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March 11, 1988

Anniversary brings new free-Anderson effort

March 16, the three-year anniversary of captivity in Lebanon for AP bureau chief Terry Anderson, will be a day of international effort by news persons, their organizations and others to persuade world governmental and diplomatic leaders to seek immediate release of Anderson and two other journalists held in Lebanon.

Among the events scheduled:
✓ A delegation from the Int'l Federation of Journalists, including TNG, will meet with U.N. Secretary General Javier Perez de Cuellar to press the case for greater

IFJ delegation seeks U.N. aid

involvement by him and the United Nations in the campaign to free Anderson, John McCarthy of Great Britain and Jean-Paul Kauffmann of France.

✓ Messages from IFJ-affiliated journalists' unions in 34 countries also will urge de Cuellar to intervene with the Iranian and "other relevant governments" to seek release of the three.

✓ A "candlelight ceremony of

hope" for release of the three plus 17 others held in Lebanon will take place at a Washington, D.C., church under the auspices of the humanitarian organization No Greater Love and an ad hoc Journalists Committee to Free Terry Anderson.

Observances similar to that in Washington, at which TNG also will be represented, were being planned as well in other cities in

the U.S., and beyond.

The IFJ also was calling on all its affiliated unions to send follow-up messages to de Cuellar and to UNESCO's new director general, Federico Mayor, in Paris, on April 17, the second anniversary of the detention in Beirut of British television camera person McCarthy.

A delegation of IFJ leaders on Feb. 16—the 1,000th day of captivity for Kauffmann, correspond-

ent for the French weekly magazine L'Evenement du Jeudi—met with Mayor at UNESCO headquarters in Paris to urge him to intervene on behalf of the three Western news people being held in Lebanon.

TNG President Charles Dale, in arranging the March 16 appointment at the United Nations, wrote de Cuellar that the IFJ leaders in launching "a concerted effort at the highest levels for the hostages' release" were seeking his intervention to help end "a crime against
(Continued on Page 2)

N.Y. Post is sold as snags cleared, contracts approved

New York—Despite 11th-hour snags, the 187-year-old New York Post has at least one year more plus a new owner after its employees, including 400 represented by the New York Guild, approved new contracts tailored to trim the daily's operating costs by \$22 million over the next three years.

The Post's March 9 editions were its first after real estate developer Peter S. Kalikow completed his purchase of the tabloid from Rupert Murdoch for \$37.6 million. Murdoch had purchased it in late 1976, reportedly for approximately \$30 million. By his own account, the paper's cumulative losses since totaled \$150 million.

Key provisions of the contracts, bargained by the unions with Murdoch himself in a clock-stopped, 16-hour session Feb. 19-20, include Kalikow's commitment to publish the Post at least one more year, elimination of 130 jobs, a two-year wage freeze and guarantees of full severance pay if the paper is closed [Guild Reporter, Feb. 26].

Murdoch had promised to close the paper if he could not sell it to

Kalikow and said Kalikow would not buy it without substantial concessions from the unions and their members, including wage cuts.

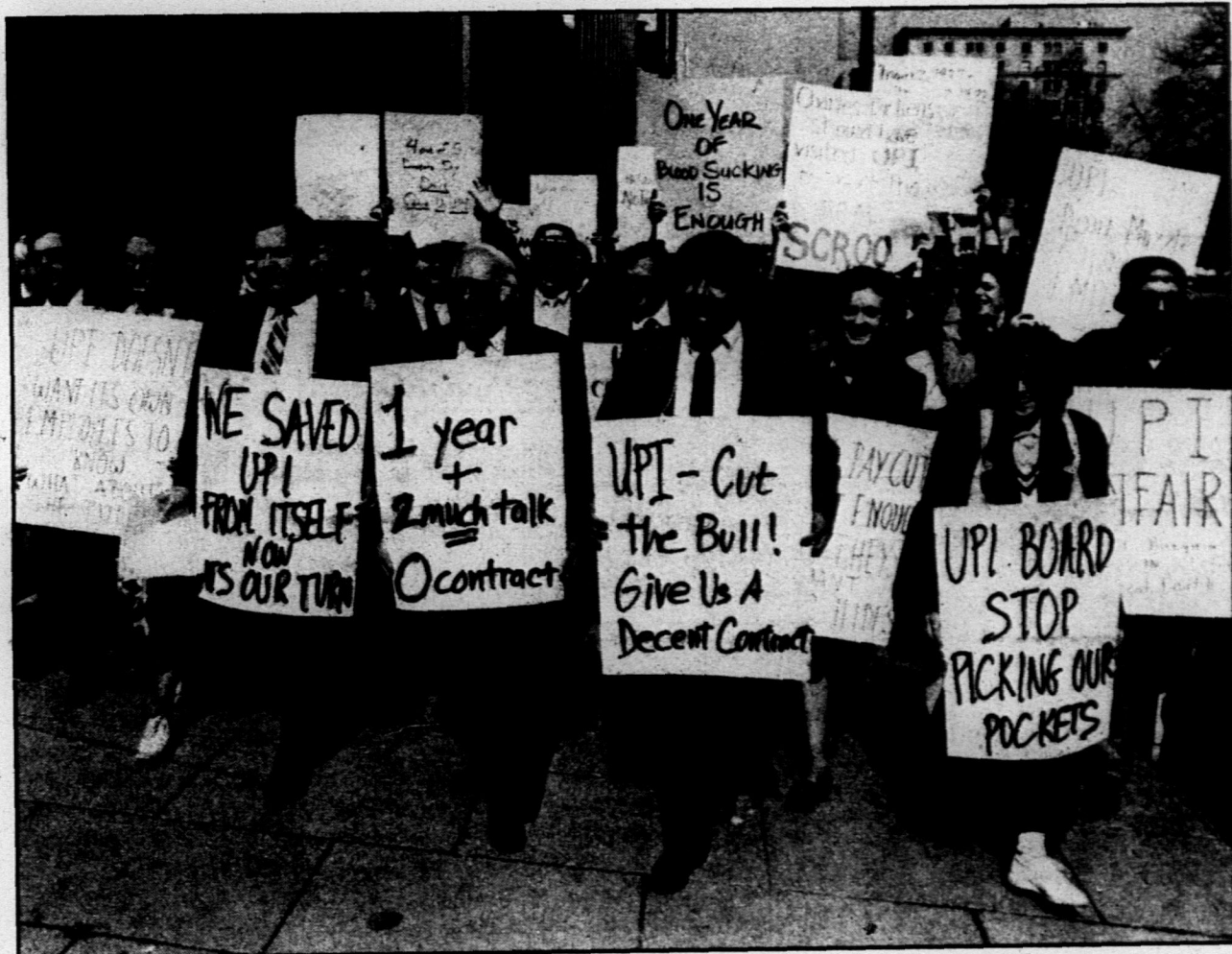
It was the key provision guaranteeing severance pay if Kalikow closes the paper that was the chief snag in the two weeks between the unions and Murdoch reaching agreement and the March 7 closing date for the sale.

The agreement as announced Feb. 20 included a pledge of both personal and corporate guarantees by Kalikow to bear full closing costs, estimated to be as much as \$40 million.

As the membership of the Guild unit at the Post was preparing to meet March 2 to consider ratifying the new three-year pact, New York Guild President Barry Lipton reported that Kalikow had "reneged" on the personal guarantee. There was only one union besides the Guild yet to ratify.

The Guild unit met as scheduled but, after hearing reports from Lipton and Unit Chairperson Joy

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BILL BURKE/Washington-Baltimore Guild

Marking year of UPI-talks—in Washington and . . .

TNG President Charles Dale (sign beginning: "1 year . . ."), Secretary-Treasurer John C. Edgington ("We saved UPI . . .") and United Mine Workers President Richard L. Trumka ("UPI—Cut the Bull! . . .") head more than five dozen Guild members and supporters in informational picketing of

United Press Int'l headquarters in Washington March 2. It was one-year anniversary of talks for new Wire Service Guild-UPI contract. Similar noon-hour demonstrations took place in a dozen other cities across the continent. (For more photos, see Page 4.)

UPI pickets mark year; new chiefs say 'no'

New pact ups rates by 6.2% in Woonsocket

Woonsocket, R.I. — A new agreement between the Woonsocket Guild and Ingersoll's Woonsocket Call raises minimum pay rates by 6.25 percent in each of two years, upgrades several jobs and reduces the years of experience required to reach top minimum for most jobs.

The agreement increases the top minimum for reporters and photographers by \$61.67, to \$540.08 a week, while reducing the experience required to reach the top minimum to three years, from four. Outside advertising sales employees are guaranteed that annual sal-
(Continued on Page 6)

Informational pickets marched at more than a dozen United Press Int'l bureaus March 2 as Wire Service Guild members marked the one-year anniversary of bargaining for a new contract with the news service.

The noontime demonstrations came a day after representatives of UPI's new management rejected a Guild request that its contract be restored at current wage rates to replace company-implemented "work rules" in effect since November.

Guild bargainers had advanced the proposal in an initial meeting with new UPI President Paul Steinle Feb. 22 [Guild Reporter, Feb. 26].

Steinle, who also is president of cable television's Financial News Network, and FNN Chairman Earl Brian head a new company that

acquired operating control of UPI under an agreement with Mexican newspaper publisher Mario Vazquez Rana. Brian is founder of Infotech, an eight-year-old electronic communications company

that holds a substantial interest in FNN and other consumer, business and technical information firms.

About 300 Guild members and representatives of other unions turned out on the UPI picket lines,

including 70 at UPI's Washington headquarters where local members and some former members were joined by TNG President Charles Dale and Secretary-Treasurer John C. Edgington and Richard Trumka, president of the United Mine-workers of America.

