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February 12, 1988

'Cash cows' remark inspires petition to McClatchy

Fresno, Calif. — There was more than passing interest in the editorial-only Guild unit at the Fresno Bee in the wire story about a journalism lecturer accusing some newspaper-chain owners of being interested primarily in the profitability, rather than the quality, of their papers.

The lecturer was none other than the head of the chain that owns the Bee and seven other dailies, C.K. McClatchy. He spoke Jan. 27 at the University of California, Riverside.

He said the worst newspapers in

the U.S. are those in the Donrey, Thomson and Leshner chains. "The primary purpose of these papers is to be ever-faithful cash cows for the owners," he charged.

Someone underlined that latter sentence and McClatchy's name on a copy of the story on a bulletin board, and gave it a hand-printed streamer: "And he said it with a straight face!!" Plus a "deck:" "Yeah, glad we don't stoop to that!"

It was 22 months since the Northern California Guild's contract covering Fresno Bee news-



Fresno Guild members wore this pin for McClatchy talk.

room employees expired; just about 12 months since the McClatchy chain declared "impasse" in talks for a new pact and unilaterally imposed, among other things, a so-called "merit only" pay-raise system.

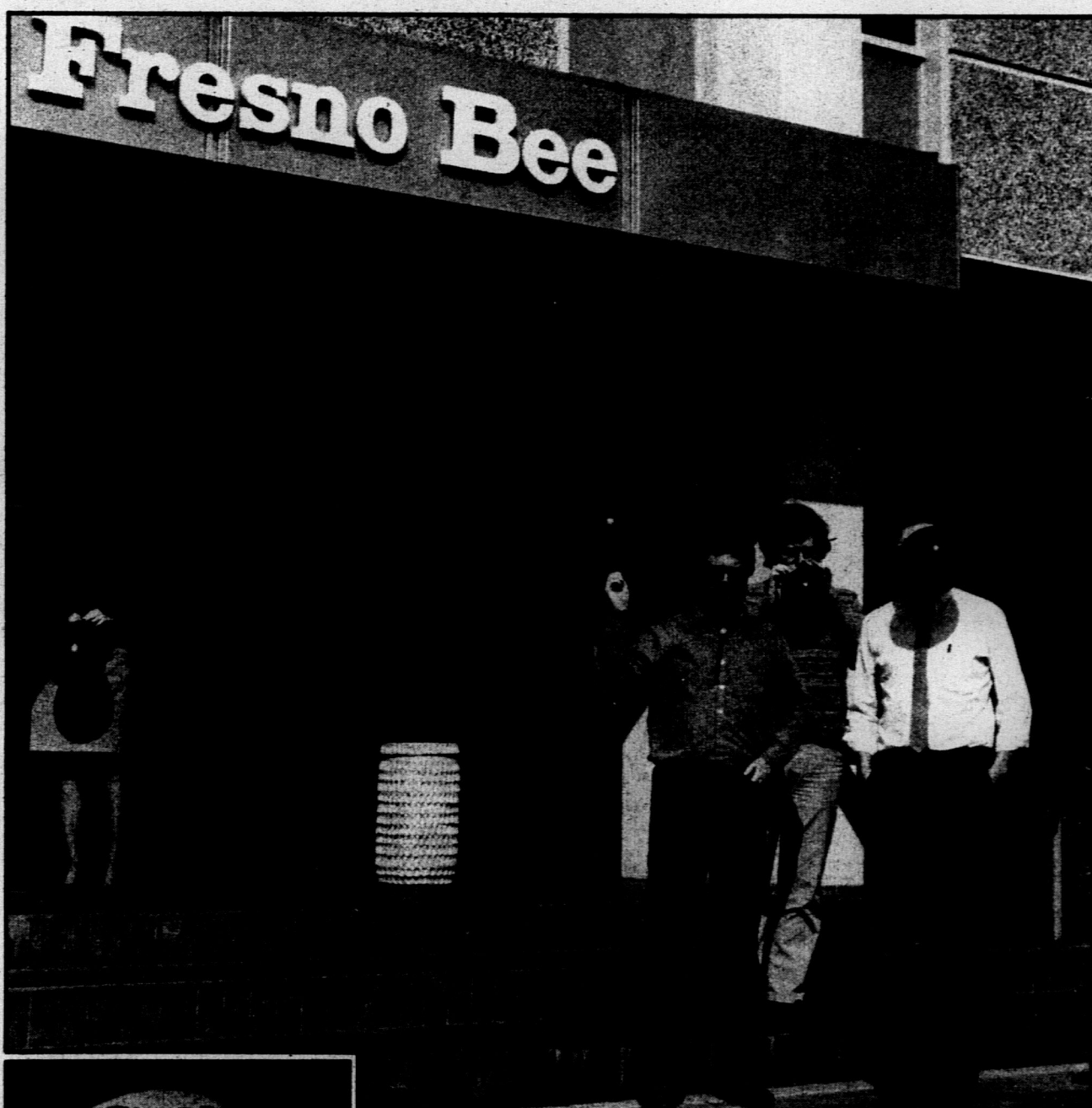
The Fresno staff had recently had its first round of "merit evaluations." Morale had been seriously affected, a leader of the unit said.

Ten days after his lecture, on Feb. 9, McClatchy delivered his annual "state of the Bees" report to the assembled employees of the Fresno Bee. He had already done

so at the flagship Sacramento Bee; the Modesto Bee would be next.

When it was time for questions and/or comments from the audience, first on his feet was Ken Robison, vice chairperson of the Guild unit. He had several sheets of paper for McClatchy, but before handing them over, he read from them. They were petitions, he said, signed by "several dozen of your employees."

Many of the other signers could be picked out in the audience by the made-for-the-occasion lapel (Continued on Page 6)



Feb. 19 is deadline at the N.Y. Post; alternatives sought

New York—Little more than a week before Rupert Murdoch's Feb. 19 deadline for acceptance of \$24 million in contract concessions to prevent his closing the New York Post and eliminating 1,200 jobs, mediator Theodore W. Kheel announced there are two potential buyers who could hold out more hope for employees than the one picked by Murdoch.

Kheel made the announcement Feb. 10 to leaders of the city's Allied Printing Trades Council, including New York Guild President Barry F. Lipton. TNG President Charles Dale and James J. Norton and Robert S. McMichen, presidents respectively of the Graphic Communications Int'l Union and the CWA-Media Workers, also attended.

Each of his two "white knights," Kheel said, would match the \$37

million for which Murdoch says he has agreed to sell the Post to New York real estate developer Peter S. Kalikow, contingent on the concessions being demanded from the unions' contracts.

After the prospective sale to Kalikow was announced Feb. 7, Murdoch said he considered the bidding for the paper closed. After Kheel's announcement, the New York Times reported, Murdoch said he feared Post employees could be "misled by false hopes" about Kheel's "white knights."

The two, whom he refused to identify, have pledged to operate the paper for at least three years and arrange for an employee stock ownership trust to acquire a 20 percent interest in it, Kheel said.

At the same time, Kheel said, like Kalikow both would require (Continued on Page 4)

Tension, uncertainty continuing in Detroit

Detroit—Pressure and uncertainty continued to surround the questions of whether the Justice Dept. should and/or will agree with an administrative law judge that the proposed Detroit News-Free Press joint operating agreement should be disapproved.

The Knight-Ridder and Gannett dailies, both before and after their Jan. 29 deadline for filing final briefs with Atty. Gen. Edwin Meese, continued to campaign for public, official and semi-official support for approval of their proposal to merge all the papers' operations except their news rooms. They continued to gain recruits.

The city's newspaper unions, including the Detroit Guild, together with the leadership of their internationals, including TNG, continued to seek what they termed "intensive and good faith bargaining" by the publishers on the effects on the newspapers' business and production employees of the

final decision on the proposal. They continued to be frustrated.

The unions also continued to prepare their final briefs to Meese, due Feb. 16. The unions, with the Guild and Teamsters in the lead, together with Detroit Mayor Coleman Young, were the only official intervenors opposed to the joint operation in hearings last summer.

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Albany taking harassment to court . . . 5

Guild agitates for new pact with UPI . . . 3



Balloons, buttons mark Fresno date

Armed with black balloons and contrasting red-on-white buttons (left), Northern California Guild members at the Fresno Bee prepare to enter daily's plant Feb. 4, the one-year anniversary of the McClatchy management's declaring "impasse" in bargaining and implementing its "merit-only" pay-raise system. Inside, balloons were affixed to workspace partitions and buttons to lapels of members in the editorial-only unit. Some were still there five days later when chain-head C.K. McClatchy came to the daily. (See story above.)

SIGRID HAWKES/Northern California Guild

Duluth's Carroll is service winner

Silver Spring, Md.—Darren Carroll, president of the Lake Superior Guild throughout 1987, has been selected winner of TNG's 1988 Guild Service Award.

Carroll, who led the local through a year-long drive to win a new contract with Knight-Ridder's Duluth News-Tribune, was honored with the award in recognition of his "tremendous efforts" that transformed a weak local into an

active organization, said TNG Vice President Gene Turner, a member of the judging panel.

Selection of the winner was announced Jan. 27, the final day of the winter meeting of TNG's Int'l Executive Board. Other judges were TNG Vice President Richard J. Brandow and Education Director Phillip M. Kadis.

