during the year totalled \$65,514,

mostly from interest earnings.

The audit of TNG finances for the 1985-86 fiscal year also showed that TNG's General Fund owed the Defense Fund \$67,079 on March 31, while the Organizing Fund owed the General Fund \$24,693.

In another action, also on recommendation of its Finance Committee, the IEB approved a General Fund budget of \$871,104 for the first quarter of the current fiscal year.

It also authorized an interest-free loan of up to \$45,000 to the New York Guild toward the payment of expenses associated with a class-action race discrimination suit against the New York Daily News. The IEB approved the local's request for the loan based on its commitment to repay monies borrowed at a rate of \$1,500 a month for the first year and \$3,000 a month thereafter. Repayment is to begin the month following the first advance from TNG.

The local has committed a like amount from its funds, Vice President Peter E. McLaughlin of New York reported.

Also on recommendation of its Finance Committee, the board approved the renewal of annual con-

tributions of \$2,500 to the Reporters Committee for Freedom of the Press, \$500 to the Coalition Against Censorship and \$150 to the Freedom of Information Center at the University of Missouri School of Journalism at Columbia.

Also, \$200 to the Citizens Against Nuclear War, \$50 to the Canadian Civil Liberties Assn. and \$200 to assist in the United Farm Workers' grape boycott.

Acting on the recommendation of both its Finance and Human Rights Committees, the IEB also voted contributions of \$150 to the NAACP Legal Defense and Education Fund, \$150 to Amnesty Int'l's Campaign for Human Rights in Africa and \$100 to the United Negro College Fund.

The IEB also approved salary increases of \$49.18, to \$1,127.61 a week, for TNG Director of Field Operations J. William Blatz and \$30, to \$665 a week, for TNG Office Manager Pamela Lehr. The increases, retroactive to April 1, are linked to increases effective the same date under the contract between TNG and the Federation of Guild Representatives covering TNG professional staff [Guild Reporter, April 11]. Both Blatz and Lehr are exempt from the contract.

1985-86 audit: What came in, where it went

Following is the report of TNG's financial standing, including the Defense Fund and General Fund operations for the fiscal year ended March 31, 1986, as audited by Shulman, Kurtz, Turer & Topaz, certified public accountants.

Balance Sheet—General Fund, March 31, 1986

ASSETS	
Cash in banks and on hand	\$ 337,269
Advances receivable	30,249
Loans receivable	71,088
Due from Organizing Fund	24,693
Exchanges receivable	4,208
Prepaid insurance and transportation expenses	29,636
Deposits	675
Investments	100
Equipment (net)	169,064
Total assets	\$ 666,982
LIABILITIES	
Accounts payable	\$ 32,141
Payroll taxes payable	21,188
Due to Defense Fund	67,079
Convention reserve	40,845
Total liabilities	\$ 161,253
Net Worth	\$ 505,729
Total liabilities and net worth	\$ 666,982

Income & expense, General Fund, year ended 3/31/86

INCOME	
Membership—Per-capita taxes	\$3,231,411
Initiation fees	11,161
Reinstatement fees	488
Agency fees	50,842
Servicing salaries and expenses paid by locals	35,422
Guild Reporter income	3,214
Research Dept. sales	3,789
Salaries and expenses paid by Defense Fund	63,496
Rental income	12,316
Miscellaneous income	22,545
Total income	\$3,434,684
EXPENSES	
Per-capita taxes	\$ 162,457
Field operations	1,113,262
Administrative operations	470,758
Office management	1,076,414
Executives	148,685
Other expenses	470,985
Total expenses	\$3,442,561
Operating loss	(\$ 7,877)
Net worth—beginning of year	\$ 410,708
Severance reserve adjustment	\$ 102,898
Net worth—end of year	\$ 505,729

General Fund, budget & expense, year ended 3/31/86

	Expended Year Ended 3/31/86	Budget Year Ended 3/31/86	(Over) or Under Budget
1. Per-capita taxes	\$ 162,457	\$ 140,935	(\$ 21,522)
2. Field Operations			
Director—Salary	\$ 57,157	\$ 57,157	\$ —
Expenses	3,937	3,500	(437)
Organizing and Servicing			
IRs' salaries	\$ 567,249	\$ 577,834	\$ 10,585
IRs' expenses	232,946	245,000	12,054
Miscellaneous organizing and servicing	67,431	80,000	12,569
Collective Bargaining			
Salaries—Executive			
Secretary, Contracts			
Committee	\$ 49,648	\$ 49,648	\$ —
Pension consultant	21,425	15,000	(6,425)
Collective bargaining and research asst.	30,354	29,396	(958)
Human rights coordinator	39,989	39,989	—
Research and information associate	34,206	34,206	—

