



The GUILD REPORTER

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

Vol. 53, No. 22

Washington, D.C.

December 19, 1986

NIOSH moving on reduced-scale VDT study

Cincinnati—The National Institute for Occupational Safety & Health here was expected by the end of 1986 to award the contract for survey work involved in a long-delayed and scaled-down federal study of the possibility of reproductive risks to women who work on VDTs.

Even as the agency prepared to do so, however, efforts were con-

tinuing in Washington to persuade officials of the Reagan administration to restore portions of the study that were deleted this summer on order of its Office of Management & Budget.

Controversy also continued over the role of the OMB, acting under the Paperwork Reduction Act, first in appearing to kill the study a year ago and then approving it six

months ago only on the condition that questions on stress and fertility be eliminated from its areas of inquiry.

The survey—to be conducted among groups of VDT users and non-users employed by telephone companies—is planned to begin in April, according to Teresa M. Schnorr, the NIOSH staff member in charge of the project. Questions

on stress and fertility probably could be restored any time until then, she said, though to do so might cause some small additional delay.

Under the current timetable, the study's final report should be ready in the fall of 1988, Schnorr said.

When the OMB disapproved the study last December on grounds that it was poorly designed scien-

tifically, the White House agency touched off vigorous objections from unions, including TNG, and scientists in and out of the government, as well as hearings by one sub-committee of the House of Representatives.

The OMB's conditional approval of the project in June brought renewed objections from

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Byline 'strike' held not a violation of Plain Dealer pact

Cleveland—A byline "strike" by reporters at the Cleveland Plain Dealer was not a violation of the Cleveland Guild's contract with the Newhouse paper, an arbitrator has ruled.

If employees request that their bylines be withheld, "that request must be honored by the employer," arbitrator Harry Graham said in a Nov. 17 decision.

He was ruling on the merits of a grievance lodged by the Plain Dealer against the Guild alleging that the local breached the contract when it called a four-day byline strike to protest the suspension of a news room employee.

Company representatives argued that a provision in the contract granting employees the right to withhold bylines was not intended to form the basis for a concerted activity to bring pressure on management. Rather it was intended to provide individual reporters the option of withholding bylines, the company said.

The contract's byline clause is "explicit and simple" and places no restrictions on the right of employees to withhold bylines, Graham found, however.

Whether the action urged by the local constituted a strike, as the company contended, or another form of concerted activity "is ir-

relevant" since the contractual right to withhold a byline includes the "concerted withholding of bylines," said Graham.

Under the Guild-Plain Dealer contract, "employees are specifically permitted to withhold their bylines without restraint," Graham, a Cleveland State University history professor pointed out. "The concerted activity complained of [by the company] in this situation is not prohibited by any provision of the agreement."

The Cleveland Guild noted that the unqualified employee prerogative to withhold his or her byline has been recognized contractually at the Plain Dealer since the first pact between the Guild and the paper, which was effective March 1, 1944.

The local called for the byline strike in November of 1985 as part of a protest which included the filing of a grievance over a week's disciplinary suspension of a sportswriter.

A similar withholding of bylines in protest over a disciplinary action in 1979 was carried out without the company raising the issue of a contract violation, the arbitrator noted, adding that "while one incident is insufficient to constitute a past practice . . . it is suggestive of the understanding of the parties."



LIZ SNYDER/Bakersfield Guild

Voter comes off 'injured reserve'

Former Bakersfield Guild Secretary John Bryan struggles to his crutches as he arrives at the Californian to vote in an election on keeping the Guild-shop provision in the local's contract with the daily. Tally

in the government-supervised poll was to do so—by a big margin. Assisting Bryan, a sportswriter recovering from knee surgery, are Guild President Cindy Cheski and Vice President John Harte. [Page 3.]

Move to D.C. first step in ITU-CWA merger

Washington—Shortly after Jan. 1, Thomas W. Kopeck will move his office more than half-way across the continent to the headquarters of the Communications Workers of America here—from Colorado Springs.

It will be one of the first tangible signs that merger of the Int'l Typographical Union into the CWA—where it will be the Printing, Publishing and Media Workers' Sector of the union—has taken place, as overwhelmingly approved in a referendum by the ITU membership.

(The merger agreement provides that as soon as the merger takes place the secretary-treasurer of the sector "will be required" to move to Washington, followed in "a reasonable period of time" by

VOTE MARGIN IS 4 TO 1

the sector president. Kopeck, who was less than enthusiastic about the merger before the vote, will be secretary-treasurer of the PP&MWS, as he has been of the ITU for 10 years.

(ITU President Robert S. McMichen, who led the campaign for approval of the merger by the ITU membership, will be president of the new CWA sector and will hold a new seat to be created on the CWA Executive Board for the sector president.)

Unofficial result of the referendum on the merger proposal was 29,740 in favor and 7,265 op-

posed, a margin of more than 4 to 1. Balloting, conducted by the American Arbitration Assn., was by mail, with the result announced Nov. 26.

At the same time, it was announced that in simultaneous voting the ITU membership also:

✓ Approved by a margin of more than 2 to 1 (25,427 to 10,559) a proposal for a half-percent assessment to establish a \$200-a-week strike benefit for the new CWA sector. (ITU strike benefits have been \$250 a week.)

✓ Re-elected McMichen and the two vice presidents who joined

him in working out and supporting the CWA merger while also electing a third vice president who campaigned as part of McMichen's team. Kopeck also was re-elected.

McMichen won a second term as president by a count of 23,283 to 14,754 over challenger Allan J. Heritage, a mailer who had been an ITU vice president for 10 years.

Vice President William Boardman won a second term by turning back a challenge from a former two-term vice president, Robert L. Wartinger of Seattle, by a vote of 21,695 to 15,749.

Vice President Billy Joe Austin also won a second term, turning back a challenge by Gerald J. Miller of Philadelphia by 21,451 to

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Judges named for this year's Broun Award

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Leuchter prize: Denver leader Harvard bound

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TNG protests newest curbs in S. Africa

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Efforts are continuing to beef up NIOSH VDTs, pregnancy study

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the same unions and scientists plus protests from members of Congress, including Rep. Ted Weiss (D-N.Y.), who heads the House Subcommittee on Inter-governmental Relations and Human Resources.

The number of objections from members of Congress continued to increase through November. Included were messages from the co-chairs of the Congressional Women's Caucus, Reps. Olympia J. Snowe (R-Maine) and Patricia Schroeder (D-Colo.), the chair of the House Committee on Education and Labor, Rep. Augustus F. Hawkins (D-Calif.), and Sen. Carl Levin (D-Mich.), who in the next Congress will chair the Senate committee with oversight responsibility over the OMB.

In addition, one of the two scientists whose criticisms of the earlier study's format were echoed in both OMB actions has reversed herself and reportedly has urged that some of the questions on stress and fertility be reinstated in the survey.

Dr. Sally Zierler of Brown University, who wrote to Rep. Weiss in October of her changed position, said she did so after reviewing more recent documents than were available to her at the time

she and Dr. Brian MacMahon of Harvard did their critique—on a commission from one of the company's involved in the study—the Bureau of National Affairs reported.

She said she had not previously understood that the questions on fertility were to help determine if those interviewed had accurate memories of their experiences.

She also said in her letter to Weiss that she is "convinced that some method for refuting stress as an explanation for a positive finding [of a relationship between reproductive hazards and VDT use] would improve the interpretability of the study results," BNA reported.

She also recommended that industry should have no role in the process of reviewing proposed studies to avoid the suspicion that consultants are "bought."

Weiss, meantime, told a Washington Post reporter that "research decisions should be scientific decisions," and charged that "OMB's interference will probably result in the federal government spending twice as much and taking twice as long to do the needed research."

Weiss still is awaiting a requested clarification of the response he received to his Sept. 2 recommendation to the head of the

Dept. of Health & Human Services that he overrule the OMB's conditions, his office reported. HHS Secretary Otis R. Bowen responded that "we now have a balanced questionnaire" and if the study suggests additional research "we will pursue those areas as needed."

Late in September, another House subcommittee—the oversight and investigations arm of the Energy & Commerce Committee—released a report which was severely critical of the OMB's handling of research projects in general and those dealing with environmental and occupational hazards in particular, including the VDT study.

Prepared for the subcommittee, chaired by Rep. John Dingell (D-Mich.), by researchers at Harvard and New York's Mount Sinai School of Medicine, the report said the OMB was seven times more likely to reject the latter kinds of studies as those dealing with infectious diseases or more "conventional" illnesses.

Singling out the NIOSH VDT study, among others, the report charged that where the OMB has permitted studies only after placing conditions on their scope, they have been "significantly weakened."

Ontario's 1st-contract law working

Toronto—Ontario's new law providing for the provincial labor board to impose first-time contracts when managements and unions cannot reach agreements worked better than anticipated during its first four months, reports the Ontario Federation of Labour's publication, "Ontario Labour."

The law empowers the Ontario Labour Relations Board to impose an agreement where bargaining has not produced one because 1) the employer has refused to recog-

nize the bargaining status of the union, 2) either side has been "uncompromising without reasonable justification," 3) either has failed to make reasonable efforts to settle or, 4) for any other reason the board considers relevant.