Ever since its sole bargaining unit survived a decertification

election by one vote in the 1970s, the local "had limped along, barely visible between the negotiating sessions at which it took repeated beatings," explained the local in nominating Carroll.

"Darren Carroll changed all that," the nomination said.

Carroll not only built membership in the open-shop unit, bringing news room membership to (Continued on Page 2)

IEB endorses letter drive against Int'l Paper's tactics

Silver Spring, Md.—Guild members and locals are being urged to join a letter-writing campaign aimed at persuading International Paper to reverse its union-busting tactics and agree to an equitable new contract with the United Paperworkers Int'l Union.

The company, the world's biggest forest-products firm and private landowner, has hired strike-breakers to operate mills in Maine, Alabama, Pennsylvania and Wisconsin where 3,200 members of the union have been on strike or locked out for 10 months.

Although the company is earning near-record profits in the hundreds of millions, it is sticking to demands for wide-ranging concessions, including elimination of

premium pay for weekends and holidays, in what appears to be a determined effort "to break the union," TNG's Int'l Executive Board said during its winter meeting here.

As part of a "corporate campaign" against the company, the Paperworkers are soliciting letters to four major companies—Coca-Cola, Avon, Hershey and Anheuser-Busch—all of which have directors on their boards who also sit on the board of International Paper.

Among the paper company's directors with such an interlocking relationship is Donald McHenry, former chief U.S. delegate to the United Nations during the Carter

administration, who is also a member of Coca-Cola's board.

In endorsing the Paperworkers' campaign, the IEB called on all Guild locals and members to join the effort by writing letters to the four companies protesting the link with International Paper.

In those letters the IEB said members should:

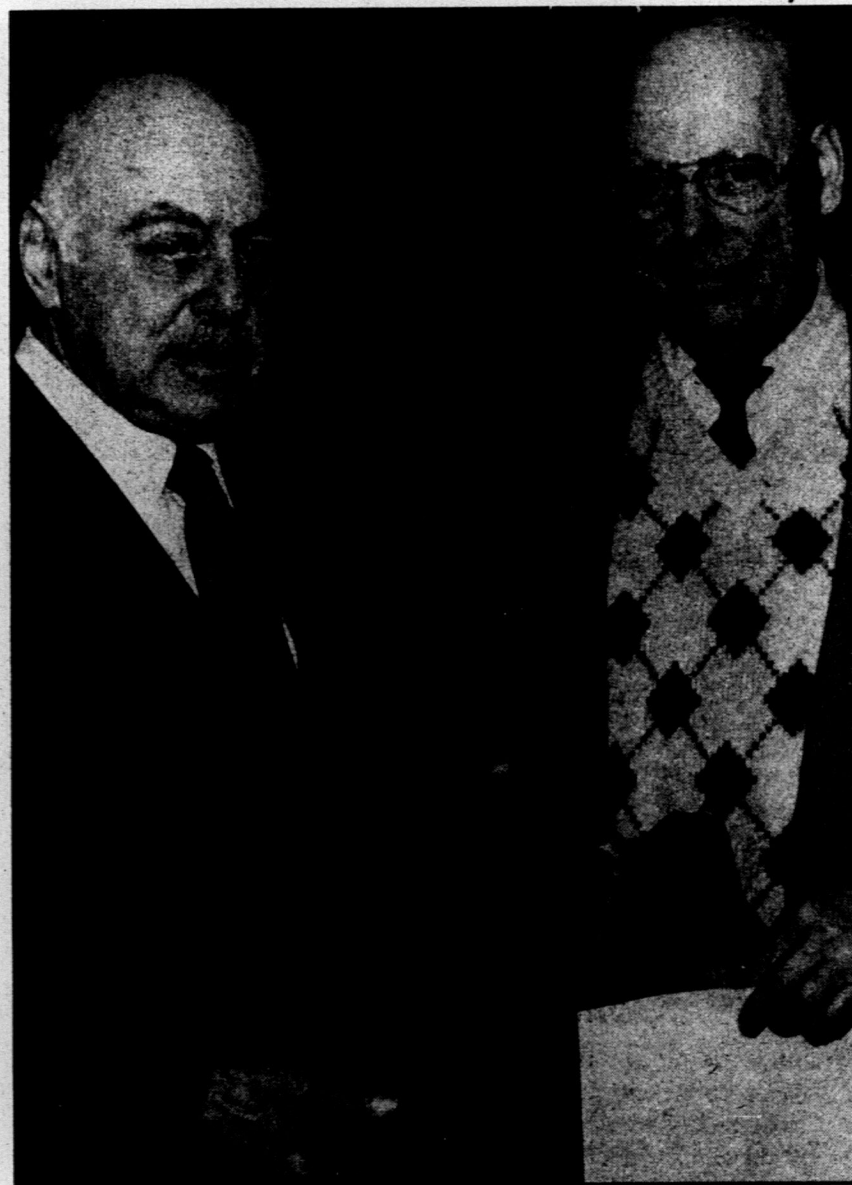
- ✓ Demand that the company tell the affected directors to disassociate themselves from International Paper's anti-union activities.

- ✓ Seek a response detailing how the company intends to address the problem.

- ✓ Warn that absent such action the writer will inform friends and associates of the company's link with International Paper.

In endorsing the Paperworkers' call, the IEB noted that Guild locals in Portland and Philadelphia have supported the strikers with contributions and participation in rallies.

"Not all Guild locals are as close to the battle," the IEB said, stressing that locals everywhere can help in the letter-writing effort.



TED DARGAN/St. Louis Guild

St. Louis 'Guilder' of 1987

Martin M. (Marty) Goldman, left, accepts plaque marking his being named the St. Louis 'Guilder of the Year' for 1987. Making the presentation at local's annual meeting Jan. 11 is Robert C. Holt, Jr., local president and a TNG vice president. A 38-year member, Goldman has served on numerous boards and committees of the local and its unit at Pulitzer's Post-Dispatch and has chaired several committees at annual TNG conventions, as well.

state of the union in other regions and on the Jan. 25-27 Int'l Executive Board meeting from TNG Secretary-Treasurer John C. Edgington and TNG Vice President Marie Sherlock of Youngstown.

The council also set its spring meeting tentatively for Pittsburgh on May 21-22 and said it will invite the Midwest and Southern councils to meet there at the same time.

ATLANTIC

Philadelphia—Bert Atkinson of New York was elected president of the Middle Atlantic District Council of Guild locals during its winter meeting Feb. 6-7.

Atkinson, who had been council vice president, replaces Tom

LaPointe of Albany, who did not seek re-election. Dena Bunis of Rochester was elected vice president for the coming year. Debbie Lehman of Philadelphia was elected secretary, replacing Gerry Oliver, of the same local, who did not seek re-election.

Jack Wallace of Wilkes-Barre was re-elected treasurer.

Participating in the meeting from TNG were President Charles Dale, Int'l Chairperson Peter E. McLaughlin and Vice Presidents David M. Mulcahy and Richard Brandow of New York.

The council's spring meeting was set for Scranton, Pa., tentatively on May 14-15.

IEB names delegates to CLC's convention

Silver Spring, Md.—TNG Vice Presidents Lee C. Clifford of Canadian Wire Service and Doug M. Louth of Vancouver-New Westminster and Canadian Director William H. McLeman will serve as TNG's delegates to the Canadian Labour Congress' convention this spring in Vancouver.

TNG's Int'l Executive Board approved the appointments during its meeting here Jan. 25-27. In recommending that both vice presidents from TNG's Canadian Region be delegates, Secretary-Treasurer John C. Edgington noted that no inter-city travel would be required for Louth to attend the meeting.

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Flyer Force ratifies first Guild contract

Vancouver—Members of the Vancouver-New Westminster Guild's newest unit—sales and clerical employees of Southam's Flyer Force—have ratified an initial contract with the advertising distribution service here.

The one-year agreement, retroactive to Jan. 1, guarantees all employees an increase of at least 50 cents an hour—\$20 a week for full-time employees. It establishes a 40-hour work week and guarantees pay at the time-and-one-half rate for more than 40.

A grievance and arbitration procedure for resolving disputes is included, and dismissals without just cause are prohibited. The agreement provides for paid sick leave, vacations and holidays.

Top minimum for quality assurance employees is raised to \$290 a week, or \$7.25 an hour. Lobby distribution co-ordinators are covered by a top minimum of \$300 a week and a work-week of 37.5 hours.

The hourly rate, after three-months' experience for part-time data input operators is raised to \$7 and that for phone room operators to \$5.50.

3 regional councils elect 1988 officers

WESTERN

Hilo, Hawaii—Cynthia Cheski of Bakersfield was elected president of the Western District Council of Guild locals during its winter meeting Jan. 30-31.

She succeeds Michelle Davis of San Diego in the position. Davis, who served three terms, was elected 1st vice president for the coming 12 months. Cheski held that office last year.

The council's other two officers were re-elected to the same positions: Bert Lindler of Great Falls, secretary-treasurer, and Stanley Souza of Hawaii, 2nd vice president.

Delegates also heard reports on actions by TNG's Int'l Executive Board at its Jan. 25-27 meeting,

and on the state of the Guild in other regions, from TNG Secretary-Treasurer John C. Edgington and TNG Vice Presidents Larry D. Hatfield and Gene Turner, both of Northern California, and Souza.

LAKES

Erie, Pa.—Delegates to the Great Lakes District Council of Guild locals re-elected William Buchanan of Erie to a new term as president during the council's winter meeting here Feb. 6-7.

