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11th-hour pact averts Minneapolis strike

Minneapolis—Members of the Twin Cities Guild's unit at the Minneapolis Star & Tribune ratified a new three-year contract Oct. 24 at a meeting set to approve a new agreement or call a strike against the Cowles-owned daily.

Bargaining on the terms of the agreement continued until shortly before the meeting's 5:30 p.m. starting time.

The agreement raises the key news-room and promotion-department top minimum by \$70, to \$812 a week, ups the district manager top by \$71, to \$742.50 a week, and includes upgradings for several jobs and employees.

All other minimums at all experience levels are increased by

4.7 percent, 4.5 percent and 3.1 percent in each year of the contract produced by the settlement.

A key gain in the talks was the elimination of a merit pool formula that had diverted funds from general increases, a local representative said. The company also dropped demands for a two-tier minimum wage structure for circulation district managers.

A ban on arbitrating charges of employment discrimination also is eliminated in the new agreement.

Maternity leave is renamed "parenting leave" and extended to fathers.

Added to the contract is a requirement that VDTs be checked periodically in the presence of

Guild representatives for radiation emissions. Test results are to be furnished to the Guild.

The contract also calls for the company to furnish safety equipment in the news room, such as first-aid kits, protective gloves and aprons and emergency eyewash fountains. Provision for a joint health and safety committee also is added to the pact.

The new agreement also requires that all employees transferred into Guild-covered jobs from departments covered by other unions must join the Guild within 30 days of their transfers. Both printers and press operators are covered by contracts providing

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A push for day care in Vancouver

TNG Vice President Robert C. Holt, Jr., left, gets into the spirit of the occasion during a visit by members of IEB Human Rights Committee to the day-care center near the Sun and Province in which the Vancouver-New Westminster Guild and several of its members participate [At Pacific Press, day care is five minutes away, Guild Reporter, Dec. 13, 1985]. Visit took place at the con-

clusion of the IEB's fall meeting, Oct. 19-22 in Vancouver. Others pictured are TNG Vice Presidents Fay McCracken of Memphis, Lee C. Clifford of Canadian Wire Service and Gene Turner of Northern California, plus (standing at right) Jan O'Brien of the Guild local, who served as guide for the tour of the center. Object of Holt's attention in the swing is Caitlin, O'Brien's daughter.

Oct. 31, 4:59 p.m. strike deadline looms at three Bay Area dailies

San Francisco—Bargainers for the Bay Area newspaper unions—including the Northern California and San Jose Guild locals—and the San Francisco Examiner and Chronicle and the San Jose Mercury-News remained deadlocked late Oct. 30 in the face of a strike deadline set early in the week for 4:59 p.m. Oct. 31.

The unions, which bargain jointly with the three dailies on economic matters, said chief obstacle to a strike-averting settlement was the publishers' continued insistence on a wage freeze for the first 18 months of proposed three-year contracts. Last contract raises were 3.2 percent on Jan. 1 of this year.

Memberships of the Guild units at the dailies—more than 1,100 in San Francisco and more than 700 in San Jose—voted their bargainers strike call authority by overwhelming margins Oct. 14 and 15 [Guild Reporter, Oct. 17].

The Guild locals' contracts with the Mercury-News, plus the Chronicle and Examiner and their joint publishing agency have been expired since June 30. The talks began in March.

13 named to panel to conduct major bargaining review

Vancouver—Acting on a directive of last summer's convention, TNG's Int'l Executive Board has appointed 13 Guild leaders to a special committee to conduct a "thorough review" of TNG's bargaining processes and policies.

As the convention directed, the 13 appointees are a representative group of Guild leaders who are knowledgeable and experienced in the bargaining arena. Together they represent locals that account for nearly half the union's membership.

Augmenting the committee, also at the convention's direction, will be the IEB's six-member Collective Bargaining Committee.

TNG President Charles A. Perlik, Jr., nominated the 13 after telling the opening session of the IEB's Oct. 19-22 meeting that Guild locals currently are facing what verges on the "greatest bargaining crisis" in the Guild's history.

Employers have displayed "un-

equalled ingenuity" in fashioning assaults on Guild contracts, Perlik said. He pointed to recurring management proposals to abolish the minimum salary structure that has become a bench mark in Guild contracts.

Guild leaders, too, are employing "imaginative approaches" to ward off employer assaults without resorting to strikes, Perlik said, adding that these techniques deserve further development.

Appointed to the committee are: Pat Bell, vice president of the Ottawa Guild; J. William Blatz, TNG's director of field operations; Harry S. Culver, TNG's Int'l Chairperson and a leader of the Wire Service Guild; William T. Davis, administrative officer of the San Jose Guild; John Edgington, administrative officer of the San Diego Guild; Kim Klesty, presi-

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S. African holdings banned; pensions boosted

Commingled Fund divestiture set

Vancouver—No pension funds should be invested in companies that operate in South Africa or do business with the South African government, TNG's Int'l Executive Board said in amending the investment guidelines for TNG's Commingled Pension Fund.

Board members, acting in their capacity as trustees of the commingled fund, approved the amendment during the IEB's fall meeting here. The new guidelines take effect Jan. 1.

The amendment bans investment in securities of companies

that operate in South Africa or do business with that country's government and instructs the fund's investment managers to fully divest any funds in such companies within one year. During that year only securities in companies that comply with the "Sullivan Principles" may be retained.

The amendment also safeguards fund managers from divesting a security at a time considered to be "imprudent or contrary to fiduciary responsibility" under U.S. pension law.

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Pension trustees ok benefit hike

Washington—Trustees of TNG's Int'l Pension Plan have approved changes in the plan that will boost benefits for future retirees by 14.6 percent and immediately raise the benefit for current retirees by 6 percent.

The benefit improvements, the third in four years under the nine-year-old multi-employer plan, were approved by the trustees at their fall meeting here Oct. 16. Changes are effective Nov. 1.

The 6 percent increase for current retirees will produce increases ranging to \$37.10 a month for the

120 retirees and beneficiaries collecting benefits.

The formula for calculating benefits for future retirees is raised by 12 cents a month, to 94 cents for each \$1 of an employer's weekly payment to the fund, times years of credited service, which produces a 14.6 percent benefit increase.

