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Law judge urges 'no' to Detroit merger

Washington—Knight-Ridder's Detroit Free Press does not qualify as a "failing newspaper" under the Newspaper Preservation Act and the U.S. attorney general should deny its request for approval of a joint operating agreement with Gannett's Detroit News, an administrative law judge has ruled.

Attorney General Edwin Meese will act on the recommendation after a 45-day comment period passes.

In a decision issued Dec. 29, Morton Needelman, the law judge, called losses incurred by both the Free Press and the News the product of the years-long struggle in which each of the dailies has

sought to dominate the Detroit newspaper market at the cost of current profitability. He suggested that in the process the papers may have engaged in predatory pricing practices.

The Detroit Guild, with backing from TNG, as well as the city's other newspaper unions opposed approval of the joint operating agreement.

Local President Lou Mleczo called Needelman's ruling a major victory "not just for Detroit, but for all cities where newspapers still compete."

If a joint operation were approved for Detroit where the newspapers "are in a dead heat, the

Unions charge that publisher uses Free Press to lobby for joint operation Page 4

floodgates would open on mergers, he said.

The Free Press, concluded Needelman in a 129-page decision, is not operating in a market dominated by the News, nor is the Free Press confronted with the probability of entering a "downward spiral" of related circulation and advertising declines.

Absent proof that a paper faces probable domination and a downward spiral, it cannot be considered a newspaper "in probable

danger of financial failure," Needelman held. The Newspaper Preservation Act allows the attorney general to exempt joint newspaper operations from prohibitions against profit pooling, price fixing and market splitting when one of the papers involved meets that probable-danger test.

The newspapers argued that the Free Press qualifies as a failing newspaper because of the losses it has incurred in recent years.

Meese appointed Needelman to conduct hearings on the papers' 1986 application for approval of a joint operation. Under the papers' agreement they would merge all departments except the news

rooms of the dailies, which rank ninth and tenth by circulation in the U.S.

Needelman conducted 16 days of hearings in August after receiving briefs from the applicants, the Justice Dept.'s Antitrust Division and intervenors in the proceedings—the Guild and four other Detroit newspaper unions and Detroit Mayor Coleman Young. The Antitrust Division also opposed the application.

Tracing the "modern phase" of the Detroit newspaper war back to 1960, Needelman recounted how the struggle entered a "particularly severe phase in the 1970s" as the
(Continued on Page 4)

Moves studied as judge throws out Post overtime suit

Washington—The Guild and a group of members at the Washington Post were studying appeals and other avenues available to seek to overturn a federal judge's dismissal Jan. 13 of overtime-pay suits against the daily by 99 Guild-covered news- and commercial-department employees.

In a decision described as "bizarre," "outrageous" and "disturbing" by the Guild attorney representing the members in their suit, U.S. District Court Judge Gerhard A. Gesell held that 13 reporters and editors are exempt from the overtime-pay requirements of federal law as "professional employees" whose work is "artistic."

At the same time, while noting that "issues of fact" remain in dispute in the cases of the other 86 employees in the suit, Gesell also dismissed their actions, suggesting that they might file new, separate suits.

Gesell held that the 13 employees, on whom he ruled on the basis of depositions and legal briefs, "produce original and creative writing of high quality" and that "their performance as writers is individual, interpretative and analytical." In addition, he said, the 13 are "thoroughly trained" and of "far more than general intelligence."

The judge cautioned, however, that his decision should not be seen as necessarily applying to all reporters and editors.

"Each situation must be judged on its own merits," he said. "It is not a question of making an exception for all reporters at this or any other newspaper but rather of determining whether or not these 13 individuals while working for the Washington Post fall under 'the expanding concept' of 'professional work' exempt from the wage and hour law."

The Fair Labor Standards Act
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BOSTON HERALD EMPLOYEES CHEER NEWS RUPERT MURDOCH WILL NOT SELL THAT DAILY
They also expressed concern for the fate of employees of Murdoch's New York Post (Story below).

Unions, others aim to save N.Y. Post, jobs

New York—Since learning that Congress in the waning days of 1987 well may have foreclosed Rupert Murdoch's continuing to own both the New York Post and WNYW-TV after March 6, this city's newspaper unions, including the New York Guild, and an array of public figures have launched a quest for a way to keep the Post publishing and its 1,200 employees in their jobs.

A little noticed rider to the omnibus federal spending bill prohibits the Federal Communications

Commission from changing its 13-year-old ban on ownership of a newspaper and television station in the same market and also bans extension of waivers of the ban.

Several witnesses, including Harry Leykis of the Guild's 400-member unit at the Post, called for repeal of the waiver-extension-ban

during a hearing held here Jan. 7 by Sen. Daniel P. Moynihan (D-N.Y.) on the Post's future.

"If it were a matter of forcing Mr. Murdoch to sell the Post and there were buyers on the street, like there might be for the Times or Newsday, it might be another matter," said Leykis, a 38-year

Post employee and former Guild-unit chairperson.

A waiver granted Murdoch two years ago after he added the television station to his New York holdings expires March 6. Another waiver granted him after he bought WFXT-TV in Boston, where he
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'TREK' BEGAN IN MID-SEPTEMBER

TNG moves to new headquarters

Silver Spring, Md.—Some 11 months later than originally projected and three weeks later than finally scheduled, all of TNG's headquarters operations have been moved into the union's new building in this Washington, D.C., suburb.

Authorized by TNG's 1985 Convention and built as a joint venture with a developer, it is a four-story, Tudor-style structure with some 23,500 square feet of office space on its upper three floors. The ground level is given over to an entrance-way and off-street parking.

TNG is occupying the top floor plus half the next-to-top floor. The remaining floor-and-a-half is for rent.

Loaded with furnishings and files from space TNG offices occupied temporarily in another suburb from mid-September until mid-December, as well as materials in storage since TNG vacated its rented offices in downtown Washington, trailer-trucks backed up to the new building Jan. 7 to complete the move-in.

After being interrupted by a snowstorm that dumped 4-8 inches on the metropolitan area the fol-

lowing day—and by the dig-out that took the next two days—the unloading was completed and operations resumed as order began to be restored the week of Jan. 11-15. At the same time, various contractors and subcontractors were completing finishing touches on and in the building.

During the period of the move, which turned out to span three weeks, TNG President Charles Dale, Secretary-Treasurer John C. Edgington and Office Manager Mary Aldrich, worked from makeshift quarters at the new site.
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Pay equity 'complex,' leaders learn . . . 3

Washington Post
unit 'tunes up'
in quest for pact
with daily . . . 2

10-month byline strike is settled 8



D.C. daily is 'off key,' Guild 'carolers' sing

God Rest Ye Merry . . .

God rest ye, merry managers,
let nothing you dismay;
Remember we want contracts
that give us equal pay,
And overtime for those of us
who must work Christmas Day;
Not just tidings of comfort and joy,
comfort and joy;
Not just tidings of comfort and joy.

God rest ye, merry managers,
here's something to inspire;
The Post will be a better place
if dual pay does expire;
Same job, same pay, same company,
no matter date of hire;
Not just tidings of comfort and joy,
comfort and joy;
Not just tidings of comfort and joy.

God rest yet, merry managers,
it's latter than you think;
No matter what the profits show,
morale's not in the pink;
Dual pay's gone at the New York
Times; to have it here sure stinks;
Not just tidings of comfort and joy,
comfort and joy;
Not just tidings of comfort and joy.



Deck the Post . . .

Deck the Post with record earnings,
Fa-la-la-la-la, la-la-la-la;
Just forget the workers' yearnings,
Fa-la-la-la-la, la-la-la-la.
Don, we now get checks disparate,
Fa-la-la-la-la, la-la-la-la;
While we want for that raise of merit,
Fa-la-la-la-la, la-la-la-la.

Deck the Post with season's greetings,
Fa-la-la-la-la, la-la-la-la;
Just forget those contract meetings,
Fa-la-la-la-la, la-la-la-la.
Don we now our union label,
Fa-la-la-la-la, la-la-la-la;
Where's the Post at the bargaining
table? Fa-la-la-la-la, la-la-la-la.

Deck the Post, it pays the worst,
Fa-la-la-la-la, la-la-la-la;
Now top scale ranks forty-first,
Fa-la-la-la-la, la-la-la-la.
To trail Toledo brings no glee,
Fa-la-la-la-la, la-la-la-la;
We even lag the Modesto Bee,
Fa-la-la-la-la, la-la-la-la.



Washington—Some traditional Christmas melodies—with not-so-traditional lyrics—were wafted up and down the street in front of the Washington Post Dec. 18 when members of the Guild unit at the paper gathered in its entranceway for a session of caroling.

The lyrics, and the session, were in protest of Post management's continuing refusal to bargain with the Washington-Baltimore Guild for a long overdue contract renewal, the local said in an information sheet headed "Washington Post off-key in a season of harmony."

A charge that management violated federal labor law in mid-August by declaring talks with the Guild at "impasse" and implementing the terms of the paper's final contract demands remains pending before the National Labor Relations Board. In mid-September, acting on an earlier Guild charge, the NLRB issued a complaint alleging the Post illegally refused to supply the Guild information needed for bargaining.

Guild carolers also passed out specially prepared, two-panel holiday cards (reproduced at the bottom of this page) addressing what the Guild described as "the growing problem of pay inequity suffered by minority and female employees at the Post."

"The publisher's imposed offer actually worsened pay gaps between male and female, black and white employees," the local's information sheet charged.

"For example, black female reporters, who had earned pay checks averaging \$190 a week less than their white male colleagues, now are \$240 a week behind them," it said.

"... This Scrooge-like behavior is especially inappropriate by a company with record earnings and several consecutive years of profits in the 22-23 percent range," the local charged—in its information sheet and one of its carol's lyrics (See: "Deck the Post").



MARIANNE KEFFER ZWEIG/Washington-Baltimore Guild
WASHINGTON POST ENTRANCE FRAMES GUILD 'CAROLERS'
Lyrics focus on Guild's continuing quest for new pact with daily.

White Christmas

I'm dreaming of a nice Christmas,
The kind of Christmas I like best,
When the Grahams would listen
And we earned more than all the rest.

I'm dreaming of a nice Christmas,
Just like the ones I used to know;
May Post managers see the light
And pay the same to black and white.

I'm dreaming of a nice Christmas,
Just like the ones we used to see,
Where the Post paid fairly
And treated folks squarely
And we all shared in dignity.