When the Ontario government drafted the legislation last winter, unions feared they would be forced to prove bad-faith bargaining by employers before the OLRB would impose a contract.

From late May, when the law

went into effect, through mid-September, however, that was not true with the 15 cases that went to the labor board.

In 11 of the 15, the parties reached agreement on their own after the case went to the board and the OLRB did not have to act.

Board decisions in two of the remaining cases set strong precedents for unions proving something less than bad-faith bargaining by employers in order for the board to impose a settlement.

In one, the OLRB imposed a first-contract at Burlington Northern Air Freight of Mississauga, near Toronto, to end a 14-month lockout of 20 members of the Int'l Typographical Union.

In the other, involving the Carpenters and an Ottawa firm, the OLRB wrote its second decision establishing that contracts can be imposed whether or not the employer bargained in bad faith.

Canadian Assn. of Labour Media News Service

Safety training Jan. 4-9

Washington—A week-long training session examining workplace safety and health problems and how to combat them has been recommended to U. S. Guild locals.

The Occupational Safety and Health Institute is being conducted by the AFL-CIO's George Meany Center for Labor Studies in suburban Washington Jan. 4-9. TNG Director of Research & Information David J. Eisen said.

The Guild Reporter (ISSN: 0017-5404) is issued semimonthly, 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.



ANDREW CEFANIC/Cleveland Guild

Honoring Peery, 26 other 'catalysts'

TNG Vice President Richard M. Peery of Cleveland, right, chats with Ohio Gov. Richard F. Celeste during Nov. 21 \$100-a-plate dinner honoring Peery and 26 other Cleveland unionists who hold offices in national and international unions. Organized around the theme, "Cleveland: Catalyst for American Labor," proceeds from the event went to Cleveland's United Labor Agency, the city labor movement's public service arm. Some 2,800 attended.

Cleveland argues sex case

Cincinnati—A lower court judge acted improperly when he granted a motion for summary judgement and dismissed Guild charges of unlawful sex discrimination against Newhouse's Cleveland Plain Dealer, a Guild representative argued before an federal appeals court panel Dec. 8.

In oral arguments before the 6th Circuit Court of Appeals, the local asserted that U. S. District Court Judge Thomas Lambros erred on Jan. 10, 1986, when he threw out Guild charges without considering their merits, alleging delays by Guild representatives that he said prejudiced management's defense.

Thomas issued that ruling nearly three and a half years after the local filed suit.

The local in 1982 asked the court to rule on the then 10-year-old sex discrimination charges after the Equal Employment Opportunity Commission advised the Guild that efforts to resolve the charges through conciliation had proven unsuccessful.

While dropping out of the case, the EEOC at the time reiterated its finding, issued two years earlier, that there was "reasonable cause to believe" the charges of sex discrimination.

\$5,000 voted to Woodworkers

Washington—A \$5,000 contribution to aid 20,000 members of the Int'l Woodworkers of America in their strike against forest companies in British Columbia was authorized by members of TNG's Int'l Executive Board voting in a mail poll initiated in mid-November.

The strike, underway since July 27, was settled Dec. 5 with a two-year agreement that will protect forest workers against contracting out of their work. Company demands for the right to subcontract union-covered work had been a key issue in the strike which is estimated to have cost the provincial economy some \$2 billion.

A government commission is to be appointed to examine the de-

mands of the 85 forest companies for greater flexibility in scheduling and contracting out work. The commission is to report in March 1988.

The \$5,000 strike contribution from TNG's Defense Fund was approved by a vote of 14-0. No ballots were received from TNG Vice Presidents Peter E. McLaughlin or Marie Shellock.

TNG joins task force

Washington—TNG has accepted an invitation to join the Task Force on Minorities in the Newspaper Business, a coalition of industry organizations that share the goal of increasing minority employment in the industry.

Apology elicited for notes incident

Indianapolis—Unions have the right to exclude reporters from their meetings, but not to seize their notes, the president of the Indianapolis Guild has stressed in a letter to her counterpart in a United Automobile Workers' local here.

Indianapolis Guild President Dorothy Petroskey lodged a protest with the UAW local president after Bill Koenig, a reporter for the Indianapolis Star and a member of the Guild, had his notes seized on a parking lot outside the UAW local's hall.

Koenig planned to attend an Oct. 12 meeting of the UAW local to gather information for a story, but left when asked to do so. Once outside the hall he was surrounded by six persons and his notes were

taken, Petroskey recounted. "This smacks of goon squad tactics," she said.

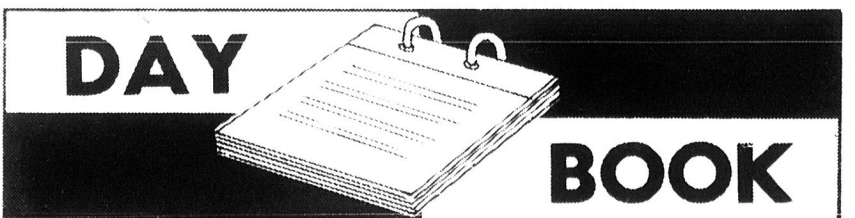
Koenig "was just doing his job," Petroskey explained in an Oct. 14 letter to David L. Fenwick, president of the UAW local, calling for return of the notes and an investigation of the incident.

Fenwick has since apologized and Koenig's notes have been returned, Petroskey reported.

TNG President Charles A. Perlik, Jr., meanwhile, also joined in the protest, underscoring that whether or not a reporter is a union member "the fundamentals of a free press... demand that all journalists be allowed to practice their trade without the abuse and harassment displayed in this case."

Philadelphia names new representative

Philadelphia—Beverly Powell, an organizer of the Philadelphia Guild unit at the Norris-town Times-Herald, has been appointed a full-time representative of the local. An advertising-department employee at the Times-Herald, Powell also was chairperson of the Guild at the paper and served on the Guild's bargaining committee there. As a local representative, she will perform bargaining, organizing and servicing assignments on behalf of the local and its 1,500 members, who are employed by six dailies in the area.



1986 Heywood Brown Award, entries deadline, Jan. 9, TNG headquarters, Washington.
Guild Service Award, entry deadline, Jan. 12, TNG headquarters.
Special TNG Collective Bargaining Committee, Jan. 24-26, TNG headquarters, Washington.
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-July 1, 1988, Hotel Vancouver, Vancouver, B.C.
56th Annual Convention, Albany, N.Y., 1989.

South Africa warned on sweeping new restrictions

Washington—South Africa's white minority government is "closing the door to all but violence as a means of political and social change," TNG President Charles A. Perlik, Jr., said in a letter to South African President P. W. Botha.

Perlik issued the warning in the wake of the government's imposition of new, even more sweeping restrictions on news reporting of activities in opposition to the government and its system of apartheid.

Under the restrictions announced Dec. 11, all reporters—South African and foreign—are forbidden without government authorization to report on protest activities, "subversive statements," actions of security forces—including black police alleged to have engaged in brutality against other blacks—and the detention or release of government opponents.

The regulations were issued under the country's six-month-old state of emergency.

Government screening of reports of even non-violent acts of dissent over government policies, including strikes and boycotts, will render suspect all news from South Africa, Perlik said in a Dec. 12 letter to Botha. "Rumor will rule . . . and everyone will believe the worst," he added.

Perlik urged Botha "in the strongest possible terms" to reverse the newest restrictions on re-

porting as well as those imposed this summer.

In a separate cable a few days later he also called for the release of Zwelakhe Sisulu, editor of the New Nation and a former leader of the Media Workers of South Africa, who was re-arrested Dec. 12, according to reports received by the New York-based Committee to Protest Journalists. Several union leaders also were reported arrested at the same time.

TNG also has called on Botha to cancel the expulsion of Los Angeles Times correspondent Michael Parks. The government announced Dec. 9 that it would not renew Parks' work permit and said he would have to leave the country by Dec. 31. Parks is the fifth foreign reporter to be expelled from South Africa since the current state of emergency was imposed in mid-year.

Four days after the new restrictions on news coverage were announced, meanwhile, the government ordered restrictions placed on three publications. Those affected: the Sowetan, a black weekly; the Weekly Mail, a publication launched by former staffers of the defunct liberal Rand Daily Mail; and a local newsletter published by the white opposition Progressive Federal Party.

Both the Sowetan and the Weekly Mail were ordered not to publish statements from any of 13 organizations, all of which support

an anti-apartheid protest campaign—"Christmas against the emergency."

A desire to prevent that campaign from gaining support motivated the government to issue the censorship regulations, government officials have said, the New York Times reported Dec. 16.

The protest demonstration, intended to continue for 10 days, was to begin Dec. 16. It was called by labor, religious and political groups, including the Congress of South African Trade Unions, the United Democratic Front and the South African Council of Churches.

An issue of the Progressive Federal Party newsletter "Outreach" that had been submitted to government censors for approval was re-

jected by them in its entirety.

Under the new regulations, reports must be cleared through the government's Bureau of Information. The government agency, however, has only six telex lines to receive transmissions from South African newspapers as well as the 170 members of the Foreign Press Assn. working in the country.