Under the new formula the maximum monthly benefit for a future retiree with 30 years or more of credited service whose employer pays \$20 a week into the

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TNG demands documents on barred writers

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'Professionals!' Does that title hide a pay cut?

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Defense Fund hits record \$7.8 million

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12 FROM LOCALS JOIN 6 VPs

Bargaining study panel completed

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dent of the Buffalo Guild.

Also: Barry F. Lipton, president of the New York Guild; Gerald Maraghy, administrative secretary of the Boston Guild and director of the New England Servicing-Organizing Program; Gerald J. Minkinen, executive director of the Chicago Guild; John Mitchell, president of the Gary Guild.

Plus, Bruce Nelson, executive secretary of the Twin Cities Guild, who is on leave of absence from TNG's staff of international representatives; Richard J. Olive, an administrative officer of the Northern California Guild; and Sandra Polaski, administrative officer of the Washington-Baltimore Guild.

Members of the IEB's Collective Bargaining Committee are: Vice Presidents Lee C. Clifford of the Canadian Wire Service Guild; Gene Turner of Northern California; Doug M. Louth of Vancouver-New Westminster; Carol McGarvey Rothman of Philadelphia; Robert C. Holt, Jr., of St. Louis; and Faye McCracken of Memphis.

Perlik and TNG Secretary-Treasurer Charles Dale were named ex-officio members of the committee, which will meet in January, several days in advance of the IEB's next meeting.

The IEB approved the panel's appointment after defeating on a 10-to-5 roll call a motion that would have permitted any of the board's 16 members to attend the committee meetings as observers at TNG expense.

Clifford proposed that motion after Vice President Peter E. McLaughlin of New York had moved that all board members be included on the IEB's bargaining committee. McLaughlin deferred to Clifford after several members argued that including all board members on the special committee would undermine the convention's directive on the makeup of the committee.

Supporters of the Clifford motion urged that IEB members be given the opportunity to sit-in on the special committee's deliberations without their locals having to

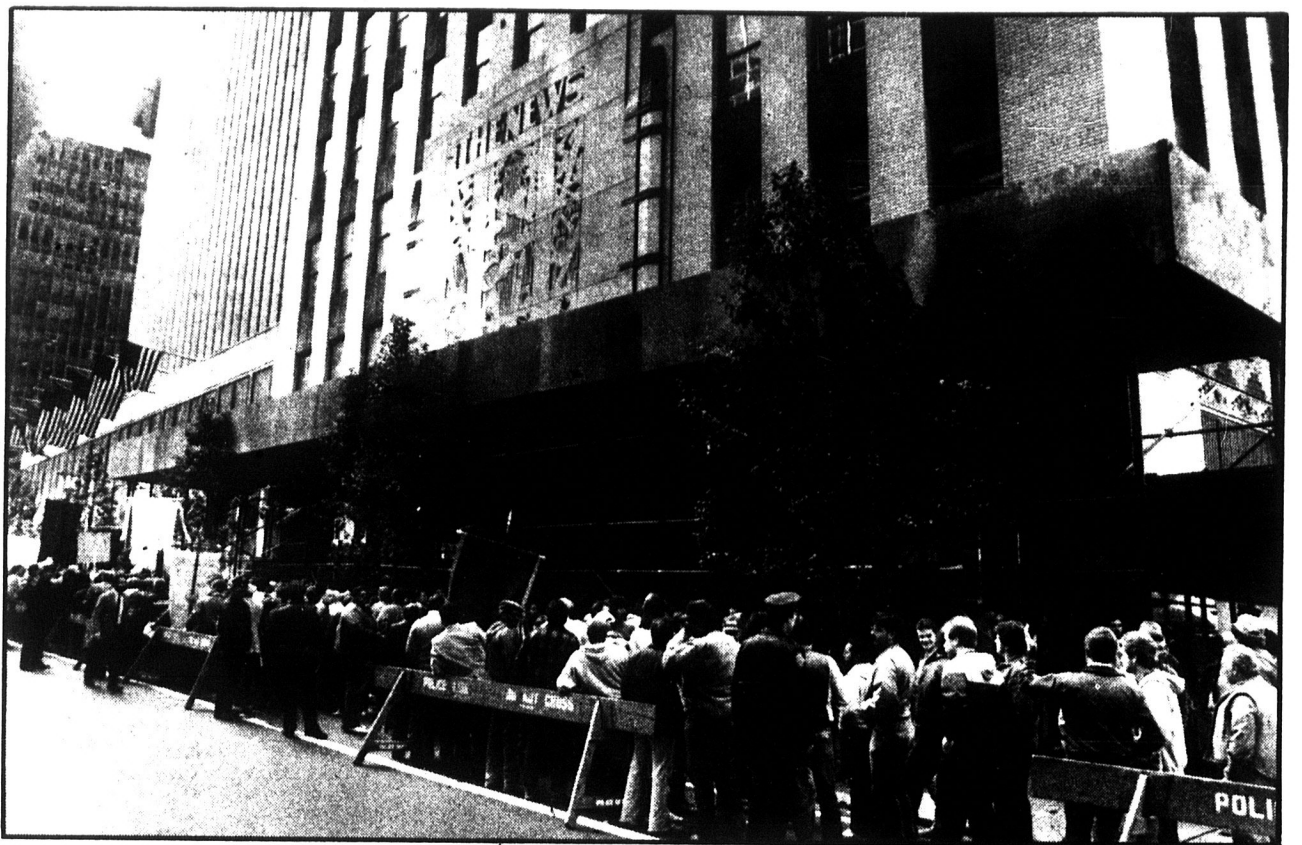
the bear the expense. Others, however, argued that the benefit of having the full board hear the committee discussions would not justify the expense involved.

Board members are free to attend the special committee meetings at their own or their locals' expense, Perlik said in response to a question.

Others voting in favor of the Clifford motion were Vice Presidents McLaughlin, Louth, David M. Rousseau, Stanley Souza and Turner.

