



The GUILD REPORTER

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

Vol. 53, No. 16

Washington, D.C.

September 12, 1986

Herald news tops up \$144 in first Guild pact

Boston—The top minimum for key news room employees of the Boston Herald is raised by \$144.50, to \$649.81 a week, in a first-time Guild contract covering the paper's editorial department employees.

The agreement, ratified Sept. 10 by a vote of 51 to 37, was bargained in tandem with a renewal of the Guild's contract covering the paper's commercial department employees. The latter raises the top minimum for outside advertising solicitors by \$131.98, to \$718.90 a week. Both pacts, retroactive to Dec. 3, are for 39 months.

Until last summer, when they voted to affiliate with the Guild,

news room employees of the Herald had been represented by a local union directly chartered by the AFL-CIO. Both unions have represented employees of the paper and its forerunners since the 1930s when the property was owned by the Hearst Corp. Hearst sold its Herald American to Rupert Murdoch in 1982, and the paper became known as the Herald.

Under the Guild's new editorial department agreement, the difference is reduced between the minimum salaries for key news room and advertising employees, the mechanism for raising grievances and arbitrating disputes is improved and provisions for leaves

of absence are added. Other improvements in the contract include the addition of a guarantee of paid time off for jury duty and definitions of employee seniority and union jurisdiction.

New in both the editorial and commercial department contracts are agreements on tuition reimbursement, leaves for education and eye examinations for employees working at VDTs.

The \$144.50 increase in the top minimum rate for reporters, photographers, artists and makeup editors comes in five increments over the term, with the first—an increase of \$44.50, taking the top minimum to \$549.81 a week—ret-

roactive to Dec. 3. It is followed by a \$40 increase, to \$489.81, on Jan. 3, 1987; two increases of \$10 each in February and May 1988; and an increase of \$40 in August 1988. Both contracts expire the following March.

The same increases on the same dates will take the top minimum for the news, city and sports editors to \$709.59 a week in August 1988. The top minimum for librarian, copy desk head and arts and financial editors will rise to \$682.22, and that for copy readers, rewrite persons, picture editor and political affairs editor will go to \$666.02 a week.

The increases for other jobs cov-

ered by the contracts come in three increments over the term, including the \$131.98 increase in the top minimum for outside advertising solicitors, which comes in steps of \$41.57 retroactive to Dec. 3, \$44 on Jan. 3, 1987, and \$46.41 on Feb. 3, 1988, taking the minimum salary to \$718.90.

Outside classified solicitors are added to the same group as other outside sales staff, raising the the outside classified top minimum by \$154.55 over the term.

The tuition reimbursement agreement calls for the company to pay up to half the cost of approved education courses related

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Veto OMB on VDTs, HHS urged

Washington—A government agency's study to assess possible reproductive risks for women who work on VDTs should not be altered to exclude questions about fertility and stress, the head of a congressional oversight panel has told U. S. Health and Human Services Secretary Otis Bowen.

The recommendation—by Rep. Ted Weiss (D-N.Y.), who heads the House Subcommittee on Intergovernmental Relations and Human Resources—has been endorsed by TNG and supported by comments from occupational health authorities as well as the congressional Office of Technology Assessment.

In a Sept. 2 letter, Weiss urged Bowen to act immediately to override the directive of the federal Office of Management and Budget that the National Institute for Occupational Safety & Health delete questions about fertility and stress from questionnaires to be used in NIOSH's study of VDTs and birth abnormalities.

Preparations are underway to survey groups of VDT users and non-users among women telephone employees, but interviews have yet to begin, Weiss noted.

The budget office "has neither the expertise nor the legal mandate to be making scientific decisions regarding health related research for NIOSH or any other agency," he said.

OMB blocked the study last fall, citing what it said were scientific-design flaws, but reversed its position in June when it approved the study on the condition that certain questions be deleted and said medical records should be obtained to validate reports of adverse reproductive outcomes.

In an analysis of the OMB directive conducted at Weiss' request, the OTA said it supported the addition of medical records to the data to be gathered, but said the deletion of questions about stress and fertility "will limit the conclu-

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Buffalo greets end of summer at Beaver Island

Members of the Buffalo Guild and their families and friends turned out by the dozens Aug. 17 at Beaver Island State Park for the local's traditional, annual late-summer picnic. Besides the barbecued food there was golf and other games, a beach, boating and a band concert.



JACK WEIBEL/Buffalo Guild

Soviets and South Africans scored over jailings of news employees

So. African news curbs called violation of rights

Washington—The arrest of journalists "for performing their duties as news gatherers" and laws that limit the news that can be published are violations of the most elementary of human rights and political freedoms, TNG President Charles A. Perlik, Jr., has charged in a letter to South African President P. W. Botha.

While news has been sporadic about the detention of journalists in South Africa since sweeping restrictions on reporting were imposed June 12, more than a dozen were known to have been arrested and almost that number were thought to remain in custody in late August.

Joe Thloloe, president of the Media Workers Assn. of South Africa, visiting TNG headquarters Sept. 2 during a month-long tour

of the U. S., said that he was unsure how many MWASA members remained in jail when he left South Africa.

MWASA represents about 5,000 black news employees working for English-language newspapers. No Afrikaans-language papers, virtually all of which are said to support the Botha government, employ black journalists.

Copies of the Sowetan, a weekly on which Thloloe works as features editor, were confiscated by government agents the day the Aug. 8 issue was distributed, Thloloe said. The reason given for the seizure: "The paper contained 'subversive material,'" Thloloe said.

The paper carries the notation (Continued on Page 2)

Arrest of Daniloff seen as Russian retaliatory move

Washington—TNG was among the many news industry organizations to lodge appeals with Soviet leader Mikhail Gorbachev urging the immediate release of journalist Nicholas S. Daniloff after his arrest in Moscow Aug. 30.

Daniloff, a reporter for U. S. News & World Report, was accused of spying and was being held in a Moscow prison. He was arrested by KGB agents shortly after a Soviet acquaintance gave him an envelope that contained documents allegedly marked "top secret."

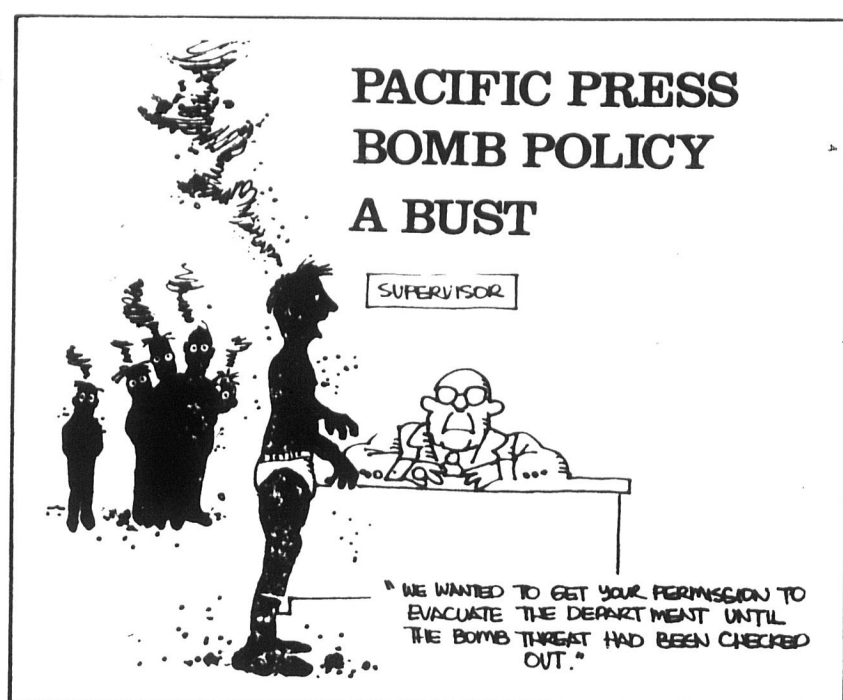
Daniloff's arrest "appears to be in clear retaliation" for the recent arrest on charges of espionage of a Soviet citizen employed by the United Nations in New York, Perlik said in the Sept. 3 letter to Gorbachev.

"The treatment of journalists as pawns fit for sacrifice on the diplomatic chessboard is intolerable," wrote Perlik.

He also called on the Prague-based Int'l Organization of Journalists to help seek Daniloff's release and the restoration of his journalistic privileges in Moscow.

In another appeal to Gorbachev for Daniloff's release, the other 29 U. S. journalists currently working in Moscow charged the Soviet government with violating the 1975 Helsinki accords by hampering journalists in carrying out their work.

With U.S. News since 1980, Daniloff was a Guild member while working for the Washington Post in 1957 and for United Press Int'l in the 1960s and 1970s.



INSIDE STORY/Vancouver-New Westminster Guild

Cartoon worth 1,000 . . .

This cartoon illustrated a story in the August edition of the Vancouver-New Westminster Guild's newsletter, "inside story," about management's reaction to a bomb threat to the newspaper publishing firm in mid-July. Some employees were informed "via an electronic message from [Sun] managing editor Gordon Fisher that . . . if they left the building, their pay would be docked," the story reported.

So. Africa moves on reporters, news curbs are rapped by TNG

(Continued from Page 1)

that it has been "produced under conditions that amount to censorship."

