



The GUILD REPORTER

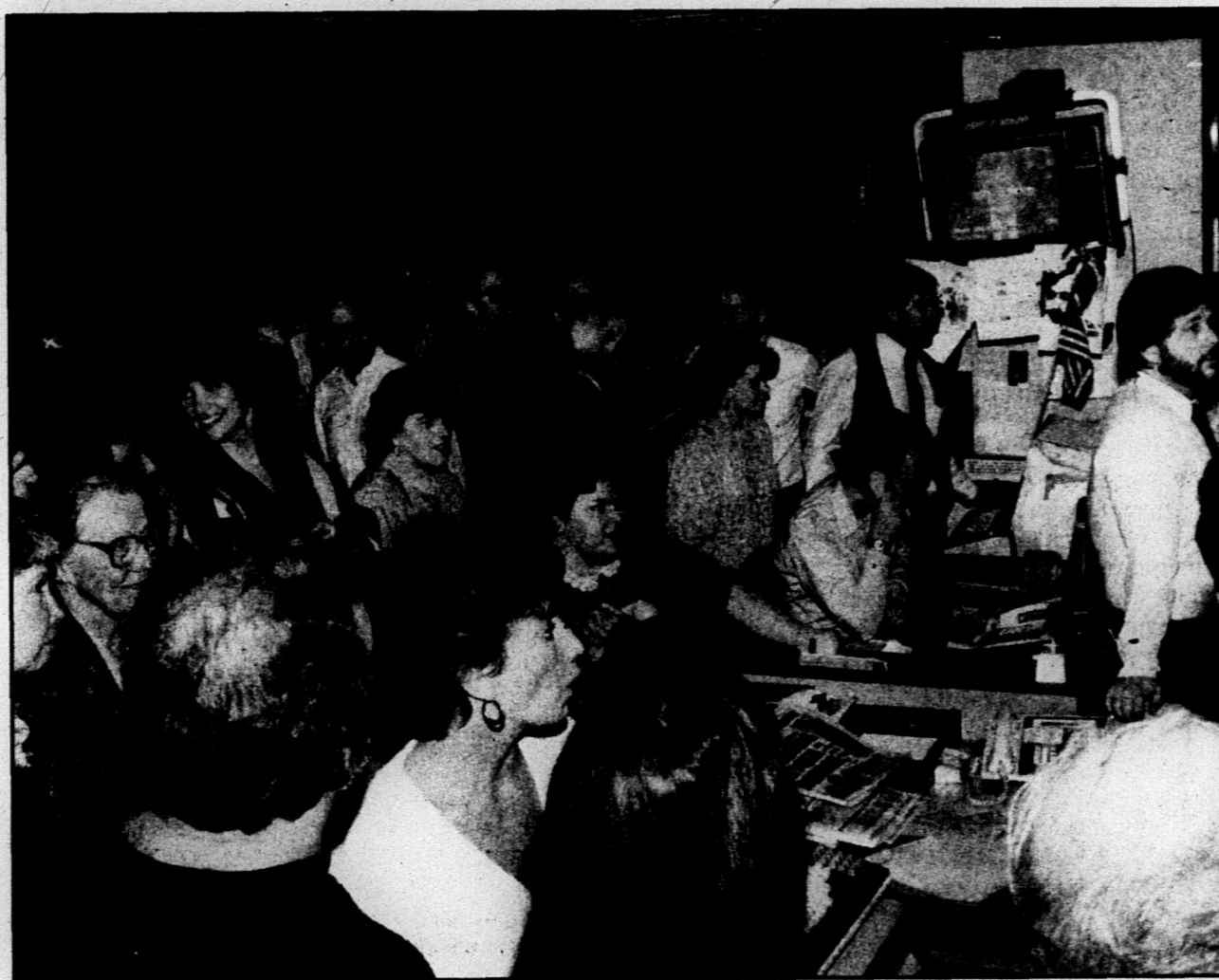
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February 26, 1988

N.Y. votes set on 'Save the Post' pacts



STANDING ROOM ONLY AT N.Y. POST AS WORD COMES THAT CLOCK IS STOPPED IN TALKS
Day is Feb. 19; clocks on news-room walls mark the time as 2:20 (p.m.). Pacts came 12 hours later.

BRUCE COTTER/Post unit, New York Guild

Two-year pay freeze, job cuts to trim costs

New York—Members of the New York Guild and the other unions at the New York Post were to vote during February's final days on proposed new three-year contracts that would cut the paper's operating costs by \$22 million over that period.

All the unions, including the 420-member Guild unit, were expected to ratify the pacts. The only alternative, as one observer put it, appeared to be the paper's closure and elimination of the jobs of all of its 1,200 employees.

The cuts were to clear the way for sale of the paper, effective March 7, to real estate developer Peter S. Kalikow for a reported \$37.6 million. The contracts would take effect the same day.

Central provisions of the pacts include a commitment by Kalikow to publish the 187-year-old Post for at least one year, elimination of 130 jobs, 48 of them Guild-covered, and a net freeze in wages the first two years, followed by increases in the third. There also are personal and corporate guarantees

by Kalikow for full severance pay if he closes the Post.

The net freeze in wages would result from reductions in contract scales and minimums being offset, under a highly unusual arrangement, by payments from seller Rupert Murdoch's News America Corp., reported New York Guild President Barry Lipton, who led Guild bargainers in the joint-union talks that produced the proposed pacts.

The agreements were announced at 2 a.m. Feb. 20 after 16 hours of intensive talks between the unions' top leaders and Post management including, for the final 12 hours, Murdoch, the Post's owner the last 11 years.

The savings in the pacts differed in several respects from the con-

(Continued on Page 2)

Pittsburgh key to rise to \$800 top

Pittsburgh—The top minimum for reporters and photographers covered by the Pittsburgh Guild's contract with the Post-Gazette will reach \$800 a week under a new three-year agreement with the Block-chain daily.

The contract raises the top minimum for reporters and photographers, as well as those for copy editors, rewrite and copy readers, librarians and other editors by \$80 over the three-year term.

The \$80 increase takes the top minimum for copy editors to \$814 a week, that for copy readers and rewrite to \$804 a week, and the top minimum for librarians to \$559 a week. Top minimum for assistant news and special project editors goes to \$834 a week, while the top minimum for state editors and slot persons goes to \$824.

The increase is paid in six increments, with the first—\$20 a week (Continued on Page 6)

Restore Guild pact, new UPI chiefs urged

Washington—Guild representatives have called on the new operating head of United Press Int'l to restore at current wage rates the Guild's contract covering the 700-plus employees of the domestic news service.

At an initial meeting with new UPI President Paul Steinle, the Wire Service Guild and TNG bargainers also requested a copy of the agreement transferring operating control of the news service from Mexican newspaper publisher Mario Vazquez Rana to a group Steinle heads.

Transfer of control of the news service was announced late Feb. 19. Steinle, president of cable television's Financial News Network,

together with FNN Chairman Earl Brian formed a new company authorized to operate UPI under proxies issued by Vazquez Rana.

The new company WNW (World's Newswire) Group Inc. "has complete authority for the next 10 years," Brian told reporters at a press conference in advance of meeting the Guild representatives.

Guild leaders have suggested that the deal may have been structured as a transfer rather than a sale in an effort to bypass a provision in a Guild agreement with Vazquez Rana that guaranteed the union "right of first refusal" in the event of a full or partial sale of UPI.

That agreement was struck in 1986 when Vazquez Rana, with the Guild's endorsement, was the successful bidder to buy the news service from under bankruptcy court protection. FNN was an unsuccessful bidder for the company in those proceedings.

The local's contract with UPI has been in limbo since November when representatives of Vazquez Rana declared bargaining for a new agreement at an "impasse" and posted working conditions that prompted modest pay increases, while extending progression schedules, eliminating dues check-off and rolling back some benefits.

Meanwhile, the company has cut at least 110 Guild-covered em-

ployees from its staff and reports have circulated of plans to cut as much as half the staff [Guild Reporter, Feb. 12].

Guild charges that the declaration of impasse violated federal labor law are pending before the National Labor Relations Board, while the board has issued a complaint on an earlier Guild charge over UPI's unilaterally cutting off Guild access to UPI's message wire.

During their Feb. 22 meeting, the Guild also urged the new management team to reopen the message wire to union communications, stressing that doing so would increase the availability of information to UPI staffers who have been subjected to frequent turmoil as the company encountered ongoing financial problems in recent years.

(Continued on Page 6)

Free Press says 'no' to mediation

Detroit—The Detroit Free Press has rejected a proposal that Douglas Fraser, retired president of the United Automobile Workers, mediate talks on the scope of protections for its Guild-covered employees whose jobs may be at stake if the proposed Free Press-Detroit News business and production merger is approved.

The Detroit Guild advanced the proposal, explained Donald C. Kummer, its administrative officer, in the belief the company would be receptive since both Fraser and current UAW President Owen Bieber have expressed support for the proposed joint operating agreement (JOA) between the chain-owned dailies.

Bieber, in a Feb. 17 letter to

Free Press publisher David Lawrence, conditioned his support for the merger of the Knight-Ridder and Gannett chains' dailies on management ensuring that "employees are not victimized by... your corporate survival strategy."