I'm dreaming of a nice Christmas,
Just like the ones we used to know;
May our contract come without delay
And may equal work mean equal pay.



Working Tonight

(Tune: Silent Night)

Working tonight,
Working tonight,
Not a dime for overtime.
The Post tells me that I'm
"over the line."
Try telling that to that spouse
of mine.
May your Christmas be bright;
I'll be working tonight.

Working tonight,
Working tonight,
Not a dime of overtime.
The Post says I'm too much of a pro
To get my share of all its dough.
May your Christmas be bright.
I'll be working tonight.

We Wish You A Merry Christmas

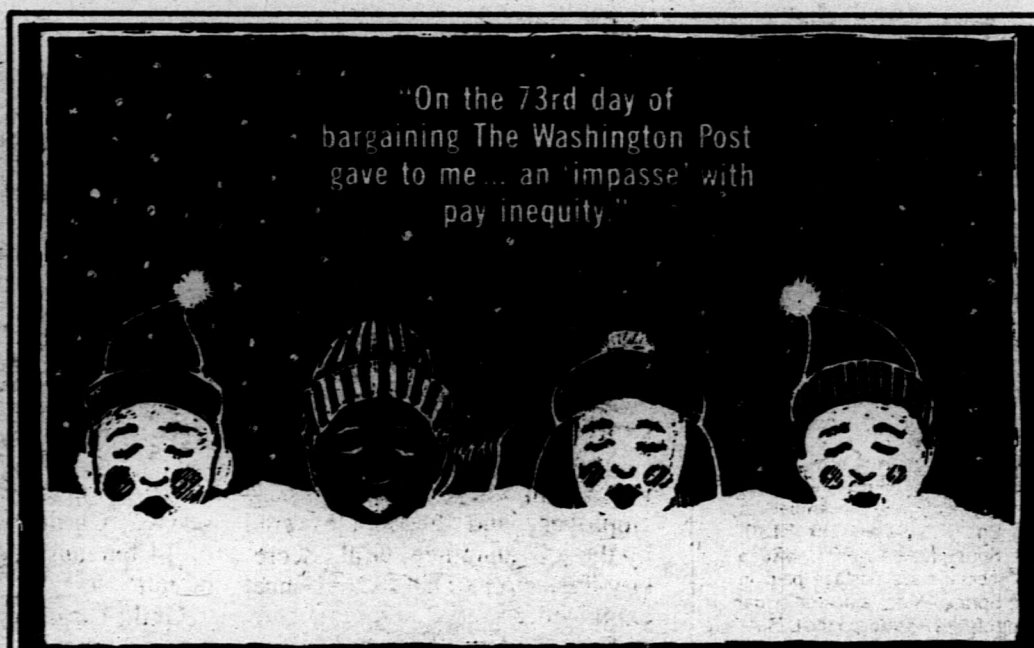
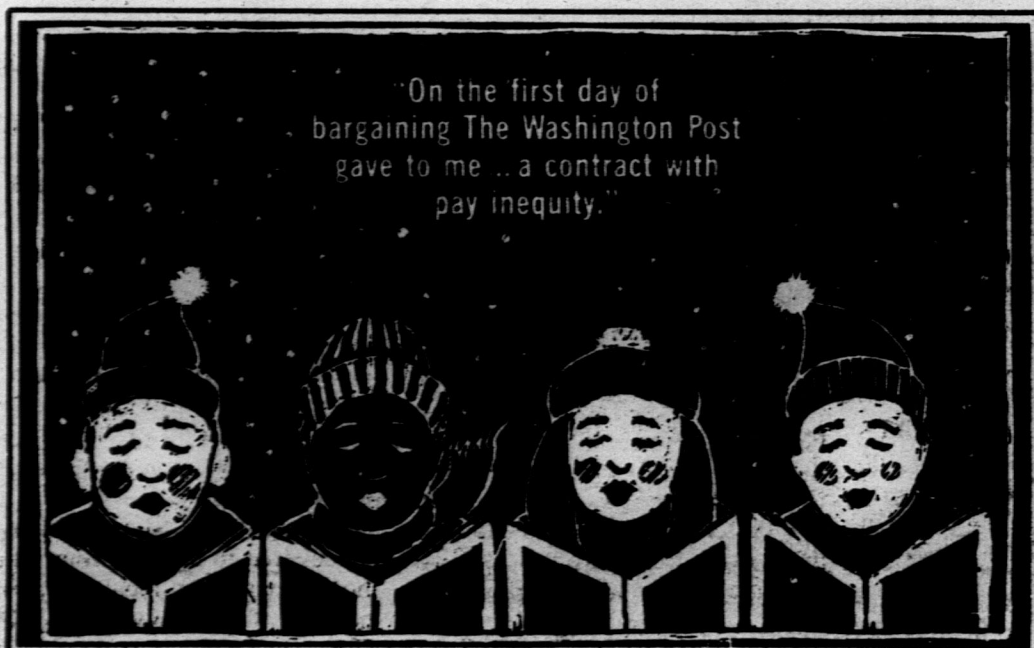
We wish you a merry Christmas,
we wish you a merry Christmas;
We wish you a merry Christmas—
and a contract this year.

Oh bring us a Donald Gra-ham,
oh bring us a Donald Gra-ham;
Oh bring us a Donald Gra-ham—
and get rid of "two-tier."

(Repeat first stanza.)

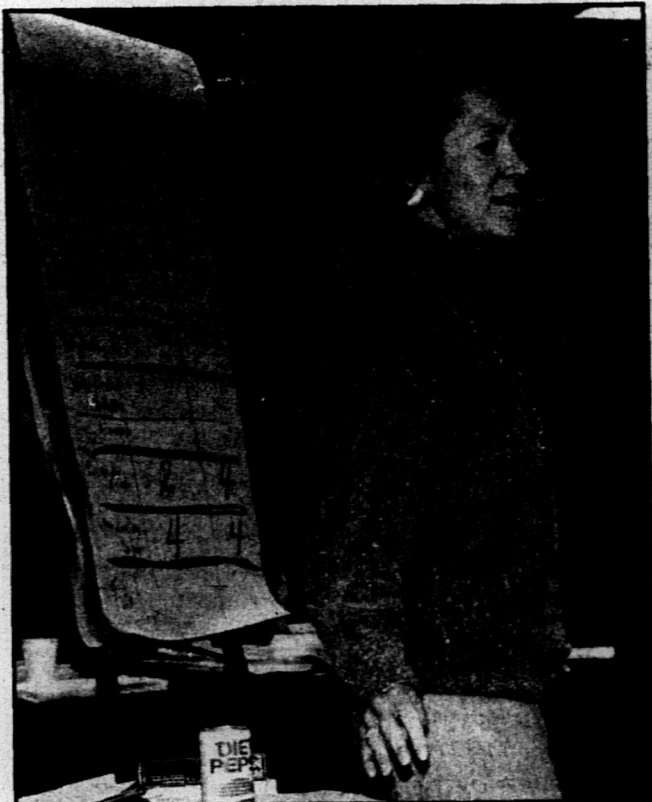
We won't go until we've got one,
we won't go until we've got one;
We won't go until we've got one—
so bring it right here.

(Repeat first stanza.)



'COVER' OF HOLIDAY CARD PASSED OUT DURING 'CAROLING' . . .

. . . PLUS INSIDE PANEL POINT UP A MAJOR ISSUE IN SUSPENDED TALKS



BILL McQUEEN/Southern Ontario Guild

ATTENTION OF PARTICIPANTS IN TNG-SOUTHERN ONTARIO GUILD SEMINAR ON PROVINCE'S NEW PAY-EQUITY LAW FOCUSES ON CONSULTANT
Sandra Blake, left in front of check-points on flipboard, and others from firm of Hubbard & Revo-Cohen led seminarists in workshop on job evaluation.

Guild leaders briefed on new pay equity law

Toronto—That Guild locals in Ontario face a "complex and lengthy process" as they prepare to bargain on wage adjustments under the province's new pay equity law, became emphatically clear to participants at a seminar here Jan. 10-11.

That was the assessment of one of the 40 some Guild leaders who attended the two-day conference co-sponsored by TNG and the Southern Ontario Guild.

As Guild locals begin the process of evaluating job content, analyzing the work force and identifying jobs in need of wage adjustments, the necessity for continuing contact between Guild bargainers will become ever greater, conference participants agreed.

The law, which took effect Jan. 1, requires that pay adjustments be made for jobs in which women predominate by 60 percent or more when those jobs are found to be comparable to higher paid jobs in which men predominate by 70 percent or more.

In making comparisons, the law requires that skill, effort, responsibility and working conditions be taken into account.

It requires employers of 100 employees or more to develop and post plans for making pay adjustments. Those plans must be bargained where employees are rep-

resented by unions. Deadlines for developing pay equity plans are phased in over a 3-year period, based on employment. The earliest deadline, Jan. 1, 1990, applies to employers of 500 or more.

The law permits employers who post pay equity plans to limit annual pay equity adjustments to one percent of annual payroll.

Seven of the dozen Guild units in Ontario covered by the law fall under the first-phase deadline for posting pay equity plans. That means Guild leaders in those units must move quickly to appoint pay equity committees and begin the work of analyzing and evaluating jobs, explained TNG Human Rights Co-ordinator Anna M. Padia.

Once established, Guild committees immediately should request full payroll information from the employers keeping in mind that wage comparisons need not be limited to jobs within the Guild unit alone.

Labor lawyer Mary Cornish, who heads the Equal Pay Coalition, told seminar participants that she believes unions have broad rights to information necessary to represent employees under the pay equity law. She urged unions to lodge complaints with the Pay Equity Tribunal over any employer's refusal to supply requested information.

The Pay Equity Tribunal is the dispute-resolution arm of the Pay Equity Commission, a government agency established to administer the law. A labor lawyer, Beth Symes, has been appointed to chair the tribunal.

Conference participants had a briefing on the job evaluation process by consultants from the firm of Hubbard & Revo-Cohen, Inc., of Reston, Va., which specializes in pay equity work.

A job evaluation study for a major newspaper is likely to take the better part of a year, one of the consultants estimated.

Job evaluators need to take a "global view" of the organization and devise a job-rating system that

can be applied uniformly to all jobs involved. A thorough collection of data is a vital step, the consultants said.

While the new law will not deliver equal pay for work of equal value to all women workers, it is an important first step, Julie Davis, executive vice president of the Ontario Federation of Labour, told the forum.