Most of the journalists that have been arrested under the recent state of emergency are black and work for small newspapers with resources too limited to wage a legal defense, reports John B. Oakes, a former New York Times editor, writing in the publication of the Committee to Protect Journalists.

Several of South Africa's larger English-language newspapers, meanwhile, prevailed in a challenge in the Supreme Court of Natal Province to the constitutionality of broad powers the government had claimed in banning gatherings and prohibiting the reporting of many actions. The court, in a Sept. 4 ruling, also overturned that portion of the emergency decree under which the government was empowered to close newspapers and seize their property.

Earlier, the government had acknowledged that bans on reporting police actions had been improperly promulgated and were thus invalid, but had since reinstituted

new, more tightly drawn restrictions prohibiting reporters from witnessing or reporting the activities of government security forces.

Thloloe visited newspapers in

several cities during the U.S. tour sponsored by the U. S. Information Agency. He also attended the convention of the National Association of Black Journalists in Dallas.



MWASA PRESIDENT (LEFT) VISITS TNG HEADQUARTERS
From left: Joe Thloloe of the Media Workers union; David J. Eisen of TNG's staff; TNG Secretary-Treasurer Charles Dale. Thloloe was on USIA-sponsored 30-day study tour of the United States.

Errors held shared, firing o'turned

Erie, Pa.—The responsibility for ensuring accuracy and avoiding potentially libelous statements does not lie solely with a reporter, but must be shared by other news room personnel, an arbitrator noted in ordering the Erie Times to reinstate a reporter covered by the Erie Guild's contract with the paper.

Pointing to the grievant's unblemished record during this first 17 months in the Times' employment, as well as his educational background and three years' work as a reporter for United Press Int'l, arbitrator Stanley H. Sergeant, Jr., said the company's conclusion that the grievant was no longer a reliable reporter "must be viewed with considerable skepticism."

The "high degree of professional integrity and considerable talent" the grievant demonstrated in the past "are not qualities that a person acquires one day and puts

aside the next," Sergeant said.

It is unquestioned, said Sergeant, that the grievant made some errors after being assigned to cover courts, a beat which the arbitrator noted the company recognizes as "one of its most difficult and challenging assignments." Those errors, he added, are "attributable to circumstances and conditions created by the publisher which make perfect performance as a reporter impossible."

Sergeant pointed to the grievant's "tremendously large area of responsibility" and the expectation that he submit analytical, in-depth pieces on issues of importance while working under time constraints that make "a certain incidence of errors inevitable."

He also cited management's failure to supply guidelines, support and direction to its reporting staff and the failure of editors to

share the responsibility for detecting and eliminating errors from copy.

Had the company proven its allegations that the grievant had a fundamental disregard for accuracy, that he refused to recognize his shortcomings and would not comply with instructions, discharge would be warranted, Sergeant said in a April 18 decision. He found, however, that the company had failed to support the charges "by any reasonable standard of proof."

The company's case, Sergeant said, was "largely based on allegations, innuendo and implications of misconduct." Some of the charges were "so trivial as to be unworthy of consideration and others . . . simply untrue," he said.

The grievant has been reinstated with full back pay and benefits in accord with Sergeant's order.

Tribune official says strike opened craft jobs to minorities, women

Chicago—The Chicago Tribune's employee relations director appears to have confirmed year-old accusations by union and civic leaders that the paper exploited under- and unemployment among minorities and women to replace printing-craft union members when they struck the daily in July of 1985.

That's not quite the way the Tribune's George Veon put it, however, in the lede article in the July/August issue of "Minorities in the Newspaper Business," a newsletter published by the American Newspaper Publishers Assn. Foundation.

The Tribune saw the strike as an opportunity to increase employment of women and minority group members in its production departments, wrote Veon, who also is a vice president of the Tribune and its chief bargainer in talks with the striking unions.

"Within hours" of the July 18, 1985, strike by unions representing the paper's printers, pressroom and mailroom employees management geared up to hire replacements charged with finding them were: "Consider the strike an ideal opportunity . . . to reshape the workforce," Veon recalled.

Few of the nearly 1,000 strikers, represented by locals of the Typographical and Pressmen's Unions, had returned to the paper as the first anniversary of the strike passed, although members of the unions had made unconditional offers to return to work earlier this year. Many of the strikers had worked for the paper for 20 years or more.

Replacements are paid about half the pre-strike contract scales, many are employed part-time and are excluded from benefits, the unions point out. Prestrike union rates were between \$12 and \$15 an hour, plus benefits, the Chicago Sun-Times reported.

A breakdown of women and minority representation among the Tribune's pre-strike and current work force, published along with Veon's report, shows that the percentage of minority group members working in the paper's mailroom had grown from 10.5 percent before the strike, to 74 percent in March 1986, and while 285 employees worked in mailroom jobs prior to the strike, 471 employees, including part-timers, worked in

mailroom jobs in March.

No women held mailroom jobs prior to the strike, according to the tabulation, while by March 37 percent of the jobs were held by women.

In the pressroom, minorities held 21 percent of the positions before the strike and 38 percent of the jobs in March; 11 percent of the pressroom employees in March were women, compared to no women before the strike.

Prior to the strike 14 percent of the composing room employees were minorities and just over 1.5 percent were women, while by March those figures had grown to 35 percent for minorities and 33.5 percent for women, the table showed.

About 60 printers from among more than 250 were rehired following the offers to return. Other strikers' names have been placed on preferential hiring lists.

One recalled striker told a Sun-Times reporter that more of his colleagues should be hired to cut down on the enormous amounts of overtime now being worked in the composing room.

The Typographical Union local, is arguing in court that all of the printers should be reinstated because of lifetime job guarantees in the union's most recent contract with the Tribune.

Unfair labor practice complaints against the Tribune, if upheld, could bring reinstatement and back pay for the strikers.

Pueblo top to go to \$502

Pueblo, Colo.—The top minimum for reporters, photographers and artists at the Pueblo Chieftain will rise by \$38.10, to \$502.10 a week, under the terms of a new three-year Pueblo Guild contract.

The increase comes in three steps, with \$13.92 effective July 18, an increase of \$9.56 on July 18, 1987, and one of \$14.62 on July 18, 1988.

Pension benefits are raised by 15 percent over the contract term, and the company's payment toward the cost of family health insurance coverage will increase by \$15, to \$165 a month.

Maternity leave is doubled to 120 days after the birth of a child, and employees are given the option of using sick leave, up to the maximum eligibility of 12 weeks. Also added is provision for the company to pay health insurance premiums during three months of unpaid leave.

Maximum commission earnings

for advertising sales staff are raised by \$2,000, to \$8,000 a year, an increase equal to \$38.46 a week. Top minimum salary for outside advertising sales employees, however, remains at \$400 a week.

A commission system is added for circulation district managers and employees are guaranteed increases in earnings provided by the settlement, although the top minimum salary is reduced to \$375 a week from \$418.

The top minimum for inside sales representatives is raised by \$32.50, to \$317.50 a week, in increments of \$11.40, \$8.89 and \$12.21.

The top minimum for full-time mail room employees is raised by \$24.23, to \$319.23 a week, and the top minimum for bookkeepers, computer operators, librarians and advertising copy assistants is raised by \$33.76, to \$329.76 a week.

Lowell news, ad tops to \$516

Lowell, Mass.—The top minimum for reporters, photographers, outside sales employees, computer operators and programmers covered by the Boston Guild's contract with the Lowell Sun was raised to \$516 a week July 28 under the terms of a recent agreement with the paper.

The contract, retroactive to last Aug. 1, raises the top minimum for the jobs by a total of \$75 over its three-year term, to \$551 a week.

The top minimum for advertising telephone sales employees, classified and dispatch clerks, library aides and business machine operators—\$318.03 from July 28—is raised by \$46.23 over the

term, to \$339.60 a week.

Life insurance coverage is raised by \$5,000, to \$15,000, and a joint committee is established to discuss problems associated with work on video display terminals. The agreement calls for the company to pay for eyeglasses required to work on a VDT.

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.

Denver Post accord raises key by \$100

Denver—Members of the Denver Guild's unit at the Denver Post have ratified a new three-year agreement that raises the top minimum for reporters, photographers, librarians, artists and display advertising sales representatives by \$100, to \$783 a week.