In rejecting the proposal that Fraser join the talks, the Free Press said it saw no need for a mediator, Kummer said.

At the company's request, representatives of the Guild, the Free Press and the Detroit Newspaper Agency were to meet Feb. 25 to re-examine differences between them. (The agency would perform the commercial and production functions of the two dailies if their JOA wins approval of the U.S. attorney general.)

It was the first meeting set since Feb. 16 when the local's representative assembly, facing a company-imposed 1 p.m. deadline, voted down a package that included enhanced pension benefits and a four-week increase, to 56, in maximum severance-pay eligibility.

A day earlier in an action widely interpreted as reaffirmation of the local's opposition to the joint operation, the local's membership at its regular quarterly meeting by 349 to 84 gave the local's bargainers a vote of confidence. At the same time, they authorized the local's 32-member representative assembly to evaluate any new company proposals and take ap-

(Continued on Page 2)

The story behind a 'standard' NLRB notice—7

'Take a friend' to Denver meet, leaders urged—8

38 more 'Meany U' grads—4-5



N.Y. votes set on 'Save the Post' contracts

(Continued from Page 1)
cessions Murdoch demanded the day after his Feb. 7 announcement of the paper's prospective sale to Kalikow. Those demands included a 12-percent wage cut, among other things.

The value of the operating-cost cuts was \$2 million less than the amount Murdoch had said was the non-negotiable amount the unions had to accept by 2 p.m. Feb. 19 if the sale was to go through. If there was no agreement, he said he would close the paper immediately upon passage of that deadline [Guild Reporter, Feb. 12].

Newspaper-television cross-ownership regulations prohibited Murdoch's continuing to operate both the Post and WNYW-TV in the city. WNYW reportedly cleared some \$90 million last year while the Post lost \$17 million. During Murdoch's 11-year ownership the paper's losses totaled more than \$100 million.

It was Murdoch himself who reportedly stopped the clock at the deadline after making what he

termed his final proposal to the unions. It never was started again upon the unions' rejection, with representatives of the Drivers, Guild and Pressmen playing key roles in the action.

The 130 job buyouts under the agreement generally are apportioned among the unions' jurisdictions according to the portion of the workforce each represents. The Drivers, with 30, are second most numerous to the Guild's 48, followed by the Pressmen, 15, Typographical Union, 12, and numbers ranging from 2 to 9 for the other five unions. Value of total payroll savings from the 130 job cuts was placed at \$19 million.

Guild-covered employees who take their union's 48 buyouts will receive severance pay as provided by the contract plus \$10,000 each, Lipton said. Members of the other unions are to receive \$35,000 each.

The complicated pay agreement works roughly like this for the 882 remaining full-time employees:

The first year, contract rates will be reduced by a total of \$2.5 million (an average of \$54.50 a week per employee). At the same time, however, Murdoch, will pay \$2.5 million to offset the reduction. Net effect is a wage freeze.

In the second year, there will be a total of \$2 million paid by Kalikow's Post to increase the rates of pay under the unions' contracts (an average of \$43.60 a week). Murdoch will kick in an additional \$500,000 (an average of \$10.90 per employee per week), completing what one reporter described as Murdoch's "\$3-million farewell gift to the employees." Net effect remains a freeze.



New York Post photo

RUPERT MURDOCH, AT MIKE, AND NEW YORK UNION LEADERS ANNOUNCE TENTATIVE PACTS

Others, from left: N.Y. Guild President Barry Lipton; Theodore W. Kheel, advisor to the Allied Printing Trades Council; Gerald Cronin, president of the Newspaper & Mail Deliverers; Murdoch; George McDonald, president of the Allied and the N.Y. Mailers Union.

In the third year, Kalikow's Post again would pay \$2 million to increase pay rates in the unions' contracts. Net increase over the pre-sale rates would be \$1.5 million (an average of \$32.70 per employee per week). Kalikow also would kick in an additional \$2 million as a "bonus," according to the Guild's Lipton.

While he expects some unions to have the Murdoch payments and the Kalikow "bonus" distributed among their members in lump sums, Lipton said the Guild will seek their distribution on a weekly basis.

In addition, Lipton said, the

Post will continue to make payments to pension and health and welfare funds as though there had been no cuts in the contract rates. If the paper is closed, severance payments also will be on the same basis.

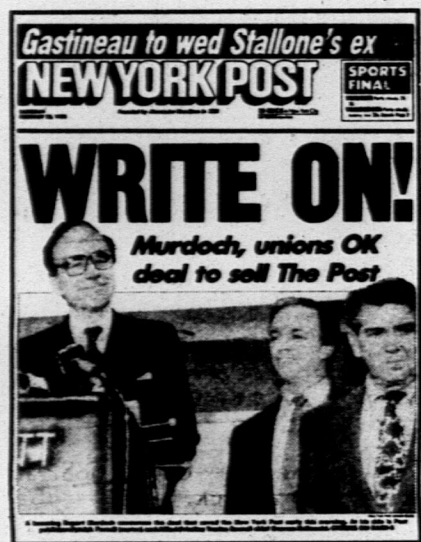
Meanwhile, Kalikow, who has no publishing experience and who refused repeated calls by the unions to join the contract talks, met with the presidents of all of the unions on Feb. 22.

With him at the meeting was Peter O. Price, who Kalikow has named to be the Post's new publisher. Price, 47, has had considerable experience in magazines—in-

cluding assistant to the publisher of Life, circulation manager of Sports Illustrated, founder of Avenue, distributed free to wealthy households, mostly in Manhattan—but has not worked on a newspaper since selling ads for the Wall Street Journal one summer in the early '60s.

He told reporters that he and Kalikow expect to "tone down" the Post from being "racy," in the British sense, to simply being "feisty."

The Wall Street Journal reported that he forecast the Post becoming profitable "within a few years" as an afternoon paper for yuppies.



Free Press says 'no' to UAW ex-head as mediator

(Continued from Page 1)
propriate action with respect to the local's position on the proposed JOA.

In advance of the meeting local leaders said a motion to reverse the local's opposition to the JOA could not be put before the meeting because it had been proposed after an agenda deadline set by the local's by-laws. The deadline seeks to assure that the full membership is advised of policy questions to come before a meeting. A county judge upheld the leaders' action when proponents of the motion sought an order to compel the local meeting to consider the motion.

Another membership meeting, meanwhile, was scheduled for Feb. 29 on the petition of members. It will come three days after a Free Press Guild unit meeting,

also called by membership petition.

The Guild's JOA-impact proposals include a seniority-based formula under which commercial-department employees of the Free Press and the News would be hired for jobs with the new agency. Company representatives have refused to agree to a seniority system for advertising employees, although they have said seniority-lists could be merged for hiring for other departments.

A package of special separation benefits, including continuation of health insurance coverage, job buyouts and a three-year recall arrangement, also is among the Guild's proposals.

The local also seeks a company pledge to remain neutral in a Guild campaign to sign commercial employees of the agency to Guild

membership, an agreement on voluntarily recognition upon a majority of employees signing Guild membership cards and coverage for them under the local's current agreement with the Free Press.

The Guild's contract with the Free Press covers advertising, business, inside circulation and editorial employees. At Gannett's News, Guild contracts cover news and maintenance employees, while commercial employees are without union representation. Editorial departments of the two papers, both represented by the Guild, would remain separate under a joint operation.

Meanwhile, five other unions representing employees of the newspapers reached agreements, including resignation and retirement incentives, in advance of the Feb. 16 deadline, which coincided with the deadline for comments by formal intervenors to Attorney General Edwin Meese on the proposed merger.

As part of those agreements, the unions agreed to withdraw their opposition to a joint operation.

An agreement with the Teamsters union includes a one-year extension, to 1993, of a management commitment not to initiate proceedings to seek to exempt circulation district managers from union coverage. An agreement with the Typographical Union reportedly would continue lifetime job guarantees.

Detroit Mayor Coleman Young and the unions, with the Guild and Teamsters in the lead, were the only official intervenors in hear-

ings last summer on the papers' application for approval of the JOA and the exemption from antitrust prohibitions against the profit pooling, market splitting and price fixing that are inherent to joint publishing.

Young announced Feb. 11 that he was "reluctantly" withdrawing his opposition because he had become convinced that the Free Press will close if the merger is denied.

Knight-Ridder's board of directors has voted to close the 156-year-old Free Press unless the joint operation is approved. That vote followed the Dec. 29 recommendation by an administrative law judge that the papers' application be denied.

Administrative Law Judge Morton Needelman, who conducted last summer's hearings, found that while both papers were losing money due to their long battle for dominance, the Free Press is not a "failing" newspaper as defined in the antitrust exemption law that blesses JOAs.

As many as 1,000 employees of the two papers, half of them represented by the Guild, could be without jobs under the joint operation. The Free Press has about 2,200 employees.

Meanwhile, the Guild in a brief filed Feb. 15 urged Attorney General Edwin Meese to disregard materials submitted by the newspapers since the hearing closed. These include letters of support for their proposed JOA from politicians, community leaders and readers generated by Knight-Ridder's vow to close the Free Press and an intensive public relations

and lobbying campaign mounted by the Free Press and Knight-Ridder.