Others included Susan Dunlop, assistant to AFL-CIO President Lane Kirkland, and members of the Washington-Baltimore Guild as well as of the Office and Professional Employees Union, the Machinists and the United Automobile Workers.

Lynn Williams, president of the United Steelworkers of America, was among 35 people from the Guild and the labor community who mounted a picket line at UPI's Pittsburgh bureau. Locations of other demonstrations included
(Continued on Page 4)

Court orders Light to bargain in 8-year-old 'unfair' case . . . 8

Quill's press critic sees 'blackmail' at the Free Press, N.Y. Post . . . 5

Arbitrator finds anti-Guild bias in reassignment to dawn shift . . . 3

Anniversary brings new effort to free Anderson

(Continued from Page 1)

humanity and freedom of the press."

The IFJ delegation, Dale said, will urge de Cuellar personally to enlist the aid of "appropriate governments" to secure the hostages' release and, pending their release, to "take whatever other steps are necessary to focus international attention on their plight."

The delegation was expected to be composed of IFJ President Mia Doornaert, diplomatic correspondent for the Belgian daily De Standaard; Yves Loiseau, a leader of the Union Syndicale des Journalistes Français (CFDT) and the co-ordinator of the IFJ's hostage-release effort; Harry Conroy, general secretary of Britain's National Union of Journalists; TNG's Dale and former president, Charles A. Perlik, Jr., who is IFJ 2nd vice president; and, logistics permitting, Peggy Say, Anderson's sister.

Loiseau reported during the Feb. 21-23 meeting of the IFJ's Bureau that during a recent meeting with Yassar Arafat and two other Palestine Liberation Organization leaders in Tunisia, Arafat confirmed that McCarthy is alive and well. It was the first word on his condition since his kidnapping

in 1986.

Doornaert, Conroy and leaders of two French journalists' unions, the CFDT and the Syndicat National des Journalistes, also pressed UNESCO's Mayor on the plight of Arab journalists held in Israeli prisons.

Retired TNG President Charles A. Perlik, Jr., the IFJ's 2nd vice president, was to have been part of the UNESCO delegation as well but was unavoidably delayed in Great Britain en route.

A statement by Dale to Mayor affirming TNG's commitment to freedom for Anderson and the other two hostages, as well as to release of Israeli-held Arab journalists, was delivered nonetheless to the UNESCO leader by Conroy and Doornaert.

Terming Anderson, McCarthy and Kauffmann "prisoners without guilt" whose prison terms "now exceed those meted out to many violent criminals," Dale said that "the conscience of the world" demands that the three be freed "not as part of any quid-pro-quo arrangement between governments but out of elementary considerations of human justice and decency."

It is past time "to halt the use of journalists as instruments of na-

tional and international policy," Dale said, pointing out that such use "not only imperils innocent lives but threatens the flow of information on which human progress, in the last analysis, depends."

Mayor pledged to the IFJ pair that he will make the cases for the hostages' release as effectively as possible to the governments "that are key to the situation," Doornaert and Conroy reported to the IFJ Bureau's Feb. 21-23 meeting.

The pair also presented Mayor a copy of a joint statement by leaders of the IFJ and the Eastern-bloc Int'l Organization of Journalists late last fall decrying restrictions imposed by some countries on journalists' visas, rights to travel, freedom to choose news sources and access to foreign news outlets. These all contribute to the climate of suspicion that puts journalists on the firing line, they told Mayor.

Perlik, meanwhile, while delayed in Britain, joined a committee of "Friends of John McCarthy" for a press conference it called to urge the British government to accept assistance from Iran to seek to determine the conditions of McCarthy and two other British held in Lebanon. Perlik distributed copies of Dale's statement to those attending the session.



Plea for Beirut hostage(s)

Jill Morrell, left, fiancée of John McCarthy, British journalist kidnapped in Beirut nearly two years ago, discusses with retired TNG President Charles A. Perlik, Jr., efforts of "Friends of John McCarthy" committee to work for his release. Perlik participated in a "Friends..." press conference Feb. 16 where he distributed the text of a statement by TNG President Charles Dale calling for the release of McCarthy, Beirut AP bureau chief Terry Anderson and Jean-Paul Kauffmann, a French magazine correspondent.

Broader menu of programs proposed to IFJ's Congress

By Charles A. Perlik, Jr.
Retired TNG president

Brussels, Belgium — A far-reaching and expanded program of educational, union and professional activities will be proposed to the XIXth World Congress of the Int'l Federation of Journalists, to be held May 29-June 3 in Maastricht, Netherlands.

Fashioned at the winter meeting of the IFJ's bureau Feb. 21-23, the program calls for the first time for international conferences on the impact on journalists' rights and well-being of multi-national conglomerates like Rupert Murdoch's.

TNG for several years has been seeking Congressional endorsement and support for legislation to put a lid on the size, and thus presumably the influence, of newspaper chains.

As in the IFJ's current biennium, the proposed 1988-89 program provides an obvious upgrade in emphasis on union activities, augmenting the IFJ's traditional concerns for freedom of the press, protection of journalists on dangerous missions, industrial democracy and "professional secrecy." The latter is IFJ-ese for safeguarding the right of journalists not to

Charles A. Perlik, Jr., who retired from TNG's presidency in mid-October is in the waning days of his final term as IFJ 2nd vice president, an office he has held for 18 years. The IFJ position overlapped his final term as TNG president and expires with the election of new IFJ officers by the organization's biennial world congress (convention) at the end of May.

reveal their sources of information.

For example, one proposal would launch an inquiry among member unions into the status and working conditions of women journalists. A small working party (committee) would draw up guidelines for affiliates to use in conducting their own internal inquiries. IFJ headquarters would collate and disseminate the results along with recommendations for future activity in this area. UNESCO's co-operation and assistance would be sought.

The newer planks in the platform of proposed 1988-89 activities also include:

✓ **Development** — following the work of the Working Party on Safety of Journalists—of practical proposals to assist journalists on dangerous missions and to provide a more efficient network of support in cases of emergency;

✓ **A more vigorous campaign** against censorship, with particular

attention to the increasing interference of governments with the freedom of journalists and the media.

✓ **Investigation**, in co-operation with the Int'l Graphical Federation, of the effects of new technology on health and safety in editorial departments.

✓ **Circulating for information** and "further action" recently completed surveys on working hours, new technology and pay structures.

✓ **Establishment of closer working relationships** with international trade secretariats—like the Int'l Federation of Commercial, Clerical, Professional & Technical Employees (FIET) and the Postal, Telegraph & Telephone Int'l (PTTI)—that represent media workers and are concerned with mass-media developments. This would extend the IFJ's sphere of interest to newspaper commercial and clerical functions and departments.

An additional proposal would assign "high priority" to continuing the work of the IFJ Working Party on Copyright and to taking action on the committee's recommendations, including one that the IFJ and all member-unions affiliate with the Int'l Federation of Reproduction Rights Organizations (IFRRO).

IFRRO and its current affiliates have been waging a 10-year struggle to win for media workers, especially those with daily publications, a share of the wealth attached to photocopying the work of journalists, authors, artists and others.

The equivalent of millions of dollars have been recovered in some nations by laying claim to a

fair share of the revenue generated by such copying. U.S. and Canadian journalists are well behind in cashing in on this potential revenue-producing activity.

Perhaps the most intense debate during the IFJ Bureau's meeting centered on a two-part proposition from the Finnish Union of Journalists.

The first part, opponents said, would have allowed undisciplined and uncontrolled rummaging through the IFJ Constitution in a move to "make it more logical and to clarify its practical measures, and so forth," as the proposition put it. The proposal was defeated on the basic argument that the constitution's existing amendment procedures are ample and do not risk the dangers inherent in a open-ended review.

The second part of the Finnish proposal reflected the IFJ's growing pains, stemming principally from the increasing costs of belonging to it as seen from the respective vantage points of the "haves" and the "have nots."

In language that seemed to challenge the basic union objective of seeking and enrolling new members, the proposal sought to shift focus from expansion to retrenchment, to the dismay of those, including TNG, who have resisted this trend in recent years. After vigorous debate, the proposal was referred to the secretariat for rehabilitation.

The bureau's proposals to the upcoming congress also include a 12-Belgian franc increase in the per capita over the next two years, up in equal 6-franc jumps from the current annual rate of 110 Belgian francs per affiliate-member. TNG

has 12,800 such, making it the third largest affiliate of the IFJ, behind the British and Swedish unions. (Exchange rate on March 1 was approximately 35 francs per U.S. dollar, or 2.8 U.S. cents per franc.)

However, also reflecting the mood of many bureau members, the per-capita increase proposal was coupled with a West German proposition that the "structural and financial implications of the IFJ Constitution [which contains the key revenue provisions of the organization] should be analyzed and decided upon by the 1990 Congress."

Specific suggestions for this study include reducing the frequency of congresses to every three years, from every two; a review of the terms of the IFJ Assistance Fund (which makes it possible for many Third World affiliates to participate in the IFJ), and a review of the system of covering expenses for official IFJ meetings, committees and the like. Currently, unless paid by the Assistance Fund, such costs are borne by each participant's home union.

Perlik abstained from voting on the per-capita increase proposal, explaining that TNG's new principal officers should make the decisions on any additional costs for IFJ affiliation.

LOCAL ELECTIONS

Brockton

Robert Townsend, president; Daniel duCille, vice president; Shirley Rajala, secretary-treasurer.