	Expended Year Ended 3/31/86	Budget Year Ended 3/31/86	(Over) or Under Budget
Expenses—personnel	8,920	10,000	1,080
Administrative Operations	\$1,113,262	\$1,141,730	\$28,468
Research and Information			
Salary—Director	\$ 49,502	\$ 49,502	\$ —
Expenses—Personnel	2,228	5,000	2,772
Books and periodicals			
Legal and bargaining services	3,666	4,000	334
Subscriptions	6,555	6,500	(55)
Other printed material	2,970	4,000	1,030
Publications and literature			
Constitution	13,673	13,000	(673)
Organizing and other literature	3,153	6,000	2,847
Miscellaneous	31	—	(31)
Department of Education			
Director—Salary	\$ 47,932	\$ 47,932	\$ —
Expenses	1,494	3,000	1,506
Publication-literature	—	2,500	2,500
Institutes-seminars	24,071	30,500	6,429
Guild Reporter			
Salaries—Editor	\$ 56,227	\$ 49,502	(\$ 6,725)
Asst. editor	36,301	36,301	—
Clerical	27,810	27,375	(435)
Expenses—personnel	3,681	4,500	819
Printing	96,073	96,000	(73)
Postage	64,109	66,000	1,891
Addressing	22,655	24,000	1,345
Pictures and special material	8,372	7,000	(1,372)
Miscellaneous	255	700	445
	\$ 470,758	\$ 483,312	\$12,554

	Expended Year Ended 3/31/86	Budget Year Ended 3/31/86	(Over) or Under Budget
4. Office Management			
Salaries			
Office manager	\$ 31,540	\$ 31,200	(\$ 340)
Secretary-stenographers	69,544	66,779	(2,765)
Bookkeeping	45,182	43,506	(1,676)
General clerical	41,244	41,407	163
Expenses			
Rent and maintenance	227,468	204,179	(23,289)
Stationery and supplies	46,124	30,000	(16,124)
Equipment	36,000	36,000	—
Telephone and telegraph	42,029	35,000	(7,029)
Repairs and improvements	13,121	6,500	(6,621)
Postage	28,723	25,500	(3,223)
Auditing	17,600	15,600	(2,000)
Insurance and bonding	20,000	20,000	—
Employee pension	107,218	104,000	(3,218)
Employee health and welfare	130,994	125,000	(5,994)
Directly billed transportation	155,486	150,000	(5,486)
Data processing	51,320	40,000	(11,320)
Miscellaneous	12,821	10,000	(2,821)
	\$1,076,414	\$ 984,671	(\$ 91,743)

	Expended Year Ended 3/31/86	Budget Year Ended 3/31/86	(Over) or Under Budget
5. Executives			
Officers' salaries	\$ 124,142	\$ 123,760	(\$ 382)
Officers' expenses	24,543	20,000	(4,543)
	\$ 148,685	\$ 143,760	(\$ 4,925)
6. Other Expenses			
Legal	\$ 42,471	\$ 40,000	(\$ 2,471)
Payroll and personal property taxes	88,499	85,000	(3,499)
Contributions and tickets	20,786	17,500	(3,286)
Delegates and committees	29,679	15,000	(14,679)
IEB meetings	82,796	74,500	(8,296)
Severance pay provisions	63,030	65,275	2,245
Convention reserve	120,000	120,000	—
Brown Award	1,000	1,000	—
Brown Award expenses	3,230	2,500	(730)
AFL-CIO-IUD Convention	4,693	4,000	(693)
CLC Convention	270	500	230
IFJ meetings	10,884	15,000	4,116

	Expended Year Ended 3/31/86	Budget Year Ended 3/31/86	(Over) or Under Budget
Guild Service Award	647	1,500	853
Irving Leichter Scholarship Fund	3,000	3,000	—
Totals	\$ 470,985	\$ 444,775	(\$ 26,210)
	\$3,442,561	\$3,339,183	(\$103,378)