The Free Press has decided the only way to win approval for the merger is "to stampede the public, JOA opponents and the attorney general by the specter of a catastrophe in Detroit," the Guild's brief said.

It called reports that Knight-Ridder will remove presses and other equipment if it closes the Free Press a "scorched earth policy" to keep potential buyers from bidding for the paper.

The Justice Dept.'s Antitrust Division also reaffirmed its opposition to the joint operation in a Feb. 16 submission to Meese.

The newspapers have urged Meese to hear oral arguments on the merits of their application before ruling, a proposal to which the Guild said it did not object, though it cautioned that such arguments should be confined to the law and evidence on the record.

Under the Newspaper Preservation Act, the attorney general can approve a joint newspaper operation when not more than one of the newspapers involved, regardless of ownership or affiliations, is found to be in "probable danger of financial failure."

Sac'to Victims Fund tops \$41,900

Sacramento—The Northern California Guild reports contributions totaling \$41,940 for its Sacramento Union Victims' Fund through Feb. 19; \$5,856 since Feb. 5.

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:

Coalition of Organized Labor	\$500	—Peoples World	38
Denver Guild	100	—Press Democrat	69
Hawaii Guild	250	Philadelphia Guild	500
Memphis Guild	200	Pacific Northwest Guild	160
Northern California Guild units		San Jose Guild	50
—Chronicle	572	TNG staff (checkoff)	351
—Examiner	126	Western District Council	30
—Newspaper Agency	341	Washington-Baltimore Guild	90

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

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Postmaster: Send address changes to The Guild Reporter, 8611 2nd Ave., Silver Spring, Md. 20910.

Suspend IFJ dues, SDC urges

San Antonio—Delegates to the Southern District Council's winter meeting Feb. 20-21 called on the Int'l Executive Board to suspend TNG's participation in the Int'l Federation of Journalists (IFJ) "in light of TNG's current financial situation."

Delegates unanimously approved a motion calling for the suspension to begin with the start of the new fiscal year on April 1. The motion also urges that no IFJ-related expenses be authorized in the '88-89 accounting year.

The action was taken after TNG President Charles Dale, responding to queries from delegates, estimated that TNG's costs for affiliation and participation in the international secretariat of news-gatherers' unions could total \$65,000-\$70,000 this fiscal year.

Dale's response assumed \$50,000 in per-capita payments to the IFJ and perhaps as much as \$20,000 in travel and other expenses for Guild representatives who participate in IFJ functions through May, he explained. Most meetings of the Brussels-based organization are in Europe.

In the fiscal year that ended March 31, 1987, TNG paid \$44,669 in per capitas to the IFJ and another \$17,996 in meeting attendance costs. The dues expenditure fluctuates annually with exchange rates since IFJ per capitas are assessed in Belgian francs. This year, Dale said, per capitas were paid with Canadian funds. (TNG's payments are based on an estimated 12,800 editorial-department members among total Guild membership.)

TNG's General Fund, from which the union's operating ex-



BILL BURKE/Washington-Baltimore Guild

'Summit' plans 'full-court press' for McClatchy pacts

Leaders of efforts to win new contracts with the McClatchy chain's three Bee newspapers in California and its Tacoma (Wash.) News Tribune meet with TNG leaders Feb. 12 to plan what TNG President Charles Dale, left foreground, calls "a full-court press." McClatchy has declared bargaining "impasse" with the Northern California Guild (NCG) and posted conditions at the Sacramento and Fresno Bees and, since buying the Tacoma daily, has adamantly turned aside Pacific Northwest Guild proposals for an equitable pact. Pic-

tured above, clockwise from Dale: TNG Vice President Larry D. Hatfield of the NCG; TNG Secretary-Treasurer John C. Edgington; temporary TNG Representative Robert E. Bruner, assigned to Tacoma; TNG Representative Eugene S. Bryant, assigned to Sacramento; plus NCG's Doug Cuthbertson, executive officer, Steve Michael, president, and Travis Brown, temporary local staffer; and TNG's J. William Blatz, field operations director. Also at the meeting was Gerald Rocker, NCG administrative officer in Sacramento.

penses are paid, had a cumulative deficit of \$30,288 on Dec. 31, after three quarters of the current fiscal year. The IEB's Finance Committee has projected that the fund may register a deficit for the year nearing \$200,000.

The council's action came on a motion by Claudia Levy of the Washington-Baltimore Guild. It also instructed the council secretary to inform other district councils of the action. Six of the 10 locals affiliated with the Southern council were represented.

"I don't want to be an isolationist," Levy said in making the motion, adding, however, that in light of its current financial situation, the Guild should "look long and hard" at continued affiliation.

Council delegates also participated in a discussion of bargaining strategy and procedures led by TNG's Richard J. Ramsey.

\$756 news top set in Providence

Providence, R.I.—A new agreement between the Providence Guild and the Providence Journal and Bulletin will raise the top minimum for reporters and photographers by \$87.25, to \$756.97 a week, in the first three years of a four-year term.

The agreement will reopen for bargaining minimums and increases to take effect in 1991.

The \$87.25 increase comes in four increments, with the first—\$20.09—taking the top minimum to \$689.81 retroactive to Jan. 1. It is followed by increases of \$10.05 on July 1—to \$699.86 a week—\$27.99 next Jan. 1—to \$727.85—and \$29.12 on Jan. 1, 1990.

The top minimum for outside advertising sales employees is raised by \$89.33, to \$775.05 a week, with the increase coming in increments of \$20.57, \$10.29, \$28.66 and \$29.81.

The agreement was ratified Jan. 14 after members earlier in the month rejected a pact that included a 4 percent increase in the final year instead of the wage reopener. Minimums are raised by 4.5 percent in the first year and 4 percent in the second and third.

A pension plan is improved by reducing service required for vesting to five years, lowering an

offset for Social Security benefits to 50 percent, and raising a minimum benefit from \$50, to \$200 a month.

A supplemental pension plan is converted to a tax-deferred (401-K) plan, with a company payment of \$10.50 per employee raised to \$13.50 a week. Employees opting to participate in the plan must defer between 2 percent and 15 percent of pre-tax salary, up to a maximum of \$7,000 a year.

The agreement also calls for the company to pay 56 percent of employees' dental insurance premiums, replacing payments of \$8.79 a month for single coverage and \$27.34 a month for family.

Library assistants are upgraded, taking the top minimum for the job up by \$81.99, to \$461.54, with \$41.04 of the increase retroactive to Jan. 1, followed by increases of

\$6.13, \$17.06 and \$17.76.

Other increases and new top minimums include:

Inside advertising sales employees—Up by \$63.46, to \$550.58, in increments of \$14.61, \$7.31, \$20.36 and \$21.18.

Classified clerks, billing operators—Up by \$51.31, to \$445.20, in increments of \$11.82, \$5.91, \$16.46 and \$17.12.

Copy editors—Up by \$88.97, to \$771.93 a week.

Advertising artists, advertising promotion staff, head makeup co-ordinators—Up by \$91.77, to \$796.25 a week.

Section editors, regional bureau managers—Up by \$95.58, to \$829.30 a week.

Employees paid above the top minimums for their jobs will maintain their differential.

Midwest Council elects officers

Pueblo, Colo.—Paul Pennick of the St. Louis Guild was re-elected to a second term as president of the Midwest District Council of Guild locals during its winter meeting here Feb. 20-21.

Delegates also re-elected Neale Van Ness of Twin Cities as vice president and Judy Hildner of Pueblo as treasurer. Ron Watson of Denver was elected secretary,

replacing Mary Kilzer of Chicago who held the position in the waning months of its one-year term. Kilzer did not seek re-election.

Hosted by the Pueblo Guild, the meeting also heard reports from TNG Secretary-Treasurer John C. Edgington and TNG Vice Presidents Robert C. Holt, Jr., of St. Louis and Luther P. Jackson of Detroit.

NO DEAL ORGANIZE TO FIGHT AGAINST FREE TRADE

"The momentous move towards uniting the two countries economically is very gratifying to me. For more than a decade, my Pop urged in his newspapers that Canada become part of the U.S.
William Randolph Hearst Jr.
Editor-in-Chief
The Hearst Newspaper Syndicate
October 11, 1887"

Southern Ontario Newspaper Guild
1253 Queen St. E.
Toronto M4L 1C2



Ad echoes Canadian Council position

The Southern Ontario Guild bought this half-page advertisement in a recent issue of the independent Canadian labor magazine "Our Times." The "NO

DEAL" echoes the sentiment expressed by the Canadian District Council of Guild locals at its fall meeting.

Bias charges at Plain Dealer blocked by appeals court

Cleveland—The Cleveland Guild's 16-year-old charges of sex discrimination against the Cleveland Plain Dealer were blocked by a federal appeals court ruling Feb. 11, overturning a year-old finding by a panel of the same court.

A lack of diligence by the Guild in seeking resolution of the bias charges it filed with the Equal Employment Opportunity Commission in 1972 prejudiced the company's defense, the Sixth Circuit Court of Appeals held in a 10-to-5 decision.

