



The GUILD REPORTER

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

Vol. 53, No. 20

Washington, D.C.

November 14, 1986

Bay locals vote on 13th-hour settlements

San Francisco—Several hours after stopping the clock on a 4:59 p.m. Oct. 31 strike deadline, representatives of Bay Area newspaper unions, including the Northern California and San Jose Guilds, reached tentative agreements with publishers of the major dailies here and in San Jose.

The agreements call for wage and fringe benefit increases averaging \$85 over 43 months. Retroactive to June 30, they were reached in joint bargaining between the unions and the San Fran-

cisco Chronicle and Examiner and their joint publishing agency, plus Knight-Ridder's San Jose Mercury-News.

The \$85 package translates into wage and benefit increases of \$108 a week at the key news and advertising top-minimum level in the Guild contracts, with an \$89 increase pushing that weekly rate past \$800 while \$19 goes to health insurance and pensions.

Members of the Northern California Guild at the San Francisco papers, with many expressing dis-

satisfaction with the settlement, ratified the new contract by a vote of 199 to 99 on Nov. 9.

Locals of the Graphic Communications Int'l Union, representing press room employees in San Francisco and San Jose, also ratified the agreements Nov. 9.

San Jose Guild members at the Mercury-News will vote on the proposal Nov. 16, as will members represented by Typographical Union locals. Ballots of Teamster-represented employees, who vote by mail, will be counted Nov. 26.

In San Jose, meanwhile, Guild leaders were applying the wage formula to the contract minimums. Key minimums, as well as those for a number of other jobs, traditionally have been the same in the San Francisco and San Jose contracts.

In both Guild agreements a total of \$9 a week will be set aside to maintain health insurance coverage at current levels and additional payments totalling \$10 a week are earmarked for the pension funds.

The increase in the San Fran-

cisco top minimums for outside ad sales employees, photographers, programmers and reporters totals \$89.19 a week. It comes in seven increments over the contract term: \$3.97 retroactive to June 30; \$8.40 this Dec. 29; \$9.64 next June 29; \$19.89 next Dec. 28; \$13.70 on June 27, 1988; \$19.89 on Jan. 2, 1989; and \$13.70 on July 3, 1989.

The publishers had continued to insist on a wage freeze for the first 18 months of any new contracts until the final stage of the talks.

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Seattle strike vote signals new crises there and at CBC

Even as settlements and tentative settlements were emerging from deadline bargaining with the major dailies in Minneapolis, San Francisco and San Jose late in October, tensions were escalating in Guild locals' quests for new contracts at the Seattle Times and Post-Intelligencer and at the Canadian Broadcasting Corp.

The memberships of the Pacific Northwest Guild units at the Seattle papers—where talks began in the spring and contracts expired July 21—on Nov. 10 voted their bargaining committee strike-call authority by a 94 percent majority. No deadline was set.

Three days before, talks between the Canadian Wire Service Guild and CBC broke off and Guild leaders said they expected that within days the federal labor ministry would announce that they were in a strike position. That already was the case with two other unions at the national broadcasting service.

That weekend one of those other two, the Canadian Union of Public Employees representing some 2,500 on-air and support people nationwide, conducted a two-day work stoppage at CBC's Toronto operations "to try to get their (CBC's) attention," as Bob Paterson, CUPE Broadcast Council president, put it.

CUPE's contract and that of the National Assn. of Broadcast Employees & Technicians have been expired since June of 1985.

The Guild-CBC contract, which covers nearly 600 English-language news and French-language current-affairs employees, has

been expired since November of 1985.

Paterson said that while CUPE advised members of the Guild and NABET to continue to work, the Guild had pledged its support.

Major issues in all three unions' talks at CBC include management demands for drastic concessions in job security guarantees.

Chief issues at the Seattle dailies—where the Guild represents nearly 900 employees—also include management demands for major retrogressions, particularly doing away with guaranteed increases through the contracts' wage provisions and changing to a medical hospitalization plan that would provide reduced benefits while costing employees more.

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TNG PRESIDENT CHARLES A. PERLIK, JR., ADDRESSES CLUW CONVENTION
Seated, right, CLUW President Joyce D. Miller; left, Dina Beaumont, Communications Workers.

CLUW opens drive on sexual harassment

PARLEY RE-ELECTS PADIA

A. Perlik, Jr., was among the labor and political leaders who addressed the convention.

As a "strong, articulate voice for working women," Miller said, CLUW will work with all women to combat sexual harassment through workshops, seminars and a general education effort.

A cornerstone of that effort is a poster urging women to contact CLUW for information and referral services. [See Page 5].

The convention's 667 delegates and alternates from 38 national and

international unions and 37 local CLUW chapters underscored the issue by adopting a resolution calling for, among other things, vigorous enforcement of statutes that provide protection from sexual harassment, adoption of contract language to deal with it and education of union officers and staff about sexual harassment.

Other resolutions adopted by the convention included calls for:

- ✓ A national CLUW conference on organizing women;
- ✓ Support for the federal Family and Medical Leave Act as well as for other legislative and bargaining initiatives on child care;
- ✓ Active opposition by CLUW to the proposal to lift the federal ban on industrial homework in six industries;
- ✓ Support for labor's efforts to achieve pay equity and eliminate two-tier wage systems;
- ✓ Local campaigns to achieve

a shorter work week as a means to "reduce job stress, create jobs and enable workers to have more time for family life..." The resolution urged the AFL-CIO to give the issue "high priority."

In a resolution "wholeheartedly supported" by the Guild delegation, CLUW also urged its chapters to "use their clout" as viewers and consumers to persuade TV writers, producers and advertisers to "integrate real-world concerns" into shows and commercials that portray women.

Another resolution encouraged negotiation of contract language protections for VDT operators, urged initiation and support of government standards and pledged CLUW's participation in VDT groups such as the VDT Coalition in California, which includes guild locals.

The convention also urged unions to divest all holdings in South Africa and expressed its opposition to military, economic and political efforts to destabilize the elected government or trade-union

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COPE endorses bat a hot .662

Washington — Two-thirds of the candidates for Congress and governor who were endorsed by the AFL-CIO Committee on Political Education in the Nov. 4 elections won their races, the AFL-CIO reports.

It was the best showing for union-backed office seekers at that level since a similar 66-percent

victory performance in 1978, eight years ago, according to COPE Director John Perkins.

In the 34 races for seats in the U.S. Senate, COPE endorsed 27 candidates and 19 of them won—a 70 percent performance. In the process, the 53-47 Republican majority was turned into a 55-45 margin for the Democrats.

Only in Missouri, where former Guild activist Harriett Woods was the candidate, did the Democrats fail to retain a seat they occupied going into the election. They held on to 11 of the seats while voters turned nine seats formerly held by Republicans into the Democratic column.

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Arbiter orders intern pay . . . 7

Asbestos removal is best procedure, publishers advised

Every newspaper plant built before 1970 probably contains asbestos insulation and for legal and employee-health reasons it should be removed or otherwise dealt with, a recent American Newspaper Publishers Assn. health and safety seminar was told by a panel of experts according to Editor & Publisher magazine.

Complete removal of the cancer-causing substance was endorsed by all the panelists, despite the large amounts of time and money involved, the magazine reported in its Oct. 18 issue.

One of the panelists, a lawyer with a New York City firm, warned that one alternative procedure—encapsulating the asbestos in a syrup-like material—can cause more problems than it solves.

Bruce H. Berry, of the Sabin, Bermant & Blau firm, said he has "heard from plants that when you

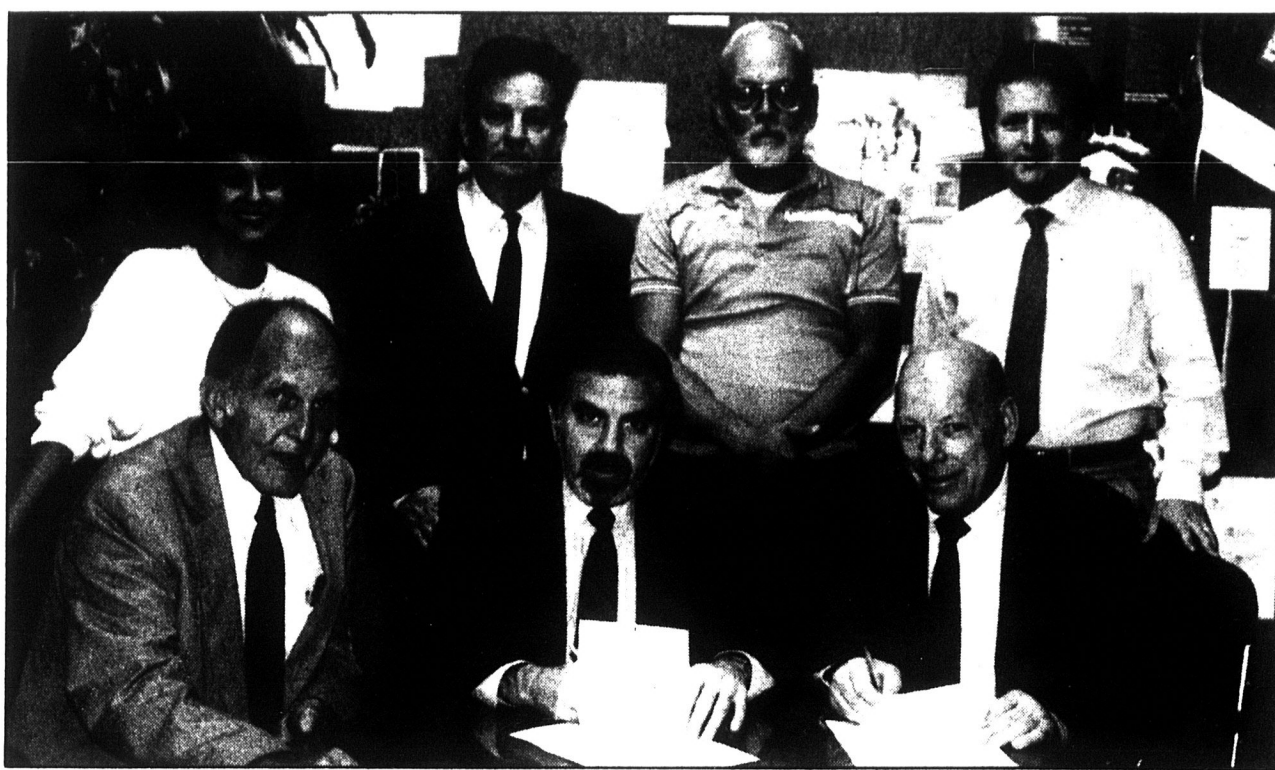
put this encapsulation substance on, the asbestos sags, and then falls."