Adoption of the law, she stressed, is an acknowledgement that jobs traditionally held by women "have been systematically undervalued."

The law only establishes minimums, she said, urging the Guild leaders to build on it as the labor movement has done with other

legislated minimum standards.

In a panel discussion wrapping up the conference, Padia, TNG Int'l Representative Frederica Wilson and SONG Local Representative Paul Pelletier agreed on ground rules that should be established at the outset of talks with employers on pay equity plans. Among them, agreement that Guild committee members will have paid time off for bargaining and research and that no wages will be frozen or hours reduced to close wage gaps. (The law prohibits pay cuts to establish pay equity.)

Bargaining on pay equity plans would best be conducted separately from contract negotiations, the Guild leaders also agreed.

Incidents of harassment reported in Guild survey at Ottawa Citizen

Ottawa—Several incidents of sexual harassment have occurred in the circulation and editorial departments of the Ottawa Citizen in the last six months, according to a survey conducted by the Ottawa Guild.

More than 50 percent of the cases cited involved harassment in the form of comments, jokes and innuendos of a sexual nature. Circulation employees reported more

severe situations, including two cases of unnecessary physical touching, patting, pinching or brushing against and one incident involving an invitation for a date with the implication that refusal would be penalized.

All the cases involved female employees who, when asked to describe how they felt about the incident, responded they felt angry and embarrassed over their treatment.

The Guild received a total of 67 responses to the questionnaire, which was mailed to members. Eight incidents of harassment were reported in the six replies received from female circulation employees.

Both circulation and editorial members agreed that the source of harassment was immediate bosses and managers—only two respondents reported harassment from a co-worker.

Most female circulation employees said harassment was happening frequently in the workplace. Male employees from circulation and editorial responded that harassment was happening only occasionally.

Among male respondents from the editorial department, 23 percent were aware of sexual harassment, while 60 percent of male respondents from circulation were aware of such incidents.

A majority of employees did not know if management had a policy prohibiting sexual harassment.

There is such a policy, reports the Guild. It promises that the Citizen won't tolerate harassment, and that any employee with a complaint can take it to a manager.

Feel free to contact your Guild shop steward or local executive member if you have a problem with sexual harassment at work, the local is advising its members.

Adapted from "After 30,"
Ottawa Guild publication.

Wire Service local lists 107 firings at UPI

New York—The Wire Service Guild has released a list of 107 United Press Int'l employees fired from their jobs since Nov. 1 when the news service declared contract talks with the Guild at an "impasse," implementing its own "work rules."

The local said it was releasing the list because UPI representatives persisted in understating the number of employees cut from the

staff of the news service, owned by Mexican newspaper publisher Mario Vazquez Rana.

The Guild is challenging the firings through the National Labor Relations Board, where it has lodged unfair labor practice charges against UPI, and through its contract, which bans staff cuts among permanent employees. That guarantee was part of the agreement the Guild reached with Vazquez Rana when he bought UPI out of bankruptcy in 1986.

About 30 of those terminated were temporary or probationary employees and thus not covered by the job guarantee, Guild Secretary-Treasurer Dan Carmichael explained.

The Guild, meanwhile, was anticipating news of a new wave of staff cuts, although a UPI representative maintained that no plan

on further reductions had been developed.

The news service announced Jan. 8 that it planned to realign its services and curtail local coverage as a means of shoring up its financially plagued operations.

In announcing plans to cut back on local coverage, UPI representative Christopher Smith said that UPI's goal was to provide clients a more "targeted, focused" report.

Among the 107 employees who already have fallen victim to UPI's cuts were some veterans of the news service with 15 and 20 years' service, Carmichael said. A total of 14 bureaus had been closed as of Jan. 15.

Guild bargainers presented UPI representatives with modified contract proposals during a bargaining session Jan. 11 in the offices of the Federal Mediation Service in

Washington, but company negotiators had no response to those proposals or to others put forward at a session in mid-November.

"It was clear that UPI negotiators were unable to make any movement whatsoever," Guild President Kevin Keane said in a statement issued after the most recent meeting.

UPI, meanwhile, has filed suit against three former editors that resigned last November saying they opposed plans by Vazquez Rana to cut the news service's staff by 300 to 500 employees and that they could not ensure the "quality and integrity" of the news product.

UPI has charged the editors—Ben Cason, Kim Willensen and Barry Sussman—with defamation and breach of contract.

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Law judge recommends 'no' on Detroit JOA

(Continued from Page 1)

papers began discounting advertising rates and circulation prices. The Free Press posted its first operating losses in 1979—the same year it initiated sharp discounts in advertising rates. Operating losses at the News followed the next year.

Between 1980 and 1986 the Free Press recorded operating losses totalling \$56.2 million, including a state business tax and excluding management fees assessed by the Knight-Ridder chain. Needelman found the News' financial performance for the same years "hardly more impressive."

At the same time competition between the dailies was being intensified, a recessionary economy was taking a severe toll on Detroit and the automobile industry.

Management of the papers and the chains that owned them embarked on the costly strategy aimed at achieving market domination and future profitability "in the belief that failure too had its reward in the form of JOA approval," Needelman said.

"What the record plainly shows," wrote Needelman, is that if during a period of deep business recession "two strong-willed and deep-pocketed newspaper chains are bent on pursuing the costly goals of dominance and future profits by charging the lowest circulation and advertising prices in the nation, the result, not surprisingly, is that both are going to ring up record losses."

"One cannot conclude," said Needelman, "that reader and advertiser demand in Detroit is so inadequate that the market cannot sustain two profitable papers."

"As one might expect," however, he added, "Detroit cannot sustain two profitable papers when both are practically being given away."

The Free Press raised its daily cover price to 20 cents in 1979; the News continues to sell for 15 cents a copy daily. Both papers sell for 75 cents a copy on Sunday.

At higher advertising and circulation prices, however, "most of the persuasive contemporaneous evidence indicates" that Detroit can sustain two profitable papers even at the city's current level of economic performance, Needelman found. Both papers perceived Detroit "as one of the richest, most attractive newspaper markets in the nation," said Needelman, who called the "huge Detroit newspaper market . . . a choice plum."

While the Detroit dailies have increased their published advertising rates in each of the last dozen years those rate cards "bear little resemblance to the actual prices paid," he pointed out.

Both papers, he noted, have projected profitability if they were to raise their advertising and circulation rates to match those charged elsewhere.

Increases in both areas are "a virtual certainty" if a joint operation is approved, he said, citing testimony of corporate executives, among others.

Applicants for approval of a joint operation have the burden of proving that losses of one of the papers "are traceable to an irreversible market condition which will probably lead to domination and the downward spiral," Needelman stressed.

Even the papers' own expert

witness, economist John Rosse, testified that there is no evidence that the downward-spiral phenomenon is present in Detroit, Needelman noted.

Needelman discounted as a "bolt out of the blue" the witness stand declaration of Knight-Ridder Chief Executive Officer Alvah Chapman that he would close the Free Press should approval for a joint operation be denied.

Upon learning of Needelman's recommendation, Chapman said that if the joint operation is blocked he will recommend to Knight-Ridder's board that the paper be closed or sold.

Needelman's decision also revealed that an inquiry to the chain about purchase of the Free Press during the August hearings came from the publisher of the Chicago Sun-Times, Robert Page.

The applicants "should not be permitted to cover up their own glaring failure to prove the existence of an irreversible condition leading to the downward spiral" by Chapman's witness stand threat or the warning of Gannett Chairman Allen H. Neuharth that he will maintain current pricing levels at the News if the joint operation is denied, wrote Needelman.

Declaring the Newspaper Preservation Act "as being neutral" on penalizing or rewarding newspapers that embark on a strategy aimed at eliminating their competition, Needelman suggested that that neutrality might be "severely tested" were the issue one of predatory pricing.

"It remains to be seen," said Needelman, whether the papers will modify their competitive strategies if the prospect of a joint

operation is removed. Resolution of that question should be left to the free market itself," he said.

"We know for certain that under the blanket" of a joint operation "both papers will settle back into the quiet life without any competition whatsoever," Needelman said.

Talks between officials of the Gannett and Knight-Ridder chains about a joint operation in Detroit started as early as Gannett's August 1985 bid to acquire the News from the Evening News Assn. Corporate officials met 16 times between that date and April 1986 when the proposed joint operation was announced. Among the topics discussed during those meetings was which of the papers should be presented as the "failing" one, Needelman recounted.

Gannett took control of the News on Feb. 18, 1986. Knight-Ridder's Chapman and Gannett's Neuharth announced their plan to form a joint operation less than two months later, on April 14. In that announcement the executives said the Detroit dailies had "fought to a virtual draw."

Needelman, adopting one of the unions' arguments, found that the papers' interest in a joint operation was advanced by the "recognition that there existed 'an economic window of opportunity' which might be closed if both papers became marginally profitable." The applicants also believed the political climate was right for approval of a joint operation, Needelman said.

Under the proposal, which calls for forming a separate entity to perform the business, distribution and production functions of the two pa-

pers, the News and Free Press would evenly share the proceeds beginning in the sixth year of the agency's operation. The agreement, which would run for 100 years, includes an initial 55-45 percent split favoring the News.

While the News had a slight daily circulation edge, the Free Press' share had not fallen below 49 percent between 1976 and 1986, according to tables included in Needelman's decision.

"There is persuasive evidence" that by the time the proposed joint operation was announced the Free Press "had all but eliminated" the News' lead, Needelman said, citing evidence presented by the unions.

Needelman called a widening of the gap in favor of the News in the first quarter of 1987 "predictable and . . . consistent" with experience, where announcement of a proposed joint operating agreement has had an adverse impact on the "failing newspaper."

Needelman's ruling marks the first time an administrative law judge has recommended that an attorney general deny an application for approval of a joint operating agreement.

Merger of the commercial functions of the Seattle Post-Intelligencer and the Seattle Times was delayed in 1982 by a federal court after the attorney general had approved it in line with an administrative law judge's recommendation. The ruling was overturned on appeal, and the joint operation was implemented in May 1983.

A 45-day comment period must expire before Meese can rule on the Detroit proposal. The law judge's recommendations are not binding.

TNG is sharing the Detroit Guild's costs under authorization by the 1987 Convention.

It has been estimated that implementation of the joint operation in Detroit would cost the jobs of up to 1,000 union-covered employees—half of them members of the Detroit Guild—while the papers could share \$100 million in profits in the first five years of the merger.