The new censorship rules also prohibit a publication from including blank space within its pages since that might suggest that a story or photograph has been censored.

The Johannesburg Star in its Dec. 15 edition carried the following page one notation:

"This newspaper may have been censored. We are not permitted to

say where, how or to what extent."

U.S. papers, including the New York Times and the Washington Post, also were carrying notices explaining the restrictions under which they were receiving information from reporters in South Africa.

One of those new rules provides that, unless authorized to be there, reporters and photographers who find themselves at the scene of a demonstration are required to go "to a place where that unrest, gathering or action is out of sight."

Even statements by members of Parliament made outside the government chamber can be considered subversive and their publication blocked.

Bakersfield is victor in union shop election

Bakersfield, Calif.—Voting by a margin of nearly three to one, employees in the Guild-covered departments at the Bakersfield Californian have rejected a move to do away with the Guild-shop union-security provisions of the Bakersfield Guild's contract with the daily.

In balloting supervised by the National Labor Relations Board, employees in the paper's advertising, business, circulation, editorial and maintenance departments voted 174 to 60 against denying the Guild local the right to enforce contract provisions which require covered employees to join the Guild and pay dues. Two challenged ballots were not counted.

The 60 voting in support of the relatively rare de-authorization move comprised just 22.3 percent of the 269 employees eligible to

vote in the Dec. 11-12 election. The 174 who voted to keep the Guild shop provisions in force comprised 64.7 percent. The remaining 35 eligibles (13 percent) did not vote.

The vote was called after a part-time circulation department employee filed a petition with the NLRB in May seeking a deauthorization vote.

(U.S. law once required employee votes whenever a union sought to enforce union-shop contract provisions. It was changed to make them permissive, however, after employees consistently voted for the provisions' enforcement.)

Supporters of the effort to deauthorize the union shop argued in memos to employees that they did not want "to get rid of the union" but rather wanted "freedom of choice." The same theme was picked up in letters to employees from the paper's chief executive officer, who said "management favors freedom of choice by all



CITIZENS' VOICE UNIONISTS STRIKE 'SEASON'S GREETINGS' POSES
Gathered in the news room, kneeling, from left: Stan Kieszek, ass't day city editor; Loraine Luke, Weekend editor; Len Brussack, composing room foreman; standing: John Zimich, sports; Ken Thomas, pressman; Don Keatley, day city editor; John Deusler, printer.

employees to make their own determination."

It is not an issue of "freedom of choice" but of "quality of work life," said the Guild in a Nov. 26 letter. Dues money is put to use to "ensure that you are provided the best working terms and conditions that we can provide" through bargaining and servicing, it said.

"The Bakersfield Californian stands to gain the most if it convinces you to vote for an open shop," it continued, noting that without the requirement that covered employees pay dues the local could be financially crippled. "No money means no lawyer, no arbitration victories, no power at the bargaining table," it said.

Brantford ad group joins unit in SONG

Toronto—The Ontario Labour Relations Board has certified the Southern Ontario Guild as the bargaining representative for inside and outside advertising employees at the Brantford Expositor.

The board certified the Guild Dec. 5 after a substantial majority of the paper's 29 advertising department employees signed cards authorizing the local to act as their bargaining representative.

The local has contracts with the Southern daily covering the editorial, circulation and mail-room departments.

TNG representative Joseph Hanafin assisted the local.

Meachum of Denver wins Leuchter award

Cambridge, Mass.—Bruce C. Meachum, administrative officer of the Denver Guild, has been awarded the 1986-87 Irving Leuchter Memorial Scholarship to the Harvard Trade Union Program.

The program is a 10-week residential course in union administration and related subjects. Value of the scholarship is \$6,500 toward the cost of tuition, room, board, books and travel expenses.

Meachum, 39, will attend sessions at Harvard's John F. Kennedy School of Government here Jan. 5 through March 13.

A leader in the Professional Air Traffic Controllers' Organization

for more than a decade, Meachum was employed as an organizer for the Denver Guild before being named the local's administrative officer, on an interim basis last spring, then permanently in August.

He was elected a vice president of the local and chair of its Denver Rocky Mountain News unit while working as a district manager for the paper.

In the 1981 Patco strike, Meachum served as strike chairman at the Federal Aviation Administration's facility at Longmont, Colo. He had worked as an air traffic specialist, first in

Strike daily aids Santa program

Wilkes-Barre, Pa.—Staffers of the Wilkes-Barre Citizens' Voice, eight-year-old daily started by this city's newspaper unions when they struck Capital Cities' Times Leader, are for the third consecutive year pitching in to make the holidays brighter for needy children in the area.

They're doing so through the Valley Santa program, begun in 1984 to provide toys for area children who otherwise might find their Christmas stockings lacking.

The Citizens' Voice is the main promotion-arm for the community-wide effort. More than \$12,000 was raised this year.

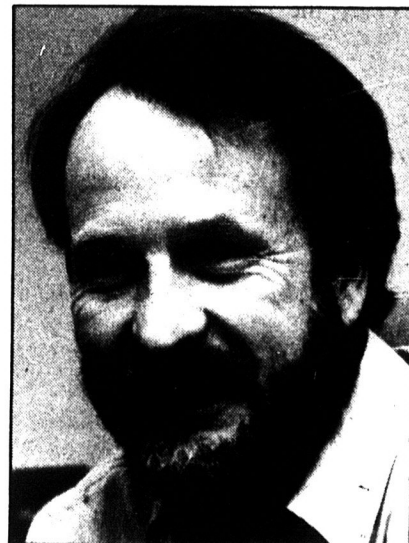
That will provide toys for some 1,400 youngsters, double the number served in the program's first year.

Members of the Wilkes-Barre Guild, Typographical Union and GCIU Pressmen's and Stereotypers locals are in the ninth year of their strike against the Times Leader that began on Oct. 6, 1978.

Jacksonville, Fla., and then Longmont, since 1969. He also served Patco as a steward, newsletter editor and executive board member.

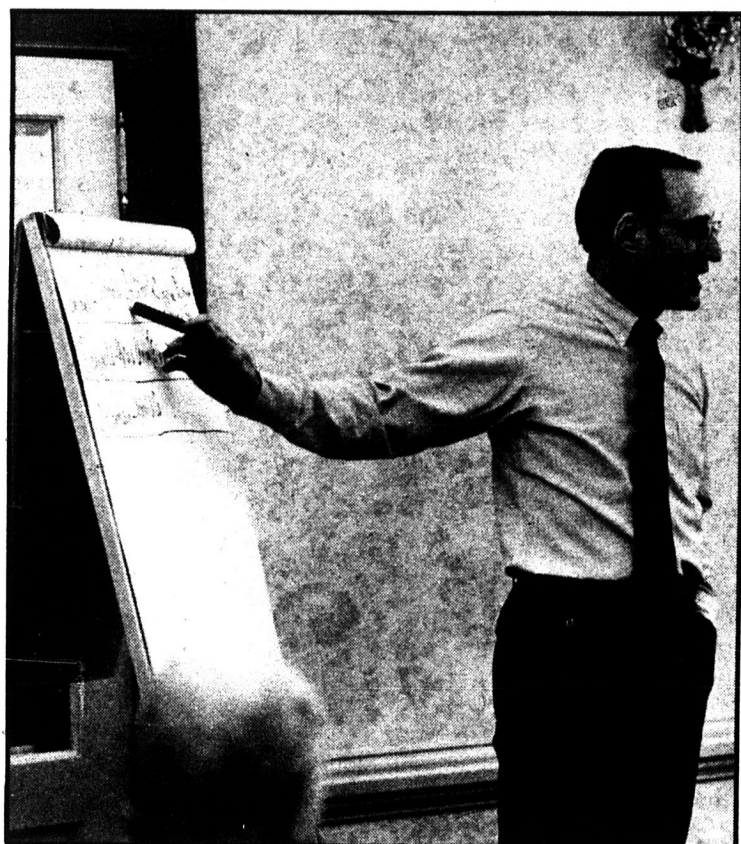
The Guild scholarship is named for the union's longtime general counsel, Irving Leuchter, who died in 1971. It is financed by annual contributions from Harvard, TNG and locals. Selection of the recipient is made by Harvard.

Local officers and staff and international officers and staff are eligible for the scholarship. Other considerations being equal, preference is given to full-time officers and staff.





Photos by Raymond Crowell
Washington-Baltimore Guild



Be your own 'attorneys,' Guild seminarists urged

Washington—"You don't have to be a lawyer to handle an arbitration case," not even when the company is represented by an attorney and an attorney is sitting in the arbitrator's chair.

That was the message the vice president of the American Arbitration Assn.'s education and training department brought to a group of Guild leaders here Dec. 2-4.

The "real advantage" to a party involved in an arbitration proceeding lies in the preparatory work. "If you are involved in the preparation of the case, you ought to be involved in presenting the case," Allan D. Silberman told participants at the outset of a seminar on arbitration techniques sponsored by TNG.

"It makes eminent good sense" for the union representative who performs the investigative and preparatory work to present the case to the arbitrator rather than "turn it over to a hired gun" who tries to become an instant authority on the issues involved, Silberman added.