Also re-elected were: Howard Burkhardt of Toledo, 1st vice president; Ken Fisher of Pittsburgh, 2nd vice president; Carol Przybyszewski of Erie, secretary; and Pat Nuttal of Terre Haute, treasurer.

Delegates heard reports on the

Duluth's Carroll named Service Award winner

(Continued from Page 1) nearly 100 percent and making significant gains in commercial departments, he developed activists among the members.

The nomination described how formerly defunct committees became active, grievances were filed, protests organized and communication opened with other unions in the plant. Carroll led the way in establishing a unity council among the four unions that long had maintained only strained relations.

The result of these changes, said the nomination: "An upstart local shocked the company in last year's negotiations by refusing to swallow major contract concessions for the first time in years." The local signed a new contract with the paper late in the year.

"Morale, at a nearly palpable low in 1986, began to climb as employees discovered a voice in running the workplace through the

Guild, the nomination said." The attitude of Guild members, it continued, was transformed from "quiet acceptance of their weakness to resolve that change is possible through hard work."

Through Carroll's leadership, members learned that "despite the fact that our little paper is controlled by a huge corporation thousands of miles away, we can make a difference in the quality of our own working lives," wrote the local officers who submitted the nomination.

Carroll did not seek re-election as local president for 1988, choosing instead to chair the local's membership committee and continue the campaign to build membership.

The nomination was supported by a letters from members of the Pressmen's union bargaining committee and TNG Int'l Representative Bruce R. Nelson, who has assisted the local over the past decade.



Darren Carroll

Nelson, recalling a Guild Christmas party in Duluth about five years ago, described "a nice, small gathering of not more than 25 people seated around a few ta-

bles in a small restaurant."

"In December 1987," Nelson wrote, "I went to another Christmas party in Duluth. It was sponsored by the Guild but open to all union members at the newspaper. There were between 150 and 200 people in a large hotel ballroom."

"Such a dramatic contrast in Christmas parties past and present" was made possible by Carroll's leadership, said Nelson.

TNG's annual award for Guild service carries a scholarship of up to \$1,500 for a course in union education.

Carroll was chosen from four nominees for the award, all of whom were "extremely strong candidates," said Turner, speaking for the judging panel.

Other nominees were Tim Schick, president of the Albany Guild, John Corcoran, unit chair of the Chicago Guild's Waukegan News-Sun unit, and Jeff Andrew, chairperson of the Southern Ontario Guild's Metroland unit.



RAYMOND CROWELL/Washington-Baltimore Guild

Consumer advocates get Guild message

Persons heading for the annual meeting of the Consumer Federation of America in Washington Feb. 5 receive New York Guild leaflets explaining that astute consumers are avoiding Consumer Reports and other publications of Consumers Union so long as CU refuses to agree to an equitable new contract for its 180 Guild-covered employees. Passing out leaflets in front of the meeting

location are, from right: George Bates and Mel Garrett of the CU Guild unit and Eric D. Geist of TNG's staff, who is co-ordinating AFL-CIO-endorsed boycott at the international level. Earlier they distributed leaflets at the meeting room entrance inside, but were ejected by the hotel, which said it was acting at CFA's request. CFA speakers included Rhoda Karpatkin, CU executive director.

Guild 'agitates' for new UPI pact as plan surfaces to halve staff

New York—A six-week U.S.-wide campaign "to agitate for an equitable settlement" with United Press Int'l has been announced by the Wire Service Guild's UPI National Committee.

Scheduled to begin Feb. 14 with "Valentines for Mario," Guild members at UPI were being urged to send letters and petitions to the news service's highly affluent absentee owner, Mario Vazquez Rana, who publishes a chain of newspapers in Mexico.

Members also were being asked to inform UPI executives in Washington of working conditions in bureaus across the country in the face of staff cuts and bureau closings.

Plans also call for informational picketing to mark the upcoming one-year anniversary of the opening of talks with UPI for a new Guild contract, a day-long byline boycott and a "Pennies for Mario" collection to "pay for a new contract."

UPI declared bargaining with the Guild at an "impasse" in November and posted working conditions. It since has pared at least 110 of the 850 Guild-covered employees of its domestic news service, the local reports. While

still more cuts are expected, executives at UPI's Washington headquarters say plans are still under review.

One plan, outlined in a Dec. 31 memo from UPI Executive Vice President Claude Hippeau to Vazquez Rana, calls for cutting the domestic news staff to 484, a cut of almost 50 percent in the workforce that totalled more than 900 early last fall.

That plan, developed by a 12-person committee of top executives, would cut staff in two phases, reducing employment to 640 by the end of January and to 484 by an unspecified date, according to a confidential memo obtained by the Washington Post and Editor & Publisher magazine.

It also calls for the elimination of UPI's state reports in half the 50 states, elimination of at least 60 foreign bureaus and cutting the international reporting staff from 80 full-time contributors to "about two dozen roving correspondents with recognized bylines."

The goal of the "radical" plan is to put the news service "on a sound financial footing" with a "dramatically reduced" staff, according to Hippeau's memo.

In response to the report, Hip-

peau issued a statement describing the proposal as one of "a variety of plans involving a wide range of often hypothetical options." It would be premature, said Hippeau, to discuss which plans are still under consideration until final decisions have been made.

"The Hippeau memo confirms" what Guild bargainers were told by UPI representatives in the contract talks last fall—"that UPI planned to reduce the staff by 300 to 500 people," the local charged.

In official statements following those talks, however, UPI denied plans to fire staff, although layoffs began within days after the impasse was declared.

The local reported that UPI rejected a Guild proposal for a buy-out plan under which voluntary terminations would be accepted in exchange for severance pay.

The plan described by Hippeau also calls for UPI to offer "distinctive news and information tailored to the needs of newspapers, broadcast and business clients." It would permit various news and photo services to be marketed separately.

Another internal UPI memorandum obtained by E&P, meanwhile, casts doubt on the graphics capability of Pyxys—a new digital image transmission system, which the news service expects to be a money maker.

Operating, defense funds moving in opposite directions

Silver Spring, Md.—TNG's General Fund moved to the deficit side of the ledger in the third quarter of the union's fiscal year even as the Defense Fund was moving to new highs, the Int'l Executive Board's Finance Committee reported during the board's Jan. 25-27 meeting.

The General Fund, from which the union's day-to-day operating expenses are paid, had a cumulative deficit of \$30,288 on Dec. 31 after expenses had topped income in the two most recent three-month periods and wiped out an income surplus from the first quarter of the year, the committee said.

It projected more red ink in the final quarter, cautioning that a year-end deficit could be "more than double" the \$96,242 shortfall forecast in the budget for the fiscal year that began April 1, 1987.

At the same time, the committee reported that the net worth of the union's Defense Fund had reached a new high of \$8,582,664 at the end of the third quarter. The fund had a gain for the period of \$227,202, on income of \$377,027 and expenses of \$149,825.

Net worth of the General Fund stood at \$537,258 on Dec. 31, including \$403,947 in cash.

General Fund income for the third quarter hit a low for the year of \$846,100, while expenses of \$992,520 exceeded those in each of the two preceding quarters. The third-quarter deficit was \$146,420.

Income of \$855,669 in the second quarter of the year fell \$77,658 short of expenses of \$933,327. In the first quarter, income of \$1,169,311 topped expenses of \$975,521 by \$193,790.

The "continuing decline in income" contributed to the third-quarter loss of \$146,420—"nearly double the loss" in the preceding quarter.

Locals' monthly per-capita payments to TNG averaged 26,566 in the most recent quarter, a drop of 254 from the second-quarter average and a decline of 1,593 from the year-earlier quarter.

Locals delinquent in their per-capita payments owed TNG an estimated total of \$274,096 on Dec. 31.

Fourteen, instead of the usual 13, pay periods in the third quarter, caused by the New Year's holiday, added to the rise in expenditures for the period, the committee said. Other over-budget items noted by the committee included organizing and servicing expenses, Guild Reporter postage, TNG field staff expenses and costs for printing stationery and conducting last fall's Guild-wide referendum and election of officers.

The committee warned of several "extraordinary operating expenses" anticipated in the fourth quarter, including bills for moving expenses, increased payroll taxes, \$33,000 for new work stations, mainly clerical, plus other equipment and \$110,061 budgeted for rent and maintenance—an item, the committee explained, that represents four monthly payments of some \$28,000 each.

On the committee's recommendation, the IEB approved a fourth-quarter budget of \$998,946—\$6,426 more than actual expenses in the third quarter.

Cash in the Defense Fund stood at \$7,593,655 at the close of the third quarter. Liquid assets of the fund totaled \$8,235,567, including a \$641,912 loan for TNG's building. That loan was up from \$492,667 at the end of the second quarter. TNG's 1985 Convention authorized an interest-free loan of up to \$750,000 toward the building's construction costs.

Defense Fund expenses for the quarter included \$50,000 for legal fees associated with the Detroit Guild's efforts to block a joint operating agreement between the city's two daily newspapers, \$19,337 to the Northern California Guild's campaign to win new contracts with McClatchy newspapers in Sacramento and Fresno and \$76,265 in benefits for Wilkes-Barre Guild members who struck Capital Cities' Times Leader in the fall of 1978.