Unions say news space used for lobbying

Detroit—In the days following the finding that the Free Press is not a "failing newspaper," a new front appeared to open in this city's newspaper war with union leaders charging the paper's publisher with "shocking and unprecedented" use of news space to lobby for public support for merger of the Free Press and the Detroit News.

A front-page column in the Sunday, Jan. 10, editions of the Free Press by publisher David Lawrence was "not only unethical" but an "illegal" effort to solicit public opinion to influence the U.S. attorney general's ruling on the papers' application for approval of a joint operating agreement, seven newspaper union leaders said Jan. 13.

The period for public comment on the proposed joint operation is closed, said the union leaders, including Detroit Guild Administrative Officer Donald C. Kummer, in a letter to Lawrence. With the Dec. 29 recommendations of Administrative Law Judge Morton Needelman, action on the application now falls to Attorney General Edwin Meese, the unions wrote.

Needelman, after finding that the Free Press is not a failing newspaper, recommended that Meese deny the papers' application.

In an column headed "Matter of life or death for your Free Press," Lawrence said that only approval of the joint operation will "save this newspaper." Owners of the Free Press have said they will leave Detroit if the joint operation is blocked, Lawrence said.

Knight-Ridder Chairman Alvah

H. Chapman has said that he will recommend to the chain's board of directors that they close or sell the Free Press if the joint operation is denied. The board was scheduled to meet in Detroit late in January.

Chapman first asserted that the Free Press would be closed absent approval of a joint operation during hearings before Needelman last summer. In his findings, Needelman discounted Lawrence's threat as a "bolt from the blue."

"To unleash a campaign of corporate terrorism" on the employees of the Free Press and the citizens of Michigan grounded on Knight-Ridder's "refusal to operate without the guarantee of monopoly profits is unconscionable," the unions told Lawrence.

The timing and placement of Lawrence's column and subsequent "news" treatment of reaction to it give "new meaning to the old adage" that "freedom of the press is guaranteed only to those that own one," wrote the unions. Lawrence's column "was not news let alone front-page news," the unions said.

They also charged Lawrence with actions that "smack of censorship" through his involvement in the coverage and placement of stories dealing with the proposed joint operation.

Responding to Lawrence's statement that the Free Press has lost tens of millions of dollars in recent years, the union leaders stressed that those losses were caused by Knight-Ridder's extravagant spending aimed at driv-

ing the competing Detroit News from the field or forcing it to accept a joint operation.

Earlier, in letters to Knight-Ridder's Chapman and Allen H. Neuharth, chairman of the News' parent Gannett chain, the Guild's Kummer called on the chains to end Detroit's newspaper war and restore "normal, healthy newspaper competition."

"It is time to accept the profits attainable in normal competition between truly independent newspapers," Kummer said, calling on Chapman and Neuharth to implement the advertising and circulation price increases that would be put into effect were the joint operation implemented.

Needelman found that the papers discounted and under-priced advertising and circulation rates to the point where they are among the lowest in the nation. He found "no end in sight" for the losses the papers have recorded so long as they "persist in maintaining present pricing policies and do not move to higher prices."

Kummer also urged Chapman to explore the possibility of charging the News with unlawful predatory pricing. The News' single-copy price of 15 cents is five cents lower than that of the Free Press, and the News has offered more aggressive circulation discounts, according to Needelman's findings. The law judge also noted that "severe discounting" of News advertising rates had led Gannett executives to express concern about the potential for predatory pricing charges.

In addition, Kummer urged both Chapman and Neuharth to advise the employees and their unions, suppliers, advertisers and readers of the papers of "anything they can do or any sacrifice expected of them to ensure the long-term viability" of Detroit's independent dailies.

PLEASE POST

DON'T BUY

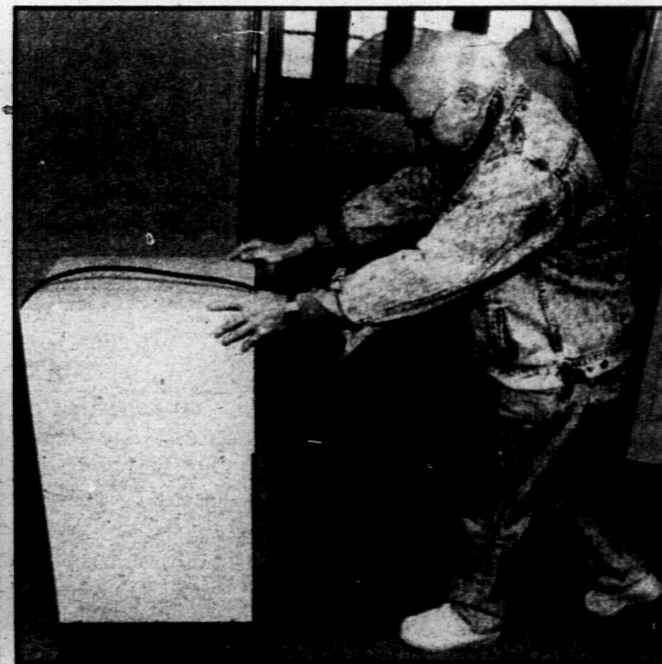
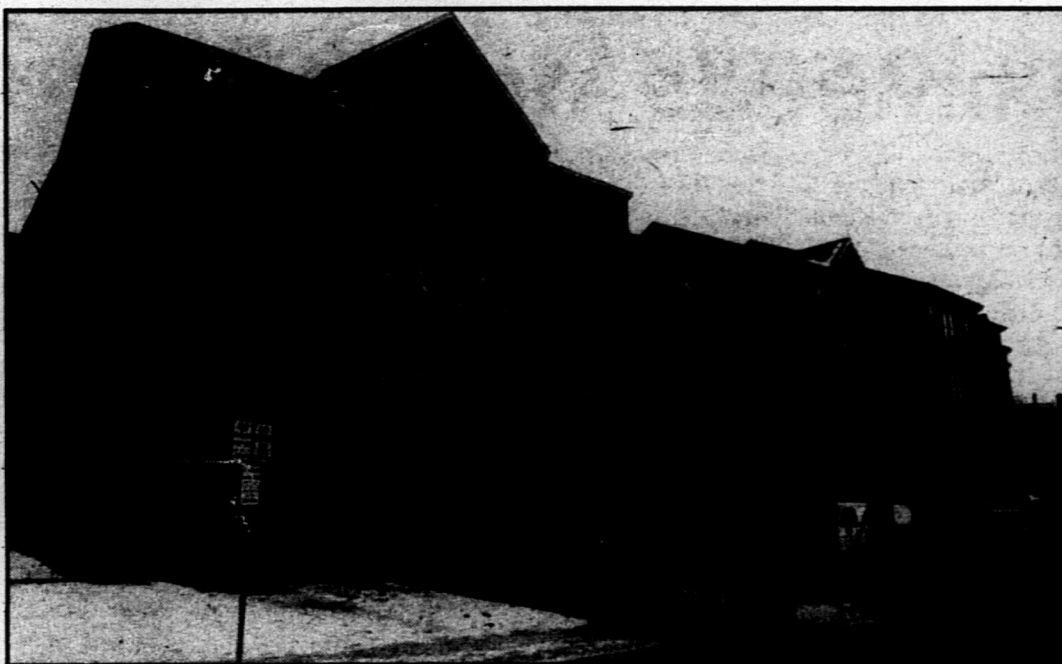
National Boycotts Sanctioned by the AFL-CIO Executive Council

ACE DRILL CORPORATION Wires, jobber & letter drills, routers and steel bars United Automobile Workers ADVERTISING CORPORATION OF AMERICA Postal calendars and desk diaries International Union of Electronic and Furniture Workers ARMOUR PROCESSED MEATS CO. Armour Ham, Armour Bacon, Armour Hot Dogs, This UFWO boycott does not include processed meats made by Armour-Dial. United Food & Commercial Workers BASF A.G. CORP., Galesburg, Louisiana Video, Audio and Computer discs, Luton brand vitamins, Augard 360-2 pesticides in anti-freeze Oil, Chemical & Atomic Workers International Union BLUE CROSS/BLUE SHIELD OF MEMPHIS, TN Health Insurance Coverage AFL-CIO BROWN & SHARPE MFG. CO. Measuring, cutting and machine tools and pumps Machinists & Aerospace Workers BRUCE CHURCH, INC. Iceberg Lettuce: Red Coach, Friendly, Green Valley Farms, Lucky United Farm Workers CALIFORNIA TABLE GRAPES Table grapes that do not bear the UFW union label on the carton or crate United Farm Workers COLT FIREARMS COMPANY Manufacturers of handguns and rifles United Automobile Workers CONSUMERS UNION Publishers of Consumer Reports magazine, Consumer Reports Annual Buying Guide. Services include legal aid and car price reporting The Newspaper Guild FABERGE, INC. Personal care products: Aphrodite, Aqua Net Hair Spray, Baby, Camille, Brut, Camille Nail Glass, Plambone, Great Skin, Grande Peche, Just Wonderful, Mafco, Villa, Paragon, Tip Top Accessories, Tipton, Woodhouse, Yankin, Caryl Richards, Farrah Fawcett and Fabergé Cosmetics Oil, Chemical & Atomic Workers International Union FORT HOWARD PAPER CO. Green Bay, Wisconsin and Muskegon, Oklahoma Mard-Gra, Page, Red-Bell Brown and napkins, Antique towels, Pen-ette, Edon and Daily Mailman tissues United Paperworkers International Union HOLIDAY PAPER CUPS, Div. of Imperial Cup Co. Holiday Paper Cups brand name United Paperworkers International Union INDIANA DEBK CO. Medium and high priced desks International Union of Electronic and Paperworkers	JOHN MORRELL & COMPANY Meat products: John Morrell, Ruth Blackhawk, Mathers Famous, Tobias First Prize, Hunter, Tom Sawyer, Kew, Partridge, Rodan, Scott, Palmetto, Bob Coney, E-Z-Out, Table Time, Golden Smoked, Carson ribs United Food & Commercial Workers JUVENILE SHOE CORPORATION Children's shoes: Lily Bama, Clinic, Sandpiper, Foot Thrills, Hish Hama, Happy Sneakers, G.P.O., Dude Ranch Camp, Hoca, Cuddle Bunnies, Gloriam Amalgamated Clothing & Textile Workers Union LOUISIANA-PACIFIC CORP. Brand name wood products: L-P Wollmanized, Cedarstone, Waterwood, Plankings, Oro-Bond, Redgrip, Glaser, Ketchikan, Pabon, Xonoths Carpenters & Joiners and Text. Woodworkers MARVALUOCO TURKEY, INC. Turkeys and turkey parts: Marval, Shady Brook Farms, All products bearing USDA stamp #1-18 United Food & Commercial Workers MCCREARY TIRE & RUBBER CO. Truck, farm, industrial, racing and small aircraft tires United Rubber Workers NIXDORFF-LOYD CHAIN COMPANY Heavy duty chains sold in hardware stores. The Nixdorff-Lloyd brand name appears on the chain spool Machinists & Aerospace Workers PATRICK CUDAHY Processed meat products: Patrick Cudahy, Dali-Fresh, Gwatney, Milano's, Smithfield, Tarran's Canned ham: Apple, Apple Blossom, AAP, Chiles A, Country Club, Empa, GSA, Jovet, Lancaster, Pathmark, Plymouth Rock, Safeway, Star-Pine, Smalls-A-Home, Windmill United Food & Commercial Workers PLYMOUTH RUBBER Insulating material, rubber bands and vinyl products United Rubber Workers R. J. REYNOLDS TOBACCO CO. Cigarettes: Camel, Winston, Salem, Doral, Vantage, Monarch, Red, Lights, Century, Shagline, YSL/Win, Smoking Tobacco: Prince Albert, George Washington, Carter Hall, Apple, Modesto Miltum, Royal Comfort, Top, Car Adventure, Little Cigars, Winchester, B&W, Confectionery & Tobacco Workers SEATTLE-FIRST NATIONAL BANK Withdrawal funds United Food & Commercial Workers SHILL OIL COMPANY Subsidiary of Royal Dutch Shell (parent company of Shell South Africa); Gasoline, petroleum and natural gas products AFL-CIO STERLING RADIATOR Radiator heaters for the home United Automobile Workers UNITED STATES PLAYING CARD CO. Brand names: Ace, Bicycle, Tally Ho, Astor and Congress, Royal, Whitehead, Tournament Star Union
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Union Label and Service Trades Department, AFL-CIO — November 1987