In doing so he recalled that too many times he has watched the pin-striped attorney meeting the grievant for the first time outside an arbitration hearing room.

At the end of this three-day training session, I hope "you'll be comfortable" presenting a case to the arbitrator as well as doing the homework, Silberman told the 19 Guild participants, including 10 administrative staffers from Guild locals

and nine TNG representatives.

Seven arbitrators joined Silberman over the course of the seminar, instructing participants on such topics as examination of witnesses, preparation of evidence, presentation of opening and closing statements and questions of arbitrability.

Inclusion of several arbitrators on the seminar agenda should help participants recognize that individual arbitrators bring different perspectives to a case and "underscore the need to select an arbitrator with some care," Silberman explained to the opening session.

That point was dramatized on the seminar's final day when each of three arbitrators rendered a different opinion on identical facts presented to them by seminarists who assumed the roles of union and management representatives in three mock arbitration hearings.

The case involved a dispute over an employee's taking a day of personal leave. One arbitrator ruled in favor of the union position and ordered that the grievant be made whole. The second ruled for the company and awarded no relief to the grievant. The third arbitrator ordered the grievant reimbursed for lost pay but allowed a letter to remain in the grievant's personnel file as a warning.

Although the system of arbi-

tration is an "imperfect" one, it "remains the most civilized, adult means of resolving disputes," arbitrator Seymour Strongin said, adding that as union representatives "you are among the fortunate ones" who participate in a system in which you and your adversary establish the rules and select the judge.

Both Strongin and Silberman, however, urged participants to seek resolution of disputes at the earliest possible stage of the grievance process, pointing out that the parties to a contract "have endless options" in settling grievances, while an arbitrator has no flexibility but is bound by the contract, Strongin said.

Participating in the seminar were:

Gerald M. Maraghy of Boston, Frederica Wilson of Canadian Wire Service, Catherine L. Struzynski of Chicago, Donald C. Kummer of Detroit, Roy Kruse of Hawaii, Jim Smith of Los Angeles, James Madden and Joseph Steele of New York, Robert A. Steinke of St. Louis and Marilyn J. Taylor of Twin Cities.

Plus TNG representatives:

Eugene S. Bryant, Leo Ducharme, Linda Foley, James Griffin, Joseph Hanafin, G. Richard Pattison, Richard J. Ramsey, Education Director Phillip M. Kadis and Secretary-Treasurer Charles Dale.

Preparing the case:

Through lecture and practice, participants in TNG's arbitration seminar learn the ropes of bringing a case before an arbitrator. Above, Allan D. Silberman, vice president of the American Arbitration Assn.'s education and training department, stresses a point. Below, Donald C. Kummer of Detroit, left, and TNG staffers Leo Ducharme and Linda Foley plan strategy to convince an arbitrator of the merits of their position.



Presenting the facts:

Arbitrators listen to the arguments of Guild seminarists playing the roles of union and management representatives during mock arbitration hearings. Above, arbitrator Herbert Fishgold considers the facts presented by Marilyn J. Taylor of Twin Cities and James Madden of New York, who shared the role of management counsel. Their opponents, TNG staffers James Griffin, left, and Joseph Hanafin, center, defended the grievant, TNG staffer Eugene Bryant. At right, Gerald M. Maraghy of Boston, left, and Catherine L. Struzynski of Chicago, co-counsels for the union, examine the witness, G. Richard Pattison of TNG's staff. Arbitrator, far right, is Laurence Seibel.





MARYANN RUSSELL/New York Guild

SIGNATURES AFFIXED ON A NEW GUILD CONTRACT AT TIME INC.

Signing the agreement, from left: Time Inc. Vice President R. Bruce Hiland, New York Guild Representative Robert Vann and Guild President Barry Lipton. Among Guild bargaining committee members looking on is Guild Unit Chair Key Martin, third from left.

Gains cited in Time Inc. agreement

New York—Stronger affirmative action goals and improvements in job security are among the gains in a new agreement between the New York Guild and Time Inc. ratified Nov. 24.

The agreement, based on the recommendation of a federal mediator, ended nearly a year of talks Guild leaders described as "one of the most difficult" bargaining rounds "in the 50-year history of the Guild at Time Inc."

Minimum pay-rate "step-ups" for experienced employees will be restored in the contract beginning Feb. 1. The company eliminated all minimums above the starting levels when it unilaterally implemented a 5.5 percent increase earlier this year.

The agreement also calls for increases totalling 6 percent on Feb. 1, 1987, and 5.5 percent on Feb. 1, 1988. In addition, while the company retains discretion for distribution of increases among employees paid more than \$625 a week, they are guaranteed an annual increase of at least \$3,000 during the term of the contract,

which expires on Feb. 1, 1989.

The Guild local said the settlement, for the first time since the initial Guild-Time Inc. contract was won in 1938, guarantees that every covered employee will receive a raise.

The Guild and company also agreed to establish a joint committee to study and recommend ways to change the merit-pay system.

The settlement also provides pay-group upgradings for 13 job categories in the magazine division and 11 in the book division. In magazines, these include: copy assistants, up two groups, copyreaders, data equipment operators, indexers, photographers, and serials supervisors. In books, these include: computer copy typists, picture editors, senior designers, senior writers and text editors.

Added to the contract is the requirement that any dismissals to reduce the staff be made in reverse order of seniority "where ability, skills and performance are equal."

Revised affirmative action goals call for raising minority employment to a level of 10-to-20 percent

in writing, editing, research and artistic jobs on the individual magazines published by Time Inc. and in its book division. The goals also call for 30-to-35 percent employment of women in areas where they are under represented.

Top minimum pay-rate for writer-editors, correspondents, photographers and designers will rise to \$551 on Feb. 1. The top minimum for artists, research librarians and programmers goes to \$451 on the same date.

New officers' seminar Feb. 13-16

Washington—The 1987 TNG residential seminar for new local officers again will be conducted over the Washington's Birthday holiday weekend—Feb. 13-16.

As with all five previous sessions, the '87 edition also will be held at the George Meany Center for Labor Studies in suburban Washington, TNG Education Director Phillip M. Kadis said in a Dec. 11 letter to all locals.

Running from Friday evening through noon Monday, the seminar is designed primarily for new officers of smaller locals which do not have professional staff. TNG again will subsidize, in part, expenses of one participant from each such local.

The seminar also is open to local officers of limited experience and other active local leaders such as bargaining chairpersons.

IRS, Dale seen agreed on prepayment of dues

Washington—Is it okay for U.S. members to pay Guild dues for 1987 in 1986 and get the full tax break still available for such expenses in the 1986 tax year?

Secretary-Treasurer Charles Dale has been telling U.S. locals making such inquiries, that everything he'd been able to learn told him the answer was "yes."

Now, the Internal Revenue Service confirms it. It issued a release on December 12 confirming that "multi-year payments will not be deductible" for the 1986 tax year but "deductions for prepaid expenses that do not exceed one year's expenses will not be challenged." In other words, you can pay 1987 dues in 1986 and include them for a full deduction in your 1986 tax return, but you cannot

also pay 1988 dues now.

Dale also has been advising locals making such inquiries that the numbers they give members anxious to prepay next year's dues should include any dues increase likely to occur because of salary adjustments, scheduled changes in local dues rates, etc., and also to advise them that despite prepayment, they still are liable for any full regular dues amounts in the event they become necessary during calendar 1987. He also has advised locals that per capita to TNG from the local should continue to be remitted monthly.

Union dues, along with miscellaneous other expenses, will be deductible starting in 1987 only to the extent they exceed 2 percent of income.

'86 Broun Award judges named

Washington—Ray Jenkins, editor of the Baltimore Evening Sun's editorial page, Juliet O'Neill, senior correspondent in the Canadian Press Washington bureau, and James Polk, an investigative reporter with NBC News, will judge entries in TNG's 1986 Heywood Broun Award.

Hugh H. Harrison, a former TNG vice president and longtime leader of the Pacific Northwest Guild, will serve as chairperson of the award competition.

Entries will be judged Jan. 24 and the winner announced Jan. 27, the opening day of the winter meeting of TNG's Int'l Executive Board.

The award is presented annually for journalistic achievement in the spirit of Heywood Broun, the Guild's founding president. It carries a \$1,000 prize and a citation for the winner.

Employees of newspapers, news magazines, news services and broadcast news organizations in the United States, Canada and

Puerto Rico are eligible to enter. Deadline for receipt of entries at TNG headquarters is Jan. 9.

The 1986 Broun Award—the 46th—will be given for work performed or completed in calendar 1986.

Jenkins' reporting career began on the Columbus (Ga.) Ledger where he was part of a team that covered upheaval in Phoenix City, Ala., and won the paper the 1955 Pulitzer Prize for Meritorious Public Service. He later edited papers in Montgomery, Ala., and Clearwater, Fla., before moving to the Evening Sun.

He was a special assistant to the president in the Carter White House from 1979-81 and currently is serving on the communications advisory committee for the U. S. Constitution Bi-Centennial Commission.

O'Neill is one of two correspondents assigned to the Canadian Press' Washington bureau where she reports primarily on trade and political relations be-

tween Canada and the U.S. A correspondent for the news service for 12 years, she covered Parliament Hill, labor and finance, among other beats, from Ottawa before being assigned to Washington in 1983.