Great Falls

Tom Johnson, president; Richard Ecke, vice president; Dave Fenner, secretary-treasurer; Bert Lindler, ass't secretary.

Milwaukee

Mike Kuchta, president; Kent Lowry, 1st vice president; Dave Hendrickson, 2nd vice presi-

dent; Carol Wahlen, recording secretary; Joel McNally, corresponding secretary; John Small, treasurer.

Scranton

Victor J. Alfano, president; William J. Hart, 1st vice president; John Hambrose, 2nd vice president; Paul Krupski, treasurer.

San Antonio

Yolanda Ramirez, president; Ned Mullins, vice president; Hector Cantu, secretary; Carlos Vega, treasurer.

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Transfer to dawn shift was anti-Guild action, abiter rules in Philly

Philadelphia — Lila Roisman can sleep a bit longer workday mornings again thanks to the Philadelphia Guild's persistence in pressing a grievance on her behalf after she was reassigned to a shift beginning at 6 a.m. at the Inquirer and Daily News.

Retaliation for Guild activities was at the root of management's decision to reassign the award-winning promotion copy writer to the dawn shift, an arbitrator concluded in ordering Knight-Ridder's Philadelphia Newspapers Inc. to rescind the schedule change.

Roisman's "very prominent Guild activities and the lack of any persuasive explanation" for singling her out for a "disruptive assignment" are evidence of discriminatory treatment, Lewis M. Gill wrote in a Feb. 22 award.

An officer of the Philadelphia Guild and its Inquirer and Daily News unit, Roisman spoke on behalf of Guild members at meetings of Knight-Ridder shareholders in 1984 and again in 1986.

At the April '86 meeting she challenged corporate officials' statements that profits had been "significantly impacted" by the 46-day strike at the Philadelphia dailies the previous fall. Roisman was a member of the Guild's bargaining committee during the strike.

Several months after the stockholders' meeting she was notified that she would be transferred from an 8:30 a.m.-to-5 p.m. shift, to a 6 a.m.-to-2:30 p.m. shift. Upon the transfer in January 1987, she was assigned to record a six-minute audio tape of items from the day's news summary. The tape, known as "Headlines on Hold," was played between 7 a.m. and 9 a.m. to persons who phoned the Inquirer's circulation department as they waited for their calls to be answered.

Gill found "highly unrealistic" the company's explanation that an employee with writing skills was required to perform the "Headlines . . ." work. No rewriting of the news summary was involved, he noted. Had the company implemented a plan to include a promotional message on the tape, that message could have been written

by someone other than the employee who read the news summary, he added.

While noting that "cases of alleged discrimination because of union activities almost always hinge on circumstantial evidence," Gill said management's insistence on keeping Roisman on the early shift "cannot be explained by any non-discriminatory evidence."

The evidence is persuasive, Gill wrote, that animosity displayed by Roisman's former supervisor was related to her Guild activities. That attitude, in turn, influenced the decision of higher management officials who changed Roisman's schedule and assignment, Gill said.

That former supervisor, William White, headed a combined promotion department that was restructured shortly before Roisman's schedule was changed.

In testimony, unchallenged by company representatives, Roisman told of White's exhibiting hostility toward her after she became active in the Guild in 1980, five years after she joined the newspapers' staff.

White called her a "commie lawyer," Roisman testified, citing a co-worker's account, and he rejected a draft of an ad she submitted as "absolute trash." He once singled her out to write 50 additional "filler ads" in a week, compared to the three or four such ads typically assigned a copy writer in a week, Roisman said.

Roisman, who had a track record in retail advertising before joining the newspapers' staff in 1975, holds a masters degree from the Annenberg School of Communications at the University of Pennsylvania.

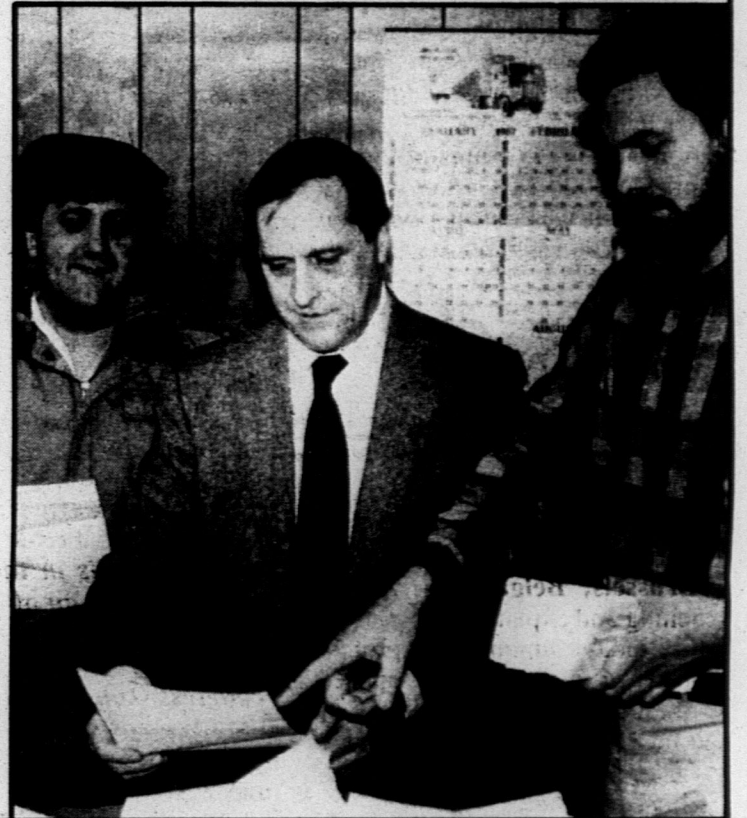
She also recounted White's calling her "a pain in the ass" when presenting her a 10-year employment pin during a public ceremony in 1985. By contrast, Roisman said, White's comments were favorable at a similar ceremony five years earlier, before her Guild activities began.

While Gill directed the company to restore her to an 8:30 a.m. shift, he left it to management to determine her assignments, with a cautionary note that the assignments not violate the contract's



Massillon kicks off boycott pledge push

Members of the Cleveland Guild and its unit at the Massillon Independent prepare house-to-house campaign seeking pledges authorizing the union to cancel subscriptions to the Ingersoll-chain daily if that's what it takes to complete an equitable new contract. Company bargainers have been stonewalling for more than a year, the local explained in leaflets distributed with pledge cards. Right, Guild Unit Vice Chair Rollie Dreussi, points out campaign goals to Bill Burga, center, president of the Massillon Trades & Labor Council and a Steelworkers' district leader, and to Ken Saltz, president of Steelworkers' Local 1124. Above, Guild members Janice Beitel and Ed Bloom, Massillon unit; Tom Breckenridge, Plain Dealer unit; Dreussi; Larry Neeley, Massillon; and Alan Seifullah, Plain Dealer.



prohibition against discrimination for union activities.

Calling the award a "wonderful victory," Guild Administrative Officer William Barry noted that the decision will have "far reaching implications" for Guild members who encounter management retaliation because of their union activities.

Roisman, who was returned to a shift starting at 8:30 a.m. March 3, expressed her gratitude for the local's "financial, emotional, moral and legal support" in the case.

NLRB charges Star in Guild data dispute

San Juan—The San Juan Star has been charged with violating federal labor law by refusing to supply the Puerto Rico Guild with information about what led the Scripps-Howard daily to cut staff and reduce the hours of several employees.

The National Labor Relations Board's regional director here brought the charges in an unfair-labor-practice complaint issued Feb. 12 on a petition from the Guild local. At the same time, Regional Director Mary Zelma Asseo set a hearing for Aug. 15.

Finding information the Guild requested "necessary . . . and relevant to the union's performance of its function as the exclusive collective bargaining representative" of the paper's employees, the regional director charged the Star with failing to bargain in good faith and interfering with employees' rights to union representation.

The local is seeking facts and documents about the company's

assertion that its decision to cut staff and reduce hours is founded on "sound business judgment." The local seeks "information, analysis, studies, communications" and other documents on which the judgement is based.

The Guild initiated the request after being notified of company plans to cut seven employees from various departments and reduce the hours of nine others. The company said it decided to make the cuts on the basis of an "analysis of our current situation."

In its Nov. 29 request, the local also sought audited financial statements "if by 'current situation' you refer to economic situation." In addition, it seeks the names of any consultants who aided in the analysis.

The company has gone forward with the reductions, while the local has refused to reopen the contract to permit changes in district managers' work schedules that would permit split shifts.

7-month lockout/strike ends in Montreal

Montreal — Press operators, maintenance and mail room employees represented by locals of the Graphic Communications Int'l Union began returning to their jobs at the Montreal Gazette Feb. 21 after ratifying new contracts with the Southam-chain daily to end a seven-month-old work stoppage.

The company had locked out its 155 press room and maintenance employees July 10 in a dispute over management demands for changes in contractual scheduling and staffing requirements. Some 95 mail room employees, represented by a separate GCIU local union, joined the dispute as sympathy strikers within days and subsequently struck the Gazette.

Other employees continued to work throughout the dispute, including news, circulation, editorial and maintenance employees

represented by the Montreal Guild and composing room employees represented by a Typographical Union local. Members of both the Guild and the printers union had ratified new three-year contracts with the paper in advance of the lockout.

Management employees replaced the locked out and striking employees throughout the dispute, and the paper continued to publish.

Staffing and scheduling requirements are changed in the new agreements, while employees are protected against layoffs.

Settlement of the dispute came as the Gazette was about to face competition in the city's English-language newspaper market for the first time since the Montreal Star was closed in 1979.