Balance Sheet, Defense Fund, 3/31/86

ASSETS	
Cash in banks	\$ 59,538
Checking account	3,612,230
Savings accounts and certificates of deposit	2,653,696
Investments—at cost	29,000
Loans receivable	8,280
Detroit Guild	5,500
Great Falls Guild	12,000
Knoxville Guild	15,700
San Francisco-Oakland—Vallejo Unit	36,967
Terre Haute Guild	22,850
Washington-Baltimore Guild	67,079
Wire Service Guild	422,500
Due from General Fund	8,739
Loan receivable—building	
Other investments—at cost	
Total assets	\$6,954,079
LIABILITIES	
TNG's Defense Fund had no liabilities on March 31, 1986.	
Net worth	\$6,954,079
Total liabilities and net worth	\$6,954,079

Organizing Fund, income & expense, year ended 3/31/86

INCOME	
Special assessment income	\$ 6,028
Interest income	59,486
Total income	\$ 65,514
EXPENSES	
Salaries	\$ 85,222
Expenses	43,844
Employee benefits	18,854
Auditing	1,500
Office expenses	30
Organizing subsidies	
Albany Guild	5,355
Central California Guild	5,000
Denver Guild	33,988
Detroit Guild	10,000
Philadelphia Guild	22,364
Louisville, Ky.	2,000
Los Angeles Guild	12,500
Milwaukee Guild	465
New York Guild	10,000
Reading, Pa.	1,507
Rochester Guild	793
San Antonio Guild	383
San Jose Guild	2,221
Southern Ontario Guild	10,211
Twin Cities Guild	13,237
Washington-Baltimore Guild	44,779
Waterville, Me.	3,954
Vancouver Guild	2,000
Total expenses	\$ 330,207
Operating deficit for year	(\$ 264,693)
Net worth—April 1, 1985	\$ 817,632
Net worth—March 31, 1986	\$ 552,939

NOTES TO FINANCIAL STATEMENTS

The Canadian exchange rate was (.716) at end of period. The figures set forth do not reflect any conversion of Canadian dollars to United States dollars. The effect of conversion of Canadian dollars to United States dollars would be a reduction of assets of the General, Defense and Organizing Funds in the amount of \$797,117.

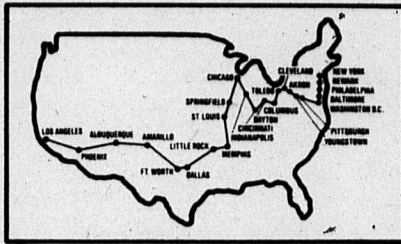
Guild support urged for effort to fight hunger, homelessness

Washington—TNG is encouraging Guild locals and members in the U. S. to join in the "Hands Across America" project to aid the nation's hungry and homeless.

Focal point of the campaign will be the formation on May 25, the day before the Memorial Day holi-

day, of a human chain spanning the United States. Plans envision six million persons joining hands at 3 p.m. Eastern time that day along a 4,000-mile route from New York City to Los Angeles.

TNG has added its name as a national supporter of the project, being co-ordinated by USA for Af-



"Hands Across America" route

rica, the performer-sponsored group that last year launched the drive for funds to aid victims of famine in Ethiopia.

In an April 14 letter, TNG-President Charles A. Perlik, Jr., urged U. S. locals to encourage members to support the campaign through contributions and participation in the event. Major cities along the route where there are Guild locals include: New York, Philadelphia, Baltimore, Washington, Pittsburgh, Youngstown, Akron, Cleveland, Columbus, Cincinnati, Toledo, Chicago, St. Louis, Memphis and Los Angeles.

Contributions to Hands Across America will be distributed by USA for Africa to emergency relief programs and long-term development projects set up to fight domestic hunger and homelessness.

Additional information about the undertaking is available from TNG Human Rights Co-ordinator Anna M. Padia at TNG headquarters and from Hands Across America itself at 213-556-1812. Contributions can be charged to a major credit card by calling, toll-free, 1-800-USA-9000, or by sending in the coupon reproduced here.

Post-Dispatch rapped on sales transfer

St. Louis—The St. Louis Post-Dispatch lacked just and sufficient cause under its contract with the St. Louis Guild to transfer an outside classified advertising sales employee to an outside retail sales position without the employee's consent, an arbitrator has ruled.

In doing so, arbitrator Bert Luskin ordered the paper to offer to return the grievant to the outside classified sales position where he had worked for more than 28 years.

He refused to award the grievant monetary damages, however. Assertions that the grievant would have had higher bonus earnings and an opportunity to win a trip to Monte Carlo had it not been for the involuntary transfer are too "speculative in nature" to justify a monetary award, Luskin said.