She is a member of the Canadian Wire Service Guild.

Polk, a former member of the Washington-Baltimore and Wire Service Guild locals, has been a correspondent for NBC News since 1975. He won a Pulitzer Prize in 1974 for his reporting of the Watergate scandal while working for the old Washington Star. Earlier he worked in the Washington Bureau of the Associated Press.

Chairperson of the award for the second consecutive year, Harrison was a member of TNG's Int'l Executive Board from 1966 to 1976. He served as administrative officer of the Pacific Northwest Guild from 1976 to 1980 when he returned to the Seattle Times as telegraph editor.

TNG Jacket Offer

Union-made jackets & caps available

Fully lined, light-weight jackets bearing TNG's insignia are available in royal blue or red for \$16 (U.S.) each. Caps in blue with red and white piping are \$3 (U.S.) each. Caps adjust to fit most head sizes; jackets come in small, medium, large and extra-large sizes.

Please send me:

Jacket(s) _____ Royal Blue _____ Sm. _____ Med. _____ Lg. _____ X-Lg.

\$16 each (Qty.)

_____ Red _____ Sm. _____ Med. _____ Lg. _____ X-Lg.

(Qty.)

Cap(s)

\$3 each (Qty.)

Enclosed is my payment of \$ _____

Name _____

(Address) _____ (City) _____

(State/Province) _____ (Zip/Postal Code) _____

MAIL TO:

TNG Jackets

1125-15th St. N.W. #550

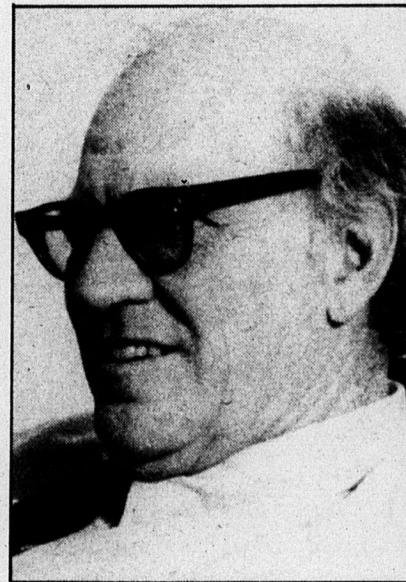
Washington, D. C. 20005



James Polk
NBC News correspondent



Juliet O'Neill
CBC senior correspondent



Ray Jenkins
Baltimore Evening Sun

Merger ends 12-year quest by the ITU What'll come of ITU Auxiliary?

(Continued from Page 1)

15,708, unofficial results showed. Fred Leatham of Los Angeles won the mailer vice presidency vacated by Heritage, defeating Joel K. Wilson of Detroit by 20,320 to 16,278.

Kopeck won a fourth term by polling 20,925 votes to 16,908 for his challenger, William Frazee, a staff assistant to McMichen.

All five ITU officers will hold corresponding positions within the PP&MWS of the CWA for the next three years. After that there will be three fulltime sector officers.

The merger was to be effective 15 days after the result of the referendum is certified. Several persons said they expected that the effective date will be early in Jan-

uary, though the certification had not yet been announced on Dec. 17.

The merger of the 75,000-member ITU—at 134 the oldest international union in North America—into the 650,000-member CWA—at 48 five years younger than TNG—will mark the end of a 12-year quest for merger by the ITU, which has seen its working membership sharply reduced by automation over the past two decades to some 40,000, approximately one-third its peak size.

During that period the ITU leadership held serious merger discussions with three unions: TNG, the Teamsters and the Graphic Communications Int'l Union.

The only membership vote to emerge from those talks saw a proposal that would have made the ITU part of the Teamsters defeated by nearly 2 to 1 late in the summer of 1985.

Votes that were scheduled on a TNG-ITU merger proposal among the memberships of both unions for the fall of 1983 were cancelled after that year's ITU convention delegates voted down an endorsement of the plan. The Guild convention had endorsed it. The ITU convention vote came after Teamsters President Jackie Presser in addressing the delegates invited the ITU into his union.

Delegates to this year's ITU convention in August endorsed the CWA-ITU proposal by a bare majority of their local-membership-based voting strength—50.4 percent. A letter from Presser to mailer-delegates pledged a special Teamsters branch for mailer locals that might affiliate with that union. Several mailers locals—including those in Cincinnati, Cleveland, Minneapolis-St. Paul, the San Francisco Bay Area and Seattle—have voted to disaffiliate from the ITU. Some have joined the Teamsters.

CWA President Morton Bahr, who along with McMichen met

with reporters in Washington the first week in December, said that Presser cancelled a Teamsters-CWA no-raiding agreement after the ITU convention when Bahr sought to invoke the pact. Bahr also said he planned to meet with Presser soon, according to the Bureau of National Affairs Daily Labor Report.

Bahr and McMichen also said they expect the newly merged union to launch new organizing efforts soon in areas that the ITU alone had lacked the resources to undertake. They pointed particularly to newspapers in New Jersey, printing firms in the Washington area, the Government Printing Office, and companies that own both papers and television operations.

Bahr also said he does not expect any jurisdictional disputes with other newspaper unions and hopes to work with both TNG and the GCIU on joint organizing campaigns for "wall-to-wall" representation at newspapers.

At the same time Bahr said that while the CWA has no immediate plans to seek mergers with either the GCIU or the Guild, he foresees merger with both eventually.

Bahr also told reporters that he has contacted management of the Chicago Tribune, where ITU

A search of the Communications Workers-Typographical Union merger agreement failed to reveal any provision for the ITU Auxiliary, an organization of ITU members' spouses that has actively promoted the union printing label since its founding 84 years ago.

Questions elicited little concern until it was noted that a report to the auxiliary's 1986 convention showed it to have \$156,390.81 in assets, including \$57,951.12 in its general fund and \$91,173.83 in a mortuary fund.

"There'll always be a place for the auxiliary in the ITU, whatever its name," said an ITU leader who requested anonymity.

printers and mailers and GCIU press operators have been on strike since mid-1985, and he expects to meet with top management there to try to resolve the dispute.

Joining a union of the CWA's "size and sophistication" means that the ITU will "be better equipped to move into the 21st Century and beyond," McMichen said.

High Court to hear Winans case

Washington—The U. S. Supreme Court has agreed to review the conviction of former Wall Street Journal columnist R. Foster Winans for violations of federal securities laws.

The court, in a Dec. 15 order, said it would hear appeals to the convictions of Winans and two others, including a former stockbroker.

TNG had joined the Reporters

Committee for Freedom of the Press and other news industry-associated groups in a brief urging the court to review Winans' conviction. The lower court ruling constitutes a "major expansion" of federal securities laws, the brief said, noting that the conviction "rests solely" on his violation of the Wall Street Journal's internal ethics policy [Guild Reporter, Nov. 26].

Guild locals aid strikers at Alberta meatpacking firm

While more than 1,000 union members were facing a seventh month on the picket line in a bitter strike against the Gainers meatpacking firm of Edmonton, Alberta, Guild members and locals joined unionists across Canada in boycotting the company's products and making contributions to the strikers and their families.

The strike, by 1,080 members of the United Food and Commercial Workers, was settled Dec. 14 when the strikers by a 61 percent vote approved a new agreement.

The Southern Ontario Guild adopted five children of strikers for the Christmas season, purchasing and shipping \$500 worth of gifts to the children in conjunction with a collection sponsored by the Metro Toronto Labour Council.

Other Guild locals also have made contributions to the strikers in recent weeks, including Vancouver (\$500), Ottawa (\$350) and Canadian Wire Service (\$1,000).

Workers struck the Edmonton plant June 1 after bargaining for a new contract with the

meatpacking firm met with no progress. Another 60 UFCW members at Gainers distribution centers in British Columbia joined the strike. Gainers owner Peter Pocklington, who also owns the Edmonton Oilers professional hockey team, later proposed a cut in the base hourly wage rate to \$8, from \$12, plus bonus and incentive pay. He also cancelled the pension plan that covered the union-represented workers.