One of the dissenting judges, however, wrote that "it strikes me as ironic" that the Guild "is being penalized for fully exhausting its administrative remedies" under EEOC procedures before "resorting to the courts for relief."

The court majority's finding that the Plain Dealer was prejudiced by delays during which it destroyed records and lost contact with witnesses key to its defense is "not only unjustifiable but unconscionable," the dissenter wrote.

The majority finding upheld a lower court's January 1986 dismissal of the Guild's charges.

Last year, a three-judge panel of the appeals court in a 2-to-1 decision reinstated the charges, say-

ing that delays in processing the case resulted from the paper's "own stonewalling" and the Guild's reliance on the EEOC's administrative processes.

The local moved the bias charges to court in 1982 after the EEOC declared that efforts to resolve the case through conciliation with the company had been unsuccessful.

The charge alleged that the Newhouse paper discriminated against women in the Guild-covered editorial department in merit pay, promotions and assignments.

SECRETARY SOUGHT

TNG has an immediate opening for a secretary at its headquarters. Typing 85 wpm., shorthand/speed-writing, word-processing experience required. Knowledge/experience of bonding/insurance, budget/accounting, minutes, credentials desirable. Contact: Mary Aldrich, Office Manager.
Equal Opportunity Employer

'Meany U' class of 1988

Photos by Marianne Keffer Zweig
Washington-Baltimore Guild

TNG seminar for new officers attracts 38 from 23 locals

Silver Spring, Md.—Thirty-eight participants from 23 Guild locals in the U.S. and Canada attended TNG's annual seminar for new local officers Feb. 12-15 at the George Meany Center for Labor Studies.

The mass of ideas and theories, paper and facts disseminated during the four days of instruction are the groundwork for developing the kind of leadership local unions "so desperately need," TNG President Charles Dale told participants.

"We're counting on you to inspire your co-workers" to do what it takes to win the benefits they need and deserve but can be so difficult to secure in today's bargaining climate where "employers who need no economic relief demand it," Dale said in closing the seminar.

Most of the participants, 31 of them, came from the small Guild locals without professional staff for which the seminar is especially designed. TNG subsidizes the expenses of one participant from each of those locals.

Local leaders attending included presidents, vice presidents, secretaries and treasurers, as well as unit officers, bargaining committee members and shop stewards. Two of the participants recently began serving as local administrative officers.

The seminar opened Friday evening with a look at the Guild's

history, conducted by TNG Education Director Phillip M. Kadis, who also led a session the following day on local administration.

Sessions on bargaining and organizing were conducted by TNG's director of field operations, J. William Blatz, and Richard J. Ramsey, executive secretary of TNG's Contracts Committee.

Bruce Nelson of TNG's staff of international representatives conducted a session on contract enforcement.

TNG Secretary-Treasurer John Edgington led a session for local treasurers examining dues reporting, membership records and other aspects of local finances.

There were also evening sessions devoted to workplace health and safety issues, conducted by Research & Information Director David J. Eisen, and on human rights, led by Human Rights Coordinator Anna M. Padia.

The evening of the sessions' second full day, seminarists were entertained by labor troubadour Joe Glazer who led them in traditional union songs, some of them adapted for the Guild. Guests at the social included TNG's retired president, Charles A. Perlik, Jr., and director of administrative operations, Ellis T. Baker, who conceived and developed the seminar for new local officers seven years ago.



Mary Aldrich, TNG; Gladys Simmons, Buffalo; Tom Detzel, Eugene; Julie Rowe, Windsor; Steve Lundy, Ottawa.

Participants in TNG's 1988 seminar for new local officers included the following (listed alphabetically by local):

Bristol—John Dube, vice president.
Buffalo—Harold Blatchley, secretary; Marian Needham, office manager; Gladys Simmons, unit vice chair; Pat O'Connor, bargaining committee.
Dayton—Bill Garlow, treasurer.
Eugene—Tom Detzel, vice president.
Gary—Susan Brown, 2nd vice president.
Great Falls—Richard Ecke, ass't secretary.
Harrisburg—Greg Tasker, treasurer.
Hudson County (Jersey City, N.J.)—Dominic Calicchio, recording secretary; Ellen Moodie, executive board.
Lake Superior (Duluth, Minn.)—Doug Iverson, secretary.
Lexington—Rita S. Gatton, president.
Manchester—Michael Lemire, steward.
Memphis—Henry Bailey, 1st vice president; Gloria Johnson, 3rd vice president.
Milwaukee—Dave Hendrickson, 2nd vice president.
Ottawa—Steve Lundy, treasurer; Danny Dewan, executive committee.
Pacific Northwest—Wayne Cahill, interim administrative officer.
Philadelphia—Joseph Hart, unit chair; David Baum, organizer.
Portland—Frances M. Greene, steward; Steven Campbell, executive committee.
San Antonio—Yolanda Ramirez, president; John Rosales, executive board; Hector Cantu, secretary.
San Jose—Bill Phillips, president.
Toledo—Lynn Rupley, executive board; Jack Baessler, executive board.
Twin Cities—John Kailin, executive secretary.
Windsor—Julie Rowe, executive committee; Hank Daniszewski, executive committee.
York—Theodore J. Smith, president; Chris Collingwood, unit chair; Michael Rossi, grievance chair; Linda Roeder, bargaining committee.



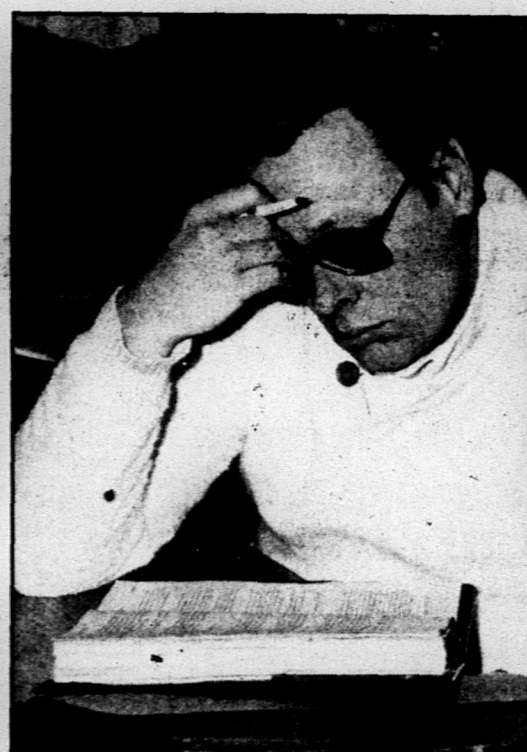
Seminarists take a break from lecture session.



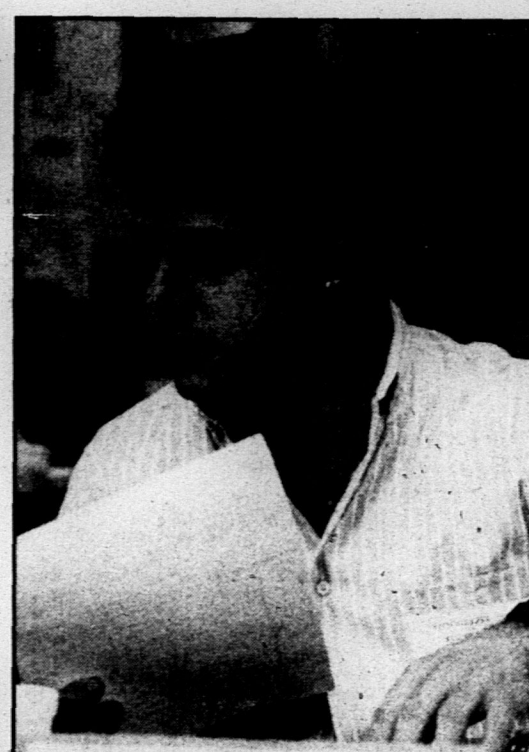
Gloria Johnson, Memphis.



Ellen Moodie, Hudson County; Jack Baessler Lynn Rupley, Toledo; Richard Ecke, Great Falls.



Bill Garlow, Dayton.



Danny Dewan, Ottawa.



Susan Brown, Gary.



Michael Lemire, Manchester.



Marian Needham, Buffalo; Hank Daniszewski, Windsor.

Fact sheet on clean air goes to all locals

Silver Spring, Md.—To assist Guild locals to combat a major work-place health problem, TNG has developed a fact sheet describing sources of indoor air pollution and measures to correct the problem.

Air pollution is "one of the most widespread safety and health concerns voiced" by members in TNG's 1986 poll, said David J. Eisen, director of Research & Information, in transmitting the fact sheet to locals Feb. 15.

Sources of poor air quality in offices are often varied and the effects "more than just unpleasant," the fact sheet itself explains.

Ventilation systems that fail to adequately refresh the air and faulty heating and cooling systems are the root of most office air pollution, permitting airborne chemicals, fumes from building materials, smoke and micro-organisms to contaminate the air.

Energy conservation measures intended to protect against heat

loss may aggravate the condition by sealing in pollutants too, the fact sheet warns.