He urged publishers who have, or think they might have, asbestos in a plant to "take an air sample, and find out."

A safety engineer with a New York City asbestos removal firm described for seminar participants how asbestos removal work is carried out. Typically, said Carl V. DiGioia, of Risk Control, Inc., affected areas are isolated with plastic sheeting and a special air system is installed to prevent asbestos fibers being circulated into other areas.

Monitoring of other areas also should be conducted to assure that the fibers are not spreading during removal or encapsulation, DiGioia advised the group.

Furniture and water fountains are removed, if possible; covered, if not; while specially suited workers—he called them "Jedi men"—



ST. LOUIS BARGAINERS SIGN NEW PACTS WITH LABOR COMMUNICATORS

Seated, from left: Robert A. Steinke, Guild executive secretary; Ed Finkelstein, head of both Union Communications and the St. Louis Labor Tribune; Robert C. Holt, Jr., Guild president. Standing, Guild unit leaders Lila Hoskins, John Primm, Sherwood Kerker and Jim Roberts.

remove the offending material and seal the surfaces on which it had been located.

Berry said employees should be told what is taking place, noting that "you can't hide it when a bunch of people with moon suits come in."

Unicom pact ups rates 5%

St. Louis—A new agreement between the St. Louis Guild and Union Communications Corp., a public relations and publications service for the area labor movement, raises wages by 5 percent in each of its three years. Highest minimum goes to \$400 a week, for account executives.

Vacation service requirements are reduced by one year, to 12 years for four weeks, to three years for three weeks and to one year for two weeks. A fifth week of annual vacation is added for employees with 15 or more years of service.

The employer is to pay \$25 a month into a savings account on behalf of each employee, pending the establishment of a tax-deferred (401-K) savings plan. The old agreement had called for a \$2 weekly payment by the employer matched by a like amount from each of the employees who chose to participate.

Guild members at the commonly managed St. Louis Labor Tribune, meanwhile, also have ratified a new agreement covering the labor paper's advertising and editorial employees.

Crises loom in Seattle, at CBC

(Continued from Page 1)

Now that both papers are "doing extremely well financially" since entering joint publishing and costing 214 Guild members their jobs, they essentially are proposing to take away the Guild's right to bargain on wages, said Robert E. Bruner, the Guild's administrative officer.

Under the companies' demands, all minimums would be frozen, ad sales persons could earn more through commissions and the company would decide when and if anyone else deserves a raise, and how much, Bruner said.

The Guild, meanwhile, has proposed three-year contracts with 7 percent increases in minimum and above-minimum pay rates in each.

First talks following the 343-to-

22 strike vote Nov. 10 were scheduled for Nov. 18 and 20. At the companies' suggestion, they will for the first time involve participation by the Federal Mediation & Conciliation Service.

At the CBC, Jerry E. McDonald, Guild administrative officer, reported that management is demanding elimination of all contractual limits on its employment of temporaries. "They want total say on how many they'll use and how long they'll use them," said McDonald.

The Guild has received no wage-increase proposal as yet from CBC, McDonald added, but the other two unions have been asked to accept lump-sum payments to cover the 12 months and more since their contracts expired

and a total of 5 percent for wages and fringe benefits from the date of signing, obviously inadequate on both counts, he said.

There has been no Guild strike vote at CBC, but each of the other unions' memberships has voted their leaders authority to call them out. In both cases the affirmative vote was about 80 percent.

The NABET membership actually has taken strike votes twice, McDonald said. About a year ago, a strike authorization motion was approved by a majority of about 64 percent and now another such motion drew approval of an 80-percent majority. There has been no Guild strike vote as yet.

Neither, McDonald said Nov. 12, has management agreed to any more contract talks with the Guild.

Forced retirement banned

Washington—Mandatory retirement has been outlawed in virtually all places where Guild members work in the United States with enactment of an amendment to the Age Discrimination in Employment Act.

The amendment, approved by both houses as the 99th Congress drew to a close, abolishes mandatory retirement at any age in

businesses with 20 or more employees. It was signed Nov. 1 and went into effect immediately for employees in Guild jobs.

The federal law supersedes the few age-based mandatory retirement provisions that exist in Guild contracts and/or pension plans, said J. William Blatz, TNG's director of administrative operations.

Justice okays Evansville deal

Washington—The Justice Dept. has informed the jointly published dailies in Evansville, Ind., that it will not challenge Scripps Howard's selling the afternoon Press to an official of the chain while buying the morning Courier and the joint printing company that performs production, distribution and business functions for both.

TNG in August urged the Justice Dept. to investigate the proposed changes in the joint publishing agreement and the papers' ownership. If they are permitted without challenge, TNG President Charles A. Perlik, Jr., wrote, it would appear that that the chain "bought a delayed-delivery monopoly" when it entered the joint operation.

COPE endorses bat a hot .662

(Continued from Page 1)

In the contests for the House, 239 of the 362 Democrats and all nine of the Republicans endorsed by COPE won election or re-election—a 67 percent record. It also is 13 more members of the House with COPE endorsement than in the just concluded 99th congress.

Poorest performance by COPE-endorsed candidates was in contests for governor. Seventeen of 31 endorsed Democratic candidates and the one endorsed Republican were elected, a 56 percent showing.

In a Nov. 6 letter to U.S. locals, TNG President Charles A. Perlik, Jr., said that despite Harriett Woods' loss, "we can all take some satisfaction" from the fact

that the leadership of the Senate and its committees "was wrested from anti-labor, right-wing elements" and "labor was a major factor in that shift."

AFL-CIO President Lane Kirkland said the federation looks forward to working with a Senate leadership which, like that in the House, "will address the needs of all working people."

Canada's boycott list

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

Canadian Labour Congress

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

Alberta

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

British Columbia

California table grapes
Chilean products
Continental Airlines
Gainers' meat products
Lettuce (Donny, Red Coach, Big Fred, Big A, Bobby & Andrews)
Procter & Gamble (soap products)
Louisiana Pacific Corp. (forest products, construction material, Waterwood construction panels, Pabco Xonolite insulation, Weatherseal windows and doors)
Victoria Plywood

Manitoba

BP Kent Flour Mill
California table grapes
Canada Trust Mortgage Co.
Gainers' meat products
Fisons Peat Moss
South African products

New Brunswick

Gainers' meat products
Perfection Foods products produced in Prince Edward Island
Sobey's Stores Ltd. (retail grocery outlets and all non-union operations in the Atlantic Region)

Newfoundland

Gainers' meat products
Perfection Foods products produced in Prince Edward Island
Sobey's Stores Ltd. (retail grocery outlets and all non-union operations in the Atlantic Region)

Northwest Territories

Business and properties owned by Tony Chang

Nova Scotia

California table grapes
Capital Stores, Valu Fair Drug Marts. (Halifax area)
Gainers' meat products
Holiday Inn, Rue Robie St., Halifax
Lawton Drugs
Perfection Foods products produced in Prince Edward Island
Sobey's Stores Ltd. (except Cape Breton Island)
South African products

Ontario

California table grapes
Canada's Wonderland
Gainers' meat products
Sunoco

Prince Edward Island

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

Quebec

California table grapes
Sears stores and products
South African products

Saskatchewan

California table grapes
Chilean products
Gainers' meat products
South African products



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.

Guild calls byline boycott over UPI firing an editor

Washington—Few bylines were to be found on news stories transmitted from United Press Int'l's Washington headquarters Nov. 11 as a byline boycott called by Wire Service Guild leaders got underway here and began to spread to UPI bureaus across the country.

Guild representatives called for a four-day byline boycott to protest the dismissal of UPI managing editor Ronald Cohen, a 25-year veteran of the news service. His dismissal was reported Nov. 7, simultaneously with the resignation of Max McCrohon as UPI president.

Given five weeks notice of his dismissal Sept. 30, Cohen opted to remain in the managing editor's

post only until after the Nov. 4 elections. He was told he did not fit into the plans of UPI's new owner, Mario Vazquez Rana. Cohen called that reasoning "patently absurd."