Union employees at Gainers, faced with the threat of replacement, had approved a package

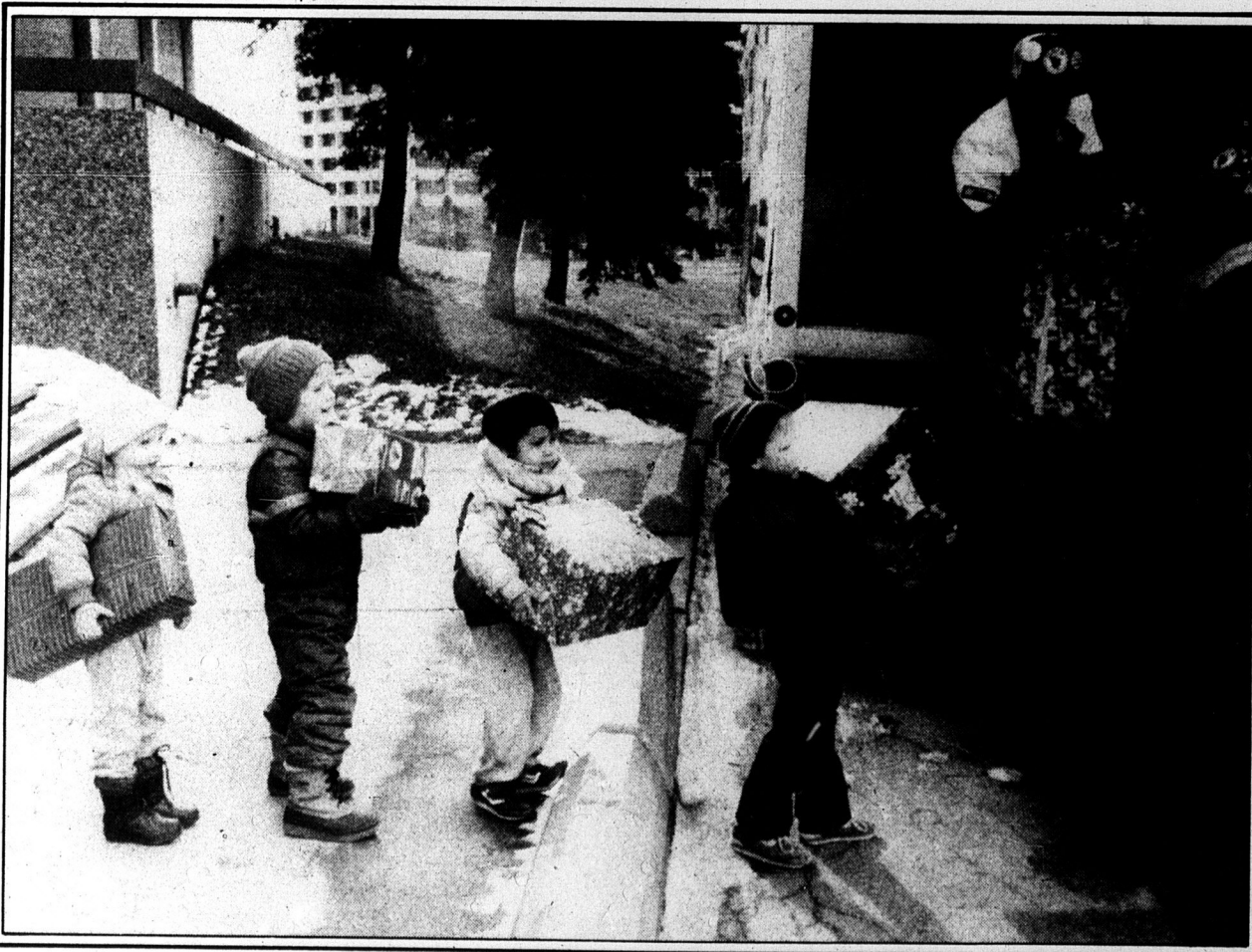
of concessions in the previous contract, including a reduction in starting pay and elimination of several benefits.

The new agreement calls for wage increases of 3 percent in each of two years following a two-year pay freeze. The pension plan is to be restored, and strikers are guaranteed rehire ahead of replacements hired during the strike, the Toronto Globe and Mail reported.

Strikebreakers, recruited by management in advance of the June walkout, had been crossing picket lines since early in

the strike with the aid of local police. Police at the Gainers plant are reported at times to have numbered in the hundreds.

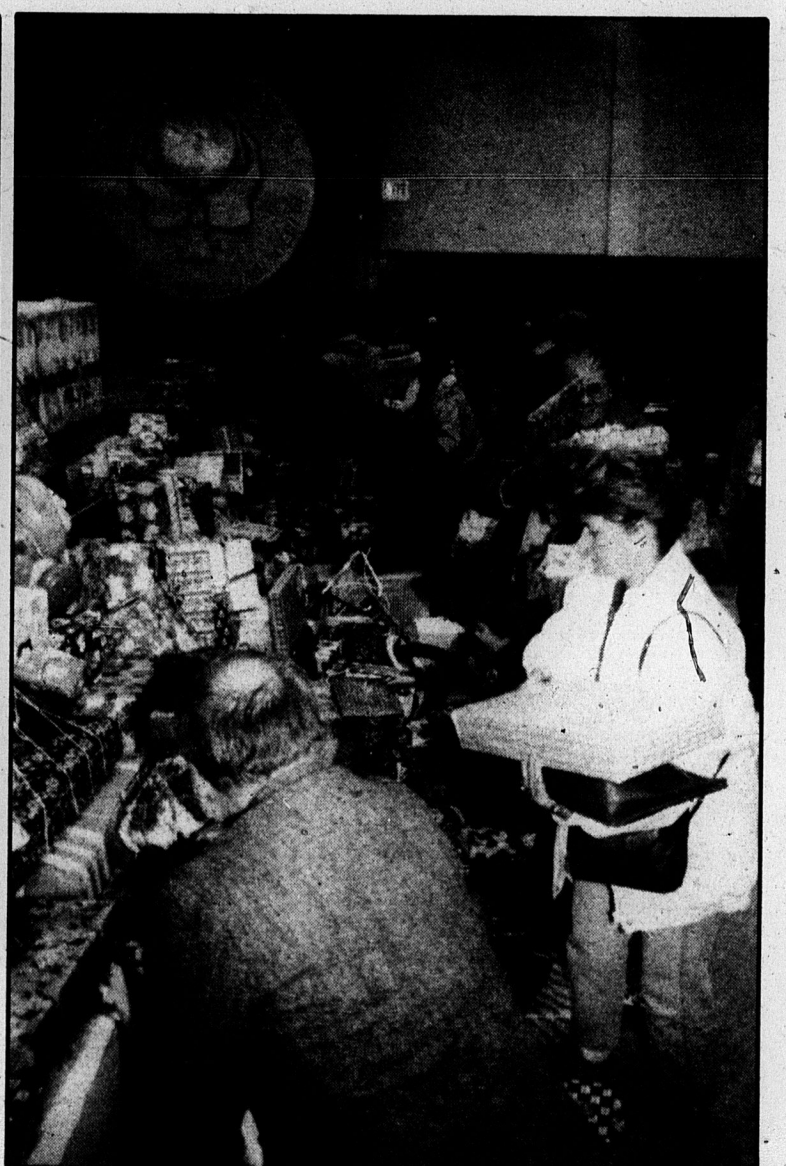
The Canadian Labour Congress in the October issue of its publication, "Canadian Labour," had described the strike as a key in "labor's efforts to put an end to concessions and unreasonable demands placed on workers by employers" in Alberta. The strike, the CLC said, is symbolic of the "struggle against anti-labor bias" pervasive in Alberta under its current Conservative government.



A gift brigade for Gainers strikers

Children of Toronto union members help Gainers strikers load Christmas presents destined for Edmonton, Alberta, and the children of members of the United Food and Commercial Workers union

who were in the seventh month of a strike against the meatpacking firm. Gifts are readied for shipping at the Metro Toronto Labour Council headquarters, right.



SOME PAID IN NEWSPAPERS

'Correspondent' hearings continue

Scranton, Pa.—A third day of hearings has been scheduled on a Scranton Guild petition to the National Labor Relations Board to certify the union as bargaining representative for correspondents and office messengers at the Scranton Tribune.

The additional hearing day was prompted by an editor's testimony about the number of correspond-

ents the paper employs. While the Guild believed that correspondents working in outlying areas of the region numbered about a dozen, executive editor Harold Lewis put their number at nearly twice that.

Some correspondents are paid a flat salary, while others simply receive free newspapers, he said in response to questions from a Guild

representative at the Dec. 12 hearing.

At the Guild's request, the NLRB hearing officer issued a subpoena for company payroll information detailing the amounts of compensation to all correspondents. It is to be produced at a hearing set for Jan. 8.

Of the dozen or so correspondents the Guild had cited in its petition, a majority have signed Guild membership cards. The employees are paid a flat rate of \$100 to \$200 a week, are supplied with company computers and, with two exceptions, work from offices maintained by the paper, a Guild representative explained. Correspondents also receive commissions for advertising they are required to solicit, the representative added.

Historically, correspondents have been exempt from the Guild bargaining unit at the Tribune, while the office messengers are specifically excluded from the local's contract, which covers the paper's editorial and circulation department employees.

The company, meanwhile, has petitioned the labor board to "clarify" the bargaining unit by excluding circulation district managers as supervisors, along with several editorial department jobs.

Two organizers terminated as program phases out

Washington—James Schaufenbil, an organizer on TNG's staff the past two years, returned to his reporting job for the Manchester Union Leader Dec. 8.

Schaufenbil was the first organizer added to TNG's staff under the special organizing program set up by the 1984 Convention and funded by a pair of membership assessments.