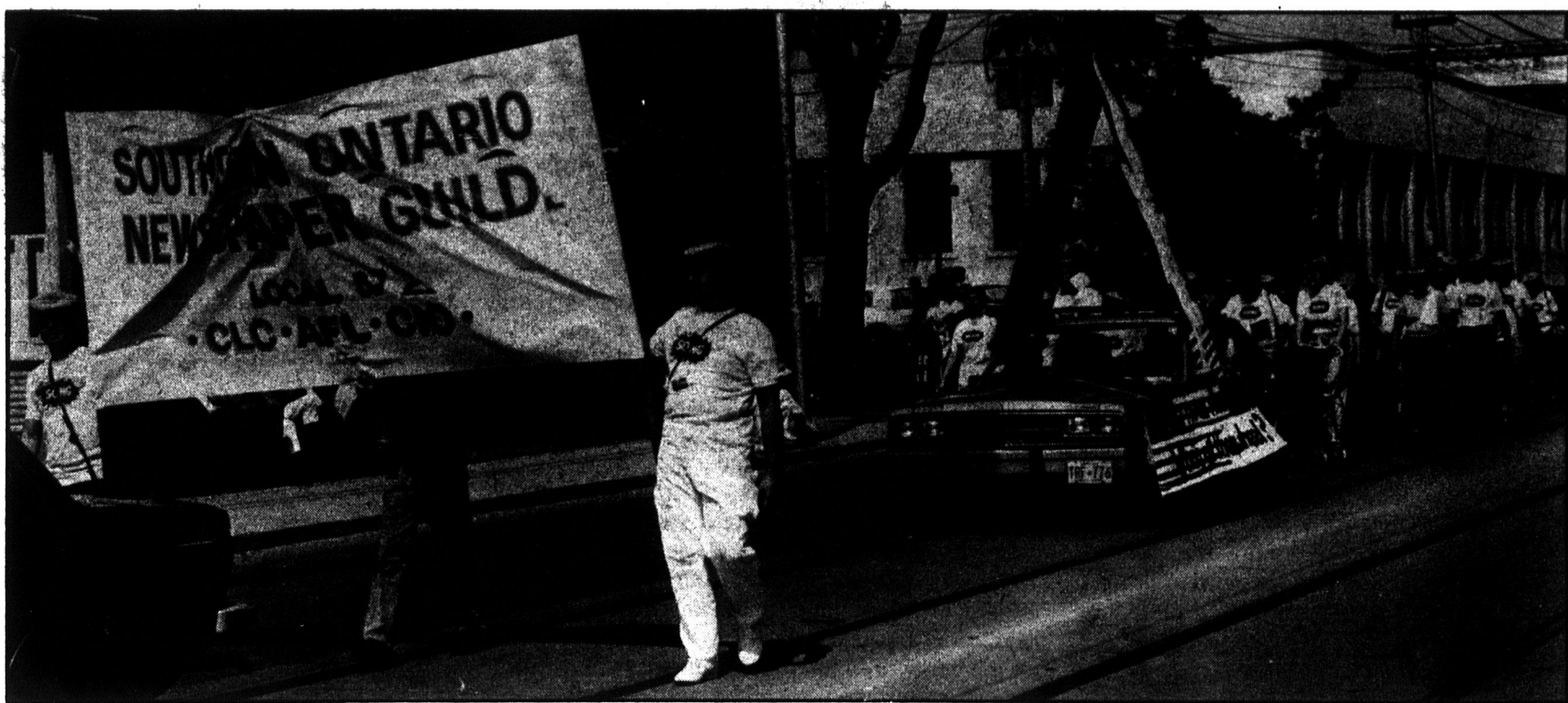
Agreement on the contract, retroactive to last October, came after more than 14 months of bargaining with representatives of the Times Mirror-owned daily.

The \$100 increase for employees in key news and display advertising jobs comes in three increments. The first increase, \$27 a week, takes the top minimum to \$710 from Oct. 1. It is followed by increases of \$28 on Oct. 5, 1986, and \$45 on Oct. 4, 1987.

The top minimum for circulation district managers and outside classified advertising sales employees is raised by \$95, to \$741 a week, over the term, in increments of \$26, \$27 and \$42.

Street circulators are renamed single copy sales representatives; while incumbents continue to be paid on the same minimum scale as district managers, the top minimum for new hires is set at \$469, going to \$560 by October 1987.

The agreement guarantees two 15-minute breaks during each shift for employees working continuously on video display terminals. It also calls for inspection of VDTs for screen clarity and possible radiation emissions.



BILL McQUEEN/Southern Ontario Guild

Labour Day in Toronto

Banner-bearers lead a contingent of Southern Ontario Guild members marching—behind car—in the traditional Labour Day parade in Toronto on Sept. 1. Theme of the parade, plus others like it across Canada, was taken from the Canadian Labour Congress campaign

against the federal government's free-trade program. Guild car (behind the banner-bearers) carries a tall caricature of U.S. President Ronald Reagan over words labelling car a "free trade mobile" and then asking: "Who's at the wheel?"

AFL-CIO CREATES AID FUND

IEB votes aid for La Prensa workers

Life insurance coverage is raised by \$3,000, to \$15,000, and a company payment of \$14 a month toward the cost of dependent dental insurance is added.

Other increases and resulting new weekly top minimums include:

Voluntary ad takers, telephone operators—Up by \$45, to \$406 a week.

Copy editors, rewrite—Up by \$88, to \$784.

Accountants, principal account clerks, assistant librarians—Up by \$66, to \$602.

Electricians—Up by \$72, to

Washington — TNG's Intl Executive Board has approved a \$500 contribution from the union's treasury to a fund set up by the AFL-CIO to assist employees of the Nicaraguan newspaper, La Prensa, out of work since the Sandinista government closed the daily in late June.

LaPrensa had been the sole daily editorially opposed to the policies of the government of Nicaraguan President Daniel Ortega.

The contribution was approved by a vote of 12 to 1 in a mail ballot by the IEB tallied Aug. 13 at TNG headquarters here.

Voting in favor were TNG President Charles A. Perlik, Jr., Secretary-Treasurer Charles Dale, Intl Chairperson Harry S. Culver and the following nine vice presidents:

Robert C. Holt, Jr., of St. Louis; David M. Mulcahy of New York; Gene Turner of Northern California; Lee C. Clifford of Canadian

Wire Service; Doug Louth of Vancouver-New Westminster; Richard M. Peery of Cleveland; Carol M. Rothman of Philadelphia; Stan Souza of Hawaii; and David M. Rousseau.

Voting against was Vice President Larry D. Hatfield of Northern California. No ballots were received from Vice Presidents Faye McCracken of Memphis, Peter E. McLaughlin of New York, and Marie Shellock of Youngstown.

The fund to aid LaPrensa's 260 workers and their families was set up by the AFL-CIO after the employees' union issued an appeal for assistance on their behalf.

In strongly condemning the Sandinista government's closure of La Prensa, the AFL-CIO Executive Council called it ironic that the 1978 assassination of the paper's then-owner because of his "unstinting opposition to the Somoza dictatorship" was the event that "sparked the revolution that brought the Sandinista dictatorship to power."

The paper "criticized the excesses of the Sandinistas with the same vigor and high moral standards with which it opposed Somoza," the council said.

Contributions to the workers' aid fund can be sent to:

c/o AFL-CIO
815 16th St. NW.
Washington, D.C. 20006

SONG unit grows at Starways firm

Toronto—The Southern Ontario Guild's new unit at Starways, a distribution firm under common ownership with the Toronto Star, has been expanded to include a group of office employees.

The local has been issued interim certification as the employees' bargaining representative and an Ontario Labour Relations Board hearing is set for Sept. 18 to determine if one member of seven-employee group will be excluded from the unit on supervisory grounds.

The Guild won a representation vote in June among the company's 14 drivers and inserters. The firm provides total market coverage to advertisers in the Toronto Star.

Times seen lending appeal to four-day week

By Frank Riessman

TURN THE calendar to September and most people's eyes focus right at Labor Day. Finally, for the first time in two months, we have an extra day to catch up on paying bills, washing the car, visiting relatives—all those things we never get around to during the five-day work week.

Why do we have so few three-day weekends? With so many families headed by two working parents—or just one parent—perhaps it's time to reconsider the four-day work week.

The idea of a four-day work week isn't new, of course, but many factors now give it new appeal. For one thing, the threat of high unemployment provides an economic basis for serious consideration of a shorter work week without reduced pay.

The most striking aspect of our economy is a recovery in which millions of Americans remain unemployed, underemployed, on welfare or too discouraged to look for work and out of the labor force entirely. What's more, unemployment promises to increase dramatically as we move into the expected downturn in the business cycle. Lower oil prices, a boon to many, have been a bane to thousands of people employed in the oil industry. Indeed, a recent decline in oil prices caused many to lose their jobs throughout regions that formerly had experienced rapid growth.

There is a political dimension to the idea of a four-day work week as well. Vast political constituencies that have been divided re-

Frank Riessman is co-editor of Social Policy, a quarterly magazine which focuses on economics and human services. This is reprinted, with permission, from the OpEd Page of the Sept. 4 New York Times.

cently—labor, women, minorities, youth, the middle class—might unite in support of the proposal, because all would benefit significantly from a reduced work week and the expanded employment opportunities it would create.

Every time the idea is proposed, naysayers loudly proclaim that the four-day work week is impossible. You need not look too far back, however, to prove that it just isn't so. In 1900, the average work week for Americans was 60 hours or more. In 1935, by law, it was cut back by a third to 40 hours a week. Now, more than 50 years later, despite a great increase in productivity and tremendous changes in technology, there has been no reduction in the work week. Surely one is long overdue.

The other main argument against a shorter work week—that it would cause a massive upheaval—is equally flimsy. The shortened work week could be phased in flexibly over, say, eight years. For instance, reduce the work period one hour a week each year.

Such a proposal would have the support of all workers as well as the unemployed and underemployed who would have more opportunities to return to work as

companies hire people to take up the slack. The gradual phase-in period would give corporations, government and other large employers time to adjust.

A four-day work week would not necessarily make the United States less competitive in international markets. In fact, other industrial nations have already pioneered the arrangement. One of President François Mitterrand's first acts when he came to power in France was to reduce the work week. In 1984, West German steel workers won a similar change.