Balance in TNG's special Organizing Fund was \$15,054 on Dec. 31, after expenses of \$33,434, including subsidies to the Southern Ontario, Vancouver-New Westminster and Ottawa locals, the committee reported.

Acting on the Finance Committee's recommendation, the IEB approved a request from the Detroit Guild to write off half the outstanding balance of \$29,000 on a Defense Fund loan to the local. That loan, which once totaled \$53,858, grew out of costs associated with an arbitration following bargaining of an initial contract covering editorial employees of the Detroit News in the mid-1970s.

Also on the committee's recommendation, the board approved payment of \$935 for 1988 dues to continue TNG's association with the Leadership Conference on Civil Rights. On the recommendation of both the Finance and Human Rights Committees, the board approved contributions of \$150 to the Canadian Day Care Advocacy Assn. to support a national conference on child care, and a contribution of \$100 to the Southern Christian Leadership Conference.

Development of guidelines for expenditures from a new anti-discrimination fund should be considered in a joint meeting of the Finance and Human Rights committees in April, the board agreed in approving the Finance Committee's report.

The board also concurred with the Finance Committee's recommendation to leave unchanged TNG's commitment to winners of the annual Guild Service Award.

Sac'to Victims Fund tops \$36,000

Sacramento—The Northern California Guild reports contributions totaling \$36,084.50 for its Sacramento Union Victims' Fund through Feb. 5; \$685.50 since Jan. 22.

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	San Diego Guild	125
Lexington Guild	25	Washington-Baltimore Guild	55

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

IEB lists locals' dues delinquencies

Silver Spring, Md.—In keeping with a directive by TNG's 1983 Convention, the Int'l Executive Board reported the following locals delinquent in their monthly per-capita payments to TNG as of Dec. 31:

Local	Months	Amount
Bakersfield	3	\$7,764
Battle Creek	23	2,424
Great Falls	1	540
Kingston	2	1,148
Lehigh Valley	13	6,698

Los Angeles	1	3,044
Madison	23	2,155
Milwaukee	7	9,850
Northern California	6	137,566
Puerto Rico	2	12,646
San Antonio	1	800
Southern Ontario	1	24,507
Twin Cities	1	9,675
Utica	1	60
Vancouver-New Westminster	2	22,905
Windsor	1	1,400
Wire Service	2	30,914

The estimated delinquencies totalled \$274,096.

Tension, uncertainty continue over Detroit merger

(Continued from Page 1)

As many as 1,000 employees, half of them Guild represented, would be made jobless by the merger.

Following a meeting Feb. 2 in Washington of Detroit and international leaders, TNG, the Communications Workers, the CWA-Media Workers Sector, the Graphic Communications Union, and the Teamsters issued a statement reaffirming their opposition "both at the international and local level."

The unions' statement deplored the publishers' "emphasis and pressure to seek a solution outside of the collective bargaining process." It charged that the publishers' "expensive public relations and lobbying campaign" [Guild Reporter, Jan. 29] was an act of bad faith.

The publishers, the unions said, have reneged on their commitment "to engage in intensive, determined and timely good faith" bargaining with all the unions.

Less than a week later, however, it was announced that the Teamsters-affiliated Mailers local had reached agreement with the papers and would inform the attorney general's office that they now support the publishers' proposal.

Other statements of support, many of them included in the papers' 128-page brief to Meese, included 16 of the state's 20 members of Congress, Michigan's governor, former U.S. President Jerry Ford, former United Auto Workers President Douglas Fraser, a retired president of the Michigan AFL-CIO and others.

The board of directors of the American Newspaper Publishers Assn., while professing not to be doing so, also weighed in for the dailies.

The ANPA board in a letter to Meese challenged the bases cited by the administrative law judge



LEADERS OF LOCAL AND INTERNATIONAL UNIONS WITH MEMBERS AT DETROIT'S DAILIES MEET IN WASHINGTON
Participants were from the Guild, Communications Workers, CWA-Media Sector, Graphic Communications and Teamsters locals and internationals. At far right are Donald Kummer, Detroit Guild administrative officer, and TNG President Charles Dale. Other presidents present: Morton Bahr, CWA; James Norton, GCIU; Robert S. McMichen, CWA-Media Sector.

(ALJ) in concluding that the Free Press is not, as it claims, a "failing newspaper" as defined in the anti-trust exemption law that permits joint newspaper operations.

"We believe that the ALJ departed from the definition" when he said the Free Press failed to show it could not reverse its financial losses, the ANPA said. It also objected to the ALJ's giving weight to both papers' price and rate cutting as they sought market dominance. The two dailies also attacked the recommendation on the same bases.

The News and Free Press also told Meese he should ignore the ALJ's recommendation against approval in light of "new factual circumstances" completely changing the case.

They pointed out that after the ALJ's recommendation at the end of December, the Knight-Ridder board voted to close the Free Press if the joint operation is not approved [Guild Reporter, Jan. 29].

Feb. 19 deadline looms at Post

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\$24 million in concessions, but would negotiate their distribution with the unions representing Post employees.

Kalikow's agreement with Murdoch is contingent on the unions agreeing to the \$24 million in savings over a three-year period.

In 15-minute meeting with union leaders Feb. 8, Murdoch issued a "take it or leave it" demand for the cuts, setting a 2 p.m. Feb. 19 deadline for acceptance. Otherwise, Murdoch said, he would close the 187-year-old paper. A representative said neither the \$24 million nor the deadline is negotiable.

Murdoch is demanding an immediate 12 percent across-the-board wage cut, with pay to be frozen at that level for three years. There has been no increase for the Post's workforce since the end of March two years ago. The first week in January, the 420-member Guild unit agreed to maintain those pay levels through this March.

The 12 percent reduction not only would reduce paychecks but also severance entitlements if the paper is closed, the Guild's Lipton said following the meeting with Murdoch.

"We've been used," Lipton charged after the Feb. 8 meeting, pointing to the unions' efforts to help Murdoch get an extension on federal rules that require he sell either the Post or the New York television station he bought two years ago. [Guild Reporter, Jan. 15 and 29.]

"He's trying to jam us. It's obvious that if the paper does close, he wants to be able to blame the unions," Lipton said.

Murdoch's demands also call for elimination of about 80 jobs, with buyouts totalling \$35,000 to be offered to delivery and production employees. No termination incentives were proposed for editorial and commercial employees represented by the Guild, although about 20 cuts would be slated in those departments.

In the third year of the agreement, a \$2-million bonus would be distributed among all full-time employees of the paper.

The unions filed unfair labor practice charges against the Post Feb. 10 charging Murdoch with refusing to bargain on the concession demands. They also called for the National Labor Relations Board to seek an injunction to block closure of the paper pending resolution of an agreement.

George E. McDonald, who heads the unions' council, has said "there is no way" the unions will concede to Murdoch's demands as presented. Lipton urged meetings to analyze them with an eye to possible other accommodations to achieve the same ends.

Murdoch said Kalikow is committed not to close the Post for at least one year, according to published reports. He also agreed to meet severance pay and pension liabilities if he closes the Post. Severance is estimated at close to \$40 million.

Murdoch dropped a demand that Kalikow agree to operate the paper for three years because "the very grim circumstances of the paper dictated a change," a Murdoch representative said.

Murdoch has said the paper's losses, put at \$17 million last year, have increased in recent weeks as some advertisers pulled out following congressional action in December that blocked Murdoch's obtaining an additional waiver from federal cross-ownership restrictions. Others left after it was announced last fall that the paper was cutting back to two editions, from eight, and restricting its circulation to close-in areas.

The Post's pre-tax operating losses reportedly have totalled \$120 million in the 12 years Murdoch has owned the paper.

Murdoch faced a March 6 deadline to comply with the Federal Communications Commission's rule prohibiting ownership of a daily and a television station in the same market. He acquired New York's WNYW-TV two years ago when he bought Metromedia.

A federal appeals court stayed that deadline for 45 days, however, until after it can rule on the merits of Murdoch's claim that the congressional action was unconstitutional. A hearing was scheduled for Feb. 11.

In response to Kheel's announcement of the "white knights," Murdoch said Kalikow had "offered the best deal in terms of preserving jobs and providing for the continuity of the newspaper."

Two other bidders, Murdoch said, had planned to contract out delivery, while two others suggested contracting with the competing Daily News to perform press work.

A fifth bidder, Wilbert A. Tatum, who chairs of the Amsterdam News, refused to assume severance pay liabilities, according to Murdoch.

One bidder reported to have sought a printing arrangement with the News is Leonard Stern, owner of the Village Voice and chair of the Hartz Mountain Industries. He has expressed interest in acquiring the paper without its real estate.

British publisher Robert Maxwell was said to have made a bid for the Post "respectably close" to Kalikow's \$37 million offer, the New York Times reported.

Kalikow, in his mid-40s, was included on Forbes' 1987 listing of the 400 richest individuals in the U.S. The magazine estimated his net worth at about \$500 million. He has no publishing experience but has long harbored a desire to own and operate a news business, according to reports.

Double-digit profit hikes reported

Both Knight-Ridder, Inc., and the Gannett Co. have reported double-digit profits increases in the final quarter and for the full 12 months of 1987.

Both reports were issued during the week after the companies called on Atty. Gen. Edwin Meese to approve their proposed joint operating agreement in Detroit to prevent Knight-Ridder from closing the Free Press.