TNG makes the move

...



RAYMOND CROWELL/Washington Baltimore Guild

FIRST CAME THE MOVER'S TRACTOR-TRAILER TRUCKS; FOLLOWED BY ...

... UNLOADING (TNG'S DALE ASSISTING)

... into new headquarters

(Continued from Page 1)

Some headquarters staffers worked from their homes. Their activity was restricted, however, since most materials were "in transit" for the entire period.

This issue of the Guild Reporter, for example, is going onto the press and into the mails three days late because of that and other move-associated difficulties.

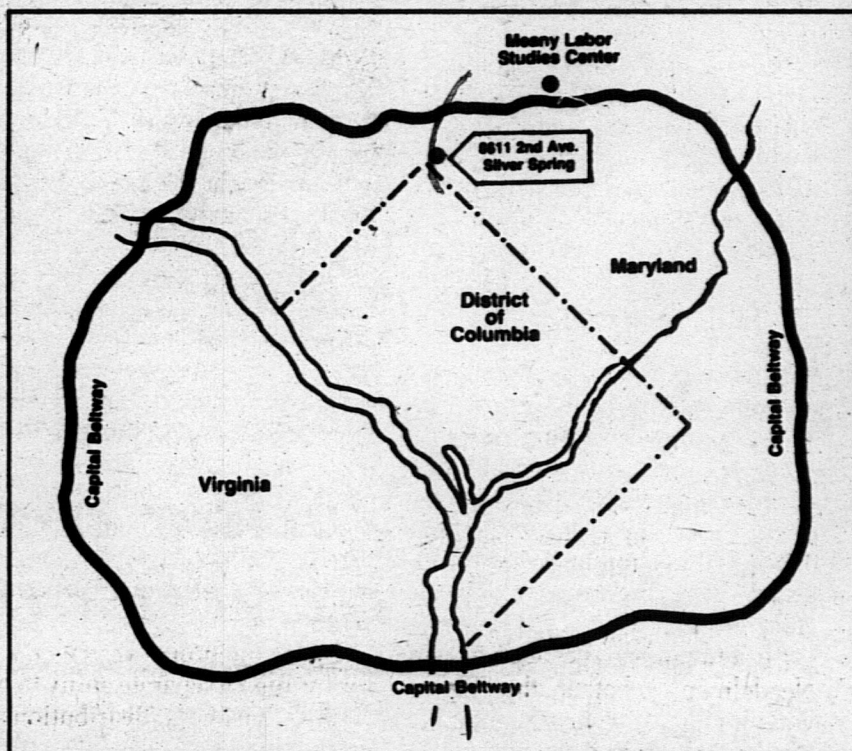
Some staffers had vacation scheduled during all or most of the period. Still others took so-called "comp days," making up for weekends worked and holidays and vacation they were unable to take when scheduled. Some clerical employees were called in to perform short-term tasks intermittently, but, for the most part, were furloughed with pay.

The scheduled Dec. 18 move-in was cancelled abruptly soon after the loaded trucks pulled up to the new building when a Montgomery County fire inspector announced that he found deficiencies sufficiently serious to stop the move-in. The most serious was construction debris in a pressure pump for the building's sprinkler system.

Those deficiencies were corrected in one work-day, but another inspection could not be scheduled before Dec. 24, when a second inspector approved the corrections ordered by the first, but said he found additional problems requiring correction.

A third inspection, by a third inspector, took place Dec. 31, with the result a repeat of the second.

A fourth inspection, by a fourth inspector, on Jan. 6 produced a temporary occupancy permit, along with an order for correction



of some minor additional items. Among the latter, a smoke detector that had worked early that morning, but refused to respond during the inspector's visit.

Obviously exasperated, Dale said that and many items flagged in previous inspections could have been corrected while the inspectors were at the building, but their schedules apparently precluded re-testing items except on follow-up visits and also prevented next-day follow-up visits.

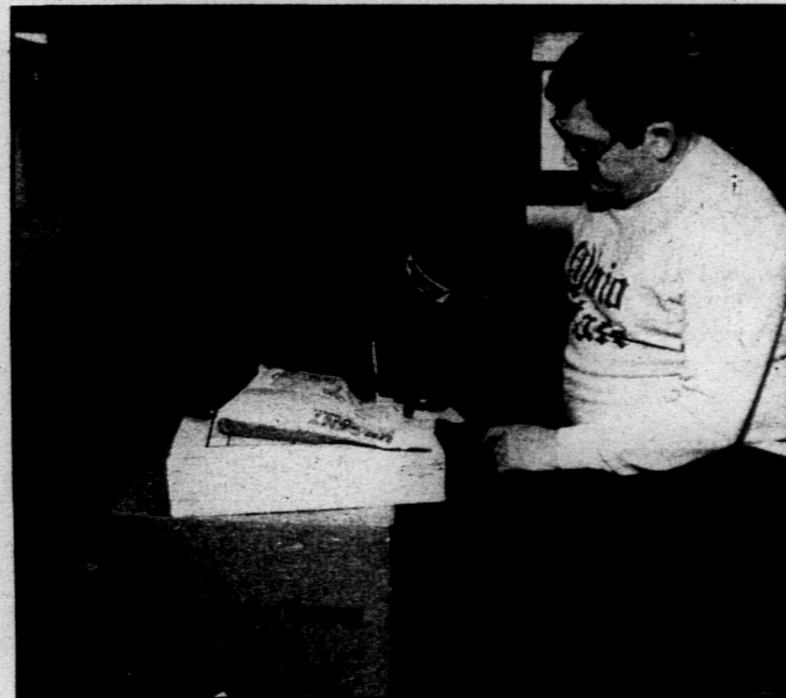
Completion of the building was pushed back from the originally projected date of February of 1987 when protracted delays were encountered in obtaining necessary permits and reasonably priced construction subcontracts.

Once construction began—

ground was broken in October of 1986—the contractor, a subsidiary of TNG's developer-partner in the joint venture, set mid-September as the new completion date. TNG secured an extension until then on its rented downtown offices.

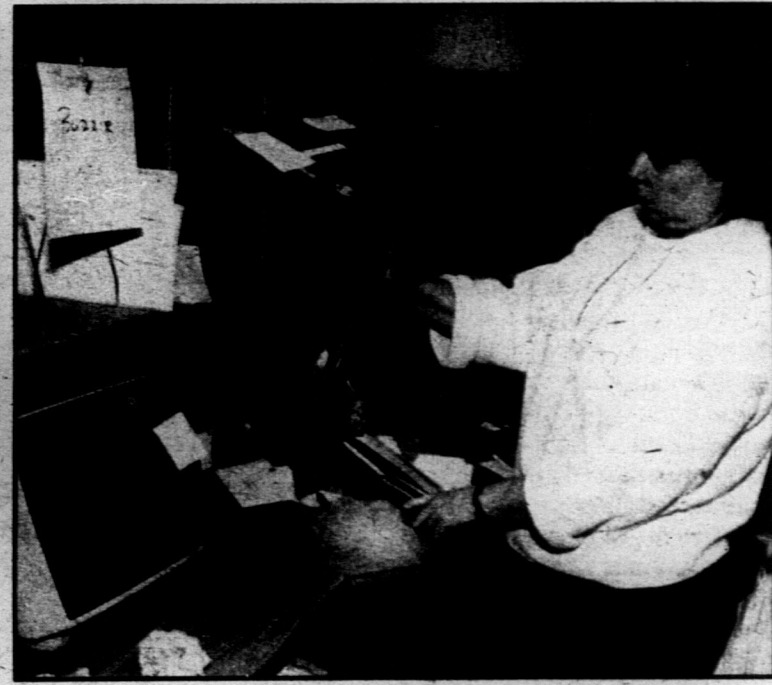
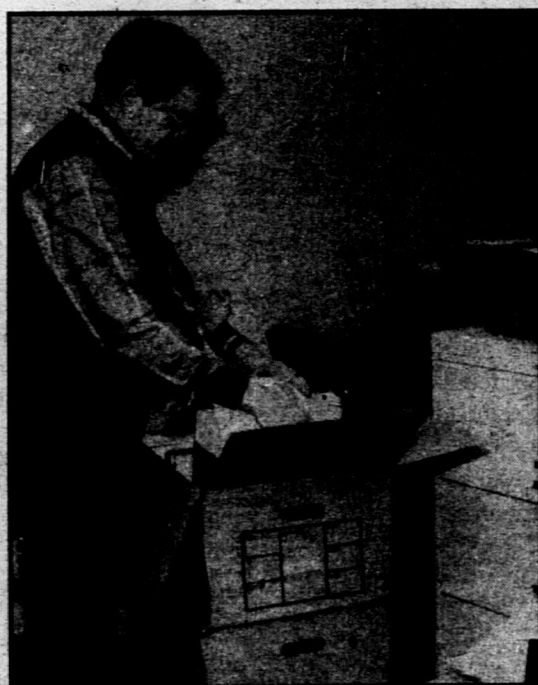
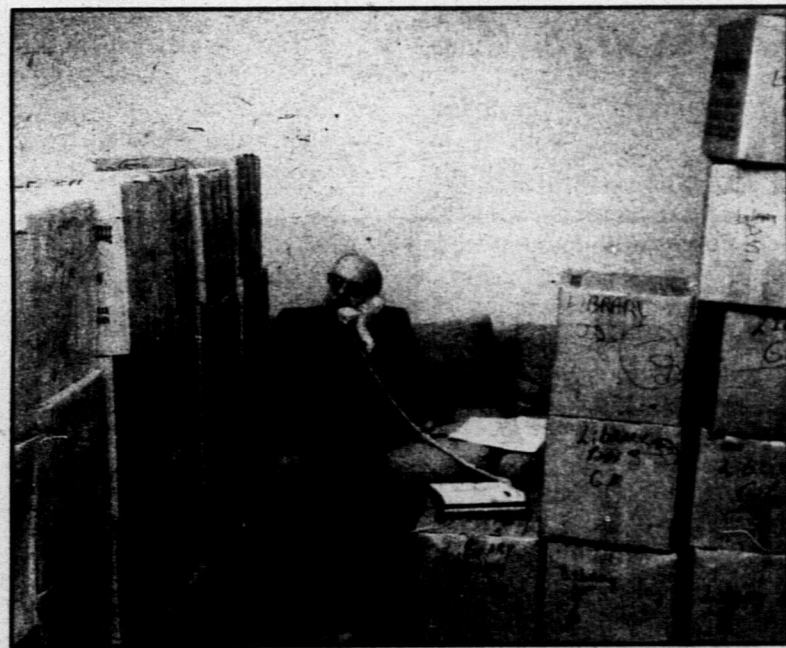
As mid-September approached, completion was moved back to mid-November, and TNG had to find and move to temporary quarters. When mid-November became Dec. 15 as the "last possible date for occupancy" of the new building, notice was given to the temporary landlord and movers were scheduled.