A shortened work week would also have some important positive economic effects for the nation. As unemployment was reduced, the deficit would shrink as more money came into the treasury from working people paying taxes and less was paid out in unemployment and other government benefits. For every percentage point drop in unemployment, the deficit

shrinks by \$20 billion to \$30 billion.

In addition, as employment increased, consumer demand would expand and stimulate the economy. Leisure industries would expand, resulting in even more job creation and economic opportunity. Finally, as the American economy settled into stability at this new level, our insecurities and fears over automation, plant closings, even the two-worker family, could ease. And our families, friends and communities would benefit, too, by having more free time to spend with our loved ones and on community life.

For all these reasons, the four-day work week is a sensible solution not only for Americans who are out of work but also for the rest of us, who frantically juggle family, work and community obligations until the next three-day weekend.

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Short hours in 70% of Guild pacts

Washington—A work week of less than 40 hours is found in nearly 70 percent of all Guild contracts, according to a recent study of hours provisions by TNG's Collective Bargaining Dept.

The analysis of contracts in effect Aug. 1, shows that 68 percent of all Guild contracts with daily newspapers call for a regular work week of less than 40 hours, while 69 percent of all Guild contracts include the shorter week.

The work week is 37-1/2 hours in just over 50 percent of the contracts with a short week, and a 35-hour week is included in 30 percent of the contracts. A 33-hour week is the shortest in any of the newspaper contracts.

TNG's Collective Bargaining Program has called for a four-day work week of 28 hours since 1965. While no local has yet to achieve that goal several Guild contracts include the option of scheduling weekly hours over four days rather than five.

A look at labor reporting in Canada

By Charles Bauer

Ottawa

THE AVERAGE Canadian labor reporter is 30 years old and from a middle-class background. A major in english, the social sciences or journalism, he or she has had little or no academic training in subjects such as labor history or industrial sociology, but is likely to be a seasoned journalist who has covered a variety of settings before being asked by the editor to take over the labor beat.

This is the profile of the typical labor reporter, as described in *Laboured Relations: Reporting Industrial Relations News in Canada*, a 130-page report published in 1985 by John A. Hannigan, an associate professor at the University of Toronto's center for industrial relations and department of sociology.

To continue Hannigan's description: "Upon entry to the labor beat, (the typical labor reporter) has had to learn through trial and error, gradually gaining the trust of news sources and mastering the language of industrial relations. . . . while most labor reporters are given considerable autonomy on a day-to-day basis, their editors periodically assign stories, suggest angles and edit their copy to fit (their paper's organizational ideology).

"Burdened by the day-to-day demands of covering multiple emerging industrial relations situations, they do most of their research by telephone; time constraints normally prevent them from doing more extensive research on topics such as technological change and occupational health and safety.

"The most positive feature of the labor beat is the chance to write about and sometimes shape issues central to the everyday life of Canadians. In return, they face a number of pressures, the most disturbing to them being the intransigence, distrust and hostility of news sources from both management and the unions. . . ."

What are the main problems labor reporters encounter in trying to do their work?

According to Hannigan's study, 12 out of 17 complained of their frustration in dealing with sources who were "secretive, suspicious and highly parti-



"Burdened by multiple assignments, they do most research by phone."

san." Union leaders were described as being "touchy, crude, difficult, and obsessed with the expectation that you were either for or against them." Management sources were described as "patronizing, secretive and uncommunicative."

Most labor stories originate from union sources, Hannigan's study

This is reprinted, with permission, from the July-August issue of Canadian Labour magazine, published 10 times a year by the Canadian Labour Congress. Charles Bauer is employed as public relations co-ordinator for the CLC at its headquarters in Ottawa.

The illustrations are reproduced from the book "How to do leaflets, newsletters and newspapers," by Nancy Brigham, a member of the Detroit Guild unit of United Auto Workers publications employees.

states. "Here there is a major difference, however, between the smaller, less sophisticated unions and a handful of larger, more professional labor bodies." Less sophisticated sources were described by respondents as lacking the ability to communicate in an articulate manner and to inform reporters about basic facts such as the size of the bargaining unit. By contrast, the larger unions were regarded as being more sophisticated and newsworthy.

HOW DO THE sources themselves feel about the labor reporters?

"While some relationships between labor journalists and their source are quite satisfactory, there are still considerable gaps in awareness and understanding," Hannigan reports. "News sources were critical of the media for their preoccupation with conflict, especially in the form of strikes. Union sources in particular felt that they were not regarded as legitimate spokespersons on economic and social issues such as the federal deficit and constitutional change.

"Journalists were urged to make a more concerted effort to learn about the history and role of unions and to spend more time writing about life in the workplace. In addition, reporters were encouraged to meet sources more frequently and more formally in order to develop more trusting and productive relationships."

Journalists, for their part, resented the pressure put on them by sources to be partisan stressing instead the value of fair and accurate reporting. Sources, they felt, should try to better appreciate the constraints imposed on reporters by editors and by the requirements of newsworthiness.

In sum, sources wished contacts to be more personal, journalists wanted relationships to be more professional but both agreed that, at present, communication was too infrequent and too often mired in mutual misunderstanding.

HANNIGAN'S report also deals with one major problem concerning labor reporting: the scarcity of journalists specializing in this field.

Except for big city dailies in most major metropolitan centers, few newspapers or TV stations in Canada employ labor specialists," the report stresses. "Few choose to send a staff journalist to the CLC Convention or a provincial federation of labor relying instead on 'second-hand news from the wire services."

Even the wire services tend to downplay the importance of such conventions, according to a quote by Ginny Galt, a former labor reporter for the Canadian Press. She pointed out that in 1976, CP assigned 14 reporters to the Progressive Conservative convention "but only just one, me, to the CLC convention."

This severe understaffing in turn results in a lack of in-depth stories on labor, since the lone labor reporter cannot handle fast-breaking industrial conflicts while at the same time doing the research necessary for more thoughtful features.

One chapter of the study is devoted to what Hannigan terms the "characteristics of industrial relations news

content" and what most trade-unionists perceive as a built-in institutional bias by the mass media against trade unions.

Hannigan recalls the large-scale media monitoring project carried out in the United States, in 1980-1982, by the Int'l Assn. of Machinists.

"Content analysis of network prime-time (fiction) revealed a land of upwardly mobile, young, white-collar professionals with little attention to blue-collar workers or their problems. Unions were almost invisible; where they were portrayed, it was in the context of a violent labor dispute. Workers in unionized occupations were depicted as clumsy, uneducated fools who drink, smoke and have no leadership ability. . . ."

Quoting from various sources, Hannigan concludes that in the area of news coverage labor is far more visible, but shown primarily in a conflict frame. A 1983 Canadian study shows that 92 percent of the labor news items reported on evening broadcasts of the English-language television networks was conflictual, while 75 percent of labor and business items concerned management-labor disputes.

"This form of coverage, it is charged, leaves little room for in-depth analysis of the basic issues which clearly underlie the conflicts themselves," Hannigan stresses. "Journalists, in their own defense, cite the cliché about the man biting the dog and suggest that strike coverage is stressed because conflict of any type is always more newsworthy than the normal, peaceful flow of community life."

Industrial relations coverage is characterized by a relatively light emphasis on the background to, and causes of, industrial disputes and a heavy stress on the disruptive effects, Hannigan observes.

"Since the reported effects of industrial disputes are usually negative and since labor is most likely to be 'blamed' for precipitating or prolonging disputes, then, clearly, the media emphasis on effects or consequences of industrial disputes has unfortunate implications for labor's chances of fully presenting its case in the court of public opinion," Hannigan concludes.

Another form of bias mentioned in the report is the choice of words used in industrial-relations reporting. Similarly to Michael Schuller's article in the May 1985 issue of *Canadian Labour* (The Case for a Labour-Based Community Press), Hannigan's study reports that "adjectives which were repeatedly applied to groups of workers in strike action—angry, divided, militant—differed markedly from those applied to employer or government participants—confident, determined, firm, tough."

In other stories: cities are "plagued" by labor problems; labor makes "demands, while employers make "offers;" the noun "dispute" is often identified with labor but never with management; and in one survey, of 29 different nouns referring to industrial action, just two—"strike" and "picket line"—accounted for 67 percent of the usages.

The same patterns can be found in

visual symbolic representations on TV newscasts.

"A manufacturing strike, for instance, is routinely framed for viewers by the dominant image of the locked factory gate," Hannigan reports. "This factory gate immediately reduces the status and authority of the striking workers. By contrast, management representatives are most likely to be filmed in the legitimating environment of the corporate office or boardroom. This reinforces the notion that labor is the active party in an industrial dispute while management merely reacts."

Hannigan's study ends with several recommendations:

✓ Federal subsidies to the media for the development of full-time labor beats;

✓ An attempt to better educate journalists in labor history, law and politics by way of extension programs. (Some years ago, the Canadian Assn. of Labour Media, with assistance from the CLC Educational Services, took a similar approach by holding a labor reporting symposium for university journalism teachers);

✓ An award for excellence in covering labor issues similar to the Wilf List Award set up by the Steelworkers,



"Sources, reporters agreed, communication was too infrequent."

but offered by an academic sponsor to give it added legitimacy;

✓ Concerted efforts by journalists and sources to meet one another on a regular and informal basis to discuss common concerns;

✓ Publication of periodicals and programs specializing in work-related issues similar to the new business-oriented publications and programs;

✓ An alternative popular press, such as a network of mass-distributed community papers based around the district labor council jurisdiction, as advocated by Michael Schuller in the May 1985 issue of *Canadian Labour*.