Knight-Ridder's chain-wide profits for the year were up by 11 percent, to \$155.2 million, on a revenue increase of 8.5 percent, to \$2.07 billion. Its October-December profits were up by 15 percent, to \$50 million, on a revenue rise of 7.8 percent, to \$556.8 million.

Gannett's chain-wide profits for the year were up by 16 percent, to \$319.4 million, on a 10 percent revenue hike, to \$3.08 billion. The quarter's profits were up by 20 percent, to \$106.6 million, while revenues were up just 7 percent, to \$835.4 million.

Bill on voting is endorsed

Silver Spring, Md.—Difficult and varied requirements for voter registration across the United States are believed by many to be a primary reason for low voter turnout in federal elections, TNG's Int'l Executive Board said in resolution endorsing the Universal Voter Registration Act.

Introduced in both the House and the Senate, the proposed legislation (H.R. 3666 and S. 1888) would simplify and standardize registration requirements. It would permit election-day registration at polling places, registration by mail and by government agencies. It also would provide for wide circulation of registration materials.

The IEB called on Congress to "act on the legislation with dis-

patch," noting that the Guild "has long supported the widest possible participation of citizens in the affairs of their government."

For too long, however, voter turnout in the U.S. "has lagged far behind" participation in other western democracies, the IEB said, noting that just 37 percent of the voting age population of the U.S. cast a ballot in the 1986 federal election.

In 1984, with a presidential race on the ballot, turnout was 53 percent, while national elections the same year drew participation levels of 76 percent in Great Britain, 78 percent in France, 81 percent in West Germany, 83 percent in Australia and 94 percent in Italy, the board added.

IEB proposes \$100 convention fee

Silver Spring, Md.—The convention registration fee, set by TNG's Constitution, should be raised to \$100 for each delegate and alternate, the Int'l Executive Board agreed during its winter meeting.

The IEB is recommending that \$75 of the \$100 fee go to the Guild local hosting the convention and \$25 to TNG. The local receives \$35 of the current \$50 registration fee, while \$15 goes to TNG.

This year's convention will be asked to approve the IEB's recommendation to amend the constitution to raise the fee. If approved, the higher fee would be in effect beginning with the 1989 Convention.

Acting on the recommendation

of its Constitution Committee, the IEB called for the increase after reviewing a proposal from Michele C. Davis, president of the San Diego Guild during last summer's convention there.

The costs to locals hosting a convention have risen greatly since the fee was last raised in 1981, Davis said in a letter outlining the San Diego Guild's convention expenses.

Locals hosting conventions typically pay for a convention banquet, an outing, and a pre-convention reception. TNG pays for convention hotel facilities, provides badges for delegates and guests and supplies other convention-related materials.

Albany Guild takes harassment case to court

Glens Falls, N.Y.—The Albany Guild is going to federal court to seek dismissal under the sex discrimination ban in its Post-Star contract of a mail-room supervisor who is facing a pair of criminal charges for incidents involving alleged sexual harassment of women in his department.

One of the charges is attempted rape, a felony; the second is "reckless endangerment," a misdemeanor. Both involve the same employee.

At the same time, the Guild also is providing the employee with counsel for charges filed with the New York State Division of Human Rights based on the same and additional incidents, the latter also involving at least two other women over a period spanning at least two years.

The case began to unfold Oct. 27 of last year, the local reported, when the woman who is the lead complainant parked her car in the company lot on the way to work. A male co-worker was a passenger. Before they could leave the vehicle, a fork-lift operated by the supervisor raised the car 6 to 10

inches from the ground and dropped it, leading to the "reckless endangerment" charge.

The Guild in exploring the incident discovered allegations of several incidents of sexual harassment and retaliation by the supervisor against the same employee beginning three weeks after she was hired and including attempted rape in July of 1987.

In addition, two other women also alleged sexual harassment by the same supervisor. One of them said she quit in 1985 after refusing demands for sexual favors and failing to obtain redress upon complaining to management.

In mid-November, the Guild filed grievances on behalf of two of the women—under the contract's fair-employment practices provisions—and sought comprehensive remedies. Among them, the supervisor's dismissal, reinstatement with full back pay and benefits for the woman who resigned and removal from personnel files of all negative reports by the supervisor about any women.

The Guild also called upon the Howard Publications-chain daily

to establish a sexual harassment policy, to require seminars on sexual harassment for all managers and to guarantee that there would be no retaliation against any employee for reporting incidents.

The company responded that the principal complainant was a willing participant, Albany Guild President Tim Schick reported. In addition, the Guild was advised to try to understand that there is "a different culture back there" in the mail room, he said.

In mid-December, the principal complainant filed formal charges of first-degree sexual abuse, attempted rape, against the supervisor. After posting bond of \$350, he was released from custody and

returned to work. Subsequently, a city judge issued an order that he stay away from the plaintiff, who also continued to work.

The company posted a new policy against sexual harassment on the bulletin board—alongside a Guild memo suggesting procedures to follow in cases of sexual harassment.

The Guild sought to arbitrate the grievances but, acting under a contract condition requiring "mutual consent," the company refused.

Instead, management proposed a one-week suspension for the supervisor, two weeks of training in human relations and a warning of discharge in the event of another incident of harassment. The Guild

said it was not enough and began preparing to file an action for enforcement of its contract provision in federal district court.

Meanwhile, talks for renewal of the Guild-Post-Star contract that expired the end of October continue, Schick reported, with the company agreeing to "little of consequence," even when the cost would be minimal, at most.

Schick said the publisher, James G. Marshall, laughed aloud during a bargaining session when the Guild proposed use of excess pension funding to increase benefits, pointing to a woman who recently retired after 30 years' service and receives a \$65-a-month pension benefit.

CLC's 6TH WOMEN'S CONFERENCE

Unions, not Ottawa, seen key to equality

By Joyce McKerrrow
Southern Ontario Guild

Ottawa—Five hundred Canadian women, including representatives of the Southern Ontario Guild and TNG, met here Jan. 27-30 for the sixth biennial Canadian Labour Congress National Women's Conference.

While the theme of the gathering was "The Equality Challenge: Taking Hold of Our Future," its underlying message was that women's equality will be won in the workplace by union women—not by government—and union women must continue to fight for equality or lose what has been gained.

The progress that grew out of the women's movement in the '60s now faces the hostile conservatism of the '80s, especially in provinces with conservative governments like British Columbia, Saskatchewan and Alberta, the CLC said in a policy paper distributed to conference participants.

While women take for granted their right to equal treatment, newspapers run editorials suggesting that women are asking too much and business leaders speak out against equal rights, the CLC said.

CLC President Shirley Carr, in the keynote, decried the lack of women's representation in formulating general economic policy. Women will "never be treated as

equals," she said, "if economic, fiscal and monetary policy prevent it."

This is all too evident in the trade talks between Canada and the United States and the impact the proposed agreement would have on women's jobs, said Carr.

The trade pact, she stressed, deals not just with a free flow of goods across the borders, but also would have a severe impact on the Canadian government's ability to implement many of the legitimate social demands of women. Canada must continue to control decisions governing such issues as regional development, minimum wage guarantees, unemployment insurance, labor legislation, child care and medicare, she said.

The jobs of women employed in manufacturing are particularly threatened by the free-trade pact, Carr said, noting that half of Canada's manufacturing concerns are foreign owned and controlled, mainly by U.S.-based multinationals.

These branch plants, she explained, were built in Canada to produce goods to be sold in Canada duty free, while few are permitted to export goods to the U.S. where they would compete with the parent company. Tariff-free borders, warned Carr, are likely to bring a shift in production from the Canadian branch plants to the U.S. where output would need only to be increased by 10 percent to cover

the entire Canadian market.

Then, unfortunately, decisions that could affect hundreds of thousands of women in Canada would be made in U.S. head offices, Carr said.

Events a few blocks north of the conference site, at the Supreme Court of Canada, were greeted with high interest as conference participants learned of the 5-to-2 ruling Jan. 28 overturning a federal law restricting abortions.

The court majority held that the abortion section of the federal criminal code violated the constitutional right of women to life, liberty and security of person. The law permitted only those abortions approved by special hospital committees when a woman's health was endangered.

The decision put an end to 18 years of criminal prosecution against a doctor. While upholding the right of women to abortion on demand, the court left the door open for Parliament to adopt legis-

Guild's Bob Holt one of four honored by Elijah P. Lovejoy memorial group

St. Louis—St. Louis Guild President Robert C. Holt, Jr., was one of four community leaders honored at a special ceremony Jan. 31 marking the 150th anniversary of the death of Elijah Parish Lovejoy, an abolitionist newspaper editor and clergyman.

Lovejoy was killed in Alton, Mo., while defending his press from a pro-slavery mob. An annual community service award presented by a society established in his name was expanded to include four recipients this year in commemoration of the anniversary.

Holt, a photographer for the St. Louis Post-Dispatch and a six-term TNG vice president, was cited for his commitment to the labor movement and for his photographic contributions to the preservation of the history of St. Louis.

Harriet Woods, the state's lieutenant governor and a former St. Louis Guild member, was another recipient of the award. Woods "epitomizes the politician who has tried to speak to the needs of the common people and the poor," said Rev. Robert W. Tabscott, head of the Lovejoy society.

Tabscott presented the awards in a ceremony in the



REBECCA HOLT

ELIJAH P. LOVEJOY AWARD PRESENTATION IN ST. LOUIS
St. Louis Guild President Robert C. Holt, Jr., left, accepts framed award certificate from Rev. Robert W. Tabscott of the Lovejoy society.

city's old courthouse. Each of the four recipients, he said, represented "a discipline in Lovejoy's life—the press, the ministry, the political arena and the healer."