Working in a polluted office environment can prompt numerous symptoms, including headaches, itching or burning eyes, skin rashes and irritations, sinus problems, throat irritations and other respiratory ailments.

The advisory outlines steps that might isolate the sources of air pollution as well as potential remedies, while also encouraging

consultation with engineers or industrial hygienists when necessary. A check of air quality can be performed with equipment on loan from an industrial safety-equipment supply house, it notes, however.

Measuring the level of carbon dioxide in the air "is a good way to take the building's air-quality temperature," the advisory suggests, stressing that while the carbon dioxide itself may not be hazardous, its detection "is an almost sure sign that the ventilation system is inadequate and that other contaminants are present."

A sample survey designed to isolate problem areas and symptoms employees may have experienced, is appended to the fact sheet.

Last summer's convention recommended that TNG provide locals guidance on dealing with problems associated with office air quality. Eisen wrote in his transmittal letter to locals.

Among members surveyed in the poll conducted for TNG in early 1986, 18 percent reported that poor ventilation and associated symptoms were their most serious workplace safety and health problems, Eisen noted.

Aid to strikers brings flap in Sudbury

Sudbury, Ont.—Its support for striking nurses has prompted what the Northern Ontario Guild describes as a "conflict of conscience" between the union, which represents news and commercial department employees of the Sudbury Star, and the publisher of the Thomson-chain paper.

The Guild declared its support Feb. 11 when it joined with other unions in the Joint Council of Newspaper Unions in announcing a pledge of \$100 a month for the strikers.

In a front-page statement the following day, Star publisher Maurice Switzer said Guild members would no longer cover the four-month-old strike. Coverage would be assigned to a non-union employee he said, calling the contribution "unwise and unprofessional."

The publisher's statement and his assignment of a Guild-exempt editor to cover the story became news itself, leading to publication

of front-page statements from both the publisher and the Guild in the Feb. 19 editions of the Star.

"This is not a conflict of interest issue but a conflict of conscience," the Guild's statement said. The Guild and its members have a right to freely express opinions and show solidarity with striking unions by financial and moral support, the Guild explained.

The union takes positions on many subjects, the Guild statement said. It speaks out at the local, national and international levels "on

repression abroad and social injustice at home," it added.

Acknowledging that "reporters must take a step back when writing any news story," the Guild said its members always seek balance and fairness in the stories they cover.

In a separate statement explaining his decision to remove Guild members from covering the nurses' strike, the Star's publisher said that a news story "would lose credibility" if it was written by a person who had expressed support for one side or the other.

Singleton-chain arm adds York Dispatch

York, Pa.—Sale of the family owned company that publishes the York Dispatch to an arm of the young and growing chain headed by William Dean Singleton is expected to be completed by the end of February.

Sale of the 111-year-old,

50,000-circulation evening paper by the Young Family Trust to Garden State Newspapers, Inc., for an undisclosed sum, was announced Jan. 13.

Garden State is affiliated with MediaNews Group, headed by Singleton, which owns 30 dailies, including the Dallas Times Herald, the Houston Post and the Denver Post. Like each of the latter, the York Dispatch is one of two completely separate, fully competitive dailies being published in its home city.

The York Guild represents the Dispatch's 40 editorial department employees. Its current contract covering them runs through June 30. The local also represents advertising, circulation, news and

engraving employees of the York Daily Record.

In announcing the sale/purchase, Singleton and Robert L. Young, great grandson of the paper's founder and its current publisher, said the only immediate change would be Young's becoming associate publisher while John L. Reynolds, publisher of Garden State's Ypsilanti (Mich.) Press takes over as publisher. Positions also will be provided for four other members of the Young family who now hold corporate offices.

The Singleton family owns 30 percent of Garden State, as does the family of Richard B. Scudder, his partner in MediaNews, while Media General, Inc., of Richmond, Va., owns 40 percent.

Suspension not warranted in letter case, arbiter holds

San Jose—An arbitrator has reversed a five-day suspension imposed by Knight-Ridder's San Jose Mercury-News against a reporter who wrote a letter on company stationery to members of a suburban city council he covered expressing his opinion that government should not regulate smoking.

Arbitrator Patrick J. Boner, in a Jan. 18 ruling, said that the company had failed to prove that the grievant acted insubordinately and held that the suspension was not warranted.

Even if the company could prove the reporter was ordered to not send the letter by a supervisor, Boner said, there are four elements beyond proof that an order was given that are necessary to sustain a charge of insubordination. Boner said he "was not persuaded" that two of the elements were present, i.e. that it was clear that failure to carry out the order would be penalized, and the nature and extent of the threatened penalty.

The grievant is not "free of all blame," however, he added, and ordered that a warning about writing such a letter in the future be placed in the grievant's personnel file. At the same time, he ordered that references to the suspension be removed from the file.

The grievant, a 29-year veteran of the paper's reporting staff, had written the letter to express his views about a proposed smoking ordinance being considered by the city council of Campbell, Calif., a suburb of San Jose.

The arbitrator's award did not address the Guild's request that the grievant, who was reassigned to another suburban area, be restored to his former beat and work schedule. The grievant had covered the Campbell council as part of his beat working from the paper's West Valley bureau.

The award also did not address a company claim that the suspension was justified because the letter violated the company's ethics code.



Knight-Ridder Council, spring meeting, April 22-24, Akron.
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, Midwest, Southern District Councils, joint spring meeting, Pittsburgh Hilton, Pittsburgh, May 21-22.
56th 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.
59th Annual Convention, Chicago, 1992.



San Jose's 'handbook' for members

This cartoon covers a San Jose Guild packet of information for new (and not-so-new) members. In eight pages inside, the local summarizes "who we are" through brief explanations of such things as highlights of its contracts with the San Jose Mercury News and the Monterey Herald, the grievance procedure, "where your dues money goes" and "how to get involved."

Restore pact, Guild urges UPI's new chiefs

(Continued from Page 1)

Steinle said he would consider the Guild's requests and additional meetings were set for the first week of March.

He told Guild representatives there would be a "freeze" on further staff cuts as well as hiring while the new managers and their advisers assess the company's situation and develop a plan for the future, a process they have speculated will take four to six weeks.

"You must know by now . . . that the future of UPI depends on earning money and making sense in the marketplace and having the news industry want it," Steinle told the UPI employees and other reporters earlier the same day.

While declining to speculate about the company's options, Brian told the gathering that it is the new group's opinion that "there is within this organization something that will emerge as a profitable business."

Steinle said the answer to whether UPI will continue as a general news service or become a supplemental service lies with the news industry. "If they tell us that's what they want, we'll do our damndest to give them that," he said.

The Wall Street Journal, meanwhile, reported Feb. 23 that the new managers' major interest appears to focus on marketing the

service as an electronic data base to a broader field of customers than UPI's traditional news industry clients.

Priorities for UPI "include keeping the clients we've got . . . then winning back ones we've lost and then looking for new business," Brian told the Feb. 22 gathering.

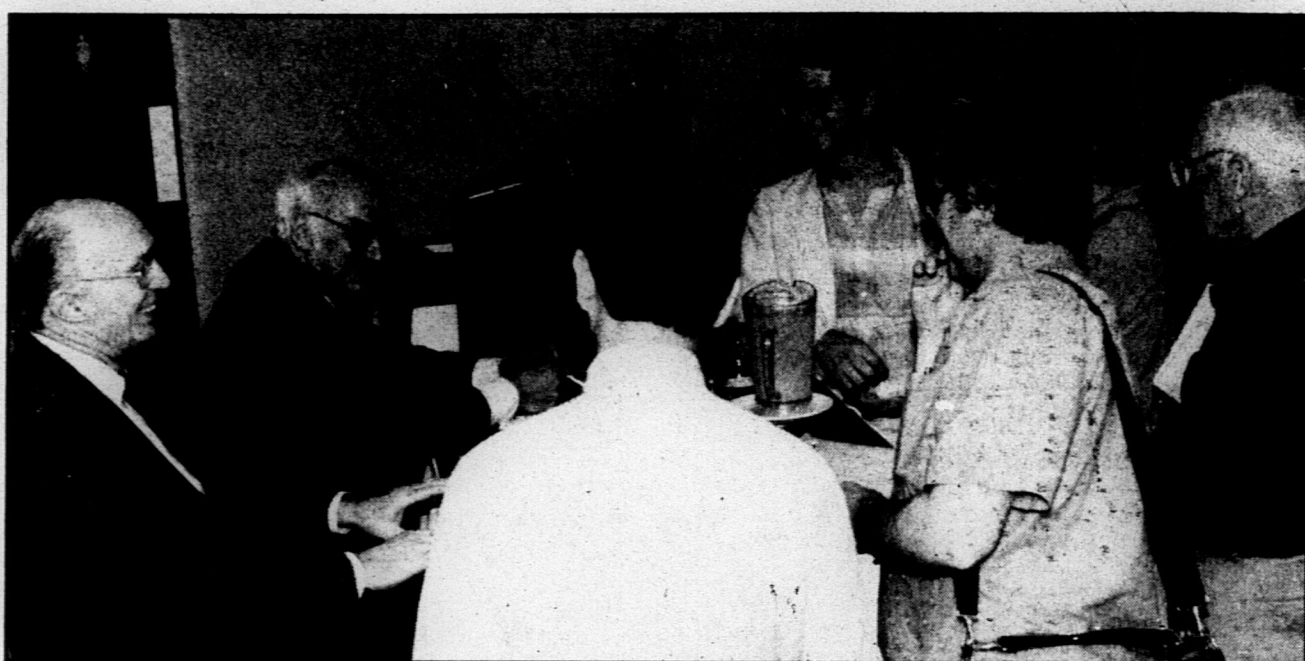
He said Vazquez Rana's representatives made the first gestures to the FNN executives last fall. The pair agreed to take control of UPI after Vazquez Rana extended a line of credit to cover potential liabilities and operating expenses, the Washington Post reported.