HANNIGAN'S STUDY ends on a rather optimistic note: "In the future, labor reporting in Canada has the potential to emerge out of its present wasteland. . . . the era of the big confrontations is now more or less over; (exceptions are cases like the Eaton's and Visa strikes). Labor reporting is now more cerebral and, even though it remains difficult, more sociological.

"Advances in technology, notably the increasing sophistication of computer graphics, have made economic (and labor) stories which were once considered dull by television news producers much more acceptable.

"There is a new, more savvy generation of union sources, committed labor journalists. There are many vital, exciting labor issues (layoffs due to microchip technology, effects of working with toxic chemicals, problems of immigrant workers) which are of potentially wide interest."

New Orleans pact ends Hyatt boycott

A boycott of the Hyatt Regency New Orleans and other Hyatt hotels has been cancelled with the signing of a contract covering some 300 service and maintenance employees of the New Orleans hotel. The Service Employees Int'l Union called the boycott last year after management of the hotel chain blocked implementation of an agreement between an SEIU local and hotel representatives in New Orleans. The contract ends "a five-year struggle" by hotel employees in New Orleans to win union representation and a union contract, SEIU President John J. Sweeney said in an Aug. 18 letter announcing an end to the boycott. The group is the first to win a first contract with a New Orleans hotel in more than 25 years, the SEIU reported.



NEWSPAPER PUBLISHER WANTED

Guild seeks change at Union's top

Sacramento—With bargaining for an equitable new contract with the Sacramento Union becoming increasingly frustrated, the Northern California Guild is trying a new approach.

It is seeking a new publisher. "We're eager to roll up our sleeves for a publisher who believes in what we can accomplish together," reads a help wanted ad the local placed in the Aug. 23 issue of Editor & Publisher magazine.

Response to the ad "has been amazing," reports local administrator Gerald B. Rocker. "I stopped counting after 40 phone calls," he said, adding that at least three of the inquiries were very serious.

Rocker said he has directed callers to contact management personnel who might consider an offer from a potential new publisher for the 135-year-old daily, now owned by Richard Mellon Scaife of Pittsburgh, who serves as its publisher and chairman of the board.

Management's reaction?

"They assume it's a joke, but

aily and ers and h to offer ibilities lost on velope alytical vision to l drive to cles and advertis- d with a We offer al perfor- l fringe us your O, Editor	production Julia 268, or call (207) 743 7011. PUBLISHER Proud, dedicated and fiesty workforce wants to save 135 year old No. 2 newspaper in California's capital from death by mismanagement. We're looking for a publisher who knows the business and is willing to work with employees to make a success of this piece of California history. We're eager to roll up our sleeves for a publisher who believes in what we can accomplish together. Contact Joe B. Rocker, Administrative Officer, (916) 446-4885. 5,800 WEEKLY in Zone 3 seeking	manager fied adver Please se detailing history to Director, 498, Bi Applicati 1986. NE NEW IMMEDIA
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Editor & Publisher magazine, August 23, Page 43.

we are quite serious," explained Rocker. The unions representing the paper's employees "are convinced it will take new management" to turn the paper around and put it on a sound financial footing, he said.

The Guild, meanwhile, has asked a U. S. District Court to order the company to arbitrate a

Guild grievance over the imposition of a 15 percent pay cut and reductions in other benefits. The company cut pay and benefits after declaring bargaining for a new agreement at an "impasse," but the local argues that no impasse was reached and the contract remains in effect under its "evergreen" clause [Guild Reporter, Aug. 22].

Employee status won for Metroland staffer

Toronto—A complaint of unfair labor practices filed by the Southern Ontario Guild against the Metroland chain of community newspapers was quickly resolved after the company conceded that an individual it considered a "full-time freelancer" is an employee.

In settling the charge, the company agreed to cover the employee with all benefits from the date of his hiring in May on the staff of the Ajax-Pickering News Advertiser. It also agreed that no further probationary period was necessary.

The Guild's 11-month-old petition for recognition as the bargaining representative of Metroland's

editorial employees, however, has yet to be resolved, as the company continues to argue over the appropriateness of the bargaining unit.

The local, in a petition filed with the Ontario Labour Relations Board last Oct. 4, asked that all editorial employees that work for the chain's 17 papers distributed in metropolitan Toronto be included in a single bargaining unit.

Hearings over the company's objections to a single unit have been underway since, with testimony on the issue consuming hundreds of pages of transcript. Final arguments on the question are set for Sept. 12 and 24.

O'Connor, veteran San Francisco leader

San Francisco—Edward J. O'Connor, twice president of the San Francisco-Oakland Guild and one of the most continually active members and leaders of the local during the 30 years before his retirement in 1977, died June 13 at the age of 69.

(SFONG was one of the locals that merged last year to form the Northern California Guild.)

A classified outside salesperson first for Hearst's Examiner and then for the joint publishing agency formed by the Examiner and the Chronicle in 1965, O'Connor was first elected local Guild president in 1954, then was local treasurer the next three years.

From 1957-65 he worked as a

Guild-exempt advertising-division manager for the Examiner, then returned to the outside sales staff following the paper's merger. He was chairperson of the Printco Guild unit during the strike at the Chronicle and Examiner in 1968.

In 1971 he was again elected local president and then served again as local treasurer from 1973 through 1976.

Ross, founder in Harrisburg

Washington—Fred U. Ross, a founder of the Harrisburg Guild and a former editor and writer for several union publications, died Aug. 8 at the age of 84. He suc-

cumbed to cancer at the Veterans Administration hospital here.

He helped organize the Guild in Harrisburg in the late 1930s while working as a reporter for one of the Harrisburg dailies. He moved to Washington in the 1940s, where he was a reporter for the Post for a short time.

Survivors include his spouse, Grace, and five children.

He was an assistant editor of the CIO News from 1946 until the merger of the AFL and the CIO in 1955 and then worked as an assistant editor of the American Federationist magazine until 1958. Ross also worked on the publications of several other unions before retiring to California in the 1970s.

Since returning to the Washington area in 1984, Ross had undertaken research and writing projects on the life and works of Heywood Broun, TNG's founding president.

Survivors include a brother, William K., of Portland, Ore.

J-prof seeks contributor for book

Bloomsburg, Pa.—A journalism professor at Bloomsburg University here would like to hear from Guild members interested in writing 1,500-2,000 words about contemporary issues affecting the Guild.

The article will be included in a chapter on the Guild and other organizations in a book the professor is preparing and which he has tentatively titled, "Journalism in America: The product and the people."

Those interested are asked to contact: Walter M. Brasch, Associate Professor of Journalism, Bloomsburg University, Bloomsburg, Pa. 17815 (717-389-4565). A brief biography and a few recent clippings should be enclosed, Brasch said.

Brasch, an associate member of the Guild and a former officer of the AFL-CIO-affiliated Assn. of Pennsylvania State College & University Faculty, is a former newspaper reporter and editor and book editor and is the author of six other books, as well.

Bill to amend FOI Act attacks phantom trade secrets loophole

By Angus Mackenzie

DO YOU HAVE the right to know about a deadly defect in your car? The Center for Auto Safety's Executive Director, Clarence Ditlow, says you do.

Armed with the Freedom of Information Act, Ditlow documents that certain cars are dangerously made. He gives the incriminating evidence pryed from government files to reporters, resulting in publicity which prompts the government to order recalls of life-

threatening autos and tires, he says.

But a proposal now before Congress would let corporations sue the government under the FOI Act to fight the release of data they submit to regulatory agencies on dangerous cars and other corporate mistakes. The bill would let the companies drag muckrakers seeking documents into court, where efforts to expose unsafe products would be bogged down by lengthy, expensive litigation.

This proposal, if passed, would be "devastating" to auto-safety efforts, Ditlow emotionally insists.

The proposed law would also require the government to notify auto makers and other submitters of information that their data was being requested under the FOI Act, and allow them time to protest its release. This would add a further delay to the processing of many requests.

Chairman Glenn English (D-Okla.), who oversees the FOI Act for a House Government Operations subcommittee, is sponsoring the bill, H.R. 4862, which has now been approved by the full committee. The next step would be consideration by the House.

The bill, if it becomes law, might hide data about faulty products. Government recalls of 15 million "Firestone 500" radial tires, which were blowing out at high speeds, were prompted in part by information released under the FOI Act, Ditlow says.

"If not for the Freedom of Information Act access to the files, we would not have that recall today," Ditlow says.

The proposal would, in effect, overturn a Supreme Court case that ruled the FOI Act is only a release statute, not to be used to force the

government to withhold information.

Retired U.S. Rep. John Moss, who is known as the father of the 1966 FOI Act, said from his Sacramento home, "I don't think corporations should have the right to sue to prevent release of information. Business will be able to postpone release of information forever."

The bill was written in response to corporations that claim they are being injured by improper release of trade secrets from the files of agencies that regulate them.

For example, on October 25, 1984, Cincinnati-based Procter and Gamble Co. complained to the Food and Drug Administration that the FDA had improperly released one part of its "secret" formula for Scope oral rinse. "The disclosure facilitates the precision with which the generic competitor may copy the formulation," complained James T. O'Reilly of Procter and Gamble to the FDA.