Other recipients were Dr. Max Pepper, chair of the com-

munity medicine department at the St. Louis University Medical School, who was honored for his efforts to improve health care for the poor, and Rev. Buck Jones, the founder and director of a program established to help the poor.

SONG takes equal pay to court

Toronto—The Southern Ontario Guild has asked an appeals court to overturn the Ontario Human Rights Commission's dismissal of three-and-a-half year-old charges that the Toronto Star is denying equal pay for equal work to inside advertising solicitors.

The commission dismissed the charges early this year saying it lacked jurisdiction to decide the issue.

The local filed the charges in

1984 on behalf of a dozen individual complainants, all Guild-covered inside classified employees of the Star.

The charges allege that higher minimum salaries for the mostly male outside classified sales staff than for the female dominated inside sales staff is a violation of the provincial human rights code's guarantee of equal treatment in employment and its prohibition against sex discrimination.

lation protecting the fetus.

Conference workshops focused on social issues like those associated with the growing numbers of women in the workforce and single-parent families. The need for paid maternity and paternity leave, as well as emergency leave to care for sick children and dependent parents was discussed.

The growing number of women in paid work is providing unions with a new source of strength and leadership, workshop participants said, noting that women account for the bulk of new union members.

There were discussions of the dangers of part-time work eroding full-time jobs and of questions raised by electronic monitoring in the workplace.

A Steelworkers' member reported on an innovative policy for handling complaints about sexual and racial harassment a district of that union has instituted. It calls for a labor relations board agent

selected by union and management representatives to hear complaints and recommend remedial action. The procedure takes the problem out of the workplace where union members may be pitted against one another and eliminates the fear and intimidation often experienced when victims' complaints are heard by management.

Two South African women, both members of unions affiliated with the Congress of South African Trade Unions (COSATU), told of the blatant discrimination black women workers encounter there.

One, Ntsiki Matakane, a nurse at a child care center, said she and other black women are unable to use such services.

Guild participants at the conference were Sarah Jane Grove and Joyce McKerrrow of SONG's Toronto Star unit, Tina Lossigio of the local's Toronto Globe and Mail unit, Marianne Kazner of its Metroland unit and TNG Int'l Representative Frederica Wilson.

'Cash cows' talk inspires petition for McClatchy

(Continued from Page 1)

buttons they wore: black and white cows with large dollar symbols in their mid-sections.

Pointing out that the journalistic efforts of many of the signers were on display for the occasion as examples of excellence, Robison read the petitions' preamble. It referred to McClatchy's lecture. It stated dissatisfaction with the "merit-only" raise system. It asked that McClatchy agree to a resumption of bargaining in good faith for a contract that would establish, among other things, a more equitable system.

When Robison finished, there were several moments of silence. Then McClatchy again said he has a "philosophical disagreement" with the Guild about employee compensation, that he sees his system as "ensuring excellence."

After suggesting that Robison, if not the entire Guild unit, had been rude, he said that employees who do not like his system should find work somewhere "where excellence is not the standard."

Robison said later he had hoped he was wrong in his interpretation of the "cash cows" remark.

Meanwhile, the Guild local distributed from its Sacramento office a bulletin drawing on stock-sale prospectuses issued by McClatchy last year and in January.

It reproduced "cash compensation" figures for the company's top

officers in 1986 and 1987. Its free-form head read: "C.K. McClatchy got a 19 percent raise last year of \$55,246 (not to mention a bonus of \$78,500) making his total 1987 salary \$423,510."

"How did your 1987 merit raise compare?" it asked.

In his Riverside lecture, McClatchy also said that Rupert Murdoch's News America Co. "also deserves mention in any listing of the appalling" firms in U.S. newspapering, but said that while Murdoch "is bad . . . he lacks the consistency of a Donrey."

He called Gannett papers "a special case," with attention given to maintaining "certain standards" while "primary attention" typically is given to the bottom line.

"Gannett readers are usually given a pretty skimpy newshole and mediocre local coverage, but they do get a paper that is attractive and colorful," he said. He also praised Gannett's training, technology and hiring practices.

Ruing the growing influence of bankers and accountants as chains absorb more and more of the industry, McClatchy also suggested that Congress legislate limits on concentration of ownership.

Press critic Ben Bagdikian suggested such legislation several years ago and TNG has endorsed it, but has thus far been unable to convince any member of Congress to introduce it.

'Hot ad' declaration upheld

Vancouver — British Columbia's new labor law does not block Vancouver newspaper unions from refusing to handle work from an unfair employer if that employer is covered by federal labor law, the province's Industrial Relations Council has ruled.

The labor tribunal, established by the provincial labor bill signed into law last summer, issued the finding in mid-January as it dismissed an appeal from Southam's Pacific Press, publisher of the Vancouver Sun and Province.

The company challenged the legality of employees refusing under their unions' contracts to handle ads from Canada Post seek-

ing replacements for striking postal workers last June.

The old labor board in June upheld the union-covered employees' action, but the company appealed to the new labor council for a declaration that the new law would bar such boycotts.

While the law prohibits secondary-boycott agreements in union contracts, the ban does not apply where the secondary employer is covered by federal rather than provincial labor law, the council said.

Federal employees, including postal workers, as well as employees working in broadcast and transportation fields are among those covered by federal laws.



SUE BOWLING/Spartan Daily, San Jose State University

San Jose inaugurates writing award

A traveling trophy marking the San Jose Guild's first Stan Waldorf Writing Award is presented by the Guild's Elias Castillo, left, to Dennis Brown, chairman of the journalism department at San Jose State University. The award itself—\$500—went to David Rickard, a senior at San Jose State, for his series in the

school's newspaper about asbestos on campus. Named for the local's founding president, the award was established by the local union to encourage enterprise reporting and to introduce the Guild to journalism students at San Jose State, Stanford and Santa Clara Universities.

IEB praises, cautions Nicaragua

Silver Spring, Md.—Welcoming "the return of press freedom in Nicaragua," TNG's Int'l Executive Board hailed an announcement that the Sandinista government has lifted bans against 13 news organizations.

News that the publications and radio stations would be permitted

to resume operations broke as the board held its winter meeting here Jan. 25-27.

The Nicaraguan government on Jan. 26 announced an end to restrictions against several news programs, new magazines and an opposition labor union's publication as part of its move a week earlier

to end a state of emergency declared in 1982.

The lifting of restrictions against news organization along with the September reopening of the opposition daily La Prensa, "appears to restore a wide diversity of news media in Nicaragua," the IEB said.

The restoration of press freedom "appears to be less than complete," however, the IEB also noted. It urged the lifting also of restrictions against television news and called for the government to reverse its refusal to allow Radio Mundial to reopen.

In doing so, the IEB noted that TNG has opposed U.S. aid to the Nicaraguan "contra" rebels through a resolution adopted by delegates to its 1986 Convention.

TNG Vice President David M. Mulcahy of New York abstained from voting on the resolution.

St. Paul daily cited for tests

Minneapolis — The National Labor Relations Board has issued a complaint on Twin Cities Guild charges that Knight-Ridder's St. Paul Pioneer Press is violating federal labor law by refusing to bargain about a pre-employment drug testing policy it implemented Oct. 1.

In issuing the complaint Jan. 26, NLRB Regional Director Ronald M. Sharp scheduled a March 14 hearing before an administrative law judge.

A hearing on similar charges against the Minneapolis Star Tribune is scheduled to begin Feb. 29. Local charges against the Minneapolis daily stem from its unilateral implementation of a drug and alcohol testing policy affecting

employees as well as candidates for employment [Guild Reporter, Jan. 29].

Federal labor law requires employers to bargain in good faith with unions on proposed changes in terms and conditions of employment. That obligation can extend to conditions of becoming employed, the NLRB's general counsel said last fall.

Broun Award ranked at top

Washington—All three reporters who shared this year's Broun Award said the annual prize awarded by TNG ranks among the most prestigious awards for journalistic work.

"This award means more than any other in the industry," said Mike Masterson as he accepted during the award luncheon.

Chuck Cook said that he, too, ranks the Broun Award "at the top."

Mark N. Trahan, the third of the winning trio to address luncheon guests, recalled that a member of the Crow Indian tribe sent him an eagle feather after he read the series. "That meant a lot, too," said Trahan, a Shoshone/Bannock member.

Baum joins Philadelphia staff

Philadelphia—David J. Baum, 31, former chairperson of the Scranton Guild unit at the Scrantonian-Tribune, has joined the staff of the Philadelphia Guild for a six-month period.

On leave from the Tribune, Baum's duties for the Philadelphia Guild include organizing. While serving three terms as unit chair at the Scranton

daily, Baum played a principal role in organizing the paper's correspondents, who voted for Guild representation in August of last year.

A prize winning reporter for the Tribune, Baum also represented his local at meetings of the Middle Atlantic District Council and at the last three TNG Conventions, serving on credentials, organizing and bargaining committees.

Before joining the Scranton daily's staff in 1982, Baum worked at weeklies in Pittsburgh and Carbondale, Pa.