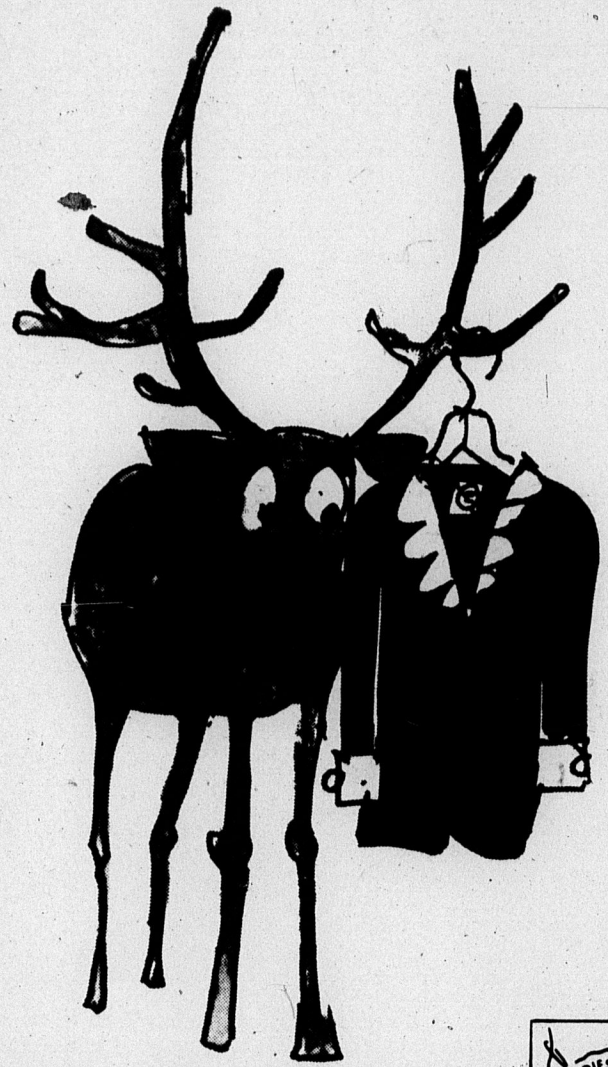
Jacqueline M. Roedler, an organizer on TNG's staff since January, will leave that position at the end of the year.

The positions are being termi-

nated and subsidies to local organizing programs phased out as the funds from the organizing assessments are expended.

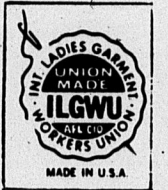
Schaufenbil assisted in the organizing campaign that brought editorial department employees at the Boston Herald into the Guild's unit at the paper and in a campaign in which the Portland Guild won recognition as the bargaining agent for editorial employees on the Morning Sentinel in Waterville, Me.

Roedler's assignments included exploration of expansion opportunities for the Milwaukee Guild.



If union Santas don't look for a gift with the union label, who will?

INT'L. LADIES GARMENT WORKERS UNION, AFL-CIO



Top minimums for reporters average \$585

THE AVERAGE top minimum for reporters and photographers on daily newspapers and wire services under 126 Guild contracts in the United States, Canada and Puerto Rico was \$585.20 a week as of Dec. 1, according to data from TNG's Collective Bargaining Dept.

The average of the top minimums in 13 Canadian contracts was \$714.71 a week; average among 110 contracts in the United States was \$575.32. Top minimums exceeded \$700 a week in all but three of the 13 contracts with Canadian newspapers and wire services.

Listed here in descending order are the top minimums as of Dec. 1, 1986. Results of settlements and deferred increases effective since are not included.

	Minimum	After
New York Times	\$929.16	—2 yrs.
Montreal Gazette	859.00	—5 yrs.
New York Daily News	853.89	—6 yrs.
Vancouver Sun and Province	827.64	—5 yrs.
New York Post	826.65	—5 yrs.
Chicago Sun-Times	824.79	—5 yrs.
Minneapolis Star & Tribune	767.00	—5 yrs.
Reuters (Canada)	758.10	—5 yrs.
Toronto Star	754.07	—6 yrs.
Victoria Times-Colonist	748.69	—5 yrs.
Philadelphia Inquirer and Daily News	743.59	—5 yrs.
St. Paul Pioneer Press & Dispatch	742.00	—5 yrs.
Ottawa Citizen	740.08	—5 yrs.
Denver Post	738.00	—5 yrs.
Reuters (U.S.)	735.00	—6 yrs.
Canadian Press	734.82	—5 yrs.
Toronto Globe & Mail	733.42	—5 yrs.
St. Louis Post-Dispatch	727.43	—5 yrs.
Denver Rocky Mountain News	717.00	—5 yrs.
San Francisco Chronicle and Examiner	715.82	—6 yrs.

	Minimum	After
San Jose Mercury-News	715.82	—6 yrs.
Hamilton Spectator	714.00	—4 yrs.
San Diego Union and Tribune	713.05	—6 yrs.
San Mateo Times	711.85	—6 yrs.
Santa Rosa Press Democrat	711.85	—6 yrs.
Windsor Star	703.45	—5 yrs.
Akron Beacon Journal	694.00	—4 yrs.
Seattle Times	690.85	—5 yrs.
Baltimore Sun and Evening Sun	690.00	—5 yrs.
Pittsburgh Post-Gazette	690.00	—4 yrs.
Modesto Bee	682.00	—6 yrs.
Cleveland Plain Dealer	680.00	—4 yrs.
Seattle Post-Intelligencer	678.34	—5 yrs.
Honolulu Advertiser	673.50	—5 yrs.
Honolulu Star-Bulletin	673.50	—5 yrs.
Eugene Register Guard	672.75	—5 yrs.
Associated Press	665.00	—5 yrs.
Tacoma News Tribune	664.60	—5 yrs.
Washington Post	664.35	—4 yrs.
Oakland Tribune	661.14	—6 yrs.
Buffalo News	659.71	—5 yrs.
Toledo Blade	658.74	—4 yrs.
Long Beach Press-Telegram	655.57	—5 yrs.
Monterey Peninsula Herald	655.00	—6 yrs.
Fresno Bee	654.77	—6 yrs.
Providence Journal and Bulletin	650.22	—4 yrs.
Cincinnati and Kentucky Post	650.00	—5 yrs.
Sacramento Bee	649.00	—6 yrs.
Detroit Free Press	647.84	—4 yrs.
Stockton Record	647.00	—6 yrs.
Detroit News	644.34	—4 yrs.
Delaware County (Pa.) Times	639.20	—5 yrs.
Sacramento Union	632.97	—6 yrs.
Brantford Expositor	624.21	—4 yrs.
Bakersfield Californian	606.40	—5 yrs.
Mt. Clemens: Macomb Daily	598.27	—5 yrs.
Memphis Commercial Appeal	595.15	—5 yrs.
Manchester Union Leader	587.75	—3 yrs.
Royal Oak Tribune	587.44	—5 yrs.
Kenosha News	587.00	—5 yrs.
Waukegan News-Sun	586.65	—5 yrs.
Hilo: Hawaii Tribune-Herald	586.41	—5 yrs.
Joliet Herald-News	586.00	—4 yrs.
United Press Int'l	585.82	—5 yrs.
Erie News and Times	573.00	—5 yrs.
Gary Post-Tribune	572.87	—5 yrs.
Maui News	571.20	—5 yrs.
Sudbury Star	567.72	—6 yrs.
Fall River Herald-News	564.46	—4 yrs.
Youngstown Vindicator	561.00	—5 yrs.
Harrisburg Patriot and News	559.50	—4 yrs.
Portland Press Herald and Express	559.00	—4 yrs.

	Minimum	After
Pottstown Mercury	557.99	—5 yrs.
Pawtucket Times	555.65	—4 yrs.
Indianapolis Star	553.95	—6 yrs.
Lansing State Journal	550.64	—5 yrs.
Boston Herald	549.81	—4 yrs.
Allentown Call	547.78	—4 yrs.
Sheboygan Press	544.80	—4 yrs.
Salem News	542.72	—4 yrs.
Lynn Item	540.00	—4 yrs.
Jersey City: Jersey Journal	533.03	—4 yrs.
Albany Times-Union and Knickerbocker News	531.15	—4 yrs.
Oshawa Times	526.01	—4 yrs.
New Brunswick Home News	521.60	—4 yrs.
Scranton Times	519.46	—3 yrs.
Scranton Tribune	518.10	—3 yrs.
Lowell Sun	516.00	—4 yrs.
Malden News: Medford Mercury and Melrose News	514.25	—3 yrs.
Great Falls Tribune	508.00	—5 yrs.
Duluth News Tribune & Herald	505.00	—5 yrs.
Woodbridge News Tribune	501.00	—4 yrs.
Brockton Enterprise	498.84	—4 yrs.
Peoria Journal Star	494.00	—5 yrs.
Norristown Times Herald	493.82	—5 yrs.
Canton Repository	484.86	—5 yrs.
San Antonio Light	481.97	—5 yrs.
Knoxville News-Sentinel	481.00	—4 yrs.
Kingston Daily Freeman	479.65	—4 yrs.
Pueblo Chieftain	477.92	—5 yrs.
Rockford Register Star	477.06	—5 yrs.