About 150 current and former UPI employees turned out for a party in Washington Nov. 7 honoring Cohen. They presented him an 18-foot message of condolences from staffers throughout the country.

Milton R. Benjamin, a management consultant who has been engaged by Vazquez Rana since last spring, is replacing McCrohon as UPI president. Benjamin worked as a reporter and editor for UPI in

the 1960s, was an editor for Newsweek magazine and the Washington Post and served as assistant to the chairman of the Post.

Guild officers, meanwhile, have authorized the local to arbitrate what are described as "wholesale violations" by Vazquez Rana of his agreement with the Wire Service Guild.

Among the violations cited are UPI's failure to pay a large number of Guild-covered employees' claims that were before the bankruptcy court. Under the Guild's agreement with Vazquez Rana those claims were to be paid in full.

The Guild also charges the company with violating the agreement

by terminating the jobs of about 15 employees in New York despite job guarantees included in the agreement.

Contract coverage for another group of employees and UPI's failure to name a board of directors, including two members nominated by the Guild also are subjects of dispute.

The local is examining other op-

tions in addition to arbitration for enforcing the contract, a local representative said.

Vazquez Rana took over control of UPI in June after his \$41 million bid for the news service won the approval of the federal bankruptcy court and parties to the bankruptcy, including the Guild and representatives of UPI's then-current management.

B.C. worker wins pay for VDT eye treatment

Delta, B.C.—A school board employee whose vision became impaired after she began spending prolonged periods of time working at a VDT has been awarded medical costs incurred for treatment of the condition.

The decision by the B.C. Workers' Compensation Board upheld an appeal by the Canadian Union of Public Employees on behalf of the employee after her initial claim was rejected, reports the union's publication, *The Leader*.

The employee began seeing white objects with a pink tinge. Her ophthalmologist said it was the result of saturation of her eyes' green photo receptors caused by

viewing a VDT screen for long periods.

Her compensation claim first was rejected on grounds that the problem was not an injury, but a review board agreed with her union representative that the problem fell within the portion of the compensation board's definition of an injury describing it as "any physiological change."

The review board also went further, citing a medical definition of an injury as any "impairment of body structure or function caused by an outside agent or force, which may be physical, chemical or psychic." (*CALM/ACPS Labour News Service*)

Chain council elects officers

Merrillville, Ind.—The Knight-Ridder Chain Council of Guild locals held its fall meeting here Nov. 1-2, electing officers for a new term and sharing information about issues of common interest to the nine Guild locals that represent employees on Knight-Ridder dailies.

The meeting fell just days after P. Anthony Ridder, president of Knight-Ridder's newspaper division, announced company plans to enhance profitability by cutting newspaper jobs over the next 14 months through attrition and, if necessary, by dismissals.

Participants adopted a resolution calling on the council to make every effort to send a representative to Knight-Ridder's annual

stockholders' meetings. It also encourages locals representing Knight-Ridder employees to do likewise.

Bill Barry of Philadelphia was re-elected the council's president. Also elected were: Luther B. Jackson III of Detroit, recording secretary; Bobbie Jenkins of Los Angeles, treasurer; and Karl Karlson of Twin Cities, vice president.

Guild is turned away at San Mateo weeklies

San Francisco—A majority of employees of a group of weeklies in San Mateo County have voted against the Northern California Guild becoming their bargaining representative.

In balloting supervised by the National Labor Relations Board Nov. 7, the tally was 8 to 14 among employees in the papers' editorial and commercial departments, while production department employees cast three votes for the Guild and five for "no union."

The weeklies are the Burlingame Boutique & Villager, the Foster City Progress, San Carlos Inquirer-Bulletin and the Millbrae Sun Leader.



COUNCIL REPRESENTATIVES SHARE A JOKE AT MEETING OF KNIGHT-RIDDER LOCALS

From left: Bill Barry, Philadelphia, council president; Luther B. Jackson III, Detroit, secretary; Karl J. Karlson, Twin Cities, vice president; Buck Lanier, Los Angeles.

UTW joins CWA as ITU votes on it

Washington—While Int'l Typographical Union members were voting on a proposal to merge their union with the Communications Workers of America, the CWA concluded a merger with the United Telegraph Workers, which includes among its 5,800 members technicians at the Associated Press.

Typographical Union members' votes on merging with the CWA to form an autonomous Printing, Publishing and Media Workers Sector were to be cast before Nov.

19. Ballots were scheduled to be counted Nov. 25. If approved, that merger could take effect in December.

ITU members also were voting for officers and on a dues proposal to fund a supplemental \$200-a-week strike benefit following merger.

Representatives of the UTW and the CWA signed an affiliation agreement Oct. 17 after delegates to a UTW convention earlier in the month voted three-to-one to approve the merger. The UTW will

be an autonomous group within the CWA, electing its own officers and maintaining a headquarters office.

UTW President Daniel Beckstead, who defeated Richard C. Brockert in a bid for re-election, said he plans to move the union's headquarters from the Washington suburbs to his home base in Cleveland.

Most of the UTW's members are employees of the Western Union Telegraph Co.

Unions called prime defense on drug tests

Toronto—Unions are the first line of defense in protecting workers' rights when employers attempt to impose mandatory testing for drug use, two groups of Canadian Wire Service Guild leaders were told recently.

Don Whiteside, president of the Canadian Rights and Liberties Federation, spoke to forums on mandatory drug testing held during weekend meetings of the national councils of the Guild local's Canadian Press and CBC branches in mid-October and early November.

Referring to the growing movement toward mandatory tests in the United States and to a lesser extent in Canada, Whiteside said unions must be vigilant in guarding against their imposition.

"Unions are the first line of defense. If unions don't support it [mandatory testing], it will not go. If unions weaken, it will," he said.

Whiteside said testing employees for drug use is more than just a violation of privacy. Outlining several other issues at stake, he pointed to the questionable accuracy of the tests, the right of citizens to be free of unreasonable

search and seizure, and the possibility of the tests being used to harass unpopular employees and union activists.

Drug testing puts the onus on the employee to prove his or her innocence, he noted. "You are presumed guilty before you take the test," he said, adding that an employee may be fired unless he or she proves his or her innocence.

While the move toward mandatory testing programs does not have the momentum in Canada that it appears to have in the United States, Prime Minister Brian Mulroney recently said that he backs President Reagan's anti-drug drive and joined Reagan in offering to take a drug test himself.

Major Canadian companies such as federally owned Air Canada and Canadian National Railways have established pre-employment testing and are considering mandatory testing for all employees, as well.

Whiteside suggested that unions seek to negotiate protection against such testing into their contracts and join the effort to educate Canadians on the issue.



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WANTED:

Local Representative

Duties include bargaining, organizing and grievance handling. Salary: \$35,000 a year, plus; commensurate with experience. Full benefits package.

Written applications accepted through Dec. 15.

Southern Ontario Newspaper Guild
1253 Queen St. East
Toronto, Ont. M4L 1C2
Attention:
John Bryant

CLUW launches drive against harassment

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movement in Nicaragua.

Special attention was given to a resolution supporting the boycott of the Chicago Tribune, where more than 1,000 printers, mailers and pressmen have been on strike or locked out since July 8, 1985.

In his address to the 1,012 delegates, alternates, observers and guests, TNG's Perlik congratulated CLUW on its many contributions to the labor movement.

"You are infusing into unions large and small not only the female life experience but new energy and ideas, greater diversity and ele-

vated consciousness," he said. "And for that, we are all the better."

He also praised CLUW for its "strong hand" in the growth of female union membership. "As you move forward," he said, "I want you to know that we are proud to be your ally."

Others from labor who addressed the convention included Morton Bahr, Communication Workers president; John Sweeney, Service Employees president; William Lucy, president of the Coalition of Black Trade Unionists; Owen Bieber, Auto Workers pres-

ident; John Kelly, Office and Professional Employees president; and AFL-CIO Secretary-Treasurer Thomas R. Donahue.

Shirley Carr, president of the Canadian Labour Congress and the highest ranking woman labor leader in the world, received a standing ovation before and after her hour-long speech. She urged CLUW members as women unionists to fight spouse abuse, prostitution and abuse of prescription drugs imposed by mostly male doctors. "If we don't do it," she said, "no one will."

Earlier, Padia was nominated as

one of eight national vice presidents by Kathy Andrade of the International Ladies Garment Workers Union, which had one of the largest delegations at the convention.

In doing so, Andrade relayed a message from the Guild delegation expressing its unanimous support for Padia. "I and the ILGWU delegation feel the same," Andrade said. "Whether she is being arrested for demonstrating at the South African Embassy or organizing the March for Women's Lives, Anna Padia demonstrates her dedication to us all."

The convention responded with a standing ovation and chants of "Padia, Padia, Padia."

CLUW's top five officers also were re-elected without opposition: Miller, Clothing and Textile Workers, president; Addie Wyatt, Food and Commercial Workers, executive vice president; Gloria Johnson, Electronic Workers, treasurer; Lela Foreman, Communication Workers, recording secretary; and Elinor Glenn, Service Employees, corresponding secretary.

Beth Gillin of the Philadelphia Guild was elected TNG delegate to CLUW's National Executive Board. Larkie Gildersleeve of the Northern California Guild was elected first alternate and Lois Anne Rosen of the Chicago Guild, second alternate.