While Brian said that cash was paid for the proxy transferring control of UPI to WNW Group, he declined to put an amount on the payment, the Post reported.

The paper on Feb. 20 had quoted a Vazquez Rana statement released by UPI that he had issued WNW an "irrevocable proxy to operate UPI for at least 10 years in exchange for present and future financial considerations totalling more than \$55 million."

Brian said Infotechnology Inc., another company which he heads, will make a substantial investment in UPI after a business plan is structured. The managers also expect institutional investors to buy a stake in the company, liquidating Vazquez Rana's holdings.

Employee stock ownership



RAYMOND CROWELL/Washington-Baltimore Guild

AFL-CIO, TNG LEADERS FIELD QUESTIONS ON AFL-CIO COUNCIL CALL FOR UPI TO BARGAIN
Talking to reporters (seated): AFL-CIO Secretary-Treasurer Thomas R. Donahue, TNG President Charles Dale.

commitments will "still be honored" when the situation warrants, Brian told the news conference before meeting with Guild leaders. At the same time, both he and Steinle said they have no "philosophical" objection to the Guild continuing to represent UPI employees.

Guild representatives participating in the talks included Wire Service Guild President Kevin Keane and Secretary-Treasurer Dan Carmichael, unit leaders Jon Frandsen

and Sean McCormally, TNG Secretary-Treasurer John C. Edgington and Richard J. Ramsey, executive secretary of TNG's Contracts Committee.

The WNW Group is the third entity to control UPI since 1982 when the E. W. Scripps Co. turned it over to Media News Corp., a new company. Steinle is UPI's ninth president in six years.

Other directors of WNW Group are: James Thistle, director of the School of Journalism, College of

Communications, Boston University; J. Alexander McMahon, chairman and professor of the Health Services Administration Dept. at Duke University; and Erik Hendricks, executive director of the Pennsylvania Society for the Prevention of Cruelty to Animals.

A day preceding announcement of the transfer of operating control, TNG President Charles Dale joined members of the AFL-CIO Executive Council in announcing the labor federation's support for the efforts of Guild members at UPI to win a fair new contract from the service.

Noting that the Guild "was a key party in the efforts to reorganize UPI," the executive council condemned the "callous treatment" UPI exercised with its employees and called on Vazquez Rana to bargain in good faith and sign a new contract with the Guild.

The Guild's bargaining dispute with UPI "is the latest struggle in a decade of employee sacrifice to keep the financially troubled news service afloat," said a statement by the executive council.

It called on unions affiliated with the AFL-CIO "to give all possible support" to Guild members at UPI.

Reporter top going to \$800 in Pittsburgh

(Continued from Page 1)

—retroactive to Jan. 1, followed by increases of \$5 on July 1, \$15 next Jan. 1, \$12 on July 1, 1989, and \$14 on Jan. 1 and July 1, 1990.

The agreement includes lower schedules of minimums for employees hired in key news and copy editing jobs after Jan. 1. The lower rates are wiped out, however, beginning in September 1990 for employees reaching top minimum for their job and having at least a year of service with the Post-Gazette.

On the lower schedule, the top minimum for experienced report-

ers and photographers hired after Jan. 1 is \$715 a week, compared to the higher top minimum for the job of \$740 a week from Jan. 1.

A vacation bonus for all employees is raised by \$5, to \$25 for each year of service, and the maximum payment is increased by \$150, to \$750.

The company's weekly payment to the pension fund on each employee's behalf is raised by \$2.65, to \$37.14, and the formula for computing benefits is improved. Service required for vesting in the pension plan is reduced to five

years, from 10, beginning in 1989.

The agreement limits annual payments to stringers to no more than 5.3 percent of the total payroll for Guild-covered employees, with matching funds to employees if stringer payments exceed the limit.

It permits the use of free-lance photographers on assignments outside a 150-mile radius of Pittsburgh provided the free lance is from the area involved, while the use of free-lance photographers to cover sporting events is prohibited except for pre-game activities.

The agreement also specifies

that any stringer working in the office will be considered a part-time employee covered by the contract.

The top minimum for assistant librarians is raised by \$49, to \$500 a week, with the increase paid in increments of \$20 retroactive to Jan. 1, \$15 next Jan. 1 and \$14 on Jan. 1, 1989.

The top minimum for editorial clerks is raised by \$44, to \$428 a week, in increments of \$15, \$15 and \$14 on the same dates, and that for copy messengers goes up by \$31, to \$310 a week, in increments of \$12, \$10 and \$9.

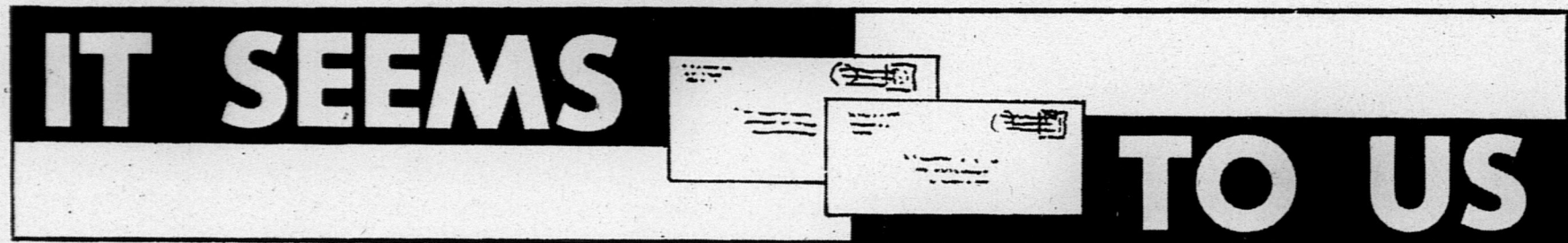
Printing jobs said in peril of imports

Washington—Congress should restore a modified version of the so-called manufacturing clause of the Copyright Act to save tens of thousands of jobs in the printing industry that are being threatened by imports, the AFL-CIO has told the Senate.

From 1891 until mid-1986 the clause required that most material written in English by U.S. authors had to be printed and assembled in the U.S. or Canada to qualify for full copyright protection.

Last year, the first full 12-month period since the clause was allowed to expire, saw the U.S. run its first trade deficit ever in printed goods, AFL-CIO Legislative Director Robert M. McGlotten wrote to senators, adding that books, publications and commercial printing continue to move overseas.

He said the AFL-CIO supports a bill introduced by Sen. Alan Dixon (D-Ill.) which would put restoration of the clause on standby. If the proportion of imported printing became more than four times the 1986 level, the clause would go into effect until imports fell below the trigger point again, but at least for a year.



Unit's charity-fund move is termed 'meritorious'

HYATTSVILLE, MD.

Editor:

Meritorious and important was your story "Post Guild members give to alternative charity drive" [Guild Reporter, Jan. 29].

For Local 35 to have kept tolerating the Washington Post-sponsored payroll checkoff contributions for the United Way would have continued to let that paper undeservedly look good; you know, taking credit for another's work!

Other ways to avoid false images are for stewards, unit chairs and any Guild persons not to be

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.

complacent or co-operative with manipulative managements, not to praise when they should be burying Caesars!

Also in this GR issue, it was a pleasure to read the reprint of Coleman McCarthy's excellent article on the New York Post ["Waterfront Capo" and 1,200 jobs would be true losses at N.Y. Post].

SAL MIRAGLIOTTA

Retired

Washington-Baltimore Guild

Credit card interest levy incurs member's wrath

SEAL BEACH, CALIF.

Editor:

I just finished cutting up my Guild credit card.

When the card was offered, I got one and used it because I thought it would benefit the Guild. Then I was incorrectly charged an interest payment although I had paid the previous bill before the due date.

At least I thought it was incor-

rect. When I called customer service, I found out that if I charged more than \$100 a month, interest was added even if I pay my bill in time.

Please don't say this is explained somewhere. I'm sure it is, but the coverage you gave to the card certainly didn't make that clear. The article should have emphasized that the card is useful only to people who never pay their balances, and that interest is charged every month on balances over \$100 whether they are paid on time or not.

AL RUDIS

Long Beach unit

Los Angeles Guild

P.S. I have been informed that the Guild does not profit financially from use of the card. Why did it choose this kind of card when the credit card competition is so fierce? Couldn't we have made a deal with a card company whose charges are more in line with the competition?