Pierre Peladeau, head of the Quebecor chain, has announced a

March 15 inaugural date for a new daily tabloid, the Montreal Daily News. The Gazette, meanwhile, launched a Sunday edition Feb. 28 in a move it conceded was aimed at protecting its advertising base. No Sunday edition of the News is planned.

With the addition of the News, Montreal will have five daily newspapers, including three French dailies—one of which is owned by the Quebecor chain.

The Gazette has added about 25 employees to its news staff for the new Sunday paper, while a few employees have left to join the News' staff.

Plans for the tabloid call for an initial press run of 80,000. Printing and distribution will be performed by Quebecor subsidiaries in Montreal. The Gazette has daily circulation of about 200,000.

French news unit to vote on Guild

Washington—The 30 news-department employees of the English-language service of the Agence France-Presse bureau here will vote by mail in April on making the Washington-Baltimore Guild their bargaining agent.

The mail ballots, called for in an agreement for a stipulated election reached March 8, will be counted on April 22 by agents of the National Labor Relations Board, which is supervising the proceeding.



FLOYD A. TUCKER/Northern California Guild

... in San Francisco ...

UPI Guild-unit Chairperson Bob Lurati, foreground center, is backed up by more than a dozen other marchers including, from left: TNG Vice President Larry D.

Hatfield, of the Northern California Guild; Mike Hudson and Susan Krohn, of the UPI unit; Stephen Michael, Northern California president, and others.



DARRELL SAPP/Pittsburgh Guild

... in Pittsburgh ...

United Steelworkers President Lynn Williams, left, joins more than three dozen Wire Service and Pittsburgh Guild members and supporters from other area unions in informational picketing at UPI's

offices in the Steel City. Behind Williams above are: Chuck Moody, Wire Service Guild chairperson in the city; Bill Levis, Ken Fisher and Henry Tkach, all officers of the Pittsburgh Guild.

UPI pickets mark year's contract quest

(Continued from Page 1)

Hartford, Conn., San Francisco, Harrisburg, Pa., New York, Boston, Atlanta, New Orleans, Concord, N.H., Chicago, Dallas and Kansas City.

Some picket signs were new for the occasion—"Sick of secret deals" and "At UPI, Lent lasts 366 days"—for example; others were from previous demonstrations of bargaining frustration—"UPI's insurance is making us sick" and "Stop picking our pockets."

"We want a new contract. Not a set of 'work rules' that would allow the company to fire all the employees and replace them with 'stringers,' managers and unpaid 'interns,'" said a leaflet Guild picketers distributed.

More than 100 Guild-covered employees have been discharged since the work rules were posted.

"We do not want UPI broken up and sold off piece by piece," the leaflet continued. The public "deserves two full-service news agencies and the robust competition and free flow of information" that comes from competition, it said.

UPI's new managers, who took control Feb. 19, have announced they are developing a "business plan" for UPI's future operations, a project they estimate could take four to six weeks.

In a Feb. 27 letter, meanwhile, a representative of UPI's managers said the company is seeking a \$1 million loan to relieve an immediate financial crisis and allow payment of past due bills for such items, as health insurance premiums, rents and telephones. "We would be pleased for the Guild to participate in this loan opportunity," the letter said.

"Loans are merely a stopgap measure," the letter continued, stressing that a turnaround for UPI "will require an infusion of capital" through the sale of stock or securities.

The local has the "right of first refusal" in any full or partial sale of UPI under an agreement with Vazquez Rana. The new managers have urged the union to exercise the option quickly.

Reacting to the suggestion that the Guild participate in a loan to UPI, local President Kevin Keane said that "if they want to talk, we'll listen, but I've never heard of anything like this." At the March 1 bargaining session, however, management made no reference to the proposal, Keane said.

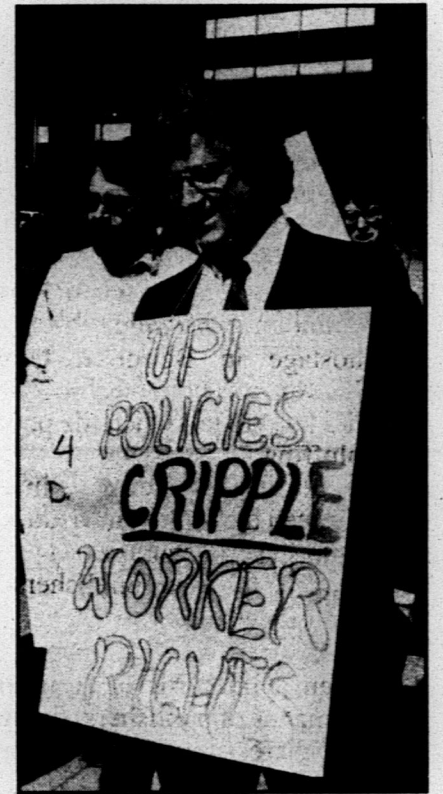
As part of an on-going six-week campaign to bring pressure for a new contract, meanwhile, Guild members at UPI were being asked to withhold their bylines from copy

for a 24-hour period beginning at 11 p.m. (EST) March 9. The campaign got underway Feb. 14, shortly before news broke of the shift in UPI's operating control.

Also during the March 1 meeting, the new management refused the Guild's request that access to UPI's internal message wire be restored so it could communicate more readily with the more than 700 UPI employees it represents nationwide. Vazquez Rana cut off the Guild's access to the wire last year, an action which led to the National Labor Relations Board issuing an unfair-labor-practice complaint and ordering a hearing.

The local also has unfair labor practices charges pending with the NLRB over Vazquez Rana's declaration of "impasse" in contract bargaining with the Guild and the posting of "work rules."

In response to a Guild request that it be furnished a copy of the agreement between Vazquez Rana and the new operating company, management representatives said the union might be allowed to examine the agreement but only on the condition that it sign a "confidentiality" agreement. That agreement, among other things, would commit the Guild to pay UPI \$100,000 in "damages" should all or any part of the agree-

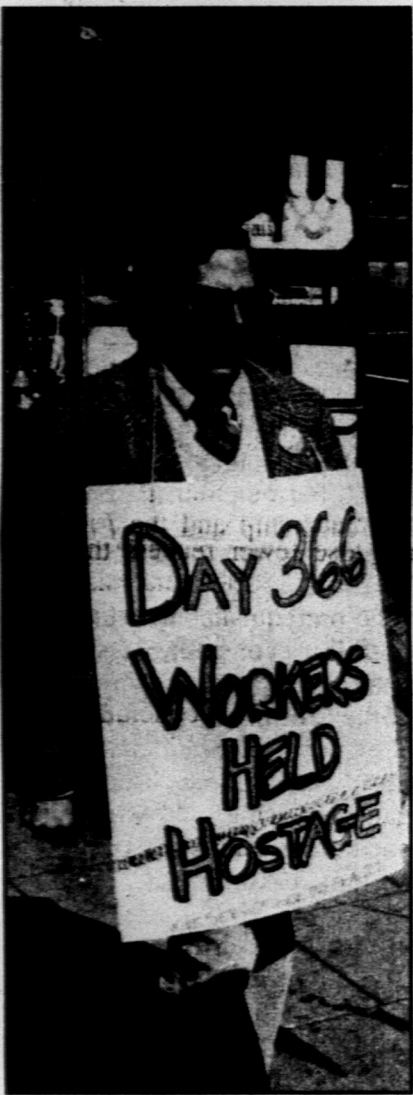


UPI 'alumnus'

Washington pickets include former longtime UPI staffer and Guild officer Drew Von Bergen.

ment be made public without the new managers' specific clearance.

Additional bargaining sessions were scheduled for March 15 and 16.



Terrorism?

One picket sign in Washington compared no-contract situation to being held hostage.

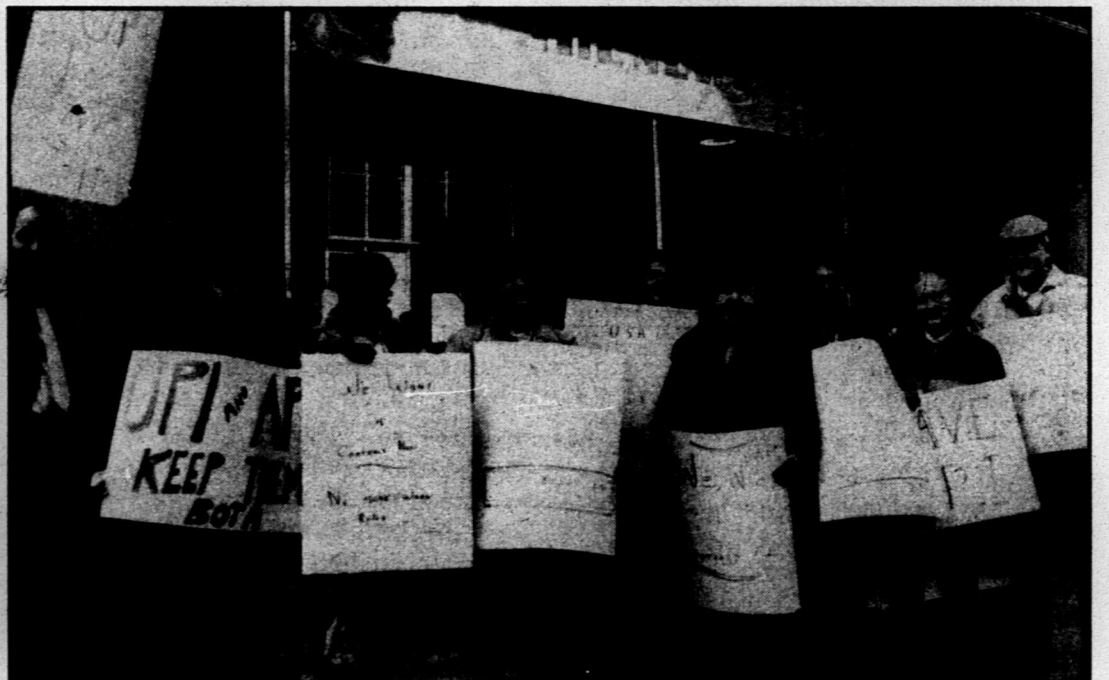


THOMAS R. HILTZ/Boston Guild

... in Boston ...

Members of the UPI Guild unit in Boston walking in front of One Herald Square are, from left: Deirdre Wilson, Rob Stein

and Catherine Shahan. UPI Boston bureau is housed in building that is home of Rupert Murdoch's Boston Herald.



... in New York ...

Part of hearty band of more than a dozen pause in front of New York Daily News Building. Pickets included Wire Service President Kevin Keane, center rear, TNG

Int'l Chairperson Peter E. McLaughlin and New York Guild Secretary-Treasurer Tom Pennacchio (the latter two just out of camera range).

'Blackmail' at the Free Press, N.Y. Post?

By Ron Dorfman

AMERICAN CORPORATIONS have grown quite comfortable with terrorism and blackmail, the sort that tells employees and communities: Give us X, Y and Z concessions on wages, taxes, zoning, safety rules and pollution controls or we will cut your collective throat; we will close this plant, or move its work and jobs to the suburbs, or to South Carolina or Singapore.

Newspaper publishers are somewhat handicapped at this game. While General Electric could credibly threaten to move NBC to New Jersey, thereby shaking down millions in tribute from New York City, no one would believe the Honolulu Advertiser if it said it would pull up stakes and publish in Nogales.

So, the publishers have learned instead to work with death threats.

Look upon our works, they say: We mean business. We have littered the landscape, clogged the sewers with the corpses of newspapers!

Here lies the *World-Journal-Tribune*. Dead in the West is the *News-Call-Bulletin*. See this dowager *Detroit Free Press*? If you want to see her alive tomorrow morning, you had better make it legal for us to fix prices and divvy up the market.

Remember those scrappy cousins you met on the subway, the *Boston Herald* and the *New York Post*? Exempt us from the rules on buying television stations, or they die this afternoon!

As with terrorists of more modest ambition, who might threaten to kill a hostage in Beirut if comrades in Kuwait are not released from prison, it's hard to tell when the publishers are bluffing.

But just as surely as the public has resisted the long-run wisdom of simply ignoring hostage-takers, we have tended to give publishers whatever pass they seek.

In recent weeks, however, there has been a little stir of resistance to the demands of publishers, though it is still the merest beating of butterfly wings in the wind.

In Detroit, an administrative law judge and the antitrust division of the U.S. Dept. of Justice have concurred that Knight-Ridder and Gannett, the nation's two largest chain owners, are vigorously—nay, ridiculously—competitive in Detroit, and that they are not entitled to exemption from the antitrust laws under the terms of the Newspaper Preservation Act of 1971.

The act protects "failing" newspapers by permitting them to publish under joint operating agreements (JOAs), sharing facilities, business de-

Guild members affirm position

Detroit—A Detroit Guild membership meeting for the second time in two weeks has voted reaffirmation of the local's opposition to the application of the Detroit News and Free Press for Justice Dept. approval of their proposed joint operating agreement.

Some 500 Guild members' jobs could be jeopardized if it is approved. The local represents approximately 950 employees of the Free Press and News.

The latest vote, at a special meeting Feb. 29 called by petition of members seeking to reverse the Guild's position, was 303 to 111. On Feb. 15 the tally at the local's quarterly membership meeting was 349 to 84.

Ron Dorfman is media critic for the *Quill*, publication of the Society of Professional Journalists/Sigma Delta Chi, which first published this column in its February issue. He also is a former editor of *Quill* and of the former *Chicago Journalism Review*, during its hey-day. This is reprinted with permission.

partments and profits with stronger competitors that would otherwise drive them out of business.

Whether Detroit's two major dailies will fall under the protection of the act is far from certain. Though the administrative law judge has recommended that the papers not be granted a JOA, Atty. Gen. Edwin Meese III gets to make the final decision in the case.

IN ANOTHER instance of rebellion against publishers, Sen. Edward M. Kennedy ran a rapid-deployment-force raid on tri-continental media mogul Rupert Murdoch, who was seeking extension of waivers of the Federal Communications Commission's cross-ownership rule, and perhaps complete exemption from it.

Murdoch's plan to build the Fox Television Network had been complicated by the rule, which provides that one may not own a broadcasting station and a daily newspaper in the same city.

Under cover of the chaos surrounding passage of the 2,000-page omnibus spending bill just hours before adjournment in December, Kennedy enlisted Sen. Ernest F. Hollings of South Carolina to slip in an amendment barring the FCC from modifying the rule or extending further courtesies under it.

Murdoch was the only publisher seeking such favors.

Neither President Reagan, who signed the amendment into law with the rest of the omnibus, nor the senators from New York, who thought they should have been consulted about the fate of the *New York Post*, were aware until it was too late that the amendment was even there.

Murdoch howled, justifiably, about secret legislation passed in the middle of the night, and asked Congress to repeal it. Kennedy responded lamely that he believed the fix was in for the FCC to grant Murdoch his wish, and that had he presented it openly the bill would have been filibustered by Murdoch's friends while the deal was done.

UNFORTUNATELY, the controversy stirred by Kennedy's grave misuse of legislative process obscured Murdoch's brazen defiance of long-standing public policy. But it may also have illuminated one of the dangers inherent in all these special pleadings by publishers and broadcasters.

Bruce Brugmann, editor and publisher of the *San Francisco Bay Guardian*, an alternative investigative weekly slugging away in the shadow of the *Chronicle* and *Examiner* combine, says of the proceedings in Detroit:

"Gannett and Knight-Ridder ought to be out challenging the Reagan administration, and instead they've got to be in there lobbying the president and the attorney general on this smelly JOA.

"The big ethics problems are not with city hall reporters—they're with the big boys."

Another danger is that the Newspaper Preservation Act obviously creates the temptation for publishers in

the few remaining competitive cities to claim hardship, in the expectation that a guaranteed share of monopoly profits will be larger than 100 percent of profits earned in a free market.

It's as if public welfare payments were pegged above median family income; it would be irrational to continue to work if you could make a case for getting on welfare.

In Detroit, where the nation's two largest media conglomerates have been duking it out for dominance in the market, the rival newspapers claimed to have lost \$140 million between them since 1981, and they asked for approval of a JOA.

The *Detroit News*, owned by the Gannett Co., Inc., has held a small circulation lead over the *Free Press*, owned by Knight-Ridder Inc. Since advertising tends to gravitate disproportionately to the more successful of two competing papers, the *Free Press* said it is doomed to fail if the government doesn't allow the JOA.

If the *Free Press* were to fold, one of the nation's best news organizations would fall silent and Detroit would lose a major employer. With the JOA, the two papers' claimed losses would turn into hundreds of millions in real profits, split 50-50 between them—an absurd division if either of them was in real danger of failing.

But last September, the antitrust division of the Justice Dept. concluded that, in effect, the *News* and the *Free Press* had cooked the books, artificially holding down potential income, exaggerating costs through accounting techniques and spending heavily on promotion.

In January, an administrative law judge agreed and recommended to the

attorney general that the proposed JOA not be approved. Judge Morton Needelman concluded that the newspapers' losses were not inevitable but resulted from promotional spending and underpricing to support "strategies of seeking market dominance and future profitability at any cost."

MANAGERS RAN up the red ink, he said, "with the expectation that failure to achieve these goals would result in favorable consideration of a JOA application."

For example, according to the American Newspaper Publishers Assn., of 1,659 general-circulation dailies, 466 (28 percent) sell for 30 cents or more; 1,124 (68 percent) sell for 25 cents; and only 69 (4 percent) sell for 20 cents or less. Only two of those 69—the *Detroit papers*—are in a big city.

The weighty *Free Press* sells for 20 cents and the equally hefty *Detroit News* for 15 cents. The papers cost only 75 cents on Sunday. It appears that readers are very nearly getting something for nothing, with newsprint alone costing 29.5 cents a pound.

Evidence produced at Judge Needelman's hearing included an October 1985 *Free Press* analysis, done in anticipation of Gannett's taking over the *News* four months later, that indicated that a 25-cent daily and \$1 Sunday cover price on the *Free Press* would bring in \$13.8 million a year in additional operating profit; the same prices for the *News* would result in \$22.3 million additional annual operating profit.

There would, of course, be some circulation loss, but much of it would be duplicate readership and the *Free Press* would lose fewer readers than the *News*, according to the analysis.

"One of the prerequisites to returning to profitability—for both newspapers—is restoring rational pricing in the market," the *Free Press* concluded.

But the cover prices were not increased; instead, Gannett and Knight-Ridder began discussing a JOA even before Gannett assumed control of the *News* in February 1986.

WHICHEVER WAY Meese rules, the *Bay Guardian*'s Brugmann, who watches JOA activities on behalf of the Assn. of Alternative Newspapers, expects that the big publishers will renew an effort to persuade Congress to extend the antitrust exemptions.

The federal courts, in a case brought against the Tucson JOA (the *Arizona Daily Star* and the *Tucson Citizen*) by a suburban weekly, the *Green Valley News*, have ruled that the Newspaper Preservation Act does not permit the combine to publish a total-market-coverage advertising supplement.

The act exempted newspapers from the antitrust laws, not advertising circulars with no news content, observes John P. Frank, the plaintiff's attorney.

"These people have an enormous block of power in perpetuity because of the JOA," Brugmann says. "They have an essentially unregulated monopoly operating not only under the protection of the First Amendment but also under a special act of Congress.

"And then they have the gall to go back to Congress and ask for a further exemption to wipe out the only competition they have, the free weeklies and the shoppers."

It is all very touching, this business of the crybaby newspaper billionaires. But it is blackmail, nonetheless. And, like arms for hostages, it simply encourages more terror.



N.Y. Post is sold as snags cleared, contracts approved

(Continued from Page 1)

Cook, took no action on the pact.

Following an emergency meeting the next day of the city's Allied Printing Trades Council and representatives of Murdoch, Lipton reported, new severance-guarantee provisions were reached committing to the Guild and other unions funds sufficient to cover all severance costs through Murdoch's sales agreement with Kalikow. That agreement, Lipton said, commits Kalikow personally and corporately to meeting all shutdown liabilities.

The Post Guild unit met again March 4 and ratified its union's new pact with the Post. The vote was 116 to 25.

During the final two weeks under Murdoch's ownership, Lipton also reported, a complicated arrangement to avoid wage cuts while reducing contract-set pay rates, was smoothed out so that both contract rates and over-minimum pay will be frozen and employees will receive each week's pay in a single check.

Initially, Murdoch was to make up cuts totaling \$2.5 million the first year and \$500,000 the second

year [Guild Reporter, Feb. 26]. Now Murdoch will pay Kalikow's Post the \$3 million (effectively reducing the purchase price to \$34.6 million) enabling maintenance of contract rates through the entire 24 months. (In the third year, Kalikow's Post is committed to paying \$2 million to increase contract rates—an average of \$43.60 per employee per week—and to paying an additional \$2 million as a "bonus.")

In addition, Lipton said, Murdoch has agreed that if the Post is closed in the first two years, any of the \$3 million that has not yet been distributed to employees will be paid to them then, if not by Kalikow, by Murdoch's News America Corp.

The Guild unit was the hardest hit of any union group at the Post by the 130 jobs cut from the Post workforce of 1,200. Forty-eight of the 420 Guild-covered jobs were eliminated, with each of those leaving collecting full severance pay under the old contract plus \$10,000. Post Unit Chairperson Cook announced to the March 4 meeting that it was her intention to leave the paper under the buy-out arrangement.

Carriers not employees, NLRB director agrees

Cleveland—Carriers who deliver the Warren (Ohio) Tribune Chronicle are independent contractors and not employees of the Ingersoll daily, the National Labor Relations Board's regional director here has agreed in a ruling upholding a position backed by both the company and the Guild.

The full NLRB in Washington ordered Regional Director Frederick J. Calatrello to determine the carriers' status after the Youngstown Guild appealed his Sept. 29 decision excluding circulation district managers from a group of employees for whom the local seeks bargaining rights.

In his first ruling, Calatrello held the district managers ineligible for Guild coverage regardless of the carriers' status. If the carriers are employees, district managers would be excluded as supervisors; if the carriers are not employees, district managers would be excluded as managerial employees, he said. (The Guild and the company had agreed that the carriers are independent contractors.)

District managers have been excluded from union coverage in a line of cases in recent years when carriers under their charge have

been found to be employees, but they rarely have been excluded as managerial employees.

While noting factors that would support a finding of employee status, Calatrello admitted in his Feb. 25 ruling that "a number of other factors do support the parties' view that the carriers are independent contractors."

He pointed out that neither youth nor motor-route carriers are included on the company's payroll or covered by employment taxes. They also assume the risk for lost or damaged papers and furnish their own supplies, except collection books, he said. "Most important," Calatrello added, carriers "have some control over their profits" by their ability to raise the retail price of papers and solicit new customers.

With Calatrello's finding, action on the Guild's appeal again rests with the board.

A tally of ballots cast in a Nov. 19 vote on Guild representation has been delayed pending resolution of the appeal. In that vote among circulation and mail room employees, district managers cast challenged ballots. There are about 50 employees in the unit, including 14 district managers.

Millett is new NEDC president

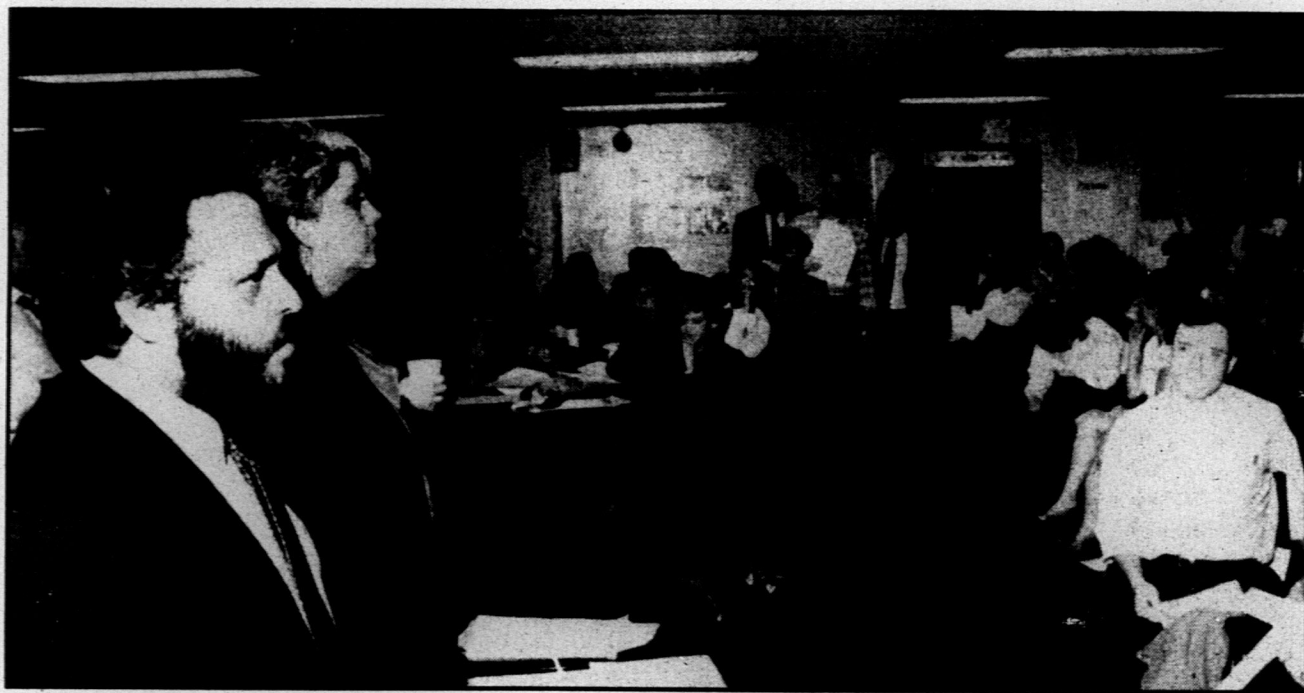
Providence, R.I.—Mike Millett, president of the Portland Guild, was elected to the same position with the New England District Council of Guild locals during its winter meeting Feb. 27-28.

He succeeds David Rousseau of Manchester in the council's top office. Rousseau was elected vice president for the coming year, the position that had been held by Millett.

Charles Walker of Providence

was re-elected secretary-treasurer. Delegates also heard reports from TNG President Charles Dale and Secretary-Treasurer John C. Edgington, and others on the IEB.

Representatives of locals participating in the New England Servicing-Organizing Program, which met here the same weekend, re-elected Jim Schaufenbil of Manchester as chair for the next year. Sarah Hammond of Portland was elected secretary.



ARTHUR POMERANTZ/New York Guild

N.Y. POST GUILD UNIT MEETS MARCH 4 IN EMPLOYEE CAFETERIA TO ACT ON PACT
Vote to ratify was 116 to 25; at left, N.Y. Guild President Barry Lipton, Post Unit Chairperson Joy Cook.

Woonsocket pact ups rates 6.2%

(Continued from Page 1)

ary and commission payments will at least equal the key news room minimum.

The \$61.67 increase comes in increments of \$29.90 a week, taking the key top minimum to \$508.31 retroactive to Jan. 1, and \$31.77 next Jan. 1.

An upgrading for lifestyle and food editors raises the top minimum for the jobs by \$66.68, to \$558.77 a week, in increments of \$33.81 and \$32.87, while the experience-based progression schedule is reduced by three years, to after one year's experience.

Top minimum for assistant city editor also is raised to \$558.77 a week, an increase of \$63.81 over the term.

A job titled "library employee" is upgraded to librarian and the top minimum is raised by \$57.76, to \$381.31 a week, in increments of \$35.33 and \$22.43. The same top minimum applies to editorial cir-

culation clerks after increases of \$21.11 and \$22.43.

Programs on stress management and other topics related to employees' health and welfare are to be developed by a joint committee established by the agreement. The company will pay reasonable expenses associated with developing the programs, which will be conducted on company premises.

The need for programs aimed at helping employees cope with the stress of newspaper work was underscored during the time the contract was being bargained when a Guild member in her 30s suffered a stroke and the paper's publisher experienced angina problems, a Guild representative said.

The service required for a fourth week of annual vacation is reduced to 13 years, from 15, while provision for premium pay for working a holiday is raised to double-time from time and one-half and extended to the eve of holidays.

A tax-deferred (401k) savings

plan is included in the contract.

An upgrading for hourly rated bureau clerks, takes the top hourly rate for the job up by \$3.65 over the term, to \$9.10 an hour after two years' experience.

Other increases and new top or flat minimums include:

Copy and suburban editors—Up by \$62.05, to \$543.37 a week, in increments of \$30.08 and \$31.97.

Layout clerk typist and inside classified advertising solicitors—Up by \$47.52, to \$416.14 a week, in increments of \$23.04 and \$24.48.

Janitors—Up by \$35.58, to \$311.62 a week, in increments of \$17.25 and \$18.33.

Top minimum for a new telemarketing sales job goes to \$381.57 a week, after a year's experience, over the term.

Employees paid above the top minimum rate for their jobs will maintain their differentials as the top minimums are increased.

IT



SEEMS TO US

Bee's own record seen giving lie to McClatchy

BERKELEY, CALIF.

Editor:

C.K. McClatchy's suggestion to Fresno Bee staff [Guild Reporter, Feb. 12] that Guild membership is okay where excellence is not the standard, resurrected an erroneous chestnut I thought had been chewed and regurgitated years ago.

McClatchy needs to be reminded—again and again—that most of the best people in our industry are and have been Guild members.

He has only to look at his own paper. They are there now and have been for more than the 40 years the Guild has had contracts with the Sacramento Bee: I spent five years in the 1950s in Sacramento with AP and recall Bee reporters, all good Guild members, beating the pants off everyone. McClatchy wasn't around. His aunt ran the operation. Contracts always included minimum wage scales. Excellence was assured with them, as it would be now if Bee negotiators returned to bargaining.

His suggestion raises another troubling question. McClatchy this

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.

year will be among the decision makers for Pulitzer prizes. If he has this hangup about Guild members, he really should disqualify himself. He'll find plenty of Guild members in the competition, all working under Guild contracts that provide equitable pay minimums along with the excellence McClatchy talks about.

ALAN D. CLINE
Retired (Examiner unit)
Northern California Guild

Philadelphian opposes convention fee proposal

PHILADELPHIA

Editor:

Let me raise one small voice in opposition to the proposed increase in convention delegate fees from \$50 to \$100 [IEB proposes \$100 convention fee, Guild Reporter, Feb. 12].

The Philadelphia Guild hosted the 1986 Convention, so we are

familiar with the costs and problems. Our local was basically able to break even despite the last-minute start and despite our refusal to accept donations and/or support from any of our employers.

Guild conventions—annual conventions—are very important organizing events, especially for smaller locals and newly active officers and members. It is their opportunity to participate in the life of the union as a whole, to consider together solutions to all of the problems that the employers heap upon every Guild member.

There is a danger that the convention will price itself beyond the means of many locals. All expenses are steadily rising. Small locals always have financial difficulties; many large locals are having money problems. I would not want to see a sparsely attended convention, populated by a dwindling number of delegates from solvent locals.

By proper organization, a host local should be able to generate sufficient revenues to carry the convention expenses. Let's help the little people get to conventions. Don't raise the delegate fee!

BILL BARRY
Administrative officer
Philadelphia Guild

Women's share of top news jobs seen mirroring population in 2055

Cheyenne, Wyo.—At the pace women are moving into newspaper editorships they will attain a share of the jobs on a par with their 53 percent of the population by the year 2055, the National Federal of Press Women reported in releasing the findings of a survey of women newspaper managers.

The survey found women in 1987 holding 13 percent of "directing editorships," including managing editors, executive editors and editorial page editors, up from 5.2 percent of the jobs in 1977. Women's representation in the jobs was up six-tenths of 1 percent in a year, from 12.4 percent in 1986.

"This snail's pace is typical of the past decade even though women have made up a majority of journalism school undergraduates since 1977 and now represent 35 percent of total newsroom em-

ployment, wrote Jean Gaddy Wilson in the January issue of the American Society of Newspaper Editors "Bulletin."

Gaddy, a researcher at the University of Missouri School of Journalism, assisted in developing the 1987 survey. Like the 10 surveys that preceded it, the study was funded by the ASNE.

Counting the number of women among newspaper publishers and general managers for the first time, the researchers found 79 women in those positions, 5.2 percent of the total at the 1,454 newspaper companies studied. Twenty of the women publishers were on Gannett-chain newspapers.

Among the 438 women editors overall, 152, or 35 percent, of them held the job of managing

editor. On newspapers of less than 10,000 circulation, women accounted for 20 percent of the managing editors, the survey showed.

Six of the top "directing editorships" on newspapers of 100,000 or more circulation were held by women. These included the editor of the Rochester Times-Union and Democrat & Chronicle, the executive editor of the Miami Herald and the senior vice president/executive editor of the St. Paul Pioneer Press Dispatch, all appointed to the jobs this year, the researchers noted.

Overall, women made up just 8 percent of those top editorships.

Among editorial page editors, 11 percent were women, while women held 10 percent of the jobs with titles like senior editor, associate editor and assistant editor.



TED DARGAN/St. Louis Guild

St. Louis honors Haitian aid program

Joe Kenny of the St. Louis Guild's unit at the St. Louis Review presents the local's annual Page One Civic Award to Jane Corbett in recognition of efforts to aid the people of Haiti by her and her husband, Bob. They deliver medicines, tools and equipment through a non-profit organization, People to People, they founded six years ago.

Annual TNG survey on sex/race to locals

Silver Spring, Md.—TNG is conducting its annual survey to identify women and members of minority groups holding offices in Guild locals and district councils.

Conducted at the direction of Guild conventions, the survey also seeks information about women and minorities employed by locals.

Right-to-know rules set for Canada

Silver Spring, Md.—Guild members in Canada will be guaranteed a right to know of chemicals in use in the workplace under regulations that are to be implemented by federal and provincial governments no later than Oct. 31, TNG has advised locals.

The regulations are set forth as minimum standards that must be adopted throughout the country as part of a new Workplace Hazard-

ous Materials Information System.

They will require proper labeling of containers, maintenance of data identifying the chemical content of substances and training for workers on hazards posed by workplace chemicals.

In the meantime, existing legislation addressing chemical-hazard information remain in effect, said David J. Eisen, TNG's director of research and information.

Progress toward inside-outside parity measured

WAGE PARITY for employees who sell advertising by telephone with outside advertising sales staffers remains an elusive goal under most Guild newspaper contracts, according to a comparison of top minimum pay rates for the two kinds of jobs prepared by TNG's Collective Bargaining Dept.

It shows the minimums for experienced inside advertising employees trailing the top minimums for outside sales employees by amounts ranging from \$88.60 to \$367.48 a week. Top minimums for the jobs are equal in one contract—the Hawaii Guild's agreement with the Maui News.

The push for parity has not been without progress, however. A comparison of today's minimums with those in effect 10 years ago shows that while the dollar difference has grown in nearly all contracts, the top minimum for inside sales as a percentage of the outside sales top minimum has gained ground in many of the contracts.

Among gainers are top minimum rates for ex-

perienced inside sales people in these contracts:

- ✓ Manchester Union Leader—Where the inside sales minimum as a percentage of the key outside top minimum was 86 percent this Feb. 1, compared to 73 percent 10 years ago;
- ✓ Toronto Star—83 percent now vs. 69 percent;
- ✓ Seattle Times—84 percent vs. 75 percent;
- ✓ Eugene Register-Guard—80 percent vs. 68 percent.
- ✓ St. Paul Pioneer Press Dispatch—75 percent vs. 57 percent;
- ✓ San Francisco Chronicle and Examiner and San Jose Mercury-News—78 percent vs. 69 percent;
- ✓ Hawaii Newspaper Agency (Star-Bulletin and Advertiser)—75 percent vs. 69 percent;
- ✓ Memphis Commercial Appeal—73 percent vs. 58 percent;
- ✓ St. Louis Post-Dispatch—73 percent vs. 69 percent.

In other contracts, the inside sales minimum

as a percentage of the outside minimum has shown little change over the 10-year period, including:

- ✓ Boston Herald—67 percent today vs. 66 percent in February 1978;
- ✓ San Diego Union and Tribune—77 percent vs. 77 percent.

In still other contracts, the inside sales minimum has slipped as a percentage of the outside minimum. In the agreement with the New York Times, for example, it has dropped to 64 percent today from 73 percent in 1978.

Listed below are comparisons of the current top minimums for outside sales employees with the top minimum for inside telephone sales. Outside sales rates are those for display sales staff under the seven contracts where display rates are higher than the minimums for outside classified sales employees.

Not included are the results of settlements since Feb. 1 or deferred increases effective in the interim.

Contract	Outside sales	Inside sales	Difference	Contract	Outside sales	Inside sales	Difference
Maui News	\$624.73	\$624.73	-0-	Baltimore Sun and Evening Sun	\$688.00	\$499.00	\$-189.00
Manchester Union Leader	627.75	539.15	\$ -88.60	Pottstown Mercury	557.99	367.29	-190.70
Detroit Free Press	652.74	561.29	-91.45	Sacramento Union	632.97	442.25	-190.72
Pueblo Chieftain	400.00	296.40	-103.60	Bakersfield California	517.84	323.04	-194.82
Woonsocket Call	478.41	368.62	-109.79	Delaware County Times (Primos, Pa.)	656.70	461.06	-195.64
Kingston Daily Freeman	402.65	292.20	-110.45	Stockton Record	623.00	425.08	-197.92
Seattle Times	690.85	579.00	-111.85	St. Paul Pioneer Press Dispatch	792.00	593.75	-198.25
Eugene Register Guard	584.90	467.95	-116.95	Providence Journal and Bulletin	706.29	501.73	-204.56
Massillon Independent	406.59	280.19	-126.40	Brockton Enterprise	521.34	313.53	-207.81
Yakima Herald-Republic	414.00	283.00	-131.00	Mt. Clemens: Macomb Daily	598.27	389.52	-208.75
Bristol Press	465.00	333.97	-131.03	St. Louis Post-Dispatch	760.16	551.35	-208.81
Toronto Star	809.86	672.51	-137.35	Lowell Sun	551.00	339.60	-211.40
Monessen Valley Independent	412.00	272.00	-140.00	Tonawanda News	440.79	229.00	-211.79
Albany Times-Union, Knickerbocker News	535.00	379.00	-156.00	Toledo Blade	689.36	472.34	-217.02
San Juan Star	433.00	277.00	-156.00	Pawtucket Times	555.65	338.12	-217.53
Bellevue Journal-American	467.01	306.05	-160.96	Boston Herald	672.49	452.71	-219.78
Memphis Commercial Appeal	615.45	452.15	-163.30	Canton Repository	502.86	277.18	-225.68
San Francisco Chronicle and Examiner	753.75	588.52	-165.23	Toronto Globe & Mail	787.71	559.21	-228.50
San Jose Mercury-News	753.75	588.52	-165.23	Monterey Herald	679.00	450.00	-229.00
Terre Haute Tribune-Star	400.88	231.00	-169.88	San Mateo Times	753.75	524.26	-229.49
Norristown Times Herald	518.51	346.30	-172.21	Washington Post	664.35	431.85	-232.50
San Diego Union and Tribune	750.00	575.87	-174.13	Erie News and Times	596.00	358.16	-237.84
Honolulu Advertiser	701.00	522.84	-178.16	Fall River Herald-News	590.00	346.52	-243.48
Honolulu Star Bulletin	701.00	522.84	-178.16	Royal Oak Tribune	623.04	379.51	-243.53
Salem News	568.72	390.27	-178.45	Victoria Times-Colonist	825.43	567.04	-258.39
Great Falls Tribune	508.00	325.00	-183.00	Sheboygan Press	564.00	303.60	-260.40
Oshawa Times	530.69	346.93	-183.76	Brantford Expositor	653.86	385.48	-268.38
Portland Press Herald and Express	559.00	374.50	-184.50	New York Post	826.65	556.65	-270.00
Sacramento Bee	649.00	463.71	-185.29	Denver Post	738.00	461.00	-277.00
Malden News, Medford Mercury, and Melrose News	514.25	328.50	-185.75	New York Daily News	853.89	562.35	-291.54
Duluth News-Tribune & Herald	505.00	316.73	-188.27	New York Times	929.16	597.13	-332.03
Philadelphia Inquirer and Daily News	774.24	585.64	-188.60	Vancouver Sun and Province	876.47	508.99	-367.48

Workers face crisis in child care, lawmakers told

Washington—Working parents face a crisis when they seek affordable, quality child care-services, AFL-CIO Secretary-Treasurer Thomas R. Donahue told a congressional panel considering legislation that would appropriate \$2.5 billion for child-care programs.

The increasing number of mothers in the workforce has put new burdens on already limited child-care options, driving costs up and undermining the availability of adequate care, explained Donahue and other labor representatives testifying before the House Subcommittee on Human Resources.

The proposed legislation, an Act for Better Child Care Services (S. 1885 and H.R. 3660), is sponsored by Sen. Christopher Dodd (D-Conn.) and Rep. Dale Kildee (D-Mich.). It has gained 33 co-sponsors in the Senate and 138 in the House since its introduction last fall.

The \$2.5 billion appropriation for 1989 would back expansion of existing child-care facilities and construction of new ones as well

as subsidizing care for children from low-to-moderate-income families. It would limit administrative expenditures to 10 percent.

The bill also would establish federal standards for child-care programs and training for child-care employees and would include provision for monitoring compliance. States would be required to match 20 percent of federal outlays.

The bill was developed by a group known as the Alliance for Better Child Care Services, a coalition of organizations, including TNG and other unions.

"A national child-care policy and the leadership to achieve it are long overdue," Donahue told the panel. "For millions of people" the cost of child care is "out of reach," he stressed, noting that the cost of care regardless of quality averages \$3,000 a year, with geographical variations.

Morton Bahr, president of the Communications Workers of American, testified that existing

facilities, including licensed home centers, can accommodate just one-fourth of the children that need care, while only eight states require training for child-care workers.

Sponsors of the bill include both Democrats and Republicans in the Congress. Among them, Sen. John Chafee (R-R.I.) has noted that the average pay for child-care providers is "less than parking lot attendants," adding that "that means we pay more to watch our cars than to watch our children."

A more modest proposal, the Child Care Services Improvement Act, meanwhile, has been introduced by Sen. Orrin Hatch (R-Utah) and Rep. Nancy Johnson (R-Conn.). It would appropriate about \$300 million a year to expand child-care programs, provide tax incentives to employers that offer child-care services and establish

May 14 to spotlight family issues

Silver Spring, Md.—Support for legislation to improve child-care services, ensure adequate time off to care for new-born or sick children and protect jobs and job opportunities for working parents will be the focus of a day-long program May 14 which is being recommended to U.S. Guild locals.

The "American Family Celebration," sponsored by the Coalition of Labor Union Women, will be centered in Washington, with auxiliary programs in other major cities, TNG President Charles Dale and Human Rights Co-ordinator Anna M. Padia say in a letter to locals.

This is "an unprecedented chance" to speak out about issues that can benefit our families now and in the years ahead, Dale and Padia said.

TNG is a co-sponsor of the event, along with the AFL-CIO and other unions, plus women's, civil-rights, religious and senior-citizen groups.

pools to reduce costs of liability insurance. The bill is being co-sponsored by at least 15 Senators and 22 members of the House.

The AFL-CIO also reported that

while few U.S. employers have addressed their employees' needs for quality child-care, those that have have found the undertaking cost-effective.

Ottawa child-care forum scheduled

Silver Spring, Md.—Guild locals in Canada are being urged to send representatives to a national child care conference in Ottawa April 22-24, put on by the Canadian Day Care Advocacy Assn.

The weekend conference will concentrate on development of quality child-care programs and plans for achieving legislation to

ensure such programs are both available and affordable.

Registration fee is \$100 for members of the association and \$150 for non-members, TNG Human Rights Co-ordinator Anna M. Padia said in a letter to Canadian locals. An additional \$20 will be added April 1.

Court orders bargaining in 8-year-old 'unfair' case

New Orleans—Almost eight years after the San Antonio Guild charged Hearst's San Antonio Light with unlawfully refusing to bargain a new contract covering circulation district managers, a federal appeals court has ordered the company to comply with a labor board ruling ordering it to bargain with the Guild.

A three-judge panel of the U.S.

Circuit Court of Appeals here on Jan. 7 directed the company to comply with the 15-month-old order from the National Labor Relations Board to bargain with the Guild and make employees whole for any benefits lost as a result of company-implemented changes in terms and conditions of work.

A month later, on Feb. 8, the appeals court panel dismissed an appeal from the company that the case be reheard by the full court.

The local filed unfair labor practice charges with the NLRB in 1980 after the Light refused to bargain a renewal of the Guild's contract, asserting that the local no longer represented a majority of the paper's district managers.

Those charges and ones that the company unlawfully implemented changes in employees' pay, fringe benefits and working conditions, were upheld by an NLRB administrative law judge in 1981.

The case then languished before

the NLRB in Washington for five years awaiting action on a company appeal from the law judge's findings.

In a September 1986 ruling, a three-member panel of the board confirmed the law judge's ruling and held that the company had unlawfully withdrawn recognition of the Guild because of actions by management aimed at destroying majority support for the union among the district managers.

Those actions included soliciting employees to repudiate the Guild, interrogating them about their own and co-workers' union sympathies and activities and telling employees that implementation of better benefits was being prevented by continued Guild representation.

In addition, the board panel found that management had warned employees to "keep away from" Guild leaders and supporters, suggested that employees resign and revoke their dues check-off authorizations and had urged employees to persuade co-workers to withdraw support for the union.

The panel found that although some employees may not have known of the Light's actions—as the company contended—"in these circumstances we are unwilling to allow the respondent to enjoy the fruits of its violations" by exonerating it on those grounds.

The San Antonio Guild also represents the Light's business office, editorial, maintenance employees and circulation drivers.



AFL-CIO'S THOMAS R. DONAHUE URGES \$2.5 BILLION CHILD-CARE PACKAGE
Mary Futrell, right, president of the National Education Assn., also backed the Act for Better Child Care in testimony before the House Subcommittee on Human Resources.

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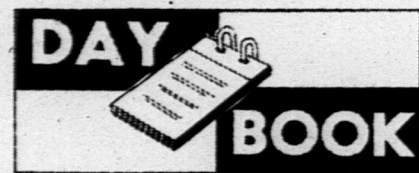
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Knight-Ridder Council, spring meeting, April 22-24, Akron.
Int'l Executive Board, spring meeting, April 25-28, TNG headquarters, Silver Spring.
Canadian District Council, spring meeting, April 30-May 1, Halifax, N.S.
Western District Council, spring meeting, Anaheim, Calif., Inn at the Park (tentatively), April 30-May 1.
Ingersoll Council, spring meeting, May 14-15, Providence, R.I.
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.
55th Annual Convention, June 27-July 1, 1988, Hotel Vancouver, Vancouver, B.C.
Western District Council, fall meeting, Oct. 29-30, Monterey, Calif.

The Guild Reporter



JAMES M. CESNIK, Editor

BARBARA E. NELSON, Assistant Editor

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The Newspaper Guild

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