Then the moving trucks were loaded and arrived at the new building while the county fire inspector was making his rounds on Dec. 18.



MEANWHILE, THE WORK OF THE UNION ...

Above, Secretary-Treasurer Edgington and a messenger utilize a makeshift writing desk; below, Research & Information's David J. Eisen, finds a phone among the stacks.



MARIANNE KEFFER ZWIG/Washington-Baltimore Guild

... AND 'ENDLESS' UNPACKING: Left, the Contracts Committee's Richard J. Ramsey; center, receptionist Michelle Brown; right, clerk-typist Dorothy Davis.

Unions seek way to save N.Y. Post, 1,200 jobs

(Continued from Page 1) already owned the Boston Herald, expires June 30. He also had a cross-ownership waiver in Chicago, where he sold the Sun-Times.

Murdoch and other officers of his News America Corp. have said that while they have been seeking a buyer for the Post in recent months, prospects for the sale of the money-losing daily are at best dim. Murdoch said that he will not sell the television station here under any circumstances.

In Boston, however, Murdoch said on Cable News Network's "Crossfire" show Jan. 6, "I'm not going to sell the Boston Herald." If he cannot keep the television station, too, "we'll find a buyer for it," rather than the Herald, which reportedly has been profitable the last few years.

Boston Guild members at the Herald, which devoted its next-

day's front page to Murdoch's statement and a photo of staff members "celebrating, were "understandably happy, but also very concerned about the future for employees of the Post," said Boston Guild President Tom Hiltz.

Moynihan, after his hearing, told reporters that he would introduce legislation to permit Murdoch to own the Post and WNYW-TV after March 6, at least temporarily, by removing the ban on extension of existing cross-ownership waivers. Sen. Alfonse M. D'Amato (R-N.Y.) said he also would seek repeal of the rider.

Moynihan also said he saw the prospects for the legislation's passage as questionable, however. Sen. Edward M. Kennedy (D-Mass.) who, along with Sen. Ernest F. Hollings (D-S.C.), was responsible for the rider being added to the huge spending bill, has said

he sees no reason to repeal or modify it.

Kennedy reportedly said that he believed that Murdoch "had it wired" with the FCC to continue the cross-ownership waivers in both New York and Boston. Murdoch denied it.

On Jan. 14 Murdoch filed a request with the FCC for an extension of the waivers. An FCC lawyer said she expected the agency to "comply with the statute." Murdoch is expected to take rejection to an appeals court. There, reportedly, he will seek to have the legislation overturned on grounds that include the Constitution's prohibition on laws aimed at punishing an individual. The appeal also could delay enforcement of the Congressional measure.

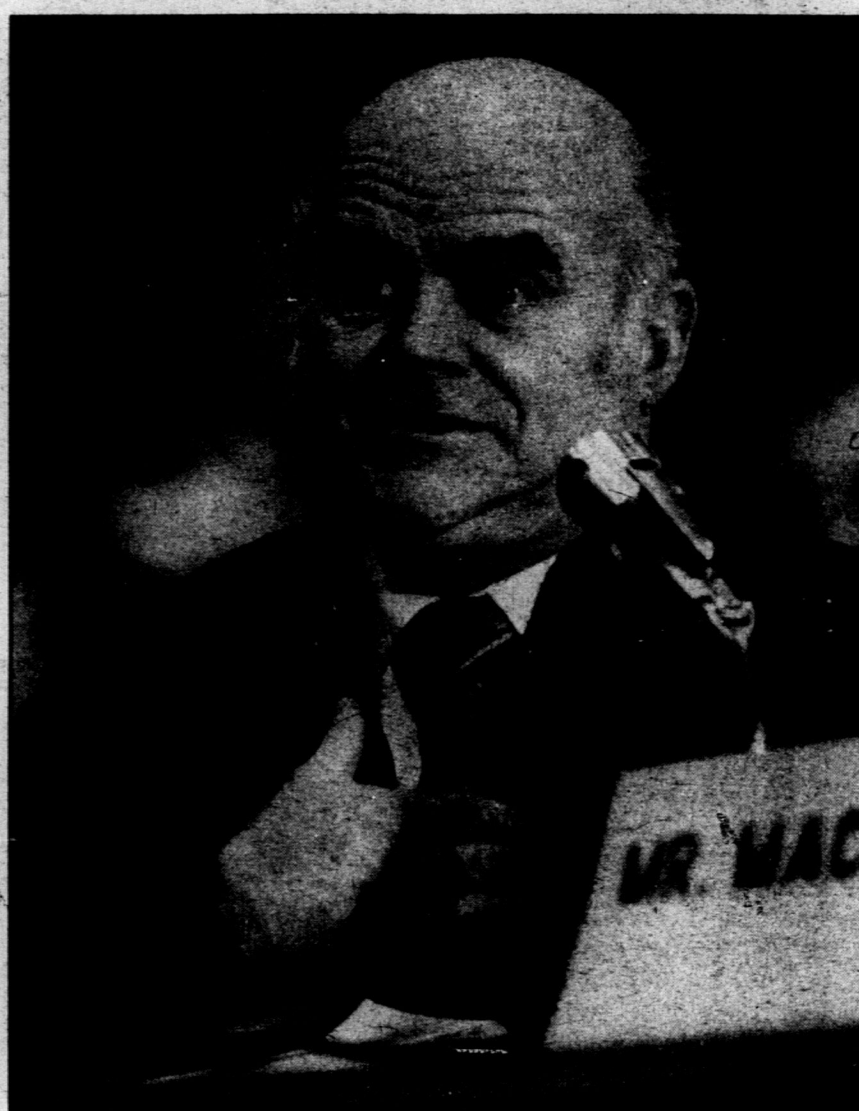
The method used to attach the cross-ownership rider to the federal spending bill—it was added during a closed meeting of a House-Senate conference committee—as well as its content, was severely criticized during the Moynihan hearings and elsewhere.

Several persons accused Kennedy of pushing the measure because Murdoch's papers have opposed his candidacies for the Senate and the Democratic presidential nomination.

The Guild's Leykis, while pointing out that "my politics are not Mr. Murdoch's politics," told the Moynihan hearing that he found it hard to believe that Kennedy's "personal feelings would allow him" to jeopardize the jobs of the Post's 1,200 employees.

Other union representatives, including George McDonald, Allied Printing Trades Council president, also called for a reasonable solution to keep the Post in business.

Theodore W. Kheel, the lawyer-mediator who is an adviser to the council, told the hearing that he has been working with it on the possibility of developing an employee stock ownership trust as a buyer of last resort for the Post.



N.Y. POST GUILD UNIT STEWARD HARRY LEYKIS
Urges Congressional action to prevent closure of Post.

Judge dismisses suit at Washington Post

(Continued from Page 1) exempts professional employees from its requirement that hours worked in excess of 40 in a week be compensated by pay at the time-and-one-half rate. The professional exemption has been interpreted to include "artistic" work that "is original and creative in character in a recognized field of endeavor . . . the result of which depends primarily on the invention, imagination or talent of the employee."

The work of columnists, cartoonists and editorial writers has been held to meet the criteria of the "artistic" exemption, but not the work of reporters.

The 13 had argued that as reporters and editors they do not fall under the overtime law's exemption for creative artists and that their work is more routine than original or creative. Gesell acknowledged that "some reporting of straight, quick, factual news is routine," but said that "does not alter the primary, dominant, written work of the 13 reporters/editors and the artistry expected to go into it."

After a Dec. 10 hearing, the lead plaintiff in the suit, Post Guild Unit Chairperson Tom Sherwood explained there is "limited room" for creativity in the paper's news sections. "The most creative reporter we've ever had was Janet Cooke, and she was fired. And rightfully so," he said.

The Post fired Cooke in 1981 after she admitted fabricating a series about a child's heroin use for which she had been awarded a Pulitzer Prize.

Many of the 60 news-room employees who joined with 39 from other departments to file the suit on Oct. 1, 1986, are exempt from overtime under the Guild's contract with the Post which estab-

lishes a salary cutoff—currently \$810 a week—on overtime pay entitlement.