The local's contract with the Pulitzer-owned daily bans transfers from one position to another over an employee's objection absent a showing of just and sufficient cause for the transfer. It also prohibits transfers between job classifications or departments without the consent of the employee involved.

Noting that the company made no effort to identify other competent employees who might transfer willingly to the retail job, Luskin dismissed arguments that the company had just and sufficient cause to insist on the transfer and ordered that the grievant be given the opportunity to return to an outside classified sales position.

Australian 'sub' seeks job swap

Goulburn, Australia—The chief copy editor (sub editor) on the 6,000-circulation daily Post here on the southern tablelands of New South Wales believes it could be beneficial to the Post and a daily somewhere in North America to swap staffers for a year—with him, of course, being one of those swapped.

His editor agrees with him, at least in principle, he wrote to TNG recently, but he still is searching for an editor and copy editor or reporter in the U.S. or Canada who are interested. Inquiries to dailies in British Columbia, Newfoundland and Texas have gone unanswered.

His "main tool of trade for the past nine months," wrote Ian Frazer, has been a VDT which, he added, was made in Florida.

More information on Frazer's proposal can be gotten from him at P.O. Box 56, Goulburn, New South Wales, 2580, Australia.

Arbiter converts firing to week's suspension

Chicago—While finding a Guild shop steward in the production department at the Pioneer Press suburban papers guilty of "a degree" of insubordination in a dispute over overtime work, an arbitrator has ordered the steward's discharge converted to a one-week suspension.

At the same time, Bruce R. Boals counselled both employees and management about their dual responsibilities.

When functioning as a shop steward on union business, a person is "on equal footing" with supervisory personnel, but in the role of an employee "the proper attitude toward supervisors is one of respect and submissiveness," arbitrator Boals wrote in a March 21 decision.

Managers, likewise, he said, are not "to be vindictive" because a union official seeks to protect the rights of workers provided by the union's contract.

The grievant, ordered reinstated with back pay, seniority and benefits following the one-week suspension, was discharged last May after a dispute on the early-morning shift over the company's right to require overtime without the two-hour notice required by the contract, absent an emergency.

While Boals found that the company failed to give the proper notice, he held that the steward had demonstrated an insubordinate attitude.

He was insubordinate, "although not grossly insubordinate," Boals said, "when refer-

ring to his superiors as MFs to other members of the bindery crew," as well as in ordering rather than requesting that the foreman be summoned.

Finally, and most importantly, the grievant was insubordinate when he left the building at the end of the regular shift, giving the impression that he was leaving work, Boals said.

Management violated the contract by not giving the grievant proper notice that overtime was required, Boals added.

The foreman's comments that "if you leave, don't bother to come back" and "... you will be terminated," are such "indirect and casual remarks as to not meet muster as a directive to work overtime," Boals said.

He also found almost certain discrimination against the grievant because of his union activity, pointing to the comments of one supervisor that the grievant was "an instigator" and that "things ought to settle down now."

Although the grievant left the building at the end of the regular shift, he did not punch out and returned within five minutes, according to testimony.

Boals also pointed to a contract requirement that management manage "with justice and equity."

"Such language puts a heavier onus on the company to prove just cause for dismissals. In short, it requires the company to follow the golden rule, absent established procedures," Boals said.

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 1.8-point decrease in the index in March to 321.4, an increase of 6.1 points from March 1985, and 18.1 points from March 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 March 1984. The Urban Wage-Earners' and Clerical Workers' Index (CPI-W) is the source.

	Index*	Percentage over	
		Same month prior year	March 1984†
April, 1985	316.7	4.1	4.4
May	317.8	4.1	4.8
June	318.7	4.1	5.1
July	319.1	3.8	5.2
August	319.6	3.0	5.4
September	320.5	2.7	5.7
October	321.3	2.9	5.9
November	322.6	3.4	6.4
December	323.4	3.6	6.6
January, 1986	324.3	3.7	6.9
February	323.2	3.0	6.6
March	321.4	1.9	6.0
*1967 = 100		†Index = 303.3	