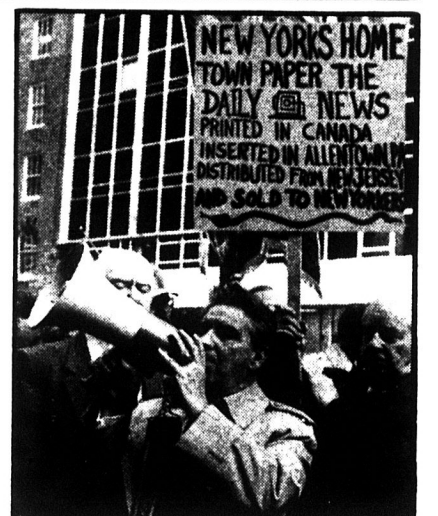
In calling for the special committee, last summer's convention said the review of bargaining processes and policies should include an examination of TNG's constitutional framework governing collective bargaining, strikes and lockouts, as well as the bargaining goals set forth in TNG's Collective Bargaining Program and the Convention Recommendations on Collective Bargaining.

The convention also said the committee should review information developed by TNG's Collective Bargaining Dept. and explore the development of guidelines for joint or co-ordinated bargaining with other unions.



'Runaway' N.Y. Daily News draws 1,500 protesters

More than 1,500 New York unionists—including leaders and members of the New York Guild—rally in front of the New York Daily News building on Manhattan's East Side in a noon-time protest of the daily's farming out production and mail-room work to nonunion operations in Pennsylvania, New Jersey and Canada. Backed by the city AFL-CIO federation and led by Local 6 of the Mailers Union, demonstrators' signs included several pointing out the irony of the News continuing to bill itself as "New York's hometown newspaper," like the one pictured at right held by New York City AFL-CIO President Thomas P. Van Arsdale. With the megaphone is George McDonald, New York Mailers president.



B.C. union, native leaders reach accord

Nanaimo, B.C.—Leaders of native peoples and labor unions in British Columbia reached an historic accord at a special conference on aboriginal title held here early in October.

The two-day meeting was attended by 180 delegates—including a representative of the Vancouver-New Westminster Guild, Jan O'Brien, the local's 2nd vice president.

Settlement of Indian land claims currently is one of the biggest news and human rights stories in the province. Thirteen claims awaiting settlement encompass close to 80 percent of B.C.'s land and sea resources.

Natives' proposals for self-government would mean drastic

changes in fisheries and forest management as well as elimination of the massive federal Indian affairs department.

Working people fear they will be displaced from their jobs and lose their property.

There were bitterly frank exchanges in the conference's five workshops that dealt with such thorny issues as forests and fisheries, Indian self-government, economic development and the legal basis to their land claims.

In the end, however, participants agreed to a six-point joint statement calling on both the pro-

vincial and federal governments to accelerate negotiations on land claims.

In addition, aboriginal and labor leaders agreed to meet on a continuing basis to seek common policy on land and resources management that recognizes the need to protect existing jobs while expanding employment.

In the final moments of the meeting, striking Woodworkers announced that with the co-operation of the Nanaimo Indian band they had been able to prevent a train-load of logs from a struck firm from leaving the harbor. Twice in the last year Woodworker loggers have been in conflict with natives trying to protect their traditional lands from forest companies.

B.C. Federation of Labour President Art Kube said that while labor has its "share of narrow-minded people," all will have to

come to understand that "we have a common cause, that we are fighting for the same thing . . . a decent standard of living and the pursuit of happiness."

"We have just begun the process of educating each other," said Chief George Watts of the Nuuchah-nulth tribal council on west Vancouver Island.

... Pensions

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plan is raised by \$72, to \$564 a month.

Normal retirement benefits for the 2,093 active participants currently enrolled in the plan will rise by an average of \$60.09 a month, based on average employer payments to the plan of \$16.73 a week for each participant.

Guild-covered employees in 17 units are enrolled in the plan, which features portability between participating employers.

... Minneapolis settlement

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lifetime job guarantees with the daily.

A tax-deferred savings plan is to be instituted and tax-exempt plans also are to be made available through which employees can pay their portions of health, dental and vision insurance premiums and child-care expenses.

The \$70 increase in the top minimum for reporters, photographers, copy editors and artists comes in three increments, with the first—\$25, to \$767 a week, retroactive to Aug. 1. It is followed by another \$25 increase, to \$792 a week, on Sept. 1, 1987, and \$20 on Oct. 1, 1988.

An upgrading for library supervisors takes the top minimum for the job up by \$110.24 a week over the term, to \$702.25 a week; \$59.75 of the increase is retroactive to Aug. 1, followed by increases of \$29.24 in 1987 and \$21.25 in 1988.

Library classifiers are also upgraded, with their top minimum

up by \$75.74, to \$502.24 a week, in increments of \$39.67, \$20.97 and \$15.10.

A new job of computer graphics technician is added to the contract at a top minimum of \$582.75 a week on Aug. 1. An employee upgraded to the job will receive an immediate increase of \$105.75 a week. Top minimum will rise by \$26.25, to \$609 a week in 1987, and by \$18.75, to \$627.75 a week.

Top minimum for circulation district managers is raised by \$71, to \$742.50 a week, in increments of \$26.50, \$26.50 and \$18.00.

The top minimum covering receptionists, typists and clerks is raised by \$45.03, to \$399.30 a week, in increments of \$16.36, \$16.67 and \$12; that for a variety of editors and assistant editors is raised by \$79.50, to \$895.75 a week, in increments of \$28.50, \$28.50 and \$22.50.

Employees paid over the top minimum for their job will maintain their differential above top minimum as increases take effect.

... Commingled

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TNG's 1985 Convention instructed the IEB to initiate a plan for divestment of any TNG funds from companies that do business in South Africa and banks that loan money to the South African government. Final action on the commingled fund had been delayed while data was gathered from the 19 individual pension plans that participate in the fund and pending acquisition of new liability insurance coverage for the trustees.

TNG's Int'l Pension Fund has operated under strict restrictions against investments in South Africa for the past year, TNG President Charles A. Perlik, Jr., reminded the IEB.

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New caution on VDT emissions

Vancouver—It is no longer safe to assume that newer model VDTs pose little danger of emitting high levels of very low frequency radiation (VLF), TNG Research & Information Director David J. Eisen told the Int'l Executive Board during its meeting here.

Models manufactured after Oct. 1, 1983, had been considered relatively free from VLF emissions because of a U. S. Federal Communications Commission regulation requiring from that date that new VDTs be shielded against radio-signal interference and, in the process, VLF radiation.