Other TNG delegates to the convention were Linda Foley, TNG

collective bargaining and research assistant; Joan Gibson, Philadelphia Guild; Sara Hammond, Portland Guild; Bobbie Jenkins, Los Angeles Guild; Robert A. Steinke, St. Louis Guild; and Padia.

Evalynn Carter of the Memphis Guild and Pat Strand of the Chicago Guild participated as observers.

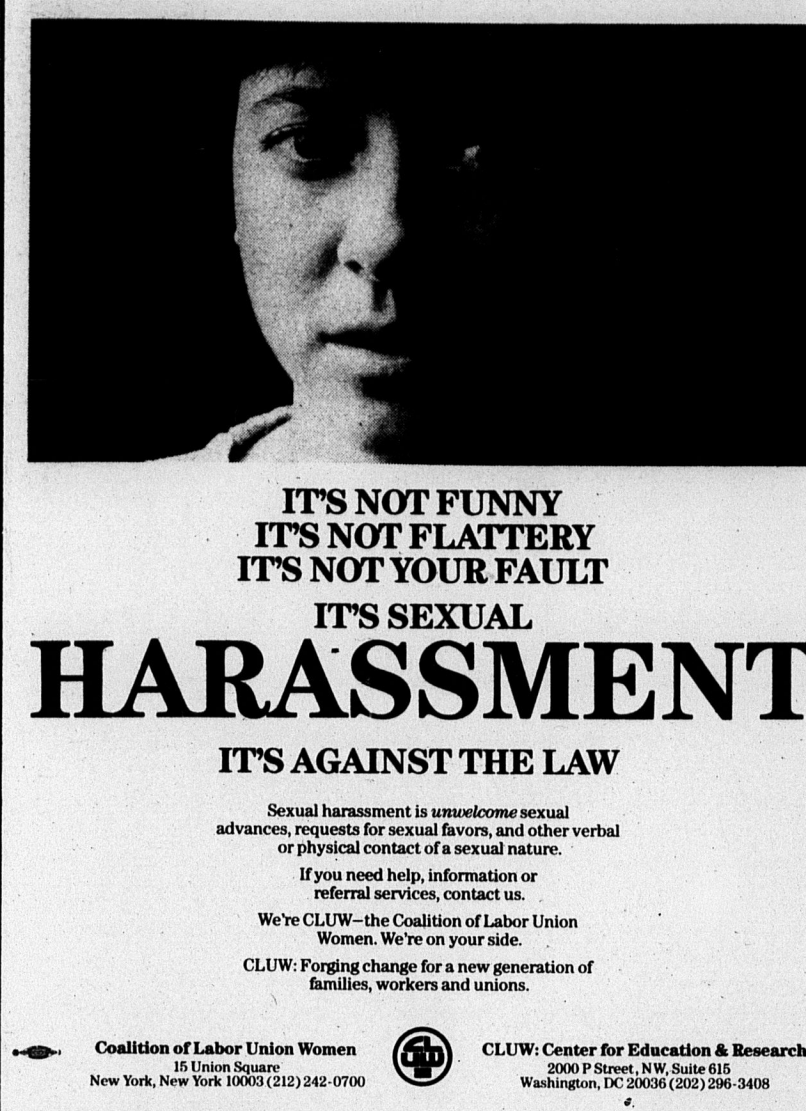
Guild's mark prominent on CLUW poster

St. Louis—The anti-sexual-harassment poster unveiled by the Coalition of Labor Union Women at its Fourth Biennial Convention is an all-Guild production.

The idea of a poster in conjunction with a national campaign against sexual harassment was proposed by Anna M. Padia, TNG's human rights co-ordinator who also is a national CLUW vice president and a member of CLUW's public relations committee.

Carl A. Fillichio, an associate communications specialist with the Kamber Group and a member of the Washington-Baltimore Guild, refined the concept and wrote the copy.

Karen Ward, another Local 35 member who is a graphic artist at Kamber, designed it, and Nancy Mendez, a publication design specialist and Guild member at Kamber, posed for the photograph.



Ward said she cropped the top of Mendez' head out of the photograph to "bring the eye to the face and eyes. The idea is to make it very dramatic."

Mendez was chosen because she represented "every woman," Fillichio said. "She has ethnic ambiguity."

Fillichio has been assisting

CLUW for more than a year with communications, public relations, education, consulting and art services. Kamber has provided Fillichio's services to CLUW without charge.

As for Mendez, she downplayed her role as a symbol for a national campaign. "I just happen to be the model," she said. "But I'm glad everyone is happy about it."

Padia: Organize against harassment

Washington—Massive education, increased unionization of working women and beefed-up law enforcement are all needed to eliminate sexual harassment on the job, TNG's Anna M. Padia said on a TV panel show broadcast across the United States on Nov. 1 and 2.

Increased unionization—to provide bona fide grievance and arbitration procedures—is the best route currently in light of the Reagan administration's cuts in funds and personnel for the Equal Employment Opportunity Commission, the chief law enforcement agency with responsibility in the area, she said.

All three of the other panelists—plus the moderator—on the program, produced by the U.S. Chamber of Commerce, agreed that both employers and employees need to know more about their rights and responsibilities in the area, but two of the other panelists shied away from Padia's call for more women to join unions.

The other "It's Your Business" panelists were U.S. Chamber President Richard Leshner, EEOC Commissioner Rosalie Silberman and Mark Lane, an attorney who has represented women in landmark cases. Padia participated as a vice president of the Coalition of Labor Union Women and as TNG human rights co-ordinator.

Leshner said all employers must realize that sexual harassment is both illegal and immoral and that "if you don't have a policy and procedure in place" banning it, "it's time for you to get one" or be without defense if a complaint is filed by an employee.

Literally thousands of employees have instituted policies and procedures and educational programs since the Supreme Court held that employers can be responsible for a supervisor's actions, he said, noting that the under the decision an employer does not have "automatic guilt" if such steps have been taken.

Lane said, however, that too

often the policies are not communicated to the right people—neither to a firm's executives nor to the women who are harassment's victims.

"Above all," Lane continued, "the employers generally have established an internal investigatory system made up of executives—supporting their buddies who are other executives—and sometimes not even questioning the women, and . . . retaliating against the women if they make the complaint."

The EEOC's Silberman took issue with Padia's statements about the effectiveness of the agency under the Reagan administration, asserting that "we are doing our very, very best and I think we're doing very, very well in terms of beefed up enforcement. We all have to work on education."

Transcripts of the program (#374) are available for \$2 each from "It's Your Business," 1615 H St. NW., Washington 20062.



TNG's ANNA PADIA (SECOND FROM RIGHT) MAKES POINT ON 'IT'S YOUR BUSINESS' PANEL

Others on U.S. Chamber of Commerce sponsored and produced show, from left: Richard Leshner, Chamber president; Rosalie Silberman, EEOC commissioner; moderator Meryl Comer; Padia; Mark Lane, attorney, author lecturer.

Post cancels Guild agreement, talks continue without progress

Washington—Bargainers for the Washington-Baltimore Guild and the Washington Post continued to meet but reported no progress still during the two weeks following the Post's canceling its contract with the Guild Nov. 3.

A bargaining meeting scheduled for Nov. 14 was to be the 44th overall since mid-April, the fourth since the cancellation. The contract has been expired since July 9.

Post Industrial Relations Vice President Lawrence A. Wallace said the company canceled the contract Nov. 3 because "we thought it was time for the Guild to get serious" in bargaining, the Bureau of National Affairs' Daily Labor Report reported Nov. 4.

It also reported Wallace saying that talks will continue until impasse is declared or settlement reached and that the cancellation means the paper no longer is obligated to arbitrate grievances and could discontinue dues checkoff.

While Wallace subsequently claimed in a Guild bargaining session to have been misquoted in the report, a confidential Oct. 31 memo to "all exempt managers" in Guild departments from John

Kuhns, personnel vice president, included similar statements on the reason for the contract cancellation and on arbitration.

Guild Administrative Officer Sandra Polaski said she sees the cancellation as a "pressure tactic" aimed at increasing Guild members' willingness to "settle cheap" on an inferior Post offer. She also said there would be a vigorous challenge to any management move to impose since "there are many open issues that have yet to be bargained 'in good faith' by the Post, as labor law requires."

Responding to assertions in Kuhn's memo that responsibility for the protracted talks rests with the Guild, the union's bargainers—with as many as 50 member-observers present—at talks on Nov. 7 invited the company to "set the agenda," Unit Co-Chair Tom Sherwood reported in a subsequent Post Unit News bulletin.

The company's response was to ask which of its proposals the Guild was ready to drop.

The room-full of observers was "appalled" and "shocked," Sherwood wrote, as management representatives refused "time and

again to discuss" why maternity benefits for exempt employees are "more humane" than those for Guild employees; refused to improve automobile-expense reimbursements; and said the Post does not have a policy on protecting news people from government and other legal action to compel disclosure of sources and information.

One reporter, observing his first bargaining session, labeled the management postures "Orwellian."

Main issues in the talks, a Guild leader said, involve the Post's "multi-tier" pay system and the inequities it creates among people in the same jobs; the Post's medical-plan proposals, which well could add \$300-\$400 to each employee's annual costs; and the company's overtime practices.