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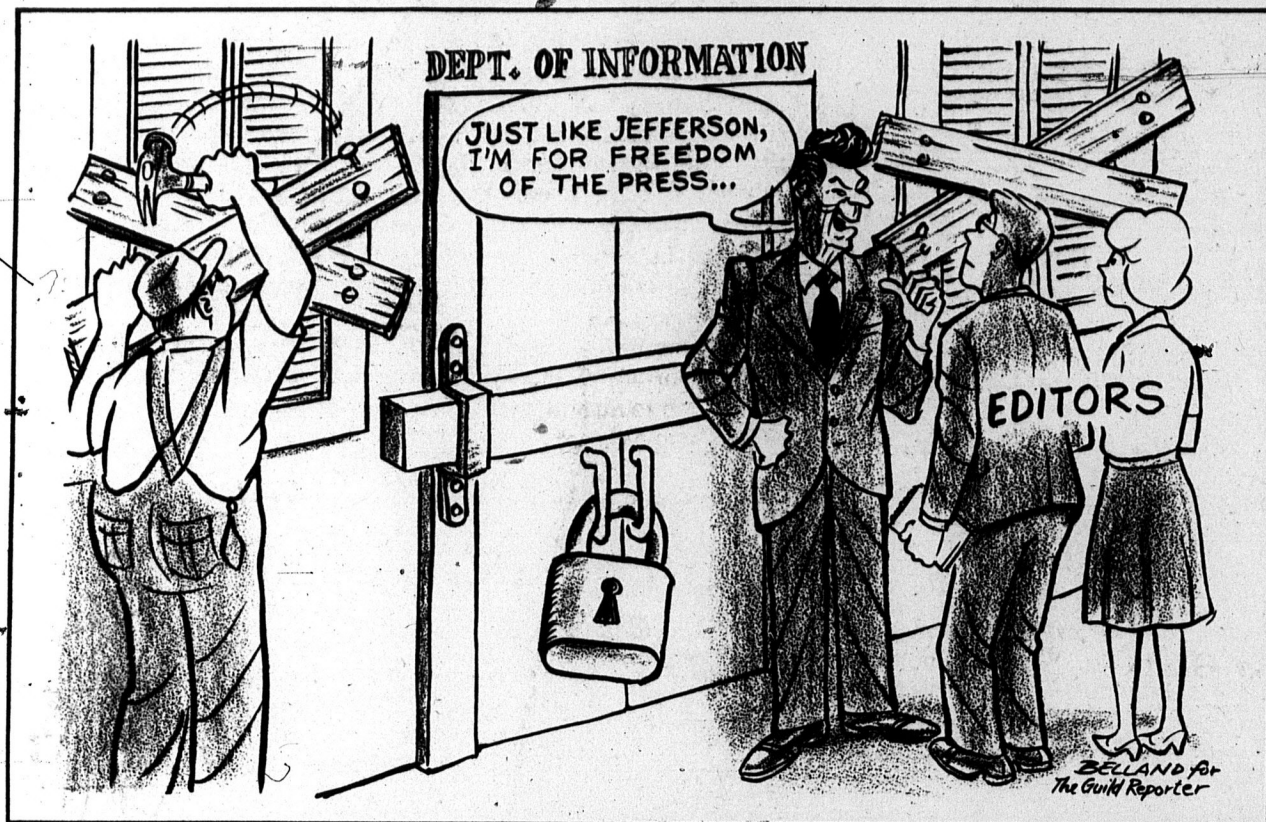
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Reagan's running bad 'joke'



'We workers only want justice,' says ex-VP of union, company

By Tom Pettit
NBC News

I'VE BEEN A union vice president. I've been a company vice president. Now I'm a worker again.

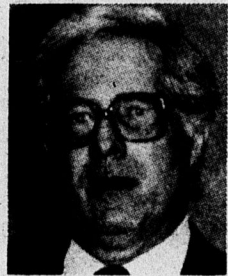
I must say, I am much, much happier being a worker. I'm happier because in the morning I know what I'm supposed to do and at night I know whether I did it or not.

There's a certain discipline in having definable skills, and if you understand each other's skills, there is a certain community of purpose. You can make alliances with people who understand. If they understand you and you understand them and if you care and they care, you can make an alliance.

It is hard to make alliances with management. Management wants systems—systems that operate at a profit.

OUR PROBLEM in mass communications—large networks, large newspapers, large systems of transporting information via satellites around the world—our problem is that our

Tom Pettit is chief national-affairs correspondent for NBC News. This is reprinted from "Interface," quarterly publication of the AFL-CIO's Dept. of Professional Employees. Interface said it is excerpted from remarks by Pettit to a conference on communicating with professional, technical and white-collar employees, sponsored late last fall by the AFL-CIO department.



workers are alienated from each other. We are in our own little balkanized states. In turn, we are alienated from management, and management is alienated from everybody, including other levels of management.

We don't know what they do, and they don't know what we do. I'm not saying they should know how to perform a mechanical or electronic task or even a human task; they simply don't know what we do. We're on a chart.