Government information officers disputed that complaint. The FDA's Mark A. Elengold replied that the supposed trade secret released by the FDA was no trade secret at all, but had been supplied by Procter and Gamble for publication in the "Physicians Desk Reference for Nonprescription Drugs." Inspection of that volume reveals the truth of Elengold's claim.

Congressional staffers expert in FOI Act issues say that the proposed legislation seeks to fix a problem—improper FOIA disclosures of trade secrets—that doesn't exist.

The problem doesn't exist, the experts note, because corporate secrets are now protected by Justice Dept. regulations.

Those regulations permit companies giving information to the government to clearly mark documents containing trade secrets. This marking alerts bureaucrats who might otherwise mistakenly make those secrets public.

Panel chief, TNG urge veto of OMB on VDTs

(Continued from Page 1)

sions that can be drawn from this study."

Other medical authorities agree, Weiss noted in his appeal to Bowen, citing "general agreement" that the revisions OMB requires "will seriously weaken the study" and interfere with interpretation of its results.

Questions OMB would delete include those which would indicate whether the respondent had undergone a hysterectomy, had been sterilized or used birth control. Answers to these questions would be important in analyzing any differences in birth rates reported by VDT users and non-users, the experts said.

"NIOSH cannot conduct a meaningful study of reproductive outcome . . . if NIOSH is prohibited from asking women . . . whether they have a uterus," Dr. Irving Selikoff of the Mt. Sinai Medical Center observed.

Failing to include questions about stress "would create the unnecessary uncertainty" about whether that condition may have contributed to any reproductive

differences between the two groups, the congressional agency pointed out.

"An army of professional skeptics waits in the wings to riddle" the results of any study that suggests a link between VDT work and birth abnormalities, TNG President Charles A. Perlik, Jr., wrote in a Sept. 5 letter to Bowen. If OMB's directive is allowed to stand, he added, the skeptics' "work will have been done . . . before the study even starts."

We must not be content to have the budget office "tell scientists how to conduct their research," Perlik said.

NIOSH officials, too, have expressed the view that the changes mandated by OMB "may limit the ultimate scientific value of the study." The changes "may make the study more vulnerable to later criticism and reduce its credibility," said James M. Melius, director of NIOSH's Division of Surveillance, Hazard Evaluation and Field Studies, in a memo to NIOSH Director J. Donald Millar shortly after OMB issued its conditional approval for the project.



FLOYD TUCKER/Northern California Guild

N. California retirees' barbecue

Two members of the Northern California Guild's recently formed retirees' unit—Fred Fletcher, left, former local executive secretary, and Victor Pasche, right, treasurer and secretary-treasurer of the American Newspaper Guild from 1936-

41—and Larry D. Hatfield, current local president and a TNG vice president, pose during a barbecue put on by the unit late in July. Change in TNG Constitution this summer enabled Pasche to join the retiree unit.

House unit votes to cut off funds for OMB reviews

Washington—A House Appropriations subcommittee has voted to cut off funding for the regulatory review unit of the Office of Management & Budget in a union-backed move to end OMB interference with agencies that administer laws aimed at protecting workers and the public.

Under the Reagan administration, the OMB's Office of Information & Regulatory Affairs has sought to impose "political ideology" on such regulatory processes as those involving work place safety and health standards, the AFL-CIO charged.

Members of the subcommittee consider the OMB office to be "a rogue agency, out of effective control by Congress," the subcommittee chairperson, Edward R. Roybal (D-Calif.), told reporters.

Roybal cited a recent subcommittee report that charged the OMB arm with allowing favored interests to "plead their cases in secret meetings" and with seeking to "exercise veto power over agency decisions."

The Reagan budget for the fiscal year beginning Oct. 1 calls for spending \$5.4 million for the OMB arm's operations.

(Continued from Page 1)

to an employee's job or aimed at improving job skills, and provision is added in the contracts for leaves of absence for employees who receive scholarships, fellowships or education grants.

Other leaves of absence added for the first time in the editorial contract include maternity leave of up to six months and leave for Guild activity, as well as a general leave of absence provision.

The cost of an eye examination every two years for employees who routinely work on VDTs will be paid company, as will the cost of lenses and up to \$40 of the cost

of frames if eyeglasses are required for VDT work.

A minimum death benefit is increased by \$500, to \$3,500, and the guarantee of the equivalent of severance pay or the minimum benefit to an employee's beneficiary is extended to editorial employees.

Grievance and arbitration machinery in the editorial contract is improved by the elimination of restrictions and time limits on raising grievances, a local representative reported.

Other increases and resulting

new top minimums include:

Circulation roadmen, bookkeepers-general books—Up by \$113.32, to \$616.89 a week, in increments of \$35.75, \$36.76 and \$39.81.

Inside classified solicitors—Up by \$89.03, to \$484.65 a week, in increments of \$28.09, \$29.66 and \$31.28.

Library clerks—Up by \$71, to \$403.82, in increments of \$29, \$20 and \$22.

Editorial assistants—Up by \$54, to \$339.94 a week, in increments of \$17, \$18 and \$19.

State unit okays VDT-safety study

Sacramento—The standards board of California's Occupational Safety & Health Administration has authorized a study by an ad-hoc committee of experts of the need for safety standards for video display terminals.

The action, on a 4-to-3 vote, came in response to petitions from three unions—the Northern California Guild, the Bay Area Typographical Union and the Communications Workers—asking that the board consider adopting workplace standards for the machines [Guild Reporter, July 18].

Union representatives, frustrated by defeat of VDT-user pro-

tection bills in four consecutive sessions of the California Legislature, said they were elated when they left the Aug. 21 board meeting.

Computer industry lobbyists and employer representatives argued against the board action. Spokespersons for IBM, AT&T, Hewlett-Packard and others contended there was no clear evidence that VDTs are responsible for problems among persons employed to operate them.

Guild Representative Larkie Gildersleeve, speaking for all three petitioning unions, however, cited

studies concluding that VDTs have demonstrable, long-term negative effects upon workers and that the problems can be prevented.

Laura Stock of the UC-Berkeley Labor Occupational Health Program, who has been monitoring VDT research, told the board there is a growing world-wide consensus that the terminals do present hazards.

The CALOSHA board also voted to allow the three unions to participate in the ad hoc study group and specified that experts in ophthalmology and ergonomics be included, as well.

VDT newsletter sees 'disturbing trend'

New York—"Many experts—scientists and others—are more eager to dismiss the VDT health and safety debate than to resolve it," VDT News charges in a lengthy, unsigned "commentary" in its July/August issue.

The newsletter said it detected "a disturbing trend" at the international conference on VDT safety in Stockholm this spring when "many speakers downplayed or dismissed their own or others' findings which indicated that there may be risks for pregnant women in working at the machines. [Guild Reporter, May 23.]

"To be sure," the commentary noted, "there is no proof that radiation emissions from VDTs are hazardous or that pregnant women are at risk when they work at VDTs," but new studies discussed at the conference suggested that "VDT work may possibly affect reproductive outcomes."

Those studies, however, "have been and continue to be misrepresented," said the newsletter, published by Louis Slesin and edited by Mark A. Pinsky.

Scientists' "assurances about the absence of all risks in the face" of the questions raised by the re-

ports to the conference "appear to be more of a political than a scientific response," the newsletter charged.

It also pointed to reassuring reports of conclusions drawn by conference participants carried in computer and publishing industry publications.

"What is going on is not clear," the newsletter said, observing that "some labor officials believe that there is a cover-up, while others discount this possibility."

"Whichever the case," it concludes, dismissing the debate without resolving it "helps no one."

TV buy raises question

Boston—Rupert Murdoch's News Corp. Ltd.'s recent purchase of independent Boston television station WXNE-TV, puts Murdoch's future as owner of the Boston Herald in limbo, along with his continued ownership of the New York Post.

Federal Communications Commission regulations against cross ownership prohibit common ownership of newspaper and broadcast properties in the same market.

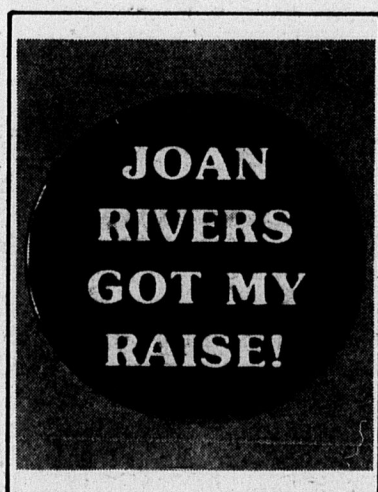
Murdoch was granted a two-

year extension, until 1988, on complying with that rule in New York and Chicago after he acquired television stations in those cities with his purchase of seven Metromedia stations in 1985. He has since sold the Chicago Sun-Times to an investor group headed by Sun-Times' publisher Robert E. Page.

Among the television stations Murdoch acquired in the \$2-billion Metromedia deal was a Boston television station which he in turn sold to the Hearst Corp.

Murdoch TV deal spawns button

News of comedienne Joan Rivers' three-year, \$15-million contract with Rupert Murdoch's new television network inspired Guild members at Murdoch's Boston Herald to don bargaining buttons protesting "Joan Rivers Got My Raise!" When the Rivers-Murdoch deal was announced earlier this year, Guild contract talks with Murdoch representatives were stuck on economics and "going nowhere," a representative of the Boston Guild explained. The buttons, the creation of members in the local's new unit of Herald editorial employees, were worn by Guild



members throughout the plant on designated "button days," as well as by members at bargaining sessions.