Meanwhile, on the eve of their opening day, the National Labor Relations Board's regional director postponed hearings that were to have begun Oct. 2 on a Post petition to remove more than 100 employees from Guild contract coverage. The hearings were delayed pending outcome of Guild objections to the full NLRB.

More joining overtime suit at Post

Washington—As the number of Washington Post employees joining in an overtime suit for back pay and damages continued to grow, the Washington Post asked the U. S. District Court to dismiss the charges that it has violated federal wage and hour law by failing to pay overtime to the Guild-covered employees.

Post plaintiffs on the payment of overtime comply with federal regulations, the Post said in response to the suit, filed Oct. 1 by five employees. By Nov. 12 an additional two dozen had joined it.

If there are employees among the group who have been denied pay at the time-and-one-half rate after working 40 hours in a week, those employees are exempt under the law itself and regulations promulgated under it, the Post said.

The company also contended that the suit is invalid because the plaintiffs acted on the Guild's behalf rather than as aggrieved individuals, claiming that the Guild "has demonstrated its intention to

instigate and use this litigation for the purpose of creating pressure in collective bargaining."

Members of the local's Post unit approved the local's assisting members with a wage-and-hour suit at the same time the membership voted to initiate a concerted "work-to-law" job action aimed at ending what it said has become routine denial of overtime pay.

The initial five plaintiffs, two reporters, two assistant editors and a newsaide, charged that the Post has unlawfully provided compensatory, straight-time off in lieu of overtime pay at time and one-half.

The company also has "intentionally and willfully maintained a system of rules and policies" designed to discourage employees from seeking overtime pay as required by law, the group charged on behalf of themselves "and others similarly situated."

The suit also charged that the company refused to pay for over-

time "on the asserted ground that the department or Post budget did not allow" for it.

The suit also alleged that the company has failed to keep adequate records of hours worked, as required, and because of that failure undetermined amounts of overtime pay are due employees.

The Guild's contract with the Post includes a cutoff on the payment of overtime pay for employees whose regular salary is more than \$740 a week, but even those affected by the cutoff "should assert their legal right to overtime once they have worked more than 40 hours in a week," bargaining committee member Martha Hamilton explained in a shopwide "User's Manual for Overtime Rights."

Other employees, said Hamilton, one of the initial five plaintiffs, "should claim their right to overtime on any day when they work more than 7.5 hours."

The U.S. price elevator

The table below records the ascent of the Consumer Price Index in the United States over a 24-month period following a 1.5-point increase in the index in September to 324.9, up 4.4 points from September 1985, and 12.8 points from September 1984. The first column lists the index for each of the last 12 months, the second the percentage increase over the same months of the preceding year and the third, the percentage increase over September 1984. The Urban Wage-Earners' and Clerical Workers' Index (CPI-W) is the source.

	Index*	Percentage over	
		Same month prior year	September 1984†
October	321.3	2.9	2.9
November	322.6	3.4	3.4
December	323.4	3.6	3.6
January, 1986	324.3	3.7	3.9
February	323.2	3.0	3.5
March	321.4	1.9	3.0
April	320.4	1.2	2.6
May	321.4	1.1	3.0
June	323.0	1.3	3.5
July	322.9	1.2	3.5
August	323.4	1.2	3.6
September	324.9	1.4	4.1
*1967 = 100		†Index = 312.1	

Excerpts from Perlik's speech to CLUW

The following are excerpts from a speech by TNG President Charles A. Perlik, Jr., on Nov. 9 to the Fourth Biennial Convention of the Coalition of Labor Union Women.

THIS COALITION of Labor Union Women has, in the past 12 years, become the leading advocate of the nation's working women. It has pricked the conscience and sense of responsibility of corporations, governments and unions alike.

It has done so in the fashion of Sojourner Truth, the black antislavery militant, who always drew her share of hecklers.

One time, an Ohioan who supported slavery yelled out to her during a speech, "Old woman, do you think your talk about slavery does any good? Do you suppose that people care what you say? . . . Why, I don't care any more for your talk than I do for the bite of a flea."

Sojourner Truth, always quick with a quip, replied: "Perhaps not, sir, but the good Lord willing, I'll keep you scratching."

In the process of meeting many major challenges these 12 years, CLUW has become a movement within a movement. You are infusing into unions large and small not only the female life experience but new energy and ideas, greater diversity and elevated consciousness. And for that, we are all the better.

Through its national activity and the work of chapters across the country, CLUW has played a major role in increasing women's participation in the leadership and the political and legislative processes of the labor movement.

As unionists, you well know what a union contract can mean. You are the most natural and credible voice in explaining to 36.5 million unorganized working women the who, what, where, when, how and why of union membership.

Without question, CLUW has had a strong hand in the growth of female union membership to a point where it now constitutes more than a third of the labor movement. Women have accounted for 34 percent of the increase in union membership since 1960 — nearly

three times the rate of over-all growth.

Who better than CLUW members can meet the specific organizing challenge before the labor movement today?

One challenge is posed by newer women in the workplace who benefit from the hard-won gains of both the labor and women's movements but take them for granted, disdaining sympathy for the unions, the feminist groups and the affirmative action that made them possible.

CLUW's affirmative-action goals in the workplace and the union are among many CLUW objectives that the Guild shares. With a 60-40 male-female membership ratio, the Guild has made extensive efforts to track the results of affirmative-action efforts in our own union house.

Our annual audit indicates that at the beginning of this year, 24 percent of Guild locals had women presidents.

As many as five women have served on our 16-member International Executive Board. Three are currently serving.

When, in the late 1960s, we found that women constituted only 10 percent or less of the delegates to our annual conventions, we accelerated our efforts to increase their participation. By 1975 their numbers had grown to more than 17 percent; by 1980 they made up 22 percent, and this year they constituted 28 percent of the delegates.

These gains, steady and beneficial as they are, don't satisfy us. We won't be satisfied until women have their full 40-percent proportionate representation in the Guild's highest deliberative body.

The number of convention committees chaired by women has also increased steadily since 1970. In five of the last 10 years, women have chaired 40 percent of these committees, reflecting the estimated proportion of the Guild's female membership. In the other five years, women have chaired between 30 and 40 percent of the convention committees.

Affirmative action works. Guild experience with such employers as the New York Times and Washington Post has proven that legally

enforced affirmative action is effective. It must be continued.

Affirmative action is only one of many items on CLUW's agenda that is of national importance.

Another is a point you are making clearer: that CLUW issues are not for women alone. They are male issues. They are minority issues. They are family issues. For example:

Equal pay for equal work and equal pay for work of equal value affects all members of a family, however you define the family unit. Leaves for childbirth and child-rearing affect parents throughout the country.

Child care, or the lack of it, affects the health, safety and education of the more than 22 million American children who have a working single parent or two parents in the work force.

Your support of a woman's basic right, confirmed 10 years ago, to decide when and whether and how many times to bear a child affects the lives of all those dependent upon her.

Finally, there is one life and death issue that is altogether genderless. It is the reversal of our insane nuclear-arms buildup, which is not for military men alone to decide.

CLUW, by working to dismantle these and other barriers to women's achievement of their full and proper place in our society, has earned the respect of people both inside and outside the labor movement. There is pride in the direction you have taken and the progress you have made. But it is a pride tempered by a realization of what remains to be done.

No one knows better than CLUW that women still occupy an unequal and an unfair place in our social, economic and political structure. Only deep-going social changes, of the type CLUW is committed to achieving, can alter this.

I am confident, as CLUW helps women break through the feminine mystique, and men overcome the masculine mirage, that union women and men together will achieve these basic changes.

13th-hour accord subject to votes of Bay members

(Continued from Page 1)

which began in March. The wage-freeze demand had been the chief issue leading to the 1,100 Guild members in San Francisco and 700-plus in San Jose voting their bargainiers strike authority in mid-October.

Top minimums for classified telephone solicitors in both San Francisco and San Jose are raised by \$72.07, to \$626.73 a week.

An upgrading for librarians at the San Francisco Chronicle raises their top minimum \$130.81 a week over the term, to \$596.72, bringing them to parity with librarians in San Jose. The San Francisco agreement also calls for the same upgrading in the Examiner library upon the introduction of an electronic data base system similar to one in use on the Chronicle.

Several other jobs covered by the San Francisco contract also are upgraded, including suburban circulation department cashiers and nine credit department collectors whose top minimum is raised by \$89.44, to \$526.72, during the contract term.

An upgrading for advertising department makeup clerks in San Jose would raise their top minimum by more than \$113, to more than \$579 a week.

Also added in the new San Francisco accord is provision for a joint Guild-management committee to meet at least quarterly, in an advisory capacity, to discuss issues not subject to the contract's grievance procedure.

Early on its agenda will be discussions of child care, sick leave, drug and alcohol dependency and health and safety concerns, including plant ventilation and temperatures, the local reported.

Other increases and resulting new top minimums in the San Francisco contract include:

Accounts receivable supervisors, senior makeup clerks, research assistants—Up by \$74.46, to \$668.61 a week.

Computer operators, editorial assistants, circulation dispatchers—Up by \$60.81, to \$526.72 a week.

Junior clerks, typist-clerks—Up by \$47.54, to \$411.86 a week.

Cashiers, accountants—Up by \$72.79, to \$653.50 a week.