	Minimum	After
Waterbury Republican and American	469.69	—5 yrs.
Bristol Press	465.00	—5 yrs.
Bellevue Journal-American	463.01	—5 yrs.
York Dispatch	457.00	—4 yrs.
Woonsocket Call	455.36	—5 yrs.
York Daily Record	452.05	—5 yrs.
Sioux City Journal	442.20	—4 yrs.
Tonawanda News	440.79	—4 yrs.
Lexington Herald-Leader	425.00	—4 yrs.
San Juan Star	416.55	—5 yrs.
Yakima Herald Republic	414.00	—4 yrs.
Hazleton Standard-Speaker	411.71	—5 yrs.
San Juan: El Vocero	410.00	—5 yrs.
Massillon Independent	406.59	—4 yrs.
Terre Haute Tribune-Star	400.88	—5 yrs.
Milwaukee Journal and Sentinel	400.00	—6 yrs.
Monessen Valley Independent	394.00	—5 yrs.
Rochester Democrat & Chronicle and Times-Union	380.00	—4 yrs.
Battle Creek Enquirer	346.00	—5 yrs.
Newport News Daily Press and Times-Herald	340.00	—2 yrs.
Norfolk Virginian-Pilot, Ledger-Star	340.00	—flat
Utica Press and Observer-Dispatch	335.00	—5 yrs.
San Juan: El Mundo	332.00	—5 yrs.
Waltham News-Tribune	322.00	—3 yrs.
Chattanooga Times	280.00	—4 yrs.

Publisher: For better papers, pay better

The following is excerpted from an "essay" in the December issue of "presstime," American Newspaper Publishers Assn. magazine, by Rolfe Neill, publisher of Knight-Ridder's non-Guild Charlotte Observer. It was adapted from a speech to the New England Newspaper Assn.

"OUR CRITICS expect better newspapers—and so should we. A newspaper begins with a vision shared by an editor and a publisher. The reality of that vision is accomplished through a staff. Hiring on the cheap and hoping to get a year or two from young people before they move on is a longstanding approach by a majority of newspapers. Yet these same newspapers regularly have pre-tax margins of between 15 and 30 percent, or more."

"Newspapers . . . make money far above the average of any of the advertisers who support them. Is it too much to ask that we spend some of these profits in recruiting, training and retaining a better staff?"

"Ours is a trade, to be sure. But for most of us, it's also a calling. We do care about what goes into our newspapers. We do aspire that tomorrow's edition be better than today's. But we're deluding ourselves to think we can achieve and sustain excellence without paying the necessary assessment."

¹ Applies in AP bureaus in 18 cities, including Baltimore, Philadelphia, Minneapolis and Honolulu. Top minimum in three other cities and at AP radio is \$10 higher; in four others is \$5 higher; in 28 cities is \$5 lower in 74 others is \$10 lower.

² Plus 2 percent after 10 years and at 5 year intervals to maximum \$20 a week.

³ Photographer top is \$570.87 a week.

⁴ Plus \$2 after 9 years; plus an additional \$3 after 14 years.

⁵ \$500.00 for senior journalists.

⁶ After 3 years for fully qualified practitioner.

⁷ \$387.50 if hired prior to 1979.

⁸ Photographer paid \$3.00 less per week than reporter.

A Shepherd

The rendering of the legend of Amos reprinted below was written by Heywood Broun, the Guild's founding president, as his 1929 Christmas column for the old New York World-Telegram.

THE HOST OF HEAVEN and the angel of the Lord had filled the sky with radiance. Now, the glory of God was gone, and the shepherds and the sheep stood under dim starlight. The men were shaken by the wonders they had seen and heard, and, like the animals, they huddled close.

"Let us now," said the eldest one of the shepherds, "go even unto Bethlehem and see this thing which has come to pass, which the Lord hath made known unto us."

The City of David lay behind a far, high hill, upon the crest of which there danced a star. The men made haste to be away, but as they broke out of the circle there was one called Amos who remained. He dug his crook into the turf and clung to it.

"Come," cried the eldest of the shepherds, but Amos shook his head. They marveled, and called out: "It was an angel. You heard the tidings. A saviour is born."

"I heard," said Amos. "I will abide."

The eldest walked back from the road to the little knoll on which Amos stood.

"You do not understand," the old man told him. "We have a sign from God. An angel has commanded us. We go to worship the saviour, who is even now born in Bethlehem. God has made His will manifest."

"It is not in my heart," replied Amos.

And now the eldest of the shepherds was angry.

"With your eyes," he cried out, "you have seen the host of heaven in these dark hills. And you heard, for it was like the thunder when 'Glory to God in the Highest,' came ringing to us out of the night."

And again Amos said, "It is not in my heart."

Another then broke in: "Because the hills stand and the sky has not fallen it is not enough for Amos. He must have something louder than the voice of God."

Amos held more tightly to his crook and answered, "I have need of a whisper."

They laughed at him and said, "What should this voice say in your ears?"

He was silent, and they pressed about him and shouted mockingly: "Tell us now. What says the God of Amos, the little shepherd of a hundred sheep?"

Meekness fell away from him. He took his hands from on the crook and raised them high.

"I, too, am a god," said Amos in a loud, strange voice, "and to my hundred I am a savior."

And when the din of the angry shepherds about him slackened Amos pointed to his hundred.

"See my flock," he said. "See the fright of them. The fear of the bright angel and of the voices is still upon them. God is busy in Bethlehem. He has no time for a hundred sheep. They are my sheep. I will abide."

THIS THE OTHERS did not take so much amiss, for they saw that there was a terror in all the flocks, and they, too, knew the ways of sheep. And before the shepherds went away on the road to Bethlehem toward the bright star each one talked to Amos and told him what he should do for the care of the several flocks. And yet one or two turned back a moment to taunt Amos before they reached the dip in the road which led to the City of David. It was said, "We shall see the new glories at the throne of God, and you, Amos—you will see sheep."

Amos paid no heed, for he thought to himself, "One shepherd the less will not matter at the throne of God." Nor did he have time to be troubled that he was not to see the child who was come to save the world. There was much to be done among the flocks, and Amos walked between the sheep and made under his tongue a clucking noise, which was a way he had, and to his hundred and to the others it was a sound finer and more friendly than the voice of the bright angel. Presently the animals ceased to tremble and began to graze as the sun came up over the hill where the star had been.

"For sheep," said Amos to himself, "the angels shine too much. A shepherd is better."

With the morning the others came up the road from Bethlehem, and they told Amos of the manger and of the wise men who had mingled there with shepherds. And they described to him the gifts—gold, frankincense and myrrh. And when they were done they said, "And did you see wonders here in the fields with the sheep?"

Amos told them, "Now my hundred are one hundred and one," and he showed them a lamb which had been born just before the dawn.

"Was there for this a great voice out of heaven?" asked the eldest of the shepherds.

Amos shook his head and smiled, and there was in his face that which seemed to the shepherds a wonder even in a night of wonders.

"To my heart," he said, "there came a whisper."

SEASON'S GREETINGS



Ontario's proposal for pay equity seen as start toward closing gap

Toronto—A pay equity bill introduced in the Ontario legislature "is a start in the right direction," agree a pair of advocates for legislation to correct the wage-gap between women and men in jobs of equal value.

The bill, introduced Nov. 24, would apply both to private-sector employees and to those public employees not covered by a similar measure introduced earlier.

It would require employers of 10 persons or more to make adjustments in pay where employees in jobs held predominantly by women are found to be performing work of equal value to those in which more highly paid men predominate.

The proposed legislation "has a lot of flaws," said Southern Ontario Guild leader Susan R. Craig, who had called for quick passage of a pay equity bill in testimony last spring on behalf of the local and the Canadian District Council. She cited the exemption for firms employing fewer than 10 workers and a phase-in period of up to six years for compliance.

Mary Cornish, head of the Equal Pay Coalition, an alliance of labor and women's organizations, expressed similar reservations, but said chances appear "fairly good" for a bill that will apply to private employers.

The legislation as proposed by Ontario's minority Liberal government has drawn criticism from legislators representing both the Progressive-Conservative Party and the New Democratic Party. Amendments are likely, given the makeup of the government and op-

position views, Craig said.

Pay equity legislation "is a major issue" for the current government, Cornish explained. It came to power in mid-1985 after signing an accord with the New Democratic Party calling for Liberals' support for pay equity legislation, among other issues.

The proposed legislation calls for employers to compare wages for jobs in which women hold 60 percent or more of the positions with those in which men hold 70 percent or more of the slots. Skill, effort, responsibility and working conditions would be taken into account.

The bill makes no provision for pay adjustments for women in firms where no jobs are filled pre-

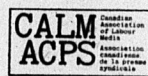
dominantly by men, but it would establish a pay equity commission which could recommend additional adjustments.

The legislation would require employers to spend up to 1 percent of their previous year's payroll costs for pay equity adjustments. Wage cuts would be forbidden.

Compliance would be phased in with firms employing 500 or more workers required to meet the criteria within three years and those with fewer than 50 employees given six years to comply.

Companies with more than 100 employees would be required to develop proposals for making wage comparisons and pay adjustments and to negotiate with employees' unions.

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. 22

December 19, 1986

The Newspaper Guild

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Jan. 1/6 for next Guild Reporter

This is the sole issue of the Guild Reporter being published in December, and in January it will be published on the 3rd and 5th Fridays, rather than the usual 2nd and 4th Fridays.

That means that the first January issue will go to press Jan. 16; the second Jan. 30.

February's issues will be published on the 2nd and 4th Fridays, the 13th and 27th.

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