"Now we learn," Eisen explained to the board, that VDT manufacturers have been so derelict in installing the shielding that the FCC "has launched a massive crackdown" intended to increase compliance with the three-year-old regulation.

FCC inspectors cited 2,500 models for violations at a computer show in Atlanta in May, Eisen said. It tested them after half the VDTs in an earlier random sample exceeded the limits. Worst were low-priced personal computers with imported components.

Periodic testing of all VDTs for VLF emissions is advisable, therefore, Eisen said. Locals should consult with TNG before radiation tests are conducted since many consultants lack the instruments necessary to measure emissions in the very-low-frequency ranges.



APPLAUSE FOR ART KUBE, PRESIDENT OF THE B. C. FEDERATION OF LABOUR (STANDING RIGHT)
A New Democratic Party candidate for the provincial legislature, he took a break from campaign to welcome TNG Int'l Executive Board to Vancouver for its autumn meeting.

Drop ideological bars to entry, IEB urges

Vancouver—"A free society does not fear thought, however 'alien' it may be," TNG's Int'l Executive Board declared in a resolution calling for passage of legislation that would prohibit U.S. officials from blocking entry to foreign visitors on ideological grounds.

Acting here during its Oct. 19-22 meeting, the IEB cited the arrest and expulsion from the U. S. just days earlier of Colombian journalist Patricia Lara.

That incident is but one "in a long line" arising from efforts by federal officials to erect a "wall of regulations and legislation . . . to keep dissenting ideas from crossing the border in either direction," the IEB said.

Drawing on statutes like the 34-year-old McCarran-Walter Act and its provision permitting the exclusion of foreigners whose activities would be "prejudicial" to the "public interest," government agents have banned entry on ideological grounds, cancelled

passports, labelled imported material as "political propaganda," and blocked the export of unclassified documents for "national security" reasons, the IEB said.

Visitors are denied entry despite amendment to the McCarran-Walter Act adopted in 1977 to restrict the exclusion of foreigners because of membership in communist or anarchist organizations.

"At long last," however, "legislation has been introduced to bring this disgraceful situation to an end," the IEB said, describing legislative packages introduced in the House and the Senate.

House bills, introduced in the just-ended Congress by Rep. Barney Frank (D-Mass.) and Rep. Howard Berman (D-Calif.), and a similar measure in the Senate, sponsored by retiring Sen. Charles McC. Mathias (R-Md.) and Sen. Paul Simon (D-Ill.), "merit speedy passage," the board said.

It called for hearings early in the next Congress on the proposals

that would repeal ideological exclusions under the McCarran-Walter Act, while also prohibiting use of trade embargoes to block citizens from traveling freely and banning denial of passports due to political activity or belief. The proposals also would remove restrictions on distribution of information from abroad and affirm the right to export educational materials, the board said.

The IEB approved the resolution on a voice vote, but TNG Vice President David M. Mulcahy of New York registered his opposition to the portion of the resolution that described the Lara incident. "The lady is a freelancer" and she has "strong sympathies inimical to the United States," Mulcahy said.

Lara, who has written for Colombia's largest daily, *El Tiempo*, "is considered a leftist," the news editor of the paper told the *New York Times*. He described the paper itself as "very pro-American, anti-communist and very traditional," however.

She has written articles critical of the Reagan administration's policies in Central America and is the author of a book about Colombia's M19 guerrilla movement, the *New York Times* reported.

Immigration and Naturalization Service officials detained her when she arrived from Bogota at Kennedy Airport Oct. 13. Citing no justification other than that Lara's name appeared in the INS "Look Out" book, agency officials revoked her visa. She was detained for five days and held in the maximum security section of a federal prison in Manhattan before she was expelled from the country Oct. 17 and placed on a return flight to Colombia.

A graduate of Columbia Univer-

TNG demands data on expelled writers

Washington—TNG has filed a Freedom of Information request with the Justice Dept. seeking information about the U.S. Immigration and Naturalization Service's detention of a pair of Colombian journalists at separate points of entry into the United States within a two-week period.

These detentions appear to be part of a highly disturbing "pattern that transgresses this country's basic commitment to free expression," TNG President Charles A. Perlik, Jr., wrote in an Oct. 30 letter to Attorney General Edwin Mease.

The imprisonment and Oct. 17 deportation from New York of Colombian journalist Patricia Lara was followed on Oct. 26 by the detention of another Colombian journalist, Olga Behar, at the Miami airport.

While no reasons were given for the actions against either Lara or Behar, the names of both appeared in the INS' "Look Out" book, Perlik noted. "It can only be assumed," he said, that the journalists were listed in that document because of their writing. If true, that is "a measure abhorrent to the principle of a free press. If there are other reasons, it is essential that they be disclosed."

He also pointed to the recent experience of Belgian correspondent Tom Ronse, who was temporarily barred from re-entering the U.S. because of literature he carried.

Perlik requested copies of all materials related to Lara and Behar, including information from the border agents' "Look Out" book and the reasons why the journalists' names were included in it.

The American Newspaper Publishers Assn. made a similar request on Oct. 23 for information about Lara.

sity Graduate School of Journalism, she traveled to New York at the school's invitation to attend the Maria Moors Cabot journalism award ceremonies. The award is given for "distinguished contributions to inter-American understanding and freedom of information."

Lara had visited the United States earlier this year without incident.

IEB: 'Free Terry Anderson'

Vancouver—It is time for the cry "Free Terry Anderson" to be carried throughout the news media, members of TNG's Int'l Executive Board said during their fall meeting here.

Anderson and others have been held hostage in Lebanon for more than a year while the U. S. government has refused to "even contact their abductors on the grounds it will not negotiate with terrorists," the IEB noted.

Anderson, the Associated Press' chief European correspondent, has been held hostage since March 16, 1985, a total of 595 days as of Oct. 31.

If the Reagan administration can negotiate "with what it holds to be an 'evil empire'" for the release of U. S. News & World Report correspondent Nicholas Daniloff, "it can negotiate with anyone," the board said in adopting a resolution from its Research & Information Committee.

No hostage should be allowed "to languish perpetually in chains, if not to die," the IEB said in a resolution calling on President Reagan and State Dept. officials to take immediate steps to contact those that hold hostages in Lebanon or elsewhere and "make every reasonable effort to seek their release."