The same problem confronts the people who run the companies that confronts us. The old-line notion of newsletters and fliers sent out or handed out no longer constitutes communications. That's handing out paper. Meetings don't work either. Nobody wants to attend meetings except at contract time.

It takes skill and organizational work, as in politics or fund-raising, or in any cause. It takes sophisticated know-how to set up phone banks, to make films, to make commercials, to get your people on talk shows on television and radio.

If you can get the airline guide out of your computer terminal, surely you should be able to get the latest facts that concern you. It may not be union news. It may not be news as to who's running for the executive board. It may not be a biography of the candidate for president of the local at the next election. It may simply be something that affects your retirement, or a change in how donations through the personnel office are made—information that people can use.

If the airline guide is important to management via a computer terminal, then that same terminal, which so many of us use in our daily work, ought to be able to provide us with useful information, not just for our lives, but for our union lives. The problem is

unions have forgotten that we have lives that are not our union lives.

We, the workers, only want justice. That's all. Nothing else. Just what is just. If we want more than we used to, it is because they have more than they used to have. We only want justice. There is no other demand that is universally acceptable to every person in the union movement. Not merely justice for the members, but justice for the people generally.

The public, including many nominal union members, see unionism as greed, featherbedding, as inadequate, as too adequate, as obstructing corporate profit, and all in all making Japan stronger and losing American jobs. I'm not saying that any of that is true—that's just what people think.

Despite all our efforts, how many people look for the union label? How many people in the last presidential elections voted the way the AFL-CIO said they should?

Why do network reporters, who make a lot of money, not have an eight hour day? Why do these men and women not have a 40-hour week?

ALL WE WANT is justice. That's not too difficult to cope with. It would probably be impossible to write into a contract, but I wouldn't mind trying. I can't say I know how to get justice for us, or for American workers, or for American people generally. In my darker moments I think it's not possible. But I always think it's necessary to strive.

I can't say there's a clear-cut, step-by-step answer that you can turn into a button, or a bumper sticker, or a contract demand or a television commercial. There isn't a single stunt that makes it work. It is the collaboration of all our efforts toward common pursuits and the end result is what you want: justice.

As they put it

Closing more doors

The Reporters Committee for Freedom of the Press has updated its chronology of actions by the Reagan administration to restrict the flow of information to the news media and to the public.

During the past year, the administration has continued to attempt to restrain publication, to invade the editorial privacy of journalists and to generally limit public disclosure of government information.

The report documents approximately 75 separate actions taken by the current administration and its legislative supporters. Examples which occurred during the past year include:

✓ The White House's immediate protest of ABC's interview with Soviet reporter Vladimir Posner after President Reagan's speech on defense spending.

✓ The NASA impoundment of film from more than 60 news organizations after the Challenger launch, as well as the general secrecy surrounding the investigation of the shuttle's crash.

✓ Sweeping subpoenas on the networks and major print organizations for unpublished tapes and photographs of the TWA hijacking in Beirut, in violation of the attorney general's guidelines.

✓ A Justice Department memorandum—attached to new regulations governing release of the Nixon tapes—which argues that President Reagan could invoke executive privilege to seal the tapes. Nixon, too, can oppose disclosure document-by-document.

This troubling record does not bode well for the future. It suggests that the Reagan administration is eager to expand its policy of classification of information and restrictions on dissemination of news. One agency that traditionally has been among the most open—NASA—is slamming its doors to the media and the public.

Those who always have advocated restrictions on the free flow of information, such as Sen. Orrin Hatch, seem more vocal than ever. Even Chief Justice Warren Burger has reasserted his opposition to microphones and cameras at Supreme Court arguments.

It hardly seems an opportune time for the media to launch new technologies, such as land remote-sensing satellites, which could enhance newsgathering far beyond present capabilities. The use of such devices will inevitably raise questions about national security and privacy issues. The government may be expected to assert that it has the right to regulate and restrict the use of such satellites and the dissemination of the information they collect.

Whatever debate may arise over these issues must begin from a constitutional baseline: prior restraints can be countenanced in only the most extreme circumstances. The news media must demand that the government justify any attempts to restrict the flow of information. Whether it takes the form of pulling the plug on microphones at a press conference, seizing news film and tapes, or regulating satellite newsgathering, censorship is antithetical to the right of the public to know.

—Adapted from the News Media & the Law, publication of the Reporters Committee for Freedom of the Press.

The Guild Reporter



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