Local bargainiers were assisted in the talks' final days by TNG Secretary-Treasurer Charles Dale. San Francisco Mayor Diane Feinstein issued a special plea in the talks' final hours for both sides to move to achieve a settlement.

LOAN PLAN CHALLENGED

Latest owners close the Globe-Democrat

St. Louis—Its demise delayed by almost three years, the 134-year-old St. Louis Globe-Democrat was closed Oct. 29 putting more than 250 Guild-represented employees out of work.

The paper, which had changed hands twice since the Newhouse chain announced plans to close it late in 1983, ceased publication after the current owners' efforts to arrange public financing for it became mired in a legal challenge.

Principal owners William E. Franke and John B. Prentiss closed

the paper shortly after the state Supreme Court refused to bypass a lower court to rule on the legality of public bonds being issued to a newspaper.

The paper's owners sought a final ruling in order to expedite funding through the Missouri Industrial Development Board. No investor would buy public bonds while an appeal is pending in the courts, the owners reasoned.

The St. Louis Guild, which represented most of the paper's some 300 employees, meanwhile, has been directing former employees with unpaid overtime claims to the U.S. Labor Dept.

The local had never come to terms on a contract with Prentiss and Franke because of "impossible conditions" the owners insisted be included in any contract.

The pair took over the paper in January in a deal approved by the federal bankruptcy court which was overseeing its affairs. Publication of the paper had been suspended from Dec. 6 through Jan. 27.

The paper was placed under the bankruptcy court's protection in September when a group of employees and former employees initiated proceedings in an effort to collect back pay due them from owner Jeffrey M. Gluck.

Gluck had acquired the paper from the Newhouse chain early in 1984 after the U.S. Justice Dept. said a buyer must be sought before the chain could close the paper.

Newhouse had published the Globe Democrat under a joint operating agreement with Pulitzer's Post-Dispatch.

Local News



Guild COAST

HUDSON COUNTY LOCAL 42



GUILD NEWS

Denver Newspaper Guild

August 15

The Guild Paper

An Official Publication of the Twin Cities Newspaper Guild Local #2 AFL-CIO

COME TO THE UNION PICNIC!

Printing by the OPIU

COME TO THE UNION PICNIC!

Layout and typesetting by the Guild

New, renewed local publications

Two Guild locals—Canadian Wire Service and Hudson County (Jersey City)—have launched new membership newsletters, while two others—Denver and Twin Cities—have revamped their existing local publications. Canadian Wire Service's "Local News" (top)—four typeset, 8.5-x-11 inch pages—is aimed at keeping the local's members at Canadian Press, the CBC and Reuters informed about the local's activities and national and international issues affecting them as well as providing a forum on workplace and professional

issues. Hudson County's "Guild Coast"—two typewritten, machine duplicated pages—was started with the immediate goal of keeping members informed about bargaining for a new contract at the Jersey Journal. The Denver Guild, meantime, upgraded its "Guild News" to four 8.5-x-11 inch, typeset pages with both half-tone and line art. At about the same time, the Twin Cities Guild launched a four-month experiment in which its "Guild Paper" is being set and composed by a member on his personal computer.

News proposal on cuts expected

New York—New York Guild leaders said Nov. 12 they expected soon to receive a formal proposal from management of the New York Daily News spelling out in detail of how the company hopes to shave a collective \$30 million in annual costs from its 11 union contracts.

Savings of \$30 million in labor costs is what News publisher James F. Hoge has told union representatives the company would seek when contract bargaining with the unions opens. Hoge made the announcement at an Oct. 23 meeting with leaders of the unions, including the Guild.

The unions' contracts with the News expire March 30. Talks over the terms of new agreements may get underway soon, however, a Guild representative said Nov. 12.

The Tribune Co. of Chicago, owner of the News, has said it will invest \$210 million in a new plant and color presses if the unions agree to the cuts.

Stanton R. Cook, president of the Tribune Co., outlined the company's modernization plans in an Oct. 29 meeting with representatives of the Guild and the other nine unions that make up the Allied Printing Trades Council of unions, as well as an independent drivers' union that does not participate in the council.

Cook, while saying the company will not sell the News, said the paper needs a new plant and additional concessions from its employees. He also said a site for

the plant has not been selected, nor has the production system that would be installed.

The Guild reported after the Oct. 23 meeting with Hoge that he said the News will be asking the unions to agree in their new contracts to a wage freeze the first year and small increases in the second and third years of three-year pacts.

The Guild will decide for itself whether to start talks in advance of the contractually designated earliest bargaining date—Jan. 14, 1987—said Guild Secretary-Treasurer Tom Pennacchio after the meeting with Hoge.

"It has not yet been proved to the unions that the News is in sufficiently bad financial shape to justify Hoge's gloomy prognosis. The Allied Printing Trades Council will have its own auditors examine the News' books and reach its own

conclusions," the local reported in an Oct. 24 bulletin.

The unions bargained agreements for cost-saving measures, including staff cuts, with the News as recently as 1982.

Despite persistent rumors to the contrary, News executives continue to deny interest either in buying or entering joint operations with the New York Post.

The Mailers' union, meanwhile, in return for a \$6-million buyout plan has agreed to give up its jurisdiction over inserting work farmed out to a nonunion firm in Pennsylvania. The union had demanded arbitration last summer asserting that the News had violated its contract by subcontracting the inserting work.

Mailers who opt for the buyouts will be eligible for payments of up to \$50,000 each.

Councils hear mediators' views

New York—Delegates to three district councils of Guild locals meeting jointly here Nov. 8-9 heard a pair of mediators discuss their role in facilitating labor and management negotiations.

Describing their experiences to representatives of the Middle Atlantic, New England and Southern District Councils were Theodore Kheel, an independent mediator who has often assisted in New York City newspaper bargaining, and Kenneth Kowalski, of the Federal Mediation & Conciliation Service.

In a separate business session, the Middle Atlantic Council approved a \$1,000 contribution to Guild strikers in Wilkes-Barre, Pa., where the newspaper unions' strike against Capital Cities' Times-Leader entered its ninth year in October.

New officers of the Southern District Council elected during that council's business session are: Beth Tamke, Memphis, president; Lois Reed Munday, Washington-Baltimore, vice president; Bill Melton, Peninsula, treasurer; and Ray Cohn, Lexington, secretary.

THIS YEAR PUT AN END TO YOUR DEADLY HABIT.



Great American Smokeout
AMERICAN CANCER SOCIETY
Nov. 20

DECISION IN BELLEVUE

Arbiter orders pay for student interns

Bellevue, Wash.—The Bellevue Journal American violated its contract with the Pacific Northwest Guild by not paying student interns, an arbitrator has ruled.

In a Sept. 22 decision, arbitrator Michael H. Beck ordered the company to reimburse three interns for back pay and benefits they should have received as temporary employees under the Guild contract.

There is no evidence that the Guild's initial contract with the Bellevue daily, in effect since 1985, was intended to exclude stu-

dent interns, the arbitrator said. He pointed to the contract's specific inclusion of temporary employees and a wage minimum for news trainees, as well as to the absence of an exclusion for student interns.

Ruling on two other disputes, Beck held that the company's refusal to pay overtime to a part-timer for work on a sixth day was no violation of the agreement and that there was no binding past practice requiring a minimum of four hours pay per shift for mailroom employees.

No corrective assist, no firing, arbiter says

Eugene, Ore.—An employee whose job is in jeopardy due to poor performance cannot be held to a "fish or cut bait" test without the benefit of corrective assistance from the employer, an arbitrator has held in overturning the Eugene Register-Guard's discharge of a copy editor.

Unlike a probationary trial period during which a new employee is expected to demonstrate competence or face termination, an employer has an obligation to provide assistance to a regular employee whose performance is found lacking, arbitrator Janet L. Gaunt wrote in a Sept. 17 ruling.