Western council endorses move to block longer hours

San Jose, Calif.—The Western District Council of Guild locals has joined TNG's Int'l Executive Board in urging California's Industrial Welfare Commission to reject the organized state publishers' proposal to extend to 12 hours the work day permitted under state overtime regulations.

The council did so during its fall meeting here Oct. 25-26, the weekend following the IEB meeting during which it acted on the publishers' proposal [Story, Page 4].

Council delegates heard reports

on that and other IEB actions from TNG Secretary-Treasurer Charles Dale and Vice Presidents Stanley Souza of Hawaii, Larry D. Hatfield and Gene Turner of Northern California and Peter E. McLaughlin of New York. McLaughlin and New York Guild President Barry Lipton were guests at the meeting here.

Delegates also devoted a major block of time to discussion of bargaining trends in locals throughout the Guild, led by Richard J. Ramsey, executive secretary of TNG's Contracts Committee.



Vancouver leaders host IEB reception

Vancouver-New Westminster Guild Secretary Alice Busby holds the attention of TNG President Charles A. Perlik, Jr., at left, and Roy Tubbs, local executive secretary, pays close heed to TNG Secretary-Treasurer Charles Dale, at right, during reception and dinner hosted by the local Guild's leadership for TNG's Int'l Executive Board during the IEB's fall meeting in Vancouver. Event was in the Hotel Vancouver, site for TNG's 1988 Convention.



What's in the name 'professional'? Could be a pay cut for reporters

By Theodore L. Glasser

IF THERE'S ONE thing Twin Cities reporters can do without, it's the title "professional." But that's exactly what they may get if a federal court rules in favor of a New England newspaper publisher.

The publisher, George Wilson, believes his reporters deserve the same recognition as doctors, lawyers, teachers, nurses, accountants and others whose work qualifies them for designation as professional employees. Specifically, Wilson and his fellow publishers maintain that journalism has "undergone significant changes" since the 1940s, when the federal government decided that reporters were properly classified as nonprofessional employees. Today, we are told, journalism requires "advanced knowledge" and a "specialized course of study," which is one of the criteria government officials use to determine who deserves recognition as a professional.

Reporters today are smarter, and that's why they know better. They know that publishers aren't genuinely interested in more prestige and a new status for their news room workers. Reporters know that the real and only issue is a federal law that requires most newspaper publishers to pay their reporters time-and-a-half for overtime work. If Wilson wins, reporters everywhere may become professionals and thus forfeit their opportunity for overtime pay.

THE CONTROVERSY began several years ago in Concord, N.H., a town best known in recent months as the home of Christa McAuliffe, the elementary school teacher who died aboard the ill-fated Challenger shuttle. In 1981 the U.S. Labor Dept.'s Wage and Hour Division found that Wilson's newspaper, the Concord Monitor, a non-union daily with a circulation of 21,500, had violated the Fair Labor Standards Act. The Labor Dept. claimed that the Monitor owed 54 present and former employees \$45,000 for overtime it failed to pay during 1978 and 1979.

The trial began in January of this year and lasted until early February, when Federal District Judge Shane Devine called for a recess. By the time the trial reconvened in early June, the Monitor had reached an out-of-court settlement with 21 clerical workers. They received between \$90 and \$900 each. But when it came to what the Labor Dept. called the "long, long hours of work of ambitious young reporters, editors and photographers," publisher Wilson wouldn't budge. He insisted that his editorial workers weren't entitled to "extra" pay because they were exempt from the overtime requirements of the Fair Labor Standards Act.

The trial ended June 13. A ruling is

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expected by the end of the year.

Meanwhile, not to be upstaged by the judiciary, the Labor Dept. in November 1985 initiated its own inquiry into the meaning of "professional," an inquiry that may bring about the recognition of additional occupations, including news reporting, as bonafide professionals.

No doubt the status of journalism has improved immeasurably since the 1870s, when Samuel Clemens described newspaper reporters as a "horde of ignorant self-complacent simpletons who failed at ditching and shoemaking and fetched up in journalism on their way to the poorhouse." In fact, a 1981 Gallup poll found journalism ranking quite high among 24 professions and occupations. In terms of honesty and ethical standards, journalists ranked just below bankers and just above funeral directors.

But journalists are still on their way to the poorhouse. The issue of overtime pay is important because journalists remain notoriously underpaid.

The best available evidence, from a study published this year by researchers at the Indiana University School of Journalism, finds that journalists' salaries "do not compare favorably to those of other jobs with similar stature." Remarkably, during the 1970s, a decade of rapidly increasing inflation, journalists effectively lost income. Between 1970 and 1981, the study found, salaries for journalists increased so slowly and so little that journalists ended up with \$7,000 less in "purchasing power."

In the Twin Cities, happily, some

reporters can make a decent living. Due in large measure to a strong union, the Newspaper Guild, reporters at the Minneapolis Star and Tribune and the St. Paul Dispatch and Pioneer Press begin with an annual salary of at least \$20,500. After five years, they'll be making at least \$38,500. Now that's not big bucks, but it's a lot better than the average starting salary for journalists, which is somewhere between \$11,000 and \$12,000.

Elsewhere in the Twin Cities, however, reporters would be better off pumping gas or cleaning tables.

WITHOUT the protection of organized labor, reporters can only hope that management will honor the law. But what will happen if Judge Devine and/or the Labor Dept. decides that reporters are professional and therefore exempt from the Fair Labor Standards Act? What will happen if reporters are no longer guaranteed a minimum hourly wage, a limit to the number of hours in a work week, and fair compensation for overtime work?

The answer is Minnesota Suburban Newspapers, which is what life in journalism would be like with neither a union contract nor protection of federal law.

Minnesota Suburban Newspapers is the creation of FNCO Corp. of Escondido, California. With the purchase and subsequent merger in 1984 of three local newspaper groups—the Current, the Sailor and the Sun newspapers—FNCO now owns and publishes most of the suburban weeklies in the Twin Cities.

FNCO says its policy is to "provide the best possible working conditions and benefits" for its employees. But not all employees agree.

In early 1985 the Newspaper Guild reported that a "very substantial majority" of Minnesota Suburban Newspaper's editorial employees had returned authorization cards designating the Guild as their exclusive bargaining representative. Management was unimpressed. It not only refused to meet with the Guild but also refused to accept a letter from the Guild. It finally arrived through certified mail.