Editor's note: The credit card referred to is a "Union Privilege Mastercard" issued through the Affinity Group Marketing program set up by the AFL-CIO to enable affiliated unions to provide additional benefits to members. In voting in April of 1986 to participate in the program, TNG's Int'l Executive Board chose the credit-card option available under the program that the IEB judged would be of the most benefit to the most Guild members: no, annual fee; prime plus 5 percent adjusted quarterly; with interest applied from the date of purchase whether or not the monthly balance is paid in full. The only alternative carries an interest rate 7.25 percent above prime and has a \$15 annual fee, though no interest is levied on purchases for 25 days when the monthly balance is paid in full. In choosing the first option, the IEB cited estimates that 70 percent of credit card holders maintain a balance from month to month.

YESTERDAY (Jan. 27), on a standard form from the National Labor Relations Board, the Washington Post posted a "Notice to Employees" outlining our rights to form and assist labor unions in the work place without fear of reprisal. For the most part, the notice's language is pretty standard, too, describing rights we should be guaranteed under the law. It's the product of an unfair-labor-practice settlement between the company and the Guild in the case of Zelmira Hatala, who works in the advertising art department.

There is nothing standard, however, about the situation Myra Hatala found herself in six months ago when she testified during an NLRB hearing initiated by management to try to remove scores of jobs—including hers—from Guild protection. She wound up on the receiving end of what a Guild attorney calls "the worst case I know of at the Post of open retaliation."

The notice doesn't tell you how Post managers tried to bully Hatala into siding with them, and then demoted her when her testimony helped the unions. The full story is worth airing. It shows what can happen when managers manage badly, and why you need a union to come to the rescue.

Hatala's troubles had their roots in last year's unit clarification hearings where the Post is seeking to eliminate more than 40 jobs from Guild jurisdiction. The company says the jobs involve supervisory and managerial duties that exempt those who hold them from union contract protection. The Guild says the jobs carry no hiring, firing or other substantive managerial authority.

(In the 1970s, the Post sought to remove more than 100 jobs from Guild jurisdiction. After costly and lengthy hearings, the NLRB ruled that most of those jobs could not be considered managerial and thus would remain under union protection.)

Hatala, then an assistant manager in advertising art, was one of three employees in the department the Post was counting on to make its case at the board hearings last spring. Both Guild and Post attorneys interviewed her prior to the hearings. She offered to show the union some materials relating to her job duties, the same materials she had already offered to show an attorney for the company.

"I didn't have managerial or supervisory duties, I didn't have final authority, and I said so," Hatala said recently, recalling her statements to union and company representatives.

AT ONE point in preliminary discussions, according to Hatala, an attorney for the Post cautioned her about co-operating with the Guild. He reminded her, she said, about the forced resignation and demotion of two Post employees who had testified for the union in the first unit clarification case.

He also told her, according to Hatala, that the Guild won so many

NLRB FORM STANDARD—CASE NOT A 'no guilt' settlement at the Washington Post

By Karlyn Barker, Washington-Baltimore Guild

This article is adapted from the Jan. 28 issue of "Post Unit News," newsletter of the Washington Post unit of the Washington-Baltimore Guild. Karlyn Barker, who works as a reporter for the Post, wrote and signed it as the chief shop steward of the Washington-Baltimore Guild at the paper.

Early in February, Myra Hatala, who immigrated to the U.S. in 1966 as a political refugee from Czechoslovakia, was elected for the first time as one of four Post-unit representatives on the local union's executive council. She will mark the seventh anniversary of her employment by the Post in July.

jobs in the earlier case because it was heard by a Democratic administration's labor board. With a Reagan board, the Post hoped to do better.

Not long after these conversations, and after the Post learned that Hatala had met with the Guild, the company decided not to call her as a witness. In June, she testified for the Guild. She was on the stand for three days, and the documents she provided were introduced as evidence of the non-managerial nature of her job.

ON HER last day on the stand, according to a summation of her testimony provided by the Guild, Hatala also told the labor board about the pressure she had been under from her supervisor after becoming a plaintiff in the overtime suit filed by Post employees [Guild Reporter, Jan. 29, 'TNG endorses appeal on overtime'].

Her supervisor, Hatala, said, had called her into the office and complained that Hatala was "biting the hand that feeds you." Hatala testified that her supervisor also told her that a company labor representative "could not believe it" when he found out that someone the Post was planning to use as a witness in the unit clarification case was a plaintiff in the law suit.

On June 29, about two weeks after her testimony, Hatala, who had worked at the Post for more than six years, two of them as an assistant manager, was demoted to the job of artist. There was no loss of pay.

"Unfortunately, over the last several months your effectiveness as part of the management team has diminished," her supervisor wrote in a letter to Hatala. "It would be more beneficial to you and the department to alter your work assignment to form a better fit for all."

Hatala was shocked.

"I had never had any trouble before," she said. "I was incredulous."

The Guild immediately filed an unfair labor practice charge against the Post with the NLRB, which issued a complaint against the company on July 23. The complaint alleged that the Post had removed Hatala from her position

because she had "testified at a representation hearing before the board and/or to discourage its employees from joining, supporting or assisting the union."

The Post denied the charge, and a hearing on the complaint was set for Jan. 6.

For Hatala, the harassment intensified.

"They wanted to pin on me something wrong, and they could not," she said. But the experience was both "humiliating and scary."

According to Guild attorney Bill Thompson, the Post began alleging that there had been shortcomings in Hatala's performance and cited these as reasons for her reassignment. On the day of the hearing, documents alleging a series of performance problems were submitted to the board.

Hatala had never heard about the problems or seen any of the documents.

"Same paper, same format, same pen," Thompson said. "It looked peculiar."

The documents never were formally challenged because the Post and the Guild reached a settlement on the day of the hearing. Without admitting any violation of the National Labor Relations Act, the Post agreed to remove from its files "any and all references to the removal of Zelmira Hatala from her duties as assistant advertising art manager."

IN THE settlement decision posted this week, the Post also agreed to offer Hatala reinstatement to the assistant manager job "if that position is found by the NLRB to be non-supervisory and non-managerial." Hatala, for her part, agreed to not seek reinstatement if her old job is found by the board to be supervisory and managerial. Under the circumstances, the last thing Hatala wants now is a job with no union protection.

The posted notice also includes this statement by the Post: "We recognize that our employees have the foregoing rights (to form and assist labor organizations) and we assure our employees that WE WILL NOT reassign employees because they have testified in a NLRB proceeding."

WITH THE settlement, Hatala said, "I feel vindicated, but not completely, because this can never be undone. . . . But what is important to me is that other employees won't be afraid to stand up and be counted if necessary; that there is justice after all."

"Flowers, cards and words of encouragement" from co-workers and her union "helped keep me going," Hatala said, continuing:

"Now that it's over, it's much easier. Before I was receiving support from people in my department, but it was not in the open. They were afraid. Now, I receive support in the open. Ever since the day of the hearing, we haven't stopped celebrating."



MYRA HATALA WITH STANDARD NLRB SETTLEMENT NOTICE
'Now others won't be afraid to stand up . . . if necessary.'

New Tax Law TIP

To help you understand the new tax law, the IRS has two new publications. Publication 920 explains changes affecting individuals and Publication 921 explains changes affecting businesses. Both are free. Ask for one at any IRS office or call the IRS Tax Forms number in your phone book. —A Public Service of the IRS

Hertz: Driving costs outstrip rise in U.S. living cost

New York—The cost of owning and operating a new compact-sized automobile rose in 1987 at a faster pace than the U.S. cost-of-living, according to data compiled by the Hertz Corp.

Driving and operating costs for a compact car, like a Ford Tempo, rose by 2.7 cents, to 51.14 cents a mile, a 5.5 percent increase, the leasing agency reported.

The U.S. Consumer Price Index for urban wage earners and clerical

workers rose by 4.5 percent in 1987.

Over the past 15 years driving costs have risen by 220 percent, compared to a rise in overall living costs of 171 percent, according to the Hertz report.

The estimate is based on a new car being driven an average of 10,000 miles a year for five years. Keeping the car longer or driving more miles reduce the per-mile expense.