In dismissing the action of the other 47 news-room employees, Gesell said that any appeals court ruling on his findings on the 13 "will served to guide the result as to other reporters/editors."

Robert E. Paul, the attorney for the Guild local who also is representing the members in the suit, said Gesell's decision to dismiss the claims of the 47 others in the news room and to not even consider the claims of the 39 employees in other departments—rather than conduct a trial over the contested facts—was "an absurd approach" for a judge to take toward federal litigation.

The decision reflects the judge's personal bias "that all reporters editorialize in their copy," Paul charged, also observing that not one of the 13 writes news analysis pieces for the Post.

During the Dec. 10 hearing, Gesell challenged Paul to draw a distinction between news and analysis in the Post. "When you read the front page of the Washington Post, you're not getting facts . . . I've been reading that rag for a long time," said Gesell. "There is considerable editorializing on the front page," the judge said, according to a Post report.

In a footnote in his Jan. 13 ruling, Gesell observed that readers of the Post "often suggest that by-line writers such as many of these plaintiffs often use their stories to intersperse editorial comment." Those readers' feelings, said Gesell, attest either to the writer's skill or to a lapse into editorial writing.

"In any event," he concluded, "this reaction of readers tends to reinforce the view that such writers are professionals within the meaning of the [wage and hour] statute."

Members at Post approve year extension of contract

New York—Guild members at the N.Y. Post have approved a one-year extension of the New York Guild's contract with Rupert Murdoch's daily that raises benefit and expense payments and calls for bargaining to reopen if the Federal Communications Commission permits Murdoch to continue to own the Post.

The agreement, ratified Jan. 8 by a 200-to-1 vote, requires the company to make an immediate \$10,000 payment into the jointly administered health and welfare fund. An additional weekly payment to the fund of \$18.35 per employee, retroactive to the agreement's March 31, 1987, effective date, is converted to a payment to a tax-deferred (401-K) savings plan on employees' behalf beginning Jan. 18.

The Guild maintains the option, on membership approval, of reallocating the \$18.35 weekly pay-

ment to a fund other than the pension plan.

Minimum salaries are frozen during the agreement's one-year term, which ends this March 30. Members of the local's New York News unit also have approved an agreement freezing minimums for the same 12-month period [Guild Reporter, Dec. 18]. The local's agreement with the News runs for a three-year term, raising minimums by 3.555 percent on March 31 and by 4.75 percent next March 31.

Maximum accidental death and dismemberment insurance coverage is raised to \$125,000, from \$100,000, under the Post agreement.

The contract calls for bargaining on a new agreement to begin within 30 days of any Federal Communication Commission action authorizing Murdoch to maintain ownership of the Post.

IT

SEEMS TO US

N.Y. Post leader issues cry for help to save jobs

NEW YORK, N.Y.

Editor:

This is a cry for help from Guild employees of the New York Post.

This Guild unit has fought hard for 53 years to keep this paper from going under. This time we are not battling management for survival as a union—but against an alarming attack from the government quarter.

For perhaps the first time in this country, a single powerful official—Sen. Edward M. Kennedy—has attempted to legislate a newspaper out of existence.

The legislation Kennedy tacked onto the budget bill must be undone. We urgently appeal to you to ask him and others in Congress to have it repealed.

Before Sen. Kennedy's bill, the

FCC was weighing a petition by Post owner Rupert Murdoch to waive a rule against cross-ownership of a newspaper and TV station in the same town. There are strong arguments for a waiver in this case. In media-saturated New York City there is no danger of a one-owner monopoly. But there is the very real danger of yet another newspaper dying.

The March 6 sale deadline imposed by Sen. Kennedy's bill almost guarantees that no serious publisher will come forward to buy the Post. Time is short—please help.

JOY COOK
Post Unit chairperson
New York Guild

Focus on public figures' sex life draws concern

HYATTSVILLE, MD.

Editor:

I'm concerned with Hart only in Hugh Winsor's "Parallels drawn in cases of Stevens, Gary Hart" [Guild Reporter, Dec. 18].

Hart's "philandering" is his business as long as he breaks no laws.

Where moral transgressions exist, Hart could speak with his minister, priest or rabbi. If the public doesn't like his behavior, it could skip voting for him.

Today's media is irresponsibly obsessed with the sex life of public figures, asking Hart about his adulteries. This makes the media a muckraker.

What if readers and viewers asked the press about its sex life? Media people are public figures. Would journalists oblige the public by openly admitting their adulteries? If readers and viewers wanted details, would the press tell them its adultery was performed by candelabra brightness in the morning, or by a thick candle chiaroscuro in the afternoon, or by the flicker of minicandles at dusk?

Are we approaching a time when love making will have the mandatory presence of a sexual activities expert from the Washington Post or from News 4 or Channel 7?

Men and women of the press: Puh-leeze!

SAL J. MIRAGLIOTTA
Retired
Washington-Baltimore Guild

By TNG convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue. Deadline: Friday before publication.

Victoria dinner-dance honors founders

Victoria, B.C.—The Victoria Newspaper Guild held a dinner-dance late in November to pay tribute to the pioneer members who launched the local in 1945, and then by 1951 extended it to all usual Guild departments at the city's dailies.

There were a dozen charter members when the late Lloyd Martin (Pete) Sallaway, sports editor of the Victoria Daily Times, and the late George Wilkinson, secretary of the Victoria and District Trades and Labor Council, organized the Guild in the Times's newsroom as a directly chartered local of the Trades & Labor Congress of Canada. Thirteen years later, in 1958, the local affiliated with the American Newspaper Guild.

Five of the local's charter members attended the Nov. 21 tribute, titled "Appreciation Night" by the local:

Marjorie Young (McDougall) was the Guild's first secretary and is the only surviving signatory of the local's first contract, signed in 1946; Kay McGregor (McIntyre) was, with Sallaway, the Guild's first delegate to the Trades and Labor Council; Dave Driver, alternate delegate to the council; Irving Strickland; and

Aileen Campbell (Merrett) were the charter members attending.

Also honored at the dinner-dance were:

Kay Paulin, a founding member in the Daily Times' commercial office, which she helped organize in 1946; Ray Wormald, a founding member when the Guild was organized in the Daily Colonist news room that same year; and Humphry Davy, who joined the Times staff just after the first Guild contract was signed.

Tribute was paid to the courage of the founders—on behalf of all who subsequently benefitted from their pioneering efforts—by Victoria Guild President John Hutchinson and by Roger Stonebanks, a longtime local leader and former TNG Vice President who is the author of "The Guild at Forty: The Struggle Continues," the history of the local, published earlier in 1987.

Also attending were TNG Vice President Doug M. Louth of Vancouver-New Westminster; TNG Canadian Director William L. McLeman; representatives of the Victoria Joint Council of Newspaper Unions; and one representative from each of the other unions at the Times-Colonist.



Victoria's honored founding members

Standing, from left: Ray Wormald, Humphry Davy, Aileen Campbell and Dave Driver.

Seated, from left: Kay McGregor, Irving Strickland, Kay Paulin and Marjorie Young.

TV HOOK-UP

U.S.-wide organizing session set

Washington—Strategies for recruiting new union members and methods for developing activists among current members will be among the topics discussed in a two-day, nationwide teleconference being co-ordinated by the AFL-CIO and its Labor Institute for Public Affairs.

The teleconference—set for Feb. 29-March 1—will be broadcast to at least 30 sites, including more than a dozen in or near cities where Guild locals and units are located.

The program is intended to aid local union leaders with responsibility for signing up new members in organized bargaining units and improving members' participation in their union.

Teleconference sites near Guild units include: the University of California, both at Berkeley and in Los Angeles; the University of the District of Columbia; the University of Illinois, in Chicago; Indiana University, in Indianapolis; Dundalk Community College, Baltimore; Michigan State, Lansing.

Also: the University of Minnesota, Minneapolis; Rutgers University, New Brunswick, N.J.; Cornell University, Albany, N.Y.; Penn State University, in Philadelphia; Indiana University of Pennsylvania, Harrisburg; and the University of Wisconsin, Milwaukee. The broadcast also tentatively is scheduled for the University of Oregon, Eugene.

More information is available from Virginia Diamond of the AFL-CIO (202-637-5287), 815 16th St. N.W., Washington, D.C. 20006, and from state and local AFL-CIO offices.

Minister calls drug testing heavy handed

Toronto—Some 150 business executives and chiefs of police were told here Nov. 24 that there is no proof that use of drugs and alcohol on the job is common or that it impairs performance enough to warrant intrusion into the private lives of workers.

Furthermore, routine testing of employees for drugs on the job is a heavy-handed tactic that could do more harm than good, said federal Health & Welfare Minister Jake Epp.

While use of illegal drugs receives heavy publicity, alcohol

poses a greater danger by far, Epp said.

He called frequent use of cocaine "uncommon" and the use of crack "rare" in Canada, thus contradicting Prime Minister Brian Mulroney's statement last year that Canada faced a drug epidemic.

Reporter-start rates average \$378 U.S., \$472 Canada

Listed here are starting minimums for reporters and photographers in 125 Guild contracts in the United States, Canada and Puerto Rico on Dec. 1.

The table, compiled from data supplied by TNG's Collective Bargaining Dept., includes the starting reporter minimums at five news services along with those in 120 daily newspaper contracts.

Average of the starting minimums in 13 contracts with newspapers and news services in Canada was \$472.35 a week; the average in 110 contracts with newspapers and news services in the United States was \$378.34 a week.

The reporter starting minimum in 60 percent, or 76, of the contracts was \$350 a week or more. In 47, or 38 percent, it was \$400 a week or more.

A starting minimum of \$500 a week or more was included in 14 of the contracts, while in 29 of them the starting minimum topped \$450 a week.

Results of settlements effective after Dec. 1 and deferred increases effective in the interim are not included.