So the Guild filed a petition with the National Labor Relations Board, a procedure required if management refuses to acknowledge the right of a union to bargain a contract. FNCO responded by arguing that the appropriate unit for purposes of negotiating a contract would be all employees of Minnesota Suburban Newspapers—not just journalists. The National Labor Relations Board agreed.

In a letter to employees announcing the defeat of the Guild, Keith Engen, president of Minnesota Suburban Newspapers, explained his opposition to a union: "We believe that employee unionization would interfere with [the] principle of individual treatment and recognition. We feel that union representation would be against the interests not only of our employees, but also of our customers, and that union intrusion would stifle individual merit and achievement."

But journalists at Minnesota Suburban Newspapers endure more than the absence of a union. They endure long

go to any paper in the country and could select one which does not routinely require extra hours to be worked without additional compensation, Wilson said.

He was speaking Oct. 20 to the 101st Annual Meeting of the Inland Daily Press Assn. where he and TNG General Counsel David S. Barr comprised a panel on: "Once and for all—are reporters professional or not?"

The Monitor and Wilson are defendants in a case in which the Labor Dept. charges them with not paying reporters for time worked in excess of 40 hours

TNG's Barr spars with publisher on 'professionals'

Chicago—Reporters on papers that would not pay them extra for working more than 40 hours a week either could get jobs on papers that would or they could join the Guild.

George W. Wilson, publisher of the Concord (N.H.) Monitor, made those suggestions for countering abuses many fear would occur if reporters are reclassified as "professional employees" by the U.S. Labor Dept. and are exempted thereby from the overtime provisions of the Fair Labor Standards Act.

If a reporter is good, he or she can

"At a time when pressures are intensifying for shorter work hours to spread employment and ease the problems of employees faced with family as well as wage-earning responsibilities, a return to the dawn-to-dusk work day is unthinkable," said the IEB in a resolution adopted during its Oct. 19-22 meeting here.

It called for the state commission to reject the publishers petition as well as those from other industries who seek to "turn back . . . the industrial clock."

in the newspaper business make it necessary for reporters and other employees to frequently work more than eight hours in a day, the publishers argue in a petition to the commission.

The publishers seek exemption from the state requirement that employees be paid at the rate of time and one-half for work beyond eight hours in a day. They would leave in tact the requirement for overtime after 40 hours in a week, which also is required under federal wage and hour law.



weeks and low pay. Journalists there often work more than a 40-hour week. Between writing and editing, taking pictures, designing pages, and covering city council meetings, 40 hours add up fast. But overtime comes with the job, they're told. And for the job—for all that professional talent—their pay might come to about \$250 a week.

IS MINNESOTA Suburban Newspapers in violation of the Fair Labor Standards Act? Whether it violates the letter of the law is a question only the Labor Dept. and ultimately the courts can determine. Whether it violates the spirit of the law, however, is a question with only one reasonable answer: yes.

It's one of the cruel ironies of American law that journalists who work for Minnesota Suburban Newspapers suffer the benefits of the professional, while the journalists who work for the dailies in St. Paul and Minneapolis enjoy the indignities of the nonprofessional. That alone should be all the evidence the Judge and the Labor Dept. need to decide a journalist can't afford to be called a "professional."

Many reporters who were witnesses for the prosecution in the 10-day trial had worked extra hours because they wanted to produce the best stories possible, not because they were required to do so, Wilson said. Publishers should not be liable for overtime for reporters who work to their own standards and put in extra time when it is not absolutely necessary or authorized.

Barr, who called reporters professionals in the generic sense, noted that most professions are licensed and wondered if newspapers are prepared to confront the possibility of efforts to introduce government regulation and licensing of the craft.

Wilson said he sees three good things coming from reclassification of reporters as professionals under the labor laws:

Liability would be removed from publishers when reporters work unauthorized overtime;

Compensating time off in lieu of overtime pay could be carried beyond the payroll period in which it is accrued; and,

Reporters could work as long as they wanted on a story they might choose to rework several times.

That bill would make it easier for companies to block release of information supplied to government agencies by establishing procedures for companies to argue against the release of data they deem confidential.

The board said it agreed with

one news industry representative who told a House committee that the bill "gives America's corporations extra time to devote their resources to putting information they are required to furnish government beyond public scrutiny." That same industry representative, Robert Lewis, president of the Society of Professional Journalists, Sigma Delta Chi, also testified that the benefits to business in the English bill would not balance delays it would cause "in disseminating vital consumer information."

The IEB called the "one-sided amendment" particularly unwarranted "in the absence of proposed provisions to strengthen rather than weaken the law." It called on Senate subcommittee members to "turn their attention to" the positive changes in the Freedom of Information Act included in a bill proposed last year by SPJ/SDX.

Guild upheld on San Antonio after 6 years

Washington—Six-and-a-half years after the fact, the National Labor Relations Board has ruled that Hearst's San Antonio Light in 1980 illegally withdrew recognition of and refused to bargain with the San Antonio Guild as the representative of the paper's city-circulation district managers.

At the same time, the three-member panel which acted for the full NLRB in the case also held unlawful changes in the district managers' pay, fringe benefits and working conditions put into effect unilaterally by management after it refused any longer to recognize the Guild as their union.

All those actions were illegal because they flowed from a series of other unlawful management actions aimed at destroying majority support for the union among the district managers, the board said Sept. 30 in rejecting a five-year-old appeal by the Light from the same findings by an NLRB administrative law judge.

Management actions aimed at destroying the Guild's majority included soliciting employees to repudiate the Guild, interrogating them about their own and co-workers' union sympathies and activities, telling employees that implementation of better benefits was being prevented by continued Guild representation.

Also, promising better benefits and working conditions if support for the Guild were withdrawn, warning employees to "keep away from" Guild leaders and supporters, suggesting that employees resign and revoke their dues check-off authorizations, instructing employees how to do both and urging employees to persuade co-workers

to withdraw their support for the Guild.

While it may be true that some employees may not have known of the Light's actions, as claimed by management in its appeal, "in these circumstances we are unwilling to allow the respondent [Light] to enjoy the fruits of its violations" by exonerating it on those grounds, the board panel said.