Guild plans underway for Vancouver talks

Vancouver—The Vancouver-New Westminster Guild has set into motion preparations for bargaining for a new contract with Pacific Press even as management of the firm has notified the Guild and its employees' other unions it would like to launch informal talks well in advance of their contracts' end-of-February expiry.

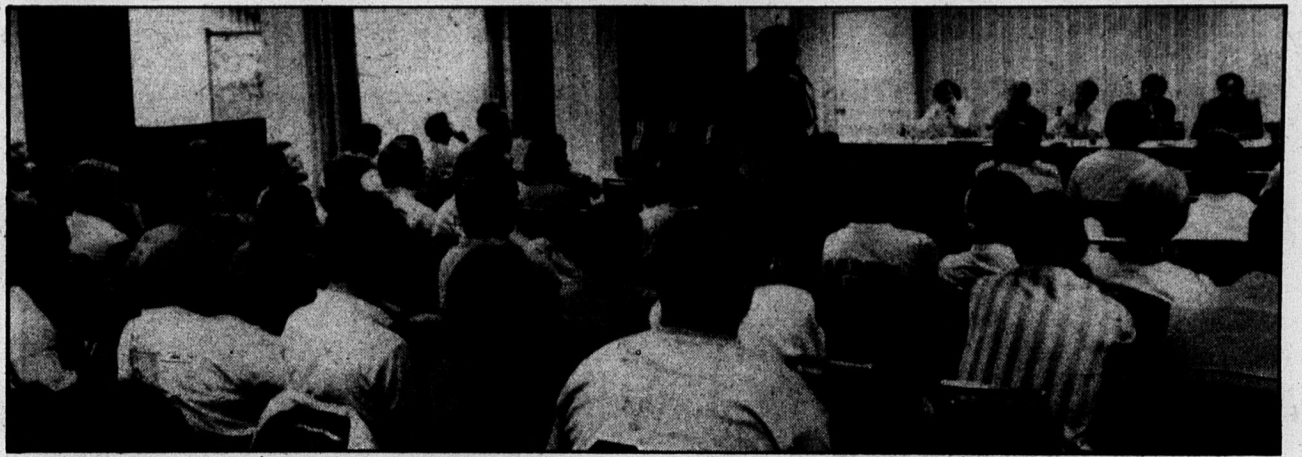
The Guild's bargaining preparations were launched in August with the first of a series of departmental meetings, which will afford all 900-plus Guild-represented Sun and Province employees a chance to air their views on priorities for the next contract.

At the first departmental session, for circulation district ad-

visors, members expressed concerns about the fairness of contests and their impact on working hours, a company decision to employ a group of employees outside the contract to distribute advertising flyers (a "flyer force") and to require the advisors to drive vans instead of cars, Guild President Mel Morris reported.

The company proposal for early, informal talks—under study by the Guild's bargaining committee—followed a pair of reports in July and August in which it said it needed either a "sustained boom" in the local economy or cuts in employee costs to reach an "acceptable" profit level.

The first report—to directors of



BARGAINING PREPARATIONS GET UNDERWAY IN VANCOUVER
Circulation district advisors for the Vancouver Sun and Province and Guild bargainers discuss upcoming contract talks with the Southam papers.

Southam, Inc., Pacific Press' chain owner—said it saw an economic turnaround as "highly unlikely."

The second—an eight-pager to the papers' employees in mid-August from Pacific Press President

E.H. (Bill) Wheatley—said profits for the year's first six months were considerably below projections. Whereas, the projection had been for \$1.5 million, they turned out to be in actuality just under \$1.1 million, on total revenues of more

than \$72.1 million for the six-month period.

After-tax profit in the second three-month period came to \$243,851 after a first-quarter return of \$854,116, Wheatley reported.

\$623 leads list of data entry minimums

HIGHEST AMONG 45 minimum salaries for experienced keypunch operators and other employees performing data-entry related work is \$623.85 a week for data entry supervisors covered by the Vancouver-New Westminster Guild's contract with the Vancouver Sun and Province, according to a tabulation by TNG's Collective Bargaining Dept.

Thirty-eight percent, or 17, of the minimums listed are more than \$400 a week, while 76 percent, or 34, of them are \$300 a week or more.

The table lists minimum salaries under Guild contracts with daily newspapers and wire services in effect Aug. 1. It does not include the results of settlements or deferred increases that have taken effect since.

	Minimum	After
Vancouver Sun and Province		
Data entry supervisor	\$623.85	flat
Key station operator	480.60	1½ yrs.
Ottawa Citizen		
TTS perforator operator	601.34	1 yr.
Toledo Blade		
Key punch operator	503.16	3 yrs.
Key punch clerk	402.51	1 yr.
New York Times		
Data entry operator	457.73	2 yrs.
Toronto Star		
Key punch operator	457.72	3 yrs.
Senior key punch operator	509.49	4 yrs.
San Mateo Times & News Leader		
Key punch operator	429.98	3 yrs.
San Diego Union and Tribune		
Key punch operator	426.60	3 yrs.
Seattle Times		
Key punch operator	421.25	3 yrs.
New York Post		
Key punch operator	1 417.65	3 yrs.
San Francisco Chronicle and Examiner		
Key punch operator	415.59	2 yrs.
Supervising key punch operator ..	437.28	2 yrs.
San Jose Mercury-News		
Key punch operator	415.59	2 yrs.
Supervising key punch operator ..	437.22	2 yrs.
New York Daily News		
Key punch operator	408.91	3 yrs.
Honolulu Advertiser and Star-Bulletin		
Data entry operator	389.37	3 yrs.
Detroit Free Press		
Key punch operator	381.64	3 yrs.
Associated Press		
Key punch operator	379.16	2 yrs.
Memphis Commercial Appeal		
Key punch & verifier clerk	369.35	5 yrs.
Denver Post		
Key tape operator	361.00	3½ yrs.
Philadelphia Inquirer and Daily News		
Key punch operator	355.57	4 yrs.
Providence Journal and Bulletin		
Data entry clerk	353.50	2 yrs.
Lead data entry clerk	399.02	3 yrs.
Boston Herald		
Key punch operator	351.34	3 yrs.
St. Louis Post-Dispatch		
Key punch operator/verifier operator .	344.00	3 yrs.
United Press International		
Key punch operator	336.45	3 yrs.
Lead key punch operator	343.62	flat

	Minimum	After
Baltimore Sun and Evening Sun		
Data entry clerk	330.00	5 yrs.
Washington Post		
Key punch operator	322.75	2 yrs.
Buffalo Evening News		
Data entry	308.43	3 yrs.
Data entry advanced	332.10	3 yrs.
Duluth News-Tribune & Herald		
Data entry clerks	300.00	4 yrs.
Albany Times-Union and Knickerbocker News		
Key punch operator	286.00	3 yrs.
Pueblo Chieftain		
Key punch operator	284.96	3 yrs.
St. Louis Globe-Democrat		
Key punch operator	279.86	3 yrs.
Brooklyn Enterprise		
Key punch operator	277.61	2 yrs.

	Minimum	After
Columbus Dispatch		
Data entry-bookkeeper	276.14	2 yrs.
Data entry-customer service clerk ..	230.83	2 yrs.
Great Falls Tribune		
Data entry clerks	4 270.00	4 yrs.
San Juan: El Mundo		
Data punch operator	265.00	3 yrs.
Control clerk/data entry operator ..	287.00	2 yrs.
San Juan Star		
Data entry operator	247.00	4 yrs.
Terre Haute Tribune-Star		
Terminal input operator	232.81	flat

¹ Applies to hires after 3/30/82.
² \$317.00 if hired prior to 6/22/84.
³ \$321.15 if hired prior to 7/1/84.
⁴ \$299.20 if hired prior to 7/1/84.

Report warns of monitoring pitfalls

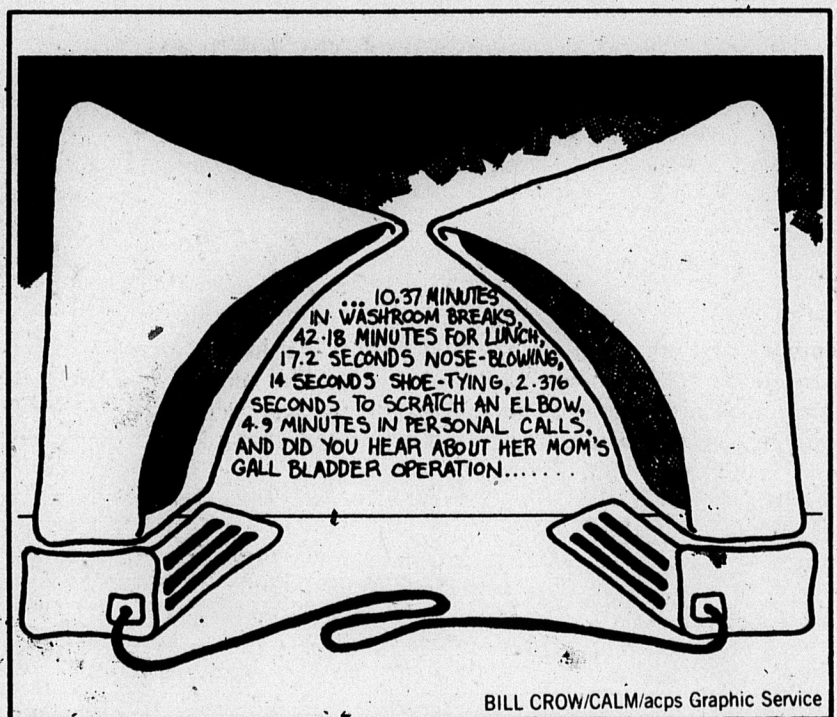
Washington—"Appearing to drive employees faster and faster to the point where they become angry and quit is a poor management technique," a computer trade association cautions in suggesting how employers can make the best use of computer monitoring systems.