TNG Constitutions available

Booklets containing TNG's current constitution are being distributed to presidents, treasurers and administrative officers of all Guild locals. The booklets also contain TNG's Collective Bargaining Program and Convention Recommendations as amended by the 1987 Convention. They are available from TNG's Research & Information Dept. Single copies to members and locals are free of charge; in quantity, they are 90 cents each. Price to nonmembers is \$1.80 each.

The Newspaper Guild
AFL-CIO, CLC

CONSTITUTION



Including
Collective Bargaining Program
and
Bargaining Recommendations

Adopted by the
54th Annual Convention
June 23-26, 1987

Globe ad people vote to keep Guild

Toronto—Advertising employees of the Toronto Globe and Mail have voted to keep the Southern Ontario Guild as their bargaining representative in an election supervised by the Ontario Labour Relations Board.

The vote was scheduled after a group of employees in the department signed a petition to decertify the union.

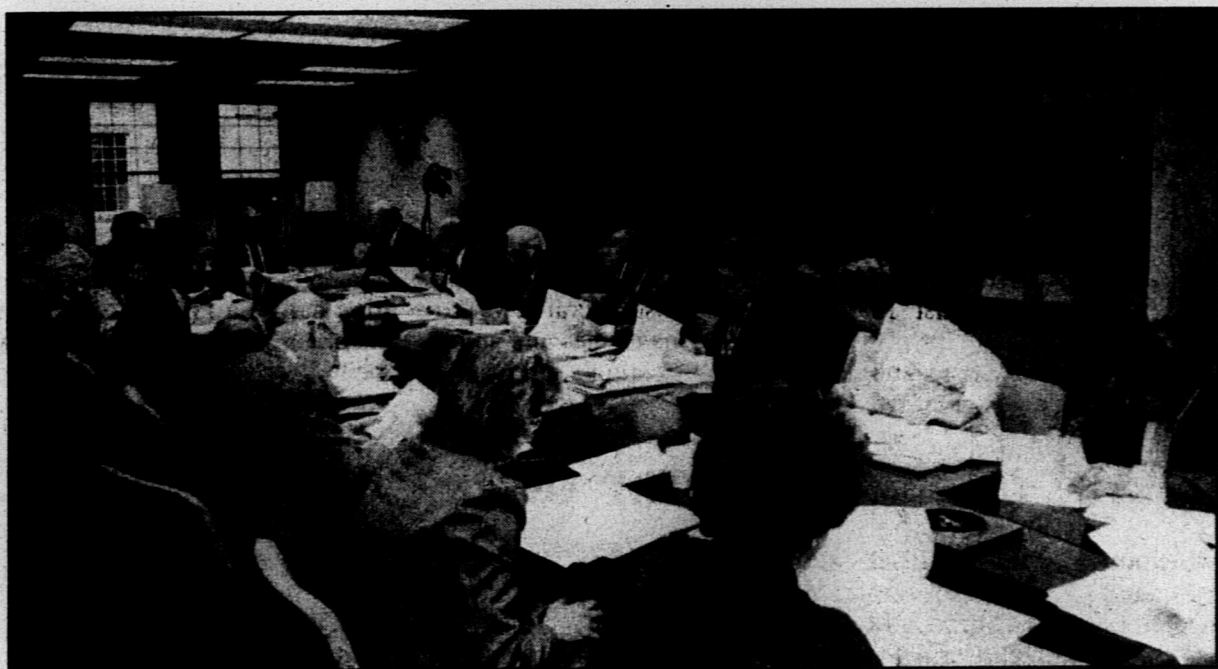
Tally of the 112 votes cast in the Feb. 4 election showed 61, or 54.5 percent, of the votes cast for the Guild.

The employees are covered by a Guild contract with the paper ratified last fall. The petition was filed with the board before the contract was settled.



Dale leads the tour:

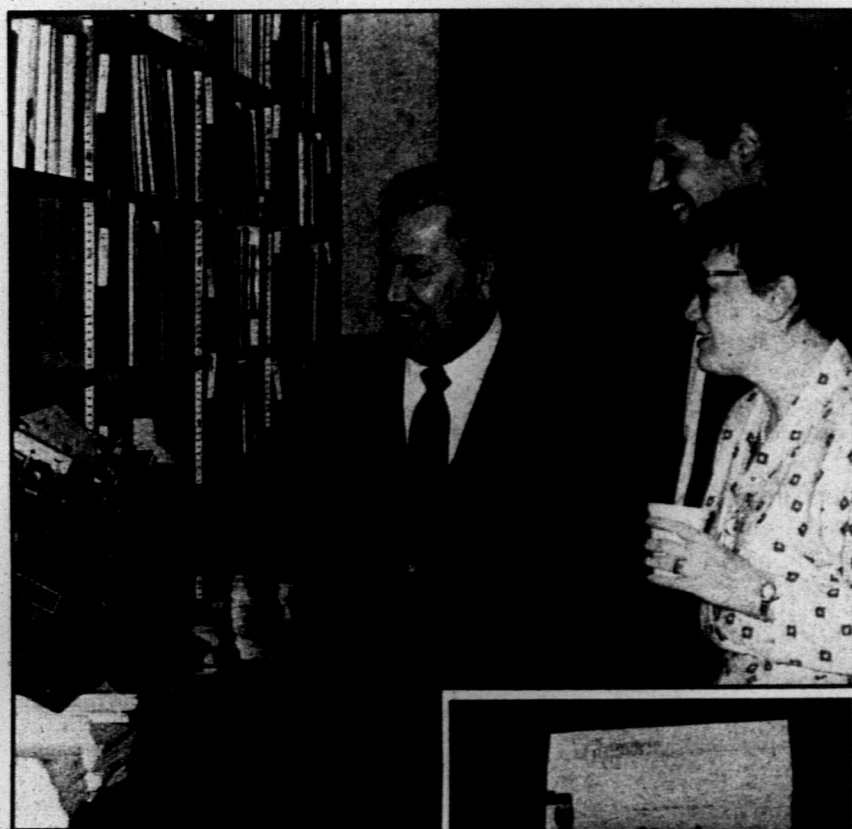
TNG President Charles Dale, foreground right, and members and guests of the Int'l Executive Board tour TNG's new headquarters. Dale led the tour Jan. 25 before the board's winter meeting, its first session in the new offices. In foreground with Dale are TNG Vice Presidents Luther P. Jackson, left, and Richard J. Brandow; background center, New York Guild President Barry Lipton.



The board in session:

Winter meeting of TNG Int'l Executive Board, with President Charles Dale, Int'l Chairperson Peter E. McLaughlin and Secretary-Treasurer John C. Edgington presiding under the watchful eye of portrait of the union's founder.

IEB makes tour, checks quarters in TNG's building



Founder's typewriter:

TNG Vice Presidents Stanley J. Souza, left, Luther P. Jackson and Carol D. Rothman examine a note in the typewriter of the Guild's founding president, Heywood Broun. "Welcome to your new and final home!" says the note. The typewriter [inset] is displayed opposite Broun's portrait in the library/conference room where TNG's board holds its meetings. Photo was taken just before first meeting in new quarters.

Photos by Marianne Keffer Zweig
Washington-Baltimore Guild

LOCAL ELECTIONS

Buffalo

Mark Koch, president; Bob McCarthy, vice president; Harold Blatchley, secretary; John Panasiewicz, treasurer.

Eugene

Pat Bettencourt, president; Tom Dattal, vice president; Bill Bishop, secretary; Ann Esteva, treasurer.

Harrisburg

Tom Dochat, president; Frank Cozzoli, 1st vice president; Tony Perry, 2nd vice president; Andy Isaacs, secretary; Mary O. Bradley, treasurer.

Lake Superior (Duluth)

Julie Bell, president; Arne Wuorinen, vice president; Doug Iverson, secretary; Gary Scanlon, treasurer.

Manchester

Jim Schaufenbill, president; David Rousseau, vice president; Thomas Thibault, secretary; Barbara Jahn, treasurer.

Memphis

Faye McCracken, president (McCracken 182, Tony Biffle 107); Henry Baily, 1st vice president (Baily 185, Karanja Ajanaka 99); Dean Ferguson, 2nd vice president (Ferguson 150, Barbara Bunch 137); Gloria Johnson, 3rd vice president; Mary Powers, secretary-treasurer; Sheri Biffle, recording secretary.

Pueblo

Judy Hildner, president; Mark Gassino, vice president; Nick Nasch, secretary; Betty Carnes, treasurer.

Ottawa

Pat Bell, president; Dave Elder, vice president; Jacquie Miller, secretary; Steve Lundy, treasurer.

Pacific Northwest

Emmett Murray, president (Murray, 214; Jane Hadley, 172); Jack Arends, vice president (Arends, 199; Gene Achziger, 174); Carole McClosky, secretary; June Sellers, treasurer (Sellers, 271; Fred Case, 114).

St. Louis

Robert C. Holt, Jr., president; Dave Ramer, 1st vice president; Becky Avett, 2nd vice president; Deni Fleming, secretary; Roger Kaufold, treasurer.

San Antonio

Interim officers: Ned Mullins, president; Hector Cantu, secretary.

San Diego

Ed Jahn, president; Mark Sauer, vice president; Joe Cantu, secretary; George Flynn, treasurer.

Toledo

Dennis Lajiness, president (Lajiness, 133; Isaiah Lewis, 80); Bill Hirsch, vice president (Hirsch, 115; Beverly Ann Morris, 96); Bob Speck, secretary; Bob Dailey, treasurer.