It ordered that the company once again recognize and bargain with the Guild as the district managers' union, that it reinstate any term and condition of employment which it unilaterally changed in the last 6.5 years and that it "make whole" employees for "any loss of benefits" which resulted from its unilateral changes in terms and conditions of employment.

The board panel also upheld the administrative law judge's finding that Guild representatives had illegally informed one district manager that membership was required to obtain health insurance under a program administered by the Guild.

At the same time, reversing a finding of the administrative law judge in his 1981 decision, the board panel ordered the Guild to honor membership resignations and check-off revocations submitted by seven district managers at the time and to refund any dues collected from them after they sought to resign.

The board panel was composed of NLRB Chairman Donald L. Dotson and members Wilford W. Johansen and Marshall B. Babson.

While the panel was unanimous in its findings, Dotson—referring for authority to one of his partial

dissents in another case—pointed out in an extensive footnote that he disagrees with Johansen and Babson's view that unfair labor practices like the Light's "should, ipso facto, bar an employer from attempting to establish through independent evidence that a decertification petition, signed by a majority of its employees, was not

tainted by that unlawful conduct."

His finding in the Light case, Dotson wrote, "is premised solely on the respondent's [Light's] failure to meet its burden of proof."

The San Antonio Guild also represents the Light's business office, editorial and maintenance employees as well as the paper's circulation drivers.

Harvard scholarship deadline near—Dec. 1

Washington—Deadline is Dec. 1 for applications for the 1986-87 Irving Leichter Memorial Scholarship to the Harvard Trade Union Program, TNG Education Director Phil Kadis has advised Guild locals in an Oct. 29 letter explaining application procedures.

Earlier, during its fall meeting in Vancouver, TNG's Int'l Executive Board authorized boosting the scholarship to \$6,500, plus travel expenses, due to rising tuition costs. The actual cost of attending the 10-week residential program may approximate \$7,000, however, Kadis explained.

The program has proven to be "of great value in the development of well-trained Guild leadership," the IEB's Education Committee said in recommending a \$1,000 increase, to \$4,000, in TNG's annual contribution to the program. The scholarship is funded by contributions from TNG and Guild locals, including a minimum \$300 annual contribution from the Twin Cities Guild, which proposed the scholarship initially.

Kadis urged more locals to respond to the recommendation of Guild conventions and make regular contributions to the scholarship fund in order that it may "be maintained on a secure footing."

The program's emphasis is on providing training related to the executive and administrative responsibilities of union officers. This year elective subjects have been added to a core curriculum

that includes courses in labor relations, union administration, economic analysis, labor history, leadership development and utilizing computers.

Among the elective topics are classes and seminars examining political action, affirmative action and comparable worth issues, health and safety, dispute resolution and new tactics for organizing.

The Guild scholarship is open only to top local officers (paid and unpaid) and staff and international officers and staff in keeping with the program's focus on training union officers and administrative staff.

The scholarship is open to Canadian as well as U. S. applicants, Kadis pointed out, noting that the program "has been attended by a number of Canadian unionists through the years." At Canadian Guild members' option, however, arrangements may be made to apply the scholarship to a similar program of studies in Canada, he said.

The Guild scholarship was established as a continuing memorial to the Guild's late general counsel by the 1973 Convention in recognition of Leichter's "lifelong dedication to enlightened trade unionism."

It is administered by Harvard personnel who evaluate Guild applicants and select a recipient. There are no academic requirements for admission.



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Don't stretch work day, state panel warned

Vancouver—"A return to the dawn-to-dusk work day is unthinkable," TNG's Int'l Executive Board said in response to a proposal by the California Newspaper Publishers Assn. to extend to 12 hours the normal work day permitted under state overtime rules.

The publishers are one of seven groups of employers in the state that have asked the California Industrial Welfare Commission for exemptions from wage and hour regulations.

"Unique and special circumstances"

Defense Fund at \$7.8 million; operating income tops expense

Vancouver—Midway through TNG's current fiscal year, the union's Defense Fund reached a record high of \$7,833,032, while income to the General Fund had exceeded expenditures by more than \$80,000 in each of the year's two quarters, the Int'l Executive Board's Finance Committee reported here Oct. 22.

Income to the union's General (operating) Fund exceeded expenses by \$80,074 in the first quarter and by \$81,176 in the second, for a cumulative gain of \$161,250 for the six-month period ended Sept. 30.

Locals' monthly per-capita payments to TNG averaged a record 38,303 in the first quarter of the year as locals made catchup payments in advance of TNG's June convention, the committee explained. Although per-capita payments declined to a more typical monthly average of 28,321 in the July-September quarter, expenditures were \$96,238 below those in the preceding quarter. Also during the second quarter locals' per-capita rate was raised by 34 cents, to \$11.33.

For the six-month period, TNG's Defense Fund had a net gain of \$878,953, on income of \$1,095,474 and expenses of \$216,521.

Defense Fund income for the first quarter totalled \$861,332, including \$504,691 from full-regular dues payments and \$208,390 from interest and investments. Expenses for the period totalled \$134,451. In the second quarter, the fund's income was \$234,142, including \$15,294 from full-regular dues and \$93,196 from interest and investments. Expenses, mean-

while, totalled \$82,070.

Full-regular membership dues were collected for a seven-month period beginning in the prior fiscal year. Full-regular dues payments to the Defense Fund in the current fiscal year reflect catchup payments and payments from locals which collected the dues late.

The General Fund's first quarter gain of \$80,074 came on income of \$1,005,777 and expenses of \$925,703. For the second quarter, income of \$910,641 and expenses of \$829,465 produced the \$81,176 gain. In the second quarter of the previous fiscal year, the General Fund operated at a \$29,675 loss, the finance committee noted.

The IEB, on the finance committee's recommendation, adopted a budget for the third quarter, which began Oct. 1, that projects expenditures of \$900,910 for the period.

After two quarters of the 1986-87 fiscal year, the net worth of the General Fund stood at \$666,979, while the Defense Fund had a net worth of \$7,833,032, including \$7,106,327 in cash assets.

TNG's special organizing fund had a net worth of \$352,168 on Sept. 30, down from \$552,939 at the start of the fiscal year. Expenses for the six-month period totalled \$216,584, while the fund had \$15,813 in income from interest.

Also on the recommendation of its finance committee, the IEB approved a Defense Fund loan of up to \$50,000 to assist the Northern California Guild in meeting expenses associated with "protracted bargaining" in seven of its units.