While managers that "inch-up" on production standards so that employees "have to work harder and harder to achieve the same rate of pay" run the risk of dampening morale and causing employees "undue distress," a computer's automatic monitoring capability can be rewarding to both employers and their employees, the Computer and Business Equipment Manufacturers Assn. said in releasing its list of suggested monitoring techniques.

Monitoring production can be rewarding to "high-achieving employees," CBEMA said, counseling employers to reward individuals with "incentive pay for work done above a certain level" or through "verbal or promotional rewards." Computerized tracking of output can also help employees meet their goals and those of their employer, the association said.

It added a warning about "using statistics to inspire competition," however, noting that while public recognition of high achieving employees can be positive, "most employees resent receiving public criticism." Posting all individual scores "can backfire by making that half of employees who are 'below average' angry and tense," it said.

The release urged management to measure individual employees' progress against goals and de-



BILL CROW/CALM/acps Graphic Service

partmental averages and to advise employees when their work is being monitored.

"Measure only those items that are essential for meeting organization goals," the release suggested, adding that if keystrokes are "the only relevant statistic, don't collect information on the number of breaks" an employee takes.

CBEMA President Vico Henriques, meanwhile, suggests that employers "can capitalize on the entrepreneurial spirit of many workers by using measurement to foster individual initiative and a spirit of competitiveness."

Legislation to limit workplace monitoring, like that in place in several European countries, would thwart the "initiative that can lead employees to such benefits as

higher earnings," Henriques said in response to questions on the topic posed by the Bureau of National Affairs' Employee Relations Weekly.

Proposals to limit computer monitoring have been introduced in seven state legislatures in recent years though no such legislation has been adopted, CBEMA said.

Both Henriques and the association he heads have been vigorous in their opposition to legislation to establish standards for the design of video display terminals and their use in the workplace.

TNG's Collective Bargaining Program requires Guild locals to seek contractual guarantees against the establishment of speed or accuracy standards for employees working on automated equipment, including VDTs.

CONSTRUCTIVE
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RING...



ZSCHAU—MODERATE MOSSBACK?

Short, easy labels often misleading

By Ben Albert
Washington-Baltimore Guild

THIS IS ABOUT Ed Zschau, the Republican House member running for the U.S. Senate seat in California against incumbent Sen. Alan Cranston.

Zschau, however, is used primarily as an example, an example of how major national news providers—print and broadcast—mislead news consumers by trying to describe with a simple label the candidates and office-holders they cover. It's not intentional—just sloppy.

Take Zschau. The media insists on labelling him as a "moderate." As a congressman and candidate, in the description of a recent Washington Post story—echoed by other papers and commentators—Zschau comes from "the pragmatic middle of the Republican Party." Others speak of him as a "centrist Republican."

The media folks aren't doing their homework. They aren't checking the record. Merely because Zschau doesn't join the right-wing clamor on social issues,

This column is reprinted, with permission, from the Aug. 23 "Memo from COPE," the newsletter edited by Albert for the AFL-CIO's Committee on Political Education and published regularly as a supplement to the federation's weekly tabloid, the AFL-CIO News.

the media take him for a "moderate."

However, his record where it counts—in his votes on people-serving programs—shows he's isolated at the extreme right of the Republican Party with those few who are not content merely to squeeze every nickel they can out of people-helping programs, but seem bent on getting rid of them entirely (including drug and alcohol abuse programs).

FOLLOWING is a sampling of votes by this so-called "moderate Republican," followed by the number of his fellow members of the House who joined him. (These are even worse over-all than Zschau's record on the AFL-CIO scorecard, which shows him 89 percent "wrong.")

Proposal to permit farmers in certain circumstances to postpone re-payment of Farmers Home Administration loans. Zschau voted *against*. Carried by 378-35, or 11-1.

Proposal to help unemployed veterans facing foreclosure meet payments on VA home loans. Zschau *against*. Carried by 394-23, or 17-1.

Proposal to let the National Traffic Safety Board spend \$22.6 million on driver safety programs. Zschau *against*. Carried by 372-43, or 9-1.

Proposal to extend supplemental jobless benefits for long-

term unemployed, and to extend payment of social security disability benefits for recipients appealing enforced termination of benefits. Zschau *against*. Carried by 327-92, or 3½-1.

Proposal to reauthorize volunteer programs administered by ACTION. Zschau *against*. Carried by 312-30, or 10-1.

\$20 million appropriation for work-study programs under Higher Education Act. Zschau *against*. Carried by 336-72, or 4½-1.

Proposal to help fund improvement and construction of public libraries. Zschau *against*. Carried by 357-39, or 9-1.

Proposal to help fund programs to prevent family violence and provide shelter for victims of it. Zschau *against*. Carried 367-31, or 11½-1.

Proposal to help fund alcohol abuse, drug abuse and mental health programs. Zschau *against*. Carried by 360-33, or 11-1.

Proposal to fund five child nutrition programs. Zschau *against*. Carried by 367-59, or 6-1.

There are more, but you get the picture.

OF COURSE, there are many votes, too, on which he had plenty of company, but you'd have to strain to find any member of Congress—Republican or Democrat—more often on the short end of such lopsided votes.

This is a "moderate?" This is the "pragmatic middle" of the GOP? Jesse Helms is a progressive?

It says a lot about Zschau and, for that matter, a good deal about the media that cover him and other politicians.

The media's "moderate" is a mossback.

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Midwest District Council, fall meeting, Oct. 11-12, Executive Tower Inn, Denver.
Intl Executive Board, fall meeting, Oct. 19-22, Vancouver.
Canadian District Council, fall meeting, Oct. 25-26, Montreal.
Western District Council, fall meeting, Oct. 25-26, San Jose.
Knight-Ridder Council, Oct. 31-Nov. 2, Gary, Ind.

Great Lakes District Council, fall meeting, Nov. 1-2, Cincinnati.
Mid-Atlantic, New England, Southern District Councils, joint fall meeting, Nov. 8-9, New York Guild headquarters, New York.
54th Annual Convention, June 22-26, 1987, Hyatt Islandia Hotel, San Diego.
55th Annual Convention, June 27-July 1, 1988, Hotel Vancouver, Vancouver, B.C.

As they put it

Sanctions, the only hope

The following is excerpted from remarks by AFL-CIO President Lane Kirkland to reporters following his return from a four-day visit to South Africa as part of a mission organized by the Int'l Confederation of Free Trade Unions.

I have been asked by the leaders of the black union movement of South Africa to convey a message to the American people and to our government. They want strong and effective economic sanctions imposed on South Africa's racist regime.

They are well aware of the adverse impact such sanctions could have on the black workers of South Africa, but like the workers of Poland and Chile, the victims of oppression in the Soviet Union and the followers of Martin Luther King, they know that freedom is worth any price.

Our delegation heard grim accounts of brutal beatings and torture inflicted on detained black union leaders, whom we were not permitted to visit. They know the meaning of sacrifice. They are living the reality of apartheid while the [U.S.] President, vainly courting their tormentors, counsels endless patience.

They are aware that there is a price to be paid in order to bring to bear the pressures that increasingly and obviously appear necessary for any real, genuine, fundamental change.

It should be borne in mind that any hardship that ensues is not caused by sanctions; it is caused by apartheid. Sanctions are the fruit of apartheid. The system of apartheid is the author of any suffering that is currently going on, has been going on, and will occur in the future. The only hope for a resolution of the hardships that people face daily there is the elimination of apartheid.

The one purpose of our mission was to make it plain to our colleagues, our brothers and sisters who are struggling to build a union movement there... that the union movements of the democratic world were solidly behind them... in support of what they felt was necessary to effect basic change.

One of the officers of one of the unions took his shirt off and showed us the scars from a beating that he had received in prison a few weeks previous. He was not interrogated. This was not punishment or abuse for the sake of extracting information; it wasn't to force him to talk, or anything. It was just from the sheer hatred and brutalistic instincts of the people running that particular prison.

We would far prefer, believe me, that there were negotiations, genuine negotiations... leading to the termination of the basic flaw, the basic evil, the system of apartheid.

The course of events, the course of action of this regime... has been tightening the screws still further. More abuse. More killings. More and more of all the trappings of a police state.

The choice now is between inaction and lectures—discourses designed to prove your own superior morality—and the only channel of constructive action that is left that has not been pursued: sanctions. We support those sanctions.

The Guild Reporter



JAMES M. CESNIK, Editor
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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 #231

ISSN: 0017-5404

Vol. 53, No. 16

September 1

The Newspaper Guild

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