	Minimum		Minimum		Minimum
New York Times	\$900.16	Modesto Bee	407.00	Youngstown Vindicator	336.50
New York Daily News	787.77	St. Paul Pioneer Press		Lowell Sun	334.41
New York Post	677.75	and Dispatch	405.89	Erie News and Times	331.52
Reuters	601.75	Tacoma News Tribune	405.60	Canton Repository	329.63
Chicago Sun-Times	575.69	Sacramento Bee	400.18	Waterbury Republican and American	329.07
Montreal Gazette	569.00	Fresno Bee	398.79	Tonawanda News	327.86
Vancouver Sun and Province	549.43	Associated Press	396.00	Allentown Call	325.50
Victoria Times-Colonist	547.08	Woodbridge News Tribune	395.95	Akron Beacon Journal	325.00
Ottawa Citizen	533.99	Malden News, Medford Mercury		Baltimore Sun and Evening Sun	325.00
Honolulu Advertiser	523.50	and Melrose News	392.46	Woonsocket Call	324.71
Honolulu Star-Bulletin	523.50	Sheboygan Press	392.40	Oshawa Times	322.54
Hilo: Hawaii Tribune-Herald	519.34	Sacramento Union	391.45	Norristown Times Herald	320.79
Toronto Star	518.18	Delaware County Times		Gary Post-Tribune	320.39
Hamilton Spectator	518.00	(Primos, Pa.)	390.31	Pottstown Mercury	316.13
Canadian Press	492.99	Portland Press Herald and Express	385.96	Albany Times Union and	
Reuters of Canada	490.36	Providence Journal and Bulletin	383.67	Knickerbocker News	315.65
Royal Oak Tribune	480.80	San Diego Union and Tribune	380.00	Great Falls Tribune	315.00
Wilkes-Barre Sunday Independent	478.90	New Brunswick Home News	380.50	Sioux City Journal	314.38
Seattle Times	475.25	Salem News	374.17	Knoxville News-Sentinel	312.65
Pittsburgh Post-Gazette	474.00	Jersey City: Jersey Journal	374.03	Kingston Daily Freeman	308.50
Toronto Globe & Mail	473.93	Fall River Herald-News	371.93	Sudbury Star	301.52
Seattle Post-Intelligencer	462.74	Memphis Commercial Appeal	371.45	Peoria Journal Star	300.00
St. Louis Post-Dispatch	462.27	Long Beach Press-Telegram	370.00	Yakima Herald-Republic	299.00
Maui News	457.69	Buffalo News	369.93	Duluth News-Tribune and Herald	293.50
San Francisco Chronicle and		Brantford Expositor	368.52	Lexington Herald-Leader	290.00
Examiner	457.49	Stockton Record	368.08	Newport News Daily Press	
San Mateo Times	457.49	Kenosha News	367.00	and Times-Herald	285.00
Windsor Star	455.06	San Juan: El Vocero	365.00	Brockton Enterprise	280.85
Denver Rocky Mountain News	454.00	Waukegan News-Sun	364.33	Monessen Valley Independent	278.00
Manchester Union Leader	453.30	Joliet Herald-News	363.32	Scranton Tribune	277.03
Philadelphia Inquirer and		Indianapolis Star	362.15	Rochester Democrat & Chronicle	
Daily News	447.65	Cincinnati and Kentucky Post	360.00	and Times-Union	275.00
Denver Post	447.00	San Juan Star	359.00	Hazleton Standard-Speaker	272.32
Boston Herald	443.36	York Dispatch	354.51	San Antonio Light	268.45
San Jose Mercury-News	443.27	Washington Post	352.35	Lansing State Journal	265.36
Santa Rosa Press Democrat	443.21	Milwaukee Journal and Sentinel	350.00	Bristol Press	265.30
Eugene Register-Guard	429.45	Lynn Item	347.96	Scranton Times	259.73
Oakland Tribune	429.34	Pawtucket Times	347.43	Massillon Independent	249.61
Detroit News	428.84	York Daily Record	344.69	Terre Haute Tribune-Star	247.54
Detroit Free Press	427.14	United Press Int'l.	343.21	Utica Observer-Dispatch	245.00
Minneapolis Star & Tribune	423.25	Harrisburg Patriot and News	341.75	Pueblo Chieftain	244.79
Toledo Blade	423.21	Dayton News and Journal Herald	337.50	Battle Creek Enquirer	184.00
Mt. Clemens: Macomb Daily	420.48	Bellevue Journal-American	336.79	Chattanooga Times	180.00
Monterey Herald	410.00	Bakersfield Californian	336.70	Glens Falls Post-Star	180.00
Cleveland Plain Dealer	408.52				



Unions take to the street at the Cincinnati Enquirer

JULIUS MEDER/AFSCME Ohio Council #8

TNG President Charles Dale (photo at left above) addresses a rally of 200 unionists in front of the Cincinnati Enquirer building Dec. 21. March and rally was organized by Cincinnati newspaper unions, including the Cincinnati Guild. Participants included a representative of the Dayton Guild (at right above). Enquirer

management's bargaining demeanor has turned markedly hostile since the paper was purchased by Gannett several years ago. The Guild has been seeking a contract since 1985 after editorial employees, who had been represented by an independent union, voted for Guild representation. James J. Norton, pres-

ident of the Graphic Communications Int'l Union, also addressed the rally. The Cincinnati Guild has had a contract for many years covering editorial employees of the Scripps-Howard chain's Cincinnati Post. Under a joint operating agreement, the Enquirer performs all non-editorial operations for the Post.

10 MONTHS IN WAUKEGAN

Pact ends longest 'byline strike'

Waukegan, Ill.—The longest known byline strike in newspaper history came to an end after 10 months at the News-Sun here in December when the Chicago Guild and the Copley-chain daily agreed that another of the dozen employees pared from the news-room staff last March will be recalled.

That employee, an assistant librarian when management announced in mid-February that it was eliminating the jobs, will return to a new news-room job—editorial assistant—also created as part of the agreement that ended the byline strike.

The eighth and last of those dismissed who wanted to return to the News-Sun, she will return following the birth of a child, expected in January.

She also will come back at the Guild contract's minimum for her old job—\$429 a week—rather than at the minimum for the new job, which is \$82 a week lower, said Gerald J. Minkinen, the

Guild local's executive director.

The Guild unit launched the byline strike and its members also began wearing black armbands on Feb. 19—the day after a new three-year Guild contract was signed—when management announced it was eliminating the jobs of seven full-time employees and five part-timers. Most members were steadfast in their participation in the job action for its duration, said John Corcoran, News-Sun Guild unit chairperson.

In announcing the cuts, publisher Glenn Pfeil had called them "sound management practice" [Guild Reporter, April 10].

Since many of those severed were recalled when other staffers left in the interim, however, Corcoran said, the news-room staff remains 8.5 positions short of its level before the forced cuts.

Following the staff cuts, the

Guild also filed more than 200 grievances, most over management's assigning work in Guild jurisdiction to non-union workers. Most of the grievances, including those contesting the propriety of the dismissals under the contract, are headed for arbitration.

Shortly after the agreement was reached that ended the byline strike on Dec. 7, the company said that under a new policy bylines would therefore appear only on major stories and only at its discretion.

Of the dozen staffers pared, in addition to the eight recalled, two chose not to come back and two others said they preferred to await the outcome of their cases' arbitrations rather than accept positions offered them if they returned.

"What we have accomplished shows what can be done when people selflessly work together," Corcoran said, adding, "I think we all learned something."

Warning issues on NIH labs plan

Washington—The AFL-CIO has called upon Congress to watch out for and reject any Reagan administration proposal to turn over to the private sector the world-famous medical research facilities of the National Institutes of Health.

Such a proposal reportedly was being drawn up by the White House's Office of Management & Budget. It was being considered

for inclusion in the budget proposal President Reagan was scheduled to send to Congress in January.

Bert Seidman, the AFL-CIO's director of Occupational Safety, Health & Social Security, said the obvious intent is to reduce federal funding of medical research, consistently supported by Congress, and called it "a crazy idea—as idiotic as 'privatizing' the armed forces."

The proposal would turn NIH's laboratories into a private research center funded by industry, foundation and government grants.

The laboratories' current projects include the search for a vaccine against the AIDS virus.



Int'l Executive Board, winter meeting, Jan. 25-27, TNG headquarters, Silver Spring.
Western District Council, winter meeting, Nani Loa Hotel, Hilo, Hawaii, Jan. 30-31.
Great Lakes District Council, winter meeting, Quality Hotel Plaza, Erie, Pa., Feb. 6-7.
Middle-Atlantic District Council, winter meeting, Philadelphia, Feb. 6-7.
TNG residential seminar for new local officers, Feb. 12-15, George Meany Center for Labor Studies, Silver Spring.
Midwest District Council, winter meeting, Holiday Inn, Pueblo, Colo., Feb. 20-21.
Southern District Council, winter meeting, Menger Hotel, San Antonio, Feb. 20-21.
New England District Council, winter meeting, Providence, Feb. 27-28.
Int'l Executive Board, spring meeting, April 25-28, TNG headquarters, Silver Spring.
Canadian District Council, spring meeting, April 30-May 1, Halifax, N.S.
59th Annual Convention, June 27-July 1, 1988, Hotel Vancouver, Vancouver, B.C.
56th Annual Convention, Albany, N.Y., 1989.
57th Annual Convention, New York City, 1990.
58th Annual Convention, Montreal, 1991.
59th Annual Convention, Chicago, 1992.

Sac'to Victims Fund tops \$33,000

Sacramento—The Northern California Guild reports contributions totaling \$33,341 for its Sacramento Union Victims' Fund through Jan. 8; \$14,110 since Dec. 11.

The fund was established to help replace wages and benefits lost to the four-member Union Guild-unit bargaining committee fired by the Richard Mellon Scaife-daily in mid-October. Need is approximately \$2,500 per week.

Latest reported contributions to the fund included:

Bristol Guild	\$ 20	Northern Ontario Guild	\$ 90
Buffalo Guild	100	Ottawa Guild	50
Canadian Wire Service Guild	600	Pittsburgh Guild	300
Denver Guild	100	Sac'to Coalition of	
Detroit Guild	691	Organized Labor	250
Graphic Communications		St. Louis Guild	125
Local #583	100	San Diego Guild	125
Hazleton Guild	50	San Jose Guild	50
Hotel & Restaurant Local #49	75	Southern Ontario Guild	2,499
Lexington Guild	25	Twin Cities Guild	400
Northern California Guild	488	Victoria Guild	500
Agency unit	554	Washington-Baltimore Guild	120
Chronicle unit	573	Wire Service Guild	300
Examiner unit	494	Youngstown Guild	100
Fresno unit	292		

In addition, just over \$900 was raised at a benefit dance.

Contributions should be addressed to: The Victims Fund, c/o The Newspaper Guild, 1330 21st St., Sacramento, Calif. 95814.

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The Guild Reporter



JAMES M. CESNIK, Editor

BARBARA E. NELSON, Assistant Editor

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The Newspaper Guild

8611 Second Avenue

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