In addition, it authorized a grant equal to two-thirds of the expenses

incurred by the Washington-Baltimore Guild in seeking to arbitrate the Washington Post's demand for additional exclusions from its contract with the local.

The Post has filed a unit clarification petition with the National Labor Relations Board seeking the exclusion of 104 employees in 51 jobs. The local is preparing to argue to the board that the question should be deferred to arbitration under its contract.

Two-thirds of the costs, "not currently excepted to exceed \$12,000," will be paid from TNG's Defense Fund under the IEB's action, with the remaining costs to be paid by the local. The board also authorized TNG to make an interest-free loan if local funds are not sufficient to meet the additional costs.

In another action, the IEB authorized payment from TNG's Defense Fund for costs and legal fees associated with a case before the NLRB challenging the Pacific Northwest Guild's right to collect the portion of full-regular dues that goes to TNG's Defense Fund from an agency-fee payer.

Also on the recommendation of the Finance Committee, the IEB approved contributions of \$1,000 to the Council on Hemispheric Affairs and the People for the American Way, along with contributions of \$150 each to the United Way campaigns in Washington and Ottawa-Carlton, as well as to the American Civil Liberties Union, and a \$300 contribution to the Student Press Law Center.

On the recommendation of both its human rights and finance committees, the IEB authorized contributions of \$100 to the National Urban League and the American Committee on Africa, plus a \$75 contribution to the Southern Poverty Law Center and \$50 to the Gray Panthers Project Fund.

The IEB also approved merit increases of \$15 a week for International Representative Eugene Bryant, taking his salary to \$978.78, and \$21.22 a week for Richard J. Ramsey, executive secretary of TNG's Contracts Committee, taking his salary to \$1,000.



SAMPLE OF GUILD MEMBER'S 'UNION PRIVILEGE CARD'

'Union Privilege' cards available early in '87

Washington—Applications for a "Union Privilege Mastercard" will be mailed to Guild members in the United States early in 1987.

The credit card, issued by the Bank of New York, is being offered to Guild members as part of a benefits program established by the AFL-CIO for members and associate members of affiliated unions.

TNG's Int'l Executive Board authorized Guild participation in the credit card segment of the program in April.

At its Oct. 19-22 meeting, the IEB also authorized participation in the AFL-CIO's Union Privilege Legal Services program, which in the future will provide members and their families with discounted legal services and free consultations from participating attorneys.

The Mastercard program is offered without cost to TNG or Guild locals. Applicants' eligibility and credit limits are established by the

bank, which also administers accounts. Members must be in good standing to apply for the credit card.

The Mastercard carries a 5-percent-above-prime variable interest rate and no annual fee, although interest is applied on purchases and cash advances from the date of transaction whether or not the monthly balance is paid in full.

Cardholders also are offered the option of skipping the monthly payment each January, and members on strike are permitted to skip additional payments without incurring a penalty.

Additional cards are offered without charge; \$250,000 in travel accident insurance is included at no additional cost.

The interest rate is adjusted quarterly by adding 5 percent to the prime rate as published in the Wall Street Journal on the last business day of each calendar quarter. The card's rate currently stands at 12.5 percent.

IEB lists per-capita delinquencies

Vancouver—In keeping with a directive by TNG's 1983 Convention, the Int'l Executive Board reported the following locals delinquent in payment of monthly per capita to TNG as of Sept. 30:

Local	Months	Amount
Battle Creek	8	\$ 782
Bristol	1	363
Chattanooga	2	952
Columbus	2	1,699
Eugene	1	827

Gary	3	2,120
Kenosha	1	385
Lehigh	4	1,961
Lynn	3	1,009
Madison	1	695
Milwaukee	1	1,439
Northern California	2	52,118
Peninsula	2	612
Peoria	4	5,000
Pueblo	1	714
Puerto Rico	1	9,064
San Antonio	1	884
Wire Service	4	53,568
Youngstown	1	1,201

The delinquencies totalled \$135,393.

'Progress' blips into Jersey Journal's news room

By Ron Leir
Hudson County Guild

Jersey City, N.J.

AT THE Jersey Journal, I can tell the boss to "shut up."

Well, not to his face, exactly... I EXECUTE that COMMAND and thereby DELETE his MSG from my QU.

I guess that's progress. Yes, here in Hudson County, where we do things the old fashioned way—i.e. pounding it out on a manual Royal or Remington—we are about to switch to fast forward with the introduction of VDTs.

It's all brought to us by the people from Atex, Inc., of Bedford, Mass. A company brochure brags that "one out of every six daily newspapers sold in the United States is produced on an Atex system."

Already being used by our classified department, the front-end system is now being incorporated into our news

room. Bureau offices and county courthouse reporters also are due to get the VDTs.

Editors, copy editors and reporters now are undergoing VDT training at the Journal's offices, so the system won't go on line for a while.

A couple of editors have complained of headaches after a few hours of practice with the units; one speculated that the reflection of light from a nearby window onto the VDT screen was the cause. "It was like looking out onto an ice rink," he said. Window blinds have since been installed to prevent glare.

Management has conceded that VDT use will tend to exacerbate any existing eye problems of the user, but the Journal has steadfastly refused to pay for employee eye exams or for corrective lenses.

(The Guild, however, has persuaded the Journal to finance a new vision-care plan for employees.)



Ergonomics was a mutual concern of the Journal and the Guild and that issue was discussed at length at the bargaining table during our recently concluded contract negotiations.

The result: our city room's perennial puke-green walls have given way to a vision in peach (the color, not the

fruit); grey carpeting, although thin, is down; unwieldy, knee-splitting desks from the dark ages have been removed in favor of modern butcher-block top models equipped with keys to drawers; adjustable swivel chairs have replaced wooden hard-backs; dimmed fluorescent tubes are overhead and individual desk lights are coming.

Why has the Journal suddenly decided to spring for VDTs? Undoubtedly they ultimately will save the company money by eliminating jobs in the back shop. And, indeed, management negotiators have offered buy-outs to our ITU printers, who are now reportedly seeking a 10-year contract.

VDTs also likely will mean our eventual changeover from a PM to an AM paper, although the company has said there is nothing definite yet on this.

Stay tuned for later developments. I'm logging off now. Over and out.