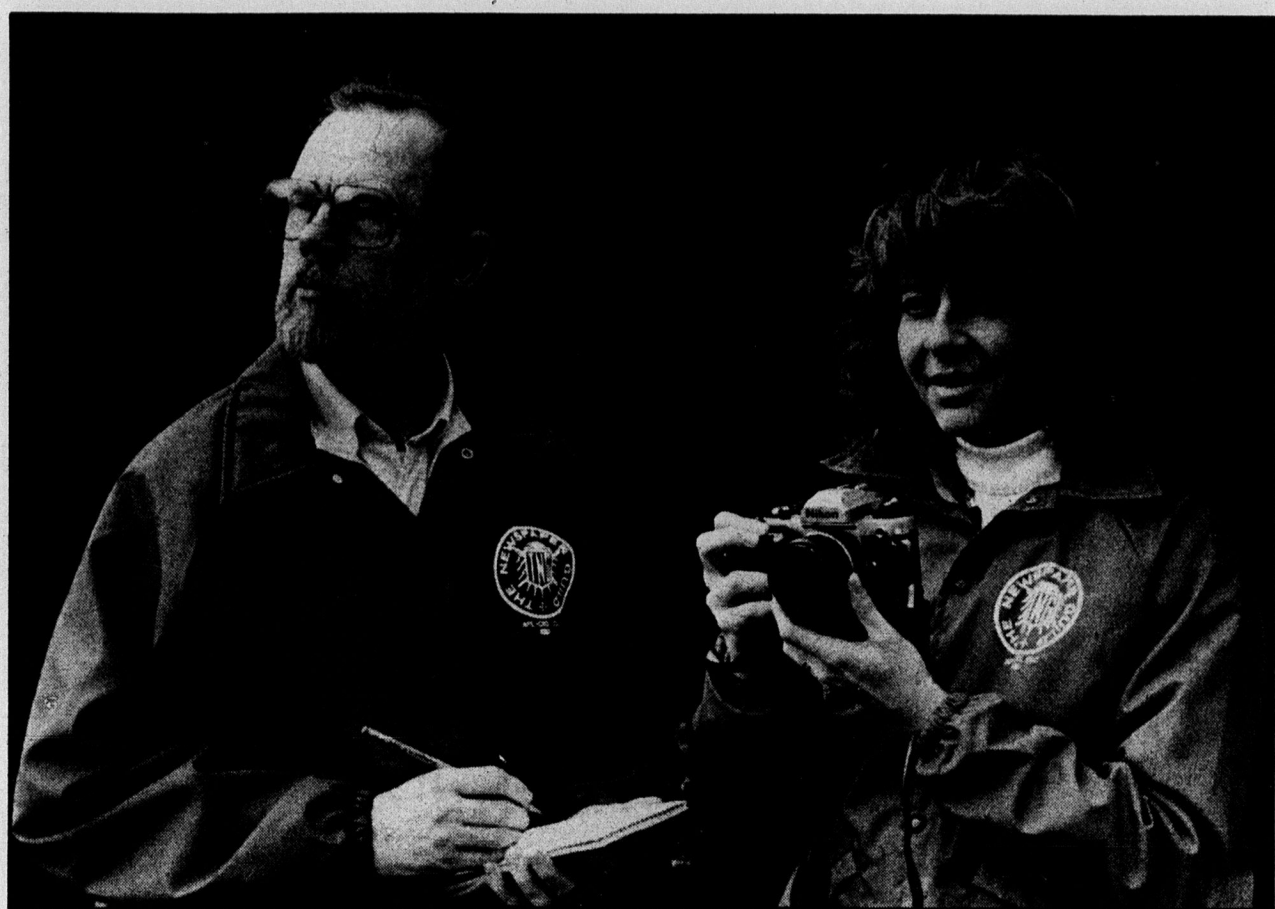
Drawing on the Eugene Guild's contract with the paper and its ban on dismissals except for "just and sufficient cause," Gaunt said that before the company can discharge a regular employee for incompetence it must make an effort to improve the employee's performance through counselling, retraining or

other forms of corrective assistance.

An employee who once was able to perform satisfactorily is likely to be able to achieve that level of performance again, Gaunt explained.

The company argued that the grievant had never achieved a satisfactory level of performance in the 18 months she was employed as a full-time copy editor, Gaunt noted. "That may have been the company's view," she said, "but I am convinced it was not communicated to the grievant" until she was placed on a three-month probation in January of 1986.

Thereafter the company "attempted little further corrective action," evaluating the grievant's performance just twice before firing her at the end of the three-month period, Gaunt said. It could have provided assistance through outside tutoring or through its own personnel, she suggested, adding



Union-made, union jackets still available

Jackets bearing TNG insignia still are available in red or royal blue and in small, medium, large or extra-large sizes. Price of the jackets is \$16 (U.S.) each. TNG caps in blue with red and white piping also are available, for \$3 (U.S.) each. Mail

orders with payment to: TNG 1125 15th St. N.W. #550, Washington, D.C. 20005. Modeling the jackets are photographers Paul Wassmann and Marianne Keffer-Zweig, both members of the Washington-Baltimore Guild.

that "at the very least" it should have agreed to a request for more frequent evaluations.

The paper's news editor testified that he became unhappy with the grievant's performance as a copy editor soon after she began working full-time and had decided to recommend her discharge but then learned that her initial probationary period had ended.

He "expressed none of his displeasure to the grievant," however, Gaunt said, adding that he compounded the problem when he asked the grievant to take on the responsibility of computer troubleshooting for news room employees, she added.

The arbitrator dismissed Guild

arguments that the grievant's discharge was in retaliation for her having filed a workers' compensation claim over eye problems she attributed to working at a VDT and her effort to cut down on screen glare by using a photographer's umbrella to block reflections from lights.

While saying that the timing of the umbrella incident and the grievant's placement on probation "raises suspicions," Gaunt concluded there were "some serious problems" that led to the news editor's action.

She dismissed company arguments that the grievant's use of the computer system to keep a personal log of the work she per-

formed was itself grounds for discharge, but agreed that the grievant should not have compiled the log on company time.

Gaunt ordered a new six-month probationary period for the grievant with reimbursement for 50 percent of lost pay, adding that the grievant be given the option of delaying her return while she takes some refresher courses or other training.

She also offered the grievant the alternative of resigning with full back pay and benefits and the period of the discharge converted to sick leave, noting that the grievant had been diagnosed as having hyperthyroidism. The grievant chose the alternative.

Average starting-reporter base rate is \$372 a week

AVERAGE MINIMUM wage rate for beginning reporters and photographers on daily newspapers and major wire services under Guild contracts in the United States, Canada and Puerto Rico as of Oct. 1 was \$372.69 a week, according to data from TNG's Collective Bargaining Dept.

The average was \$19.46, or 5.5 percent, higher than a year ago.

It was computed from the starting minimums—weekly wages guaranteed persons who go to work as reporters or photographers with no creditable experience—in effect in 127 Guild contracts.

A starting minimum of \$400 a week or more was guaranteed in 40, or 31 percent, of the contracts. In 67, or 52 percent, the rate was \$350 a week or more, and in 101, or nearly 80 percent of the agreements, the minimum for beginners was \$300 a week or more.

	Minimum		Minimum		Minimum
New York Times	\$900.16	Monterey Peninsula Herald	396.00	Erie News and Times	319.59
New York Daily News	787.77	St. Paul Pioneer Press & Dispatch	392.66	York Daily Record	318.68
New York Post	677.75	Malden News, Medford Mercury		Canton Repository	317.83
Reuters	565.00	and Melrose News	392.46	Lowell Sun	317.78
Chicago Sun-Times	548.27	Sacramento Union	391.45	Pottstown Mercury	316.13
Montreal Gazette	543.00	Toledo Blade	388.11	Akron Beacon Journal	315.00
Vancouver Sun and Province	518.79	Portland Press Herald and Express ...	385.96	Great Falls Tribune	315.00
Hilo: Hawaii Tribune-Herald	509.16	Providence Journal and Bulletin	378.50	Waterbury Republican and	
Victoria Times-Colonist	496.22	Associated Press	378.00	American	314.90
Hamilton Spectator	494.00	Stockton Record	368.08	Allentown Call	314.30
Ottawa Citizen	492.30	Long Beach Press-Telegram	365.00	Knoxville News-Sentinel	312.65
Toronto Star	488.18	San Diego Union and Tribune	364.66	Woonsocket Call	309.06
Seattle Times	475.25	Delaware County Times	363.72	Kingston Daily Freeman	308.05
Honolulu Advertiser	473.00	Joliet Herald-News	363.32	Sudbury Star	301.52
Honolulu Star-Bulletin	473.00	New Brunswick Home News	362.05	Albany Times Union and	
Reuters of Canada	467.01	Woodbridge News Tribune	359.27	Knickerbocker News	300.90
Canadian Press	465.09	Jersey City: Jersey Journal	358.69	Milwaukee Journal and Sentinel	300.00
Seattle Post-Intelligencer	462.74	Salem News	357.06	Yakima Herald-Republic	299.00
Royal Oak Tribune	450.80	Fall River Herald-News	355.85	Oshawa Times	298.16
Toronto Globe & Mail	447.10	Sheboygan Press	354.55	Norristown Herald	296.61
Pittsburgh Post-Gazette	446.00	York Dispatch	353.51	Sioux City Journal	290.21
San Francisco Chronicle and		Washington Post	352.35	Rockford Register Star	286.24
Examiner	443.21	Kenosha News	352.00	Duluth News-Tribune & Herald	285.00
San Mateo Times & News Leader	443.21	Brantford Expositor	351.81	Newport News Daily Press and	
Santa Rosa Press Democrat	443.21	St. Louis Globe-Democrat	349.49	Times-Herald	285.00
St. Louis Post-Dispatch	442.36	Buffalo Evening News	348.12	Peoria Journal Star	284.00
Windsor Star	434.38	Lynn Item	347.96	Lexington Herald-Leader	278.00
Manchester Union Leader	431.30	Memphis Commercial Appeal	346.35	Rochester Democrat & Chronicle	
San Jose Mercury-News	429.43	San Juan: El Vocero	345.00	and Times-Union	275.00
Detroit Free Press	427.14	San Juan Star	345.00	San Juan: El Mundo	275.00
Detroit News	425.34	United Press Int'l	343.21	Waltham News-Tribune	272.10
Mt. Clemens: Macomb Daily	420.48	Waukegan News-Sun	340.10	Brockton Enterprise	268.73
Maui News	417.41	Norfolk Virginian-Pilot and		Bristol Press	265.30
Philadelphia Inquirer and		Ledger-Star	340.00	Hazleton Standard-Speaker	262.75
Daily News	415.15	Bellevue Journal-American	336.79	Scranton Tribune	260.93
Denver Rocky Mountain News	415.00	Youngstown Vindicator	336.50	Monessen Valley Independent	260.00
Eugene Register-Guard	414.90	Harrisburg Patriot and News	335.75	Scranton Times	259.73
Denver Post	413.00	Cincinnati and Kentucky Post	335.00	Lansing State Journal	257.32
Oakland Tribune	406.35	Pawtucket Times	334.72	San Antonio Light	257.24
Tacoma News Tribune	405.60	Tonawanda News	327.86	Massillon Independent	249.61
Boston Herald	403.36	Bakersfield Californian	326.89	Terre Haute Tribune-Star	247.54
Sacramento Bee	400.18	Indianapolis Star	326.15	Utica Press and Observer-Dispatch ...	245.00
Fresno Bee	398.79	Baltimore Sun and Evening Sun	325.00	Pueblo Chieftain	239.99
Minneapolis Star & Tribune	396.25	Gary Post-Tribune	320.39	Battle Creek Enquirer & News	184.00
Modesto Bee	396.00			Chattanooga Times	180.00