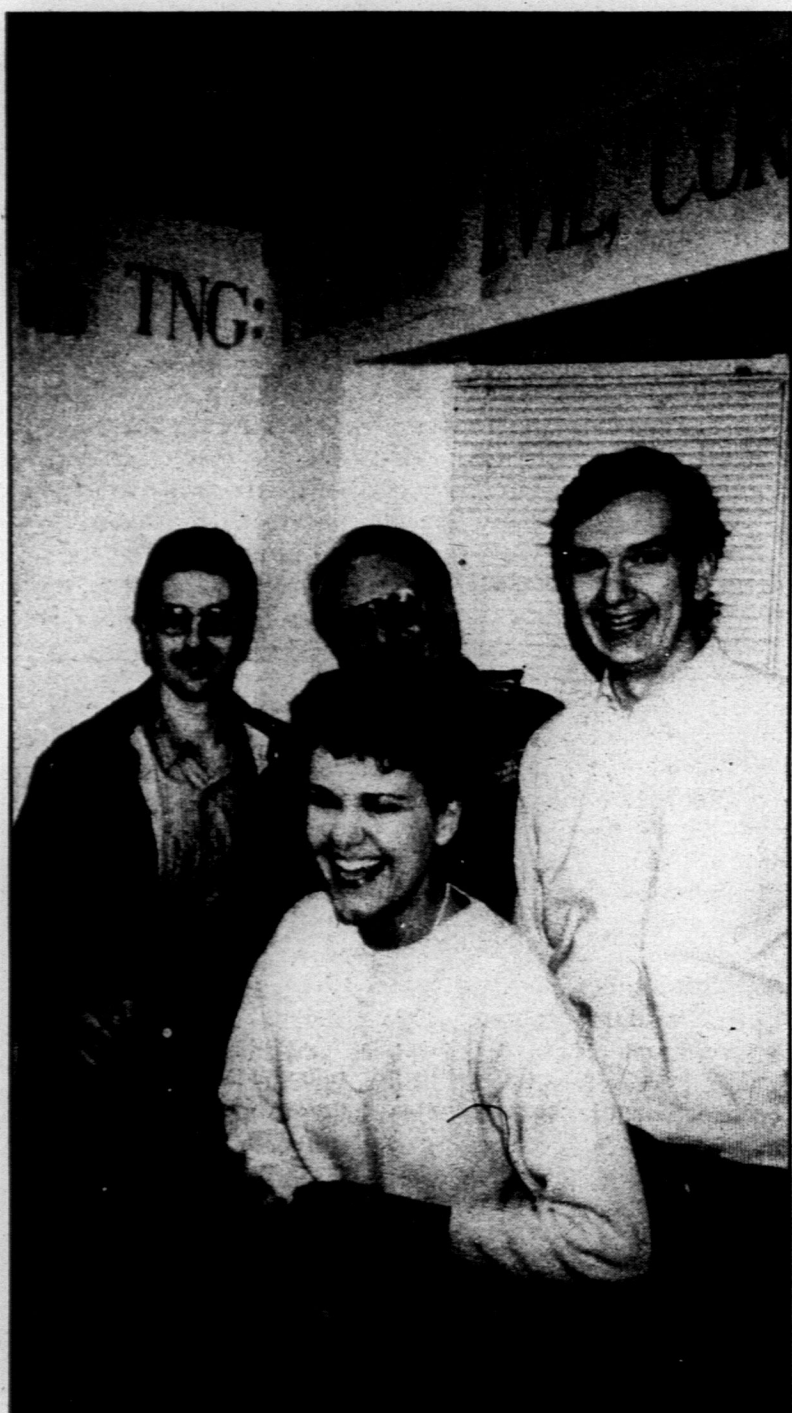
Included in survey calculations are expenses for insurance, license fees, interest, maintenance, repairs, fuel and depreciation. Parking and toll costs, however, are excluded.

Average new car prices rose by 6.9 percent in 1987, Hertz said, adding that since 1972 they have increased by 305 percent. The rise in auto prices also affects depreciation—the difference between the purchase price and resale value of the car—interest, taxes and insur-

ance costs, the firm pointed out.

Hertz estimated owning and operating costs of 66.37 cents per mile for a standard-size car, like a 1987 Ford Crown Victoria; 61.07 cents per mile for an intermediate-size car, like a Ford LTD-4; 59.97 cents per mile for a mid-size car, like a Ford Mustang; and 47.57 cents per mile for a sub-compact, like a Ford Escort.

A break down by major cities will be issued later in the year.



Peninsula local marks first 10

Current and former officers of the Peninsula (Newport News, Va.), Guild pose during a Jan. 29 party celebrating the local's 10th anniversary. From left: Bill Melton, past president; Michelle Kubik (foreground), treasurer; Matt Paust (behind Kubik), former board member; and Phil Murray, president. Celebration began in the afternoon with a birthday cake shared all 'round in the news room of the Tribune Co.-chain's Daily Press and Times-Herald. Photos and other memorabilia from the local's first decade and a pair of banners were displayed at the party that evening. One banner proclaimed "Guild crazy after all these years" while the other read "...fighting evil, corruption and oppression." The latter was taken from the papers' philosophy of operation as it was stated by management at a recent staff meeting.

TNG promotes union presence at First Amendment Congress

Silver Spring, Md.—TNG is calling on leaders of U.S. locals, particularly in the West and Midwest, to participate in the First Amendment Congress scheduled for Denver in mid-March.

At the same time—noting that U.S. unions owe as much to the First Amendment as does the nation's press—TNG also is urging

that they invite leaders of other unions in their areas to accompany them to the March 13-15 session.

Some 500 persons from all walks of life are expected to participate in the event, being held in conjunction with the observance of the Bicentennial of the U.S. Constitution, TNG President Charles Dale noted in a Feb. 15 letter to locals.

Participants "will debate the five principal components of the First Amendment—freedom of the press, speech, assembly, religion and petition—as if they were not already part of our law and our tradition," Dale pointed out.

One of 17 communications-associated organizations and the only union represented on the congress' board of directors, TNG has arranged for Howard Samuel, president of the AFL-CIO Industrial Union Dept., to lead the session on freedom of assembly, "the component perhaps dearest to labor," Dale noted, adding:

"Publishers, editors, broadcasters and other management types will be plentiful at the congress. But the First Amendment is at least as much our issue as theirs, and the Guild should be fully represented. So should the labor movement as a whole."

Western and Midwestern Guild locals, at least, are close enough to Denver to make participation feasible and their taking along leaders of other unions from their areas "will give union people a chance both to deepen their appreciation of the First Amendment and to inject labor's concerns into the discussion," Dale wrote.

Besides the five principal First

Amendment components, five related subjects also will be examined in light of the First Amendment: obscenity and pornography, national security, privacy, commercial speech and censorship.

All 10 subjects will be debated in workshops led by a moderator prominent in the field being examined. From each workshop resolutions will be presented to the congress' concluding plenary session for action.

Principal overall focus of the congress will be close examination of how First Amendment freedoms operate today since those freedoms "will endure only if they are freely discussed and fully understood," said Judith Hines, president of the congress and director of the American Newspaper Publishers Assn. Foundation.

The Denver meeting will be the second national congress to consider the health of the First Amendment in today's society. The first was held in 1980, in Philadelphia and Williamsburg, Va.

In the interim, the congress has encouraged a dialogue between First Amendment practitioners and the public on freedom of speech and the press. The March meeting will expand that dialogue to all freedoms guaranteed by the First Amendment.

First proposal to go before the Denver meeting will be for a vote of thanks to the citizens of 1788, who gave us the First Amendment, according to Jean Otto, editorial page editor of the Rocky Mountain News. Otto organized the first congress and chairs the committee that planned this year's, as well.

'WOMEN TAKING CHARGE'

Safety forum urges federal VDT rules

Washington, D.C. — Calls for a federal standard to govern video-display-terminal hazards were voiced Feb. 18 at a conference on reducing workplace health risks for women.

Eulah Bingham, Asst. Secretary of Labor in charge of the Occupational Safety & Health Administration under President Carter, told the conference that an OSHA standard for VDTs has become a prime health and safety need.

"The regulation of work practices is essential," she declared in the conference's keynote address.

Decrying employer opposition to VDT rest breaks, Bingham affirmed that "we must have breaks."

Jeanne Stellman, executive director of the Women's Occupational Health Resource Center at Columbia University, suggested a divergent approach to the same goal.

"We don't need a VDT standard" she said. "We need a working-movements standard, under which people wouldn't have to work in positions that stress their bodies."

"Why not split keyboards?" she asked. "Why can't we have keyboards that fit the shape of your hands?"

Another standard, Stellman suggested, should prohibit monitoring of employee key-stroke rates and other employer surveillance, which she termed "spying on workers."

The two women spoke at "Women Taking Charge," a conference on reducing workplace health risks put on by the AFL-CIO Food & Allied Service Trades Dept., Public Voice for Food and

Health Policy and Tambrands Inc., a personal-care products manufacturer.

Rep. Lindy Boggs (D-La.) told the gathering that VDTs and electronic surveillance in the workplace were among areas that need closer monitoring by the government. In addition, she said, "we need research on the effects of stress on unfavorable pregnancy outcomes."

OSHA has neglected VDT hazards, charged Margaret Seminario, associate director of the AFL-CIO Dept. of Occupational Health & Safety and Social Security.

The agency "has almost no one dealing with VDTs," she said, noting that it has only one ergonomist on its staff. The National Institute for Occupational Safety & Health has done considerable VDT research, Seminario conceded, but said funds are badly needed for research on both ergonomic and reproductive hazards.

During a "Media Roundtable on the Challenge of Exposing Women's Workplace Health Issues," TNG Research & Information Director David J. Eisen accused U.S. and Canadian newspapers of virtually suppressing news of recent reports from research findings on VDT reproductive effects.

While VDT News, the publication that first reported a Swedish study confirming the effects of VDT radiation on laboratory mice, sent out a press advisory and announced a press conference on it, Eisen noted, the Toronto Globe & Mail appears to be the only daily that reported the results. Newsday also ran a brief story on the Swedish study report, he said.

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