Vancouver-New Westminster

Mike Bocking, president (Bocking 449, Steve Kirk 75); Bev Greene, 1st vice president (Greene 373, Bruce Dodd 123); Dean Tkatschow, 2nd vice president (Tkatschow 232, Dick Cuddeford 229); Alice Busby, secretary; Doug Louth, treasurer.

Washington-Baltimore

Jim Yenckel, president; Connie Knox, vice president; Mary Esslinger, secretary; Patrick J. Hunt, treasurer.

Youngstown

Tony Markota, president; Sam Mirto, vice president; Joe Sullivan, recording secretary; Jack Kennedy, secretary-treasurer.

Collis memorial donations urged

Silver Spring, Md.—Paying tribute to Joseph F. Collis, a founding leader of the Guild who died late last year, TNG's Int'l Executive Board urged Guild locals to honor him with memorial contributions to TNG's Irving Leuchter Scholarship Fund to the Harvard Trade Union Program.

Several locals have already done so, the board noted, in response to a request from the Collis family that any memorials be in the form of contributions to the scholarship fund. The scholarship is presented annually to a Guild leader.

Collis, a founder of the Wilkes-Barre Guild, served on the international executive board from 1945 to 1962 "with enormous energy, industry and contagious affability," the IEB said.

For six of those years he held the office of President, the forerunner of today's International Chairperson [Guild Reporter, Nov. 25]. "All Guild members are heirs to his legacy," said the board's tribute.

Quoting Collis who once observed that chief among the reasons the Guild had survived and

grown were the "many hands and brains dedicated to making it succeed," the IEB added that "none were more dedicated than Joe's."

Contributions to the scholarship fund should be sent to TNG.

Guild unit decertified in Hammond

Hammond, Ind. — The Chicago Guild was decertified as the bargaining representative of news and advertising employees at the Hammond Times in a vote supervised by the National Labor Relations Board Jan. 6.

While employees had voted to affiliate their independent union with the Guild local in 1983, company challenges delayed the Guild's certification until Sep-

tember of 1987 when the NLRB confirmed the local as the employees' bargaining representative [Guild Reporter, Nov. 25].

Upon the Guild's certification, however, the board's regional director ordered an election on a decertification petition that had been pending since the fall of 1984. Tally of the ballots cast showed 27 votes for the Guild versus 29 for "no union."

WANTED:

Administrative Officer

The Pacific Northwest Newspaper Guild, a 1,000-member local, is seeking an administrative officer. Must have experience in contract bargaining and a good union background. A working knowledge of the Newspaper Guild also is preferable. Full benefits. Salary negotiable. Job starts sometime after May 1. Send application and resume to: Pacific Northwest Newspaper Guild, Plaza 600 Bldg., Suite 1101, 600 Stewart St., Seattle, Wash. 98101.

Equal Opportunity Employer



Will new finance tab bring push for 'the right' news?

By Hugh Winsor, Southern Ontario Guild

THERE IS a lot more than mere commercial competition at stake in the decision by Maclean-Hunter Publishing Ltd. and Toronto Sun Publishing Ltd. to turn the once-staid Financial Post weekly newspaper into a five-times-a-week tabloid.

The publishers are gambling that the apparent 1980s swing to conservatism in the social and political spheres is matched by an increased interest in business and financial news with a philosophical bent.

The arrival of the new financial daily in the Canadian market on Feb. 2 seems to have been greeted with curiosity and mild interest by its target audience, the young urban and upwardly mobile business and professional groups.

But it certainly has injected adrenaline into Canadian journalistic circles. As one of the rare metropolitan centers in North America with three independent and apparently prosperous dailies, Toronto obviously thrives on competition.

The Financial Post daily is specifically targeted at the Report on Business, which has been operating as a paper-within-a-paper in the Toronto Globe and Mail, and it has had an immediate impact on the market for financial journalists. But its arrival also raises the question whether there is enough business-oriented advertising to go around given that the Toronto Star also has made a determined attempt in the past several years to scoop some of the Globe's lucrative careers advertising.

Although many business reporters started counting their anticipated fattened wallets when the

Post daily was announced, the dollar raids never really happened. About a half dozen writers from existing financial departments of other daily newspapers and a reporter from Maclean-Hunter's weekly news magazine have found their way to the new venture.

The exodus hasn't been larger in part because the Post's wage structure even as a weekly has been traditionally lower than the dailies. Moreover, as a sister paper to the Toronto Sun, not only will the Post share the Sun's tabloid look (without its bikini-clad models, a Sun feature) but also its hostility towards unions.

THERE ALSO IS a concern about the kind of journalism that may be expected. The Sun's publisher, Paul Godfrey, is an avid supporter of Conservative Prime Minister Brian Mulroney and has already made his displeasure known about negative coverage of the Tories in the Sun.

In addition, he has boasted that the new Post will be unabashedly pro-business, suggesting that the reporters' copy had better follow the paper's editorial message.

Add to that, the 15 percent interest in the new venture taken by Conrad Black, who has shed most of his other business ventures to expand his media empire under Hollinger Inc., his holding company.

Black also glories in his extreme right-wing brand of capitalism, which he used to spell out in a monthly column in the Globe's business magazine until his column was dropped when he became the competition.

He has indicated he will not be shy about having his views reflected in the Post's coverage.

Black's emphasis has been more on cost cutting than on journalistic quality in the string of small newspapers he has acquired for the Sterling newspaper chain, part of Hollinger Inc.

His influence has been less obvious on the editorial policies of the daily and Sunday Telegraph in London, although the general consensus is that he has improved their management.

Black has always had a hard glint in his eye when it comes to organized labor. At one point he attempted to drain surpluses out of an employee pension fund for a supermarket chain he owned.

The Globe has been sprucing up to meet the competition. It has added staff and some up-tempo columns and has undertaken a skillful advertising campaign aimed at convincing readers that most business news starts on Page One, i.e. the business reader is better off with a business newspaper that comes wrapped in a general newspaper carrying strong international and political news.

The Globe's publisher, Roy Megarry, has made it clear to his employees that the paper's overall direction will be skewed more towards the business audience. There also are some concerns that it also will be skewed towards business values.

ALTHOUGH THE publisher has said the Globe will continue to carry tough stories about business—as long as they are based on fact—the Globe's Guild unit is concerned about possible pro-business interference. It has protested the side-lining of a stringer from Sudbury who had filed critical stories about the nickel mining giant, Inco Ltd. The decision was taken, the Guild claims, on order from the publisher after complaints from Inco.

It is obvious that the flow these days is towards business reporting; as a recent headline on an article in Britain's Economist put it, "When money makes news and news makes money." The question still to be answered is whether it makes for better journalism.

As they put it

Politics of labor

The following is excerpted from a report by AFL-CIO President Lane Kirkland to the federation's convention the end of October. It is as pertinent now as it was then.

The past seven years have been hard for workers and their unions. The nation has suffered a deep recession and unemployment remains at depression levels in some sectors of our economy.

We are paying the price of ill-conceived and worse executed economic and tax policies. The staggering Reagan budget and trade deficits assure that payments will be made on these follies for years to come.

In legislation, we have found ourselves obliged to fend off attacks not only on progress, but even on protections that most people would have believed were beyond violation.

On the job, many union members have found their contracts under assault, their jobs in peril and their families' standard of living at risk.

Decades of progress for the middle class, the young, the elderly, minorities and women have been threatened by a philosophy which has as its goal the dismantling of decades of social and economic progress.

The attempt to force that agenda on the nation has done long-lasting damage, but in the end that assault has been blunted. The labor movement deserves credit for resisting, for standing firm on our principles.

We have advocated and made progress on measures that not only will start to repair the damage done to our society and economy but also will contribute to its advancement.

In Congress, we now can count on interest in protecting jobs, pensions and workers' rights in the aftermath of hostile takeovers, mergers and bankruptcies.

We have made strides toward winning some protections for workers and their communities threatened by plant closings.

Under an administration that seeks to destroy the minimum wage, we are again working with Congress toward a fair increase in that basic protection.

We continue to thwart hostile assaults on prevailing wage protections and the rights of strikers on the picket line.

There is new attention being paid to such issues as parental leave, high-risk notification, reform of unemployment compensation, improved health insurance, civil rights, pay equity, protection of workers' privacy and labor law reform.

We can credit the continuing vitality of the labor movement's political action for our legislative progress.

Changes that took place in the 1986 elections should make it clear that union members continue to be a potent political force—as voters and as volunteers.

The labor movement is here to stay. We have survived every trial by ordeal this far and those who seek our extinction should take heed: We win because we will not quit.

The Guild Reporter



JAMES M. CESNIK, Editor
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The Newspaper Guild

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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.
Western District Council, spring meeting, Anaheim, Calif., Inn at the Park (tentatively), April 30-May 1.

Middle Atlantic District Council, spring meeting, (tentatively) May 14-15, Scranton, Pa.
Great Lakes District Council, spring meeting, (tentatively) May 21-22, Pittsburgh.
55th Annual Convention, June 27-July 1, 1988, Hotel Vancouver, Vancouver, B.C.
Western District Council, fall meeting, Oct. 29-30, Monterey, Calif.
Western District Council, winter meeting, January, Bakersfield, Calif.
56th Annual Convention, Albany, N.Y., 1989.
57th Annual Convention, New York City, 1990.
58th Annual Convention, Montreal, 1991.