Supporters Cheer Pinochet at Rally

3 Deaths Reported as Crackdown on Opponents Continues

(Untitled)

By Stephen Siciliano

BNA unit, Washington-Baltimore Guild

*don't bring your shoes Jose Carrasco Tapia
you won't be needing them
here in Chilay much longer
that's what they told him
when they came at 5 a.m.
and he said
"Goodbye."
to his wife
Saint Jose +
the barefoot journalist
in a crispus attackus attack
Jose Carrasco Tapia +
the man the whole damn war was declared
on he's gone now
in a brutal way just
leave the shoes Don Jose +
you won't be needing them where
you are going*

Chilean's murder moves Guild member to verse

Stephen Siciliano, Los Angeles correspondent of the Bureau of National Affairs and a member of the Washington-Baltimore Guild unit at the economics and management-labor reporting service, wrote the free-form verse

"... The body of a left-wing journalist who was taken barefoot from his home Monday by armed intruders was found in a cemetery in suburban Santiago. The journalist, Jose Carrasco, had been shot 13 times. The intruders who seized Carrasco claimed to be policemen, his family said, but police authorities later said they had not arrested him. . . .

"Carrasco's relatives said two armed men with automatic weapons came to his home Monday just after the 2 a.m.-to-5 a.m. curfew was lifting. The men claimed to be police officers but showed no credentials. Carrasco dressed hurriedly. When he went to put on his shoes, one of the intruders said, "You won't need them," according to his relatives.

"Carrasco's body was found about six hours later. . . ."

—Excerpted from the Los Angeles Times Sept. 10, 1986.

above at left after reading a Sept. 10 account of the discovery of the body of Jose Carrasco Tapia in a cemetery outside Santiago, Chile. At right, are excerpts from the report Siciliano read in the Los Angeles Times. So is the head.

TNG signs on brief to protect 'shield'

Washington—TNG has joined in a "friend-of-the-court" brief urging the Pennsylvania Supreme Court to uphold its interpretation of the state shield law for reporters.

A 1963 ruling in which the court held that the law protects against the forced disclosure of documents, as well as the identity of sources, is being challenged in a pair of libel suits. Plaintiffs in the suits seek so-called television outtakes—film shot by news crews but never aired.

The Pennsylvania shield law, adopted in 1937, is considered one of the most effective state laws in protecting reporters' confidentiality. Unlike many shield laws that enumerate the kinds of material protected, the Pennsylvania statute protects "the source of any information."

A lower court has suggested that the state Supreme Court adopt a more narrow interpretation of the shield law in light of greater burden of proof placed on libel plain-

tiffs today than 23 years ago when the court's ruling was handed down.

"For this court to risk the chilling consequences of narrowing" its ruling "would be to signal a troubling retreat from support for one of the keystones of a free society: the people's right to know," said the amici curiae brief in which TNG joined with the Reporters Committee for Freedom of the Press and three other news industry-associated organizations.

The state superior court "exaggerates the difficulties of libel plaintiffs in Pennsylvania and grossly underestimates the crucial public policy reasons behind the shield law," the brief said. The flow of information to the public would be endangered, it added, if the law's application were narrowed.

Other parties to the brief are the Associated Press, the National Assn. of Broadcasters and the Radio-Television News Directors Assn.

TV outtakes at issue in Detroit privilege case

Cincinnati—Whether a Detroit TV-news producer is returned to jail for refusing to turn over to a grand jury outtakes of interviews with youth-gang members appears to rest with the Sixth U.S. Court of Appeals here.

Investigating a state trooper's shooting death that occurred in August of 1985, the grand jury is seeking the unbroadcast portions of video tapes of interviews that were made more than a month before the shooting. Prosecutors also are seeking sound-tape recordings and notes from the WJBK-TV in-

vestigation of Detroit youth gangs.

State courts have held that the Michigan shield law does not protect producer Brad Stone because the statute itself says it applies to newspapers and "other publications" and does not mention broadcasters.

An appeal to the federal district court in Detroit, on First-Amendment and equal-protection grounds, was dismissed in September and Stone spent a day in jail before being freed pending the outcome of the appeal to the higher federal court here.

Costs awarded in gag challenge

Toronto—An Ontario Supreme Court judge has ordered the federal government to pay the Toronto Globe and Mail and the Hamilton Spectator for the costs they incurred in successfully challenging the constitutionality of a ban on reporting information from search warrants.

In ordering reimbursement of legal costs Oct. 17, Supreme Court Judge John Osler said that while the papers had a direct interest in the issue, their challenge to an amendment to the federal criminal code also had "wider implications for the community at large."

Osler, in an August decision, had held the restrictions on reporting details about police searches a violation of press freedoms guaranteed by the Charter of Rights and Freedoms included in

Canada's four-year-old Constitution [Guild Reporter, Aug. 22].

The papers prompted the case by deliberately publishing details of a police search of telephone company records, a fact that gave Osler "some concern." Had the papers been prosecuted for their actions, Osler said he might have been persuaded by government arguments against awarding them

reimbursement of their legal costs.

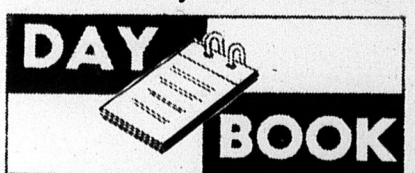
The government, meanwhile, has announced that it will not appeal Osler's ruling on the amendments nor a similar one in the Manitoba Supreme Court. Federal officials have said, however, that they will propose new amendments to the Criminal Code aimed at protecting the privacy of persons involved in police searches.

Education menu announced

Washington—Four programs by members of TNG's staff are available for presentation at meetings of district councils of Guild locals that will be held this winter and spring, leaders of all locals and district councils have been informed.

In an Oct. 16 notice, TNG Education Director Phillip M. Kadis listed them as:

✓ **Revitalizing the Steward System**—A refresher for local and unit officers that can be accompanied by a stewards' seminar for host and nearby locals. Continued



1986 Heywood Broun Award, entries deadline, Jan. 9, TNG headquarters, Washington.
Guild Service Award, entry deadline, Jan. 12, TNG headquarters.
Int'l Executive Board, winter meeting, Jan. 27-29, TNG headquarters, Washington.
Western District Council, winter meeting, Jan. 31-Feb. 1, Bakersfield.
Great Lakes District Council, winter meeting, Feb. 7-8, Cleveland.
Middle Atlantic District Council, winter meeting, Feb. 7-8, Philadelphia.
TNG residential seminar for new local officers, Feb. 13-16, George Meany Center for Labor Studies, Silver Spring, Md. (suburban Washington).
Int'l Executive Board, spring meeting, April 20-24, TNG headquarters, Washington.
Canadian District Council, spring meeting, April 25-26, Vancouver.
Middle Atlantic District Council, spring meeting, April 25-26, Albany.
Western District Council, spring meeting, April 25-26, San Diego.
54th Annual Convention, June 22-26, 1987, Hyatt Islandia Hotel, San Diego.
55th Annual Convention, June 27-30, 1988, Hotel Vancouver, Vancouver, B.C.
56th Annual Convention, Albany, N.Y., 1989.

from last year because of its high priority in a poll of councils.

✓ **Health-care Cost Containment: Adding Benefits Can Save Costs**—On bargaining health benefits so that health-plan improvements can be achieved while reducing plan costs. Also carried over from last year because of timeliness.

✓ **VDT Radiation**—A health and safety program outlining the newest developments in the field.

✓ **Grievance and Arbitration**—How locals can cut their legal costs through improved procedures and preparation for arbitration.

Kadis will conduct the session on stewards and grievance-arbitration; Richard J. Ramsey, executive secretary of TNG's Contracts Committee, the session on health-care costs; and David J. Eisen, TNG research and information director, that on VDTs.

Press day moves for Thanksgiving

Because of the Thanksgiving holidays, the second November issue of the Guild Reporter will be published on Wednesday, the 26th, rather than Friday, the 28th.

A single issue will be published in December. It will go on the press on Dec. 19.

In both instances, deadlines are adjusted accordingly.

The Guild Reporter



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

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

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

ISSN: 0017-5404

Vol. 53, No. 20

November 14, 1986

The Newspaper Guild

1125 Fifteenth St. N.W., Washington, D.C. 20005
Area Code 202-296-2990

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