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Anniversary events focus on hope for hostages

Events on at least two fronts March 16 sought to rekindle public, diplomatic and governmental concern for the continuing captivity in Lebanon of 20 persons from seven nations—including four journalists from the U.S., Britain and France. The aim: their release.

The day marked the end of the third year in captivity for one of them: Terry Anderson, chief Middle East correspondent for the Associated Press.

At 1 p.m. in a church in Washington's Georgetown section, several hundred persons, including former hostages in Lebanon, joined members of Anderson's and other captives' families in an hour-long "Candlelight Ceremony of Hope for Peace in Lebanon and the Release of the Hostages."

Four hours later at the United Nations in New York, six persons—leaders of the Int'l Federation of Journalists and its affiliates in the hostage-journalists' countries—met with U.N. Secretary General Javier Perez de Cuellar and urged that he "exert every power at your command" to bring about the hostages' safe release.

Through both events there ran a deep concern for their effect. Nicholas Daniloff, the U.S. News & World Report correspondent who spent several days in a Soviet jail, described it this way to those gathered in Holy Trinity Church:

"If you agitate too much, you

risk putting the hostages in greater jeopardy. If you don't agitate enough, you run the risk that they will be forgotten."

A statement by the IFJ delegation to de Cuellar pointed out that "the hostages are prisoners without guilt" whose terms of captivity "now exceed those meted out to many violent criminals."

Declaring that the world's conscience "cries out for the immediate freeing of them all," it also called upon de Cuellar to "do whatever can be done to halt the use of journalists as instruments of national and international policy," noting that "that abuse not only imperils innocent lives but threatens . . . the flow of information on which human progress, in the last analysis, depends."

IFJ President Mia Doornaert, diplomatic correspondent for the Belgian daily De Standaard, said after the meeting with de Cuellar that efforts must "continue to maintain moral pressure in the hope that eventually it will aid in securing the hostages' release."

She and TNG President Charles Dale agreed that they were heartened by the mere fact that de Cuellar agreed to meet with the delegation of journalists' union leaders.

While the union leaders did not expect that anything immediate and dramatic would come of the meeting, Dale said that he came away from it convinced that the

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FLAME OF HOPE FOR HOSTAGES IS KINDLED DURING CEREMONIES IN WASHINGTON
Passing it on is TNG Secretary-Treasurer John C. Edgington, right foreground.

MARIANNE KEFFER ZWEIG

FOI request probes Meese JOA contacts

Detroit—Invoking the U.S. Freedom of Information Act, the Detroit Guild has asked the Justice Dept. to disclose any and all communications that may have occurred this year between Attorney General Edwin Meese and proponents of a joint operating agreement (JOA) for Detroit's daily newspapers.

Meanwhile, a former editor of the Detroit News who now heads Wayne State University's journalism program, said that he is convinced the Free Press could be operated profitably without a JOA and accused the chains that own the two papers of "corporate terrorism" in their campaign to win approval of a merger of the papers' business and production operations.

In a March 11 Freedom of Information request, the Guild requested copies of documents showing "any communications and contacts" between Meese and President Reagan or White House staffers, as well as any between Meese and the Washington lobby-

ing firm of Timmons & Co.

The lobbying firm, headed by William Timmons, is one of several consultants assisting Knight-Ridder Inc. and its Detroit Free Press in a campaign to build public support for merger of the non-news departments of the Free Press and Gannett's Detroit News. A prime

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Goal set to double blacks in news rooms

New York — U.S. dailies should double the number of blacks on their news staffs by 1991, a panel of black journalists concluded in a three-day symposium put on by the National Assn. of Black Journalists to assess changes in the 20 years since a presidential commission called for the industry to hire more blacks.

A doubling of blacks in the nation's news rooms would raise the percentage of editorial jobs they hold from today's 3.5 percent, to 7 percent, the group said.

The 15-member panel called on news industry leaders to "commit themselves" to reach the goal by 1991, when the 200th anniversary of the enactment of the Bill of Rights, "a document that guaran-

tees this nation's press freedom," will be observed.

The Kerner Commission, appointed in 1967 by President Lyndon B. Johnson to examine the causes of civil disturbances that had broken out in black communities across the United States, said that news organizations shared the blame for the violence by continuing to report the news

"with white men's eyes and a white perspective."

The news industry "must make a reality of integration—in both their product and personnel," the commission said in March 1968.

The commission's 20-year-old indictment of the journalistic profession as "shockingly backward in seeking out, hiring, training and promoting blacks" still rings true "despite evidence of some change and the good will of some media executives," NABJ President DeWayne Wickham said in a statement summarizing the panel's recommendations.

In developing strategies for doubling the employment of blacks in print journalism over the next three years, Wickham said the NABJ will no longer be "solely reliant on the good will of the news industry."

Reliance on good will alone has

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Plain Dealer o'turned on part-timers

Cleveland—Employees who work more than 80 percent of the work week are full-time employees under the Cleveland Guild's contract with the Plain Dealer, and the company cannot trim payroll costs by classifying them part-timers, an arbitrator has ruled.

Examining the hours logged by a dozen employees in the paper's sports department, arbitrator S. S.

Kates found that all but one regularly worked more than the 32-hour weekly maximum for part-time employees.

In a March 8 award, Kates ordered the Newhouse daily to reclassify the five to full-time status and compensate them for pay and benefits they had lost.

It looks like the Plain Dealer will owe between \$50,000 and \$62,000

in back pay, pension contributions and possibly health insurance premiums, said Guild Administrative Officer J. Stephen Hatch.

Evidence showed the five employees working 36, 38, 39, 40 and as many as 49 hours a week in the 90-day period before the local filed a grievance last March.

While Kates found a "similar pat-

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Milwaukee privacy suit is settled

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BNA pact puts top over \$900

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Boycott gets TNG assist at El Mundo

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secretary general and his staff "really would like to accomplish something" that would help secure the hostages' release.

Doornaert agreed that while de Cuellar "said all the right things, he seemed genuinely interested" in the delegation's mission.

He was particularly sensitive to one of the journalists, Alec Collett of Britain, both Dale and Doornaert observed. Collett was on assignment for the United Nations when he was kidnapped just nine days after Anderson. While Collett has been reported killed by his captors, the report never has been confirmed.

The other members of the delegation in the meeting with de Cuellar were TNG Int'l Chairperson Peter E. McLaughlin; former TNG President Charles A. Perlik, Jr., who is completing his final term as IFJ 2nd vice president; Harry Conroy, general secretary of Britain's National Union of Journalists; and Yves Loiseau, a member of the bureau of the Syndicale des Journalistes Francais (CFDT) and co-ordinator of the IFJ's hostage-release effort.

The other journalist-hostages are John McCarthy of Britain, kidnapped April 17, 1986, and Jean-Paul Kauffmann of France, in captivity since May 22, 1985.

In all there are nine hostages from the United States, three from Britain, four from France, and one each from India, Ireland, Italy and West Germany. One of the Americans, Alann Steen, was working as a journalism professor.

Perhaps the most moving presentation during the Washington ceremony was the story of Anderson's kidnapping, told by Don



U.N. SECRETARY-GENERAL deCUELLAR, LEFT, LISTENS TO HOSTAGE PLEA BY DELEGATION FROM JOURNALISTS' UNIONS Mia Doornaert, facing camera second from right, president of the Int'l Federation of Journalists, speaks. Beside her are TNG President Charles Dale, left, and Harry Conroy of Britain's National Union of Journalists. Right, foreground is Yves Laiseau of France.

Mell, the AP photographer who was with him when it happened as they were returning to their homes after a morning's tennis game.

While one terrorist held a pistol to Mell's head, two others forced Anderson into a green Mercedes.

"His eyes met mine. They said, 'help me.' Mine said, 'I can't,'" Mell related. "His glasses fell off. I said to myself, 'how's he going to see.' . . . They sped off into the dark roads of hell in Beirut and disappeared. . . . I think the whole thing took less than a minute."

The opening invocation was offered by the Rev. Lawrence M. Jenco, a Benedictine priest who is a former hostage in Lebanon. A "prayer of hope" was led by the Rev. Benjamin Weir, also a former hostage there. Jerry Levin of Cable

News Network, another former hostage, also spoke.

Peggy Say, Anderson's sister who has devoted three years to gaining his freedom, offered a prayer: that the hearts of his captors and "our leaders" be touched "so we can find the key to peace" and the hostages' freedom.

There also were prayers and readings by representatives of the Islamic faith. Children from Christian and Jewish organizations distributed olive-tree branches as symbols of peace.

Those participating from the pews included Jesse Jackson, candidate for the Democratic presidential nomination, and TNG Secretary-Treasurer John C. Edgington. There were regrets from Ronald Reagan and messages from George Bush and Pat Robertson.

The event was co-sponsored by the ad hoc Journalists Committee to Free Terry Anderson and by the humanitarian organization No Greater Love. Organizations whose assistance was acknowledged on the program included the AFL-CIO Executive Council and the Fire Fighters, Iron Workers, Sheet Metal Workers and Painters.

Chapter 7 bankruptcy proceeding.

The paper, in which current El Mundo owner Hector L. Gonzalez had a majority interest until last June, never reopened. Founded in 1980, its circulation was 49,000. The Puerto Rico Guild represented its editorial employees.

El Reportero folded in bankruptcy case

San Juan, Puerto Rico — El Reportero, San Juan-based daily that had filed for Chapter 11 protection under the bankruptcy law after being closed in December by a mechanical-department fire, went out of business officially March 10 when its owners filed a

Top rate passes \$900 in new accord at BNA

Washington—A new contract between the Washington-Baltimore Guild and the Bureau of National Affairs will raise minimums by up to \$52.07 a week in the first two years of a three-year-term, taking the highest minimum salary to \$907.08.

The agreement, retroactive to March 1, raises all minimums and salaries by 3 percent in each of the first two years. In the third year, increases will reflect the rise in the Washington-area Consumer Price Index, to a maximum of 5 percent with a minimum guarantee of 3 percent.

The \$52.07 increase in the top minimum for certain editors and reporters, comes in increments of \$25.65 as of March 1 and \$26.42 next March 1. A top minimum covering secretaries is raised by \$30.57 in the first two years, to \$532.63 a week. An entry level minimum for mail clerks and collators—the contract's lowest—is raised by \$16.18 over the two-year period, to \$282.01 a week.

BNA, a legal and economic reporting firm, publishes a variety of materials, including newsletters, books and reference services.

The agreement calls for establishment of a tax-deferred salary offset plan for child-care and other dependent-care expenses beginning next year, while a newly created work and family committee will examine employees' needs for both child- and dependent-care services. It replaces a committee on child care.

A \$40 monthly subsidy for employees using public transportation is extended as a transportation sub-

sidy to all full-time employees at the company's downtown facilities who do not have free parking. The subsidy is pro-rated for part-time employees.

The ceiling on tuition reimbursement is raised by \$100, to \$1,800 for each academic semester or quarter. Additional increases of \$100 next year and again in 1990 will take the maximum to \$2,000.

Service required for vesting under the pension plan is reduced to five years beginning Jan. 1, 1989, as required by law.

The company continues to pay all health insurance premiums for employees and their dependents, while some "deductibles" are raised, including that for major medical benefits, up by \$25 for single coverage, to \$100, and up by \$75, to \$300, for family coverage.

The company also agreed to pay \$1,000 of the costs incurred by employees who adopt children.

Added to the contract is a prohibition on company monitoring of employee-client telephone conversations without prior notice to the employee.

A 10 percent Saturday differential and 15 percent Sunday differential is added as part of an agreement on scheduling data processing employees outside the Monday-to-Friday workweek.

The agreement also calls for development of a sabbatical leave program and affirmative-action job training and it boosts the minimum posting period for job vacancy notices from three days, to five.

Danes' child-leave now fully paid

Brussels—Danish newspaper journalists of both sexes are entitled to fully paid leave when having children under a new contract between their union and the nation's publishers, reports the Int'l Federation of Journalists' publication, Direct Line.

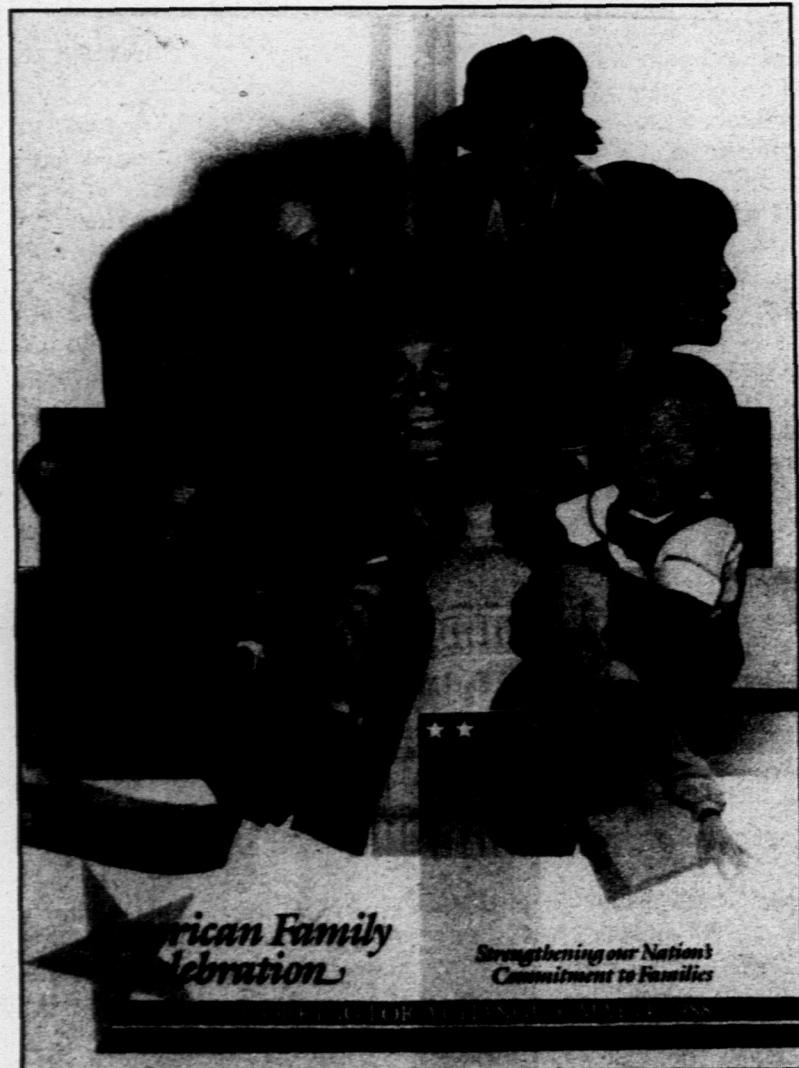
Publishers now will make up the difference between employees' regular pay and legally mandated social-security payments, which are less than half the journalist's average wage.

Danish law provides four weeks' leave for women before childbirth and 14 weeks afterwards. A father is guaranteed two weeks off in connection with childbirth. There also is an additional 10 weeks' child-care leave for a parent, regardless of sex.

Under the new contract, journalists will get full salary for the leave periods while the employers will receive the social-security payments.

Plans progress on 'Family Day'

Packets of information, including a list of union hotels offering special rates, have gone out to U.S. Guild locals along with a letter encouraging them and their members to participate in the "American Family Celebration" in Washington on May 14. Organized by the the Coalition of Labor Union Women and co-sponsored by more than two dozen other groups, including TNG, the event is intended to dramatize to Congress and the presidential candidates that the problems facing families must be addressed seriously, TNG President Charles Dale and Human Rights Co-ordinator Anna M. Padia said in a joint letter to locals. Discounted air-fares to and from Washington for the event are being offered by American Airlines (1-800-433-1790; discount #S 14947).



American Family
Celebration

Strengthening our Nation's
Commitment to Families

Settlement restricts collection of data in personnel files

Milwaukee—There now are clear restrictions on the kind of information supervisors and officials of the Journal/Sentinel, Inc. can gather about Guild-covered employees and keep in their personnel files.

The restrictions are part of an agreement between the Milwaukee Guild and the publisher of the Milwaukee Journal and Sentinel.

Guild-covered employees at the papers now also have the specific right to examine files maintained on them, to respond to documents in those files, obtain copies of the documents and request that irrelevant documents be destroyed. Disagreements can be handled through the grievance procedure.

The governing phrase in the agreement is that files "shall contain only that material which has or will continue to have a direct relationship to the employer-employee relationship."

The need for agreement on such rights and restrictions grew out of testimony in a National Labor Relations Board hearing by news room executives Howard Fibich of the Journal and Robert Dye of the Sentinel, who said that some personnel files contained documents about

divorces and other marital or domestic problems and information about sexual misconduct, consorting with prostitutes and other subjects the Guild viewed as invasions of privacy.

When local executive board members sought to examine their individual files, certain documents were withheld.

The entire episode prompted the local and the individual board members to file an invasion of privacy suit against the company.

The "letter of understanding" between the Guild and the company is part of an out-of-court settlement of that suit. Left to be resolved are the disposal of irrelevant documents from the files of individual plaintiffs. Once those negotiations are concluded, the local will withdraw the suit.

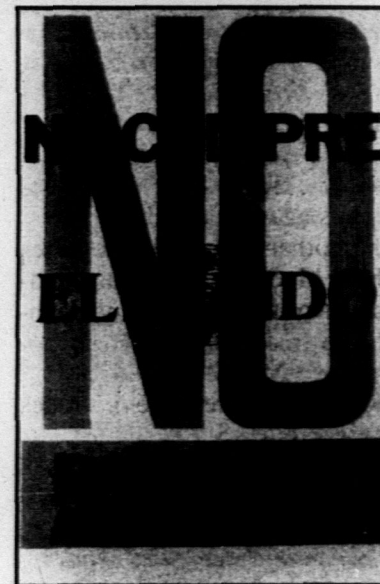
In an agreement with the NLRB, meanwhile, the company has also agreed "not to threaten employees that their privacy will be invaded and/or damaged as a result of any proceeding for requested relevant and necessary information" before the NLRB.

Adapted from "Fifty-one," Milwaukee Guild publication

Boycotting El Mundo



TNG and Puerto Rico Guild leaders check posters and stickers being used in mounting boycott of El Mundo as Guild and rest of commonwealth's labor movement seek to persuade the daily's new publisher to honor contract agreement he reached last summer with Guild after former owners closed the paper Aug. 30. Hector L. Gonzalez reopened it Jan. 6 without plant-wide, Guild-covered staff of more than 400 [Guild Reporter, Jan. 29]. TNG is helping finance the boycott, which was characterized by one observer as being "devastating on the street-sales." It was launched while awaiting outcome of Guild charges that Gonzalez violates labor law by refusing to sign and honor agreement. Pictured above are, left to right, from the local: Charlie Ramis, administrative officer; Israel Rodriguez, secretary-treasurer; Angel Baez, executive secretary; Jose Feliciano, president; and Jose Hernandez, vice president; plus, from TNG: Int'l Representative Harry McCormick and President Charles Dale. At right is a closeup of a boycott poster.



Sac'to Victims Fund tops \$45,500

Sacramento—The Northern California Guild reports contributions totaling \$45,524 for its Sacramento Union Victims' Fund through March 18; \$3,584 since Feb. 19.

The fund was established to help replace lost wages and benefits to the four-member Union Guild-unit bargaining committee fired by the Richard Mellon Scaife-daily in mid-October. A hearing on charges that the firings violated U.S. labor law was held Feb. 9.

Latest reported contributions to the fund included:

Bay Area Typographical Union ..	\$175	—Press Democrat	\$ 36
Los Angeles Guild	50	Ottawa Guild	74
Milwaukee Guild	100	St. Louis Guild	125
Northern California Guild	69	San Jose Guild	50
—Chronicle	217	TNG staff (checkoff)	356
—Examiner	151	United Food &	
—Newspaper Agency	65	Commercial Workers	100

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

'No' urged on proposed cuts in Albany

Albany, N.Y. — Representatives of the Albany Guild were recommending that members at Hearst's Albany Times Union and Knickerbocker News reject a company proposal to convert most drivers' jobs to part-time positions and reduce the number of drivers by 25, to 50, when it closes the Knickerbocker News.

Members were to vote March 25 on the proposal company officials called their "best offer" for making cuts in the transportation department when it quits publishing the evening paper April 16.

Early in March, the company announced that it would terminate publication of the 28,000-circula-

tion paper, and convert its Times Union to all-day publication. The Times Union currently has a morning circulation of about 89,000.

The company proposal calls for reducing its current driver force from 41 full-time and 31 part-time positions, to 7 full-time and 43 part-time jobs, with part-timers averaging 27 hours a week.

While it is offering a year's pay and a year's health insurance benefits to drivers with 20 years or more service who opt to leave, only two employees would be eligible, local President Tim Schick said. The payments would be in lieu of contractual severance pay of 2 weeks' per year of service, to a maximum of 62 weeks' pay.

The proposal also would provide severance pay and health benefits for three months for other full-time employees who terminated, while full-timers who converted to part-time status would maintain full-time health benefits. Three months' medical benefits would be provided for terminated part-time employees.

Agreeing to the company's proposal would require waiving many provisions of the local's existing contract, said Schick, including a 45-day notice provision and protections against pay cuts.

Any staff cuts it wants in other Guild-covered department would be accomplished by attrition; the company told Guild representatives.

It has also offered buyouts to long-term employees in an effort to eliminate some production department positions.

Circulation of the Knickerbocker News has been steadily declining. The paper had an all-time-high circulation of 75,000 in 1969, according to Editor & Publisher.

The agreement resolves unfair labor practice charges against the company stemming from threats it made and actions it took during contract negotiations in 1986 and 1987 and in the wake of the Guild's public support of meatpackers on strike against Patrick Cudahy Inc.

The newspapers had threatened Guild leaders with legal action, including liability suits, and with discipline, including discharge, if the local pursued plans to launch a subscriber boycott campaign. After more than a year without a contract, a new agreement was ratified in August 1987 without any boycott formally taking place.

In the settlement with the NLRB's regional office, the management agreed "not to do anything that interferes with, restrains or coerces" employees with respect to their rights "to act together for collective bargaining or other mutual aid or protection."

Specifically, the company agreed "not to threaten employees with retaliatory legal action" because they engage in union or other concerted activity "in support of their attempts to reach a good-faith collective-bargaining agreement."

The Guild filed the unfair labor practice charges after management

posted memos stating that Guild members who joined picketing or rallies in support of the Cudahy strikers could be subject to discipline for violating the company's code of ethics.

When some Guild members joined a crowd of 5,000 at a rally led by Jesse Jackson last spring, Sentinel management assigned a photographer to take pictures of Guild participants. (Photographers are not included in the Guild's bargaining unit at the papers.) The Sentinel then transferred a part-time reporter from her school board beat, saying she had a conflict of interest since the school board deals with labor issues.

In the settlement agreement, the company agreed that Guild members have a right "to form, join or assist labor organizations" and that it would "not automatically change the assignment of journalists" who participate in such activities. It also reinstated the reporter to her old beat.

Other unfair labor practice charges against the company, including bargaining in bad faith, illegally declaring an impasse, and implementing working conditions and failing to provide the Guild information necessary for collective bargaining became moot with the contract settlement.

In the agreement with the NLRB, posted in the Guild-covered news rooms for 60 days, the company did not admit any violation of the National Labor Relations Act.

Adapted from "Fifty-one," Milwaukee Guild publication

Base year changed for U.S. price index

Washington—The U.S. Labor Dept. has changed the base on which the Consumer Price Index is calculated.

Revised indexes are calculated on a 1982-84 base rather than the previous 1967 base. The base is

the period on which an average index of 100 is established.

Revisions in the base are made periodically. While the change produces new index figures the percentage of change between them remains the same.

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Guild FOI request probes for Meese contacts on JOA

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focus of the effort has been to convince the public, employees and public officials that the Free Press will be closed if the JOA is not approved.

Timmons and partner Tom C. Korologos have close ties to Meese and the Reagan administration. Their assistance to Knight-Ridder reportedly has involved coaching Knight-Ridder representatives on how best to frame their final arguments to Meese. The firm is providing its services at the request of the Chrysler Corp.

The Guild is seeking to determine whether there may have been "attempts to influence or lobby Meese or the administration generally outside the legal process," attorney Duane Ice told Detroit News reporter Bryan Gruley.

The Guild's FOI request also seeks any communications related to an appearance by Meese before the Economic Club of Detroit scheduled for April 25. Many have speculated that Meese will announce his ruling on the JOA in his speech to the business leaders. In mid-March, however, Justice Dept. representatives said no topic had been selected for the talk and that Meese accepted the club's invitation to speak last September.

The local is requesting copies of letters, memos or other documents not part of the JOA record that have been received by Meese since Dec. 30 when an administrative law judge recommended that the papers' application for approval of the JOA be denied.

Fate of the proposal currently rests with Meese, who can approve the merger under the Newspaper Preservation Act if he finds one of the papers in "probable danger of financial failure."

Administrative Law Judge Morton Needelman, who conducted hearings on the issue at Meese's request, disputed the applicants' contention that the Free Press is a "failing" paper and gave little weight to Knight-Ridder Chairman

Alvah H. Chapman, Jr.'s, witness-stand declaration that the Free Press would be closed if the merger were blocked. Following Needelman's ruling, Knight-Ridder's board of directors voted to close the paper if the JOA is turned down.

Both the Free Press and the News reported early in March that persons who had been persuaded by the Free Press' campaign to write to Meese about the JOA proposal had been getting form letters from the Justice Dept. advising them that regulations governing JOA applications prevented the attorney general's considering their communication. He can act "only on the basis of the record in the case," said the letter.

The former News editor who disputed the need for a JOA to save the Free Press is Benjamin J. Burns, who left the News for Wayne State in January after being first its executive editor and then administrative editor.

Speaking March 6 to a group in Grosse Point, Mich., Burns said that the Free Press could operate at a profit by raising circulation prices. While circulation might initially drop thereafter by as much as 100,000, the high level of respect the paper has in the Detroit area would bring it back, Burns said, according to a report in the News.

Free Press management has predicted that increasing prices would lead to the paper's closure.

Burns illustrated his talk with a single slide projected on a screen for his audience: A cover of a 1973 National Lampoon magazine showing a dog with a gun to its head and a caption reading, "If you don't buy this magazine, we'll kill this dog."

The Guild, meanwhile, was seeking resumption of talks with representatives of the dailies in an effort to shape a package of benefits and protections for Guild-covered commercial department employees of the Free Press and

Guild backs Guild in L.A.



Los Angeles Newspaper Guild President Patricia Alesi, foreground left, and Pasty Avila, the local's administrative assistant, join picket line of unaffiliated Writers Guild of America whose 2,500 members struck Alliance of Motion Picture and Television Producers March 7. Among the TV shows affected by the strike are the Tonight Show, Cosby Show and L.A. Law. Writers

Guild bargainers said producers are seeking contract givebacks that would cost writers \$40 million. A second group of employees struck the broadcasting industry March 21 in a dispute over renewal of contracts covering some 100,000 actors who make commercials. The Screen Actors Guild and Federation of Television & Radio Artists represent them.

maintenance department employees of the News whose jobs would be affected by a joint operation.

Talks with representatives of the Detroit Newspaper Agency—the entity that would perform non-editorial functions for the two papers under the JOA plan—broke off March 11 after management reportedly again turned aside proposals that it be neutral in a Guild campaign to sign commercial employees of the agency to membership. The local also is seeking agreement on voluntary recognition once a majority of employees sign Guild membership cards and coverage for them under its current contract with the Free Press.

In addition to news room employees at both the dailies, the Guild represents advertising, business office and inside circulation employees at the Free Press and maintenance employees at the News.

At least 500 Guild members' jobs could be jeopardized if the JOA is implemented.

For its part, management wants the Guild to agree to withdraw its opposition to the JOA.

Company representatives rejected the neutrality proposal on the insistence of Gannett officials, Robert Hall, Free Press general

manager, told a reporter for Gannett's News. "This is an issue that could kill the Free Press, and Gannett is saying no," said Hall, adding, however, that "on principle, Knight-Ridder agrees with Gannett," the News reported.

Jersey local memorializes O'Brien, former president

Jersey City, N.J.—The Hudson County Guild held a memorial service March 6 for Robert E. O'Brien, president of the local union in the mid-1960s.

O'Brien, 67, died Feb. 9 in Washington, D.C., after suffering a heart attack on a train.

President of the Guild local from 1965 through 1967, O'Brien was editor and publisher of a business magazine, New Jersey Success, since retiring from the Jersey Journal. At the Journal he had been city editor after working as a reporter covering city hall, among other beats. Earlier he had worked for the old Boston Post.

The memorial service, arranged

for the local by 42-year member A. Elizabeth Foley, was held in the chapel at St. Peter's College with several current and past local leaders and other friends and colleagues offering anecdotal remembrances of O'Brien. Included was a story of O'Brien playing with the Redskins professional football team under a pseudonym in order to preserve his college eligibility.

A message from TNG President Charles Dale, read by Hudson County President Ron Leir, praised him as a mainstay of the local for many years and "an adept bargainer" responsible for "many of the contract provisions Jersey Journal employees now enjoy."



JIM COLE/Wire Service Guild

Walking at UPI-Concord, too

Guild members in and around Concord, N.H., join informational picketing at United Press Int'l bureaus across the U.S. March 2 to mark one-year anniversary of Wire Service Guild talks for new UPI contract [Guild Reporter, March 11]. Recognizable on Concord line are (foreground in tinted glasses) TNG

Vice President David M. Rousseau of Manchester, (with sign behind Rousseau) Wire Service Guild Secretary-Treasurer Adolphe Bernotas and (right background in tinted glasses) Jim Schaufenbil, Manchester Guild and New England Servicing-Organizing Program president. UPI talks broke off March 23.

Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a 0.5-point increase in the index in February to 141.3, up 5.5 points from February 1987, and 10.7 points from February 1986. The first column lists the index for each of the last 12 months, the second the percentage increase over the same month of the preceding year and the third, the percentage increase over January 1986.

	Index*	Percentage over	
		Same month prior year	February 1986†
March 1987	136.4	4.2	4.4
April	137.0	4.5	4.9
May	137.8	4.6	5.5
June	138.2	4.8	5.8
July	139.2	4.7	6.6
August	139.3	4.5	6.7
September	139.3	4.5	6.7
October	139.8	4.3	7.0
November	140.4	4.2	7.5
December	140.5	4.2	7.6
January 1988	140.8	4.1	7.8
February	141.3	4.0	8.2

*1981 = 100

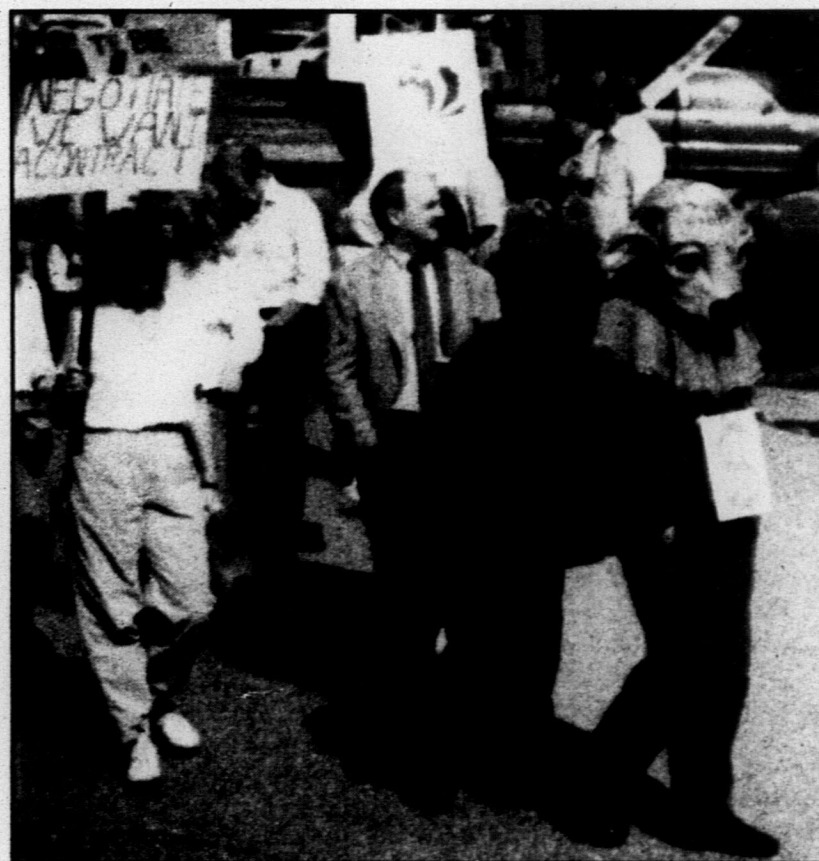
†Index = 130.6



'Cash cow' leads demonstration in Sacramento

Two Northern California Guild members in a costume symbolizing a "cash cow" lead some three dozen others in informational picketing at the Sacramento Bee March 8 to mark passage of a year for Guild members at the McClatchy daily working under conditions the company posted after claiming impasse in talks for a new contract. The costume refers to controversy touched off in late January when C.K. McClatchy, head of the chain, accused other chain publishers of using their dailies as "ever-faithful cash cows." [Guild Reporter, Feb. 12.]

Photo by ALAN PRITCHARD
Northern California Guild (retired)



Key top set at \$609 in Brockton

Brockton, Mass. — The top minimum for reporters, photographers and outside advertising sales employees is raised by \$87.93, to \$609.27 a week, in a three-year contract with the Brockton Enterprise ratified by Brockton Guild members late last year.

The agreement, retroactive to May 1987, raises most minimum pay rates by 5 percent in the first and second years, followed by increases of 4 percent and 1.9 percent in the final year.

The \$87.93 increase in the key news and advertising top minimums comes in increments of: \$26.07, to \$547.41 a week, retroactive to last May 3; \$27.37, to

\$574.78 a week, this May 3; \$22.99, to \$597.77 a week, on May 3, 1989; and \$11.50, on Nov. 3, 1989.

The top minimum for circulation district managers is raised by \$86.31, to \$563.44 a week, over the term, including a 6.1 percent increase in the first year of the agreement. The increase comes in increments of \$29.11, \$25.31, \$21.26 and \$10.63.

Night differential is increased by \$3.75, to \$13.75 a week, over the contract term, and life insurance coverage is doubled to \$10,000. The company's weekly payment to the pension plan is raised by \$1, to \$12.50.

Other increases and new top minimums include:

Copy editors, women's editor, editorial writers—Up By \$93.01, to \$644.52 a week.

Inside ad takers—Up by \$52.87, to \$366.40 a week.

Bookkeepers, customer service representatives, telephone operators—Up by \$48.93, to \$339.06 a week.

UAW ex-head likens McClatchy to Reagan in union-buster league

Fresno, Calif. — Comparing publisher C.K. McClatchy to such union busters as Ronald Reagan and Carl Icahn, former United Auto Workers President Douglas A. Fraser said here March 17 that McClatchy's goal is "to destroy not negotiate."

In a speech on the future of U.S. unions to more than 200 Fresno State University business students and professors, Fraser said Reagan's 1981 firing of Professional Air Traffic Controllers Organization (PATCO) strikers was the beginning of the trend "to destroy unions."

The controllers violated the law by striking, said Fraser who now teaches at Wayne State University in Detroit, but Reagan's "destroying the lives of 11,000 air controllers . . . was overkill. If someone

parks overtime, you don't put them in an electric chair."

Reagan's action was a "classic example of the excess use of power," Fraser said, as was the replacement of thousands of striking workers by Icahn's Trans World Airlines.

Another example of the misuse of power was occurring in their own back yard, Fraser told his Fresno audience, describing McClatchy's actions in Fresno, Sacramento, Modesto and Tacoma, Wash., as "just another example of union busting."

Referring to McClatchy's posting of conditions at the Fresno and Sacramento Bees more than a year ago, the former UAW president said it now is the pattern for employers to "sit frozen" in negotiations and then make a proposal that

is "obviously objectionable" to the union.

When agreements then cannot be reached on the proposals, the employer declares an impasse and unilaterally imposes working conditions, he said.

In Sacramento and Fresno McClatchy negotiators declared impasse when the Guild refused to agree to the elimination of wage scales in favor of a "merit system" and to end union security.

In response to Fraser, the Fresno Bee quoted its general manager, C. Ray Steele, as saying that the newspaper negotiates in good faith.

"Merit pay is obviously a fundamental principal of our philosophy to award excellence," Steele said. "The Guild adheres to a different philosophy."

On another subject, Fraser said that no matter who succeeds Reagan as president, organized labor will be better off. He added, however, that he hopes "America doesn't make the mistake of electing George Bush."

Portraying Reagan as the master architect of the corporate assault on unions in the 1980s, Fraser said, "Ronald Reagan is in favor of unions—in Poland, not the United States."

He said organized labor must continue to be involved in politics even more than it has been in the past. "Unions have to solve their problems in the political arena," he said. "They can't solve them at the bargaining table."

Predicting a "comeback" for organized labor, Fraser said the resurgence would be generated in part by the increasing role of women in the work force. They, like blacks who turned to unions in the South, have been victims of systematic economic discrimination, he said.

Eggs react to emissions, more testing sought

Washington—Findings in a recent experiment involving exposure of chick embryos to electromagnetic fields provides additional evidence of the need for more research into the possibility of adverse reproductive effects from exposure to VDT emissions, the Bureau of National Affairs has reported.

According to a consultant associated with the experiment—named the Hen House Project—the findings show "at a minimum . . . that we need more study of

VDT" emissions, the BNA reported March 9 in its Occupational Safety & Health Reporter.

The project involved tests conducted at six laboratories in which eggs containing chick embryos were exposed to pulsed magnetic fields during the first 48 hours of incubation.

Two of the six laboratories found statistically significant changes in the number of abnormal embryos, while the four others did not. Embryos exposed to the magnetic fields were compared to

ones from a control group of non-exposed eggs at each site.

While the magnetic fields used in the tests had different wave patterns than those produced by VDTs they were similar in intensity, Richard Tell, a consultant on the project told BNA. He said the embryos were "judged on certain criteria" for abnormalities, including shape and color.

Dr. Ezra Berman, who co-ordinated the project, told BNA that findings in the Hen House Project

"do not detract" from earlier studies that found some link between exposure to VDT emissions and adverse reproductive results in rats and mice.

He said, however, it will take further study to be able to tell if there might be a correlation between chick embryos and humans exposed to similar magnetic fields. "It is difficult to compare the results of an experiment on chicken eggs under controlled conditions to the uncontrolled conditions surrounding humans at work," Berman told BNA's reporter.

The experiment, funded in part by the Office of Naval Research, was conducted in laboratories in Las Vegas, Chapel Hill, N.C., Rockville, Md., London, Ont., Umea, Sweden, and Madrid, Spain.

It follows other studies in the same area. One, in Sweden, released last June showed an increase in fetal deaths and losses when pregnant mice were exposed to weak pulsed magnetic fields. Another, in Sweden the year before, found greater than expected rates of malformation in mice exposed to radiation. A study involving chick embryos was conducted in Spain in 1983.

New Zealand news unions win VDT pay

Wellington, N.Z.—All newsroom employees of dailies that install computer-based production systems are to be paid an extra 3 percent a week whether or not they use the equipment, under a recent contract settlement by New Zealand journalists' unions with the dailies.

"Subs" — copy editors — who use computer terminals in their work are paid 6 percent on top of that and reporters who use them get an additional 3 percent, as a "user allowance" in both instances, according to the unions' publication, the New Zealand Journalist.

The premium pay rates are part of the "new technology package" included in contracts approved in December and are in addition to an 8.5 percent increase in the contracts' base rates, the equivalent of "minimums" in Guild contracts.

Total weekly raise under the provisions for an eight-year copy-editor is \$95; for a "senior sub," is \$109; and for a "senior special sub," is \$119. For a "senior special reporter," total raise is \$97 a week.

Other provisions of the technology package include three-months' notice and "full consultation" before computer terminals are introduced plus guarantees

against job losses, pay cuts and use of the computers to monitor performance.

Also, retraining guarantees, voluntary terminations with enhanced severance pay, health and safety standards governing both the machinery and the work environment, work breaks of at least 10 minutes after each hour's work on a VDT and the right to printouts of all work done on a VDT.

A new provision in the overall contracts restricts the number of union-exempt persons permitted to work during a strike to three on metropolitan papers and two on provincials.



Detroit

Louis J. Mieczko, president; William Bresler, vice president, (Bresler, 303; Robert Musial, 181); Kathleen DeSmet, secretary (DeSmet, 331; Charles Hunt, 148); Luther P. Jackson, III, treasurer (Jackson, 373; Tracee Hamilton, 114).

NABJ announces goal of doubling black journalists

(Continued from Page 1)

not produced "substantial progress" in the last 20 years, explained Wickham, a columnist for the Gannett News Service.

The number of black journalists employed by newspapers has risen from about one-half of 1 percent in 1968, to about 3.5 percent today, he said, citing figures compiled by the American Society of Newspaper Editors.

At that rate, Wickham said, it will take until the middle of the next century before the percentage of black print journalists equals blacks' current 12 percent share of the population.

"In far too many instances . . . a lot of motion and little movement toward the creation of truly multicultural newsrooms," has been the industry's response to the Kerner Commission's recommendations, Wickham's statement said. "The time has come, it continued, "for NABJ to assume a leadership position if blacks are to gain full access" to the nation's newsrooms.

Expressing hope that newspaper officials will make substantial commitments to increasing employment of black journalists, Wickham said, however, that the NABJ is "mindful of alternatives to bring pressure on the industry."

Last summer's settlement of a suit against the New York Daily News by four black news room employees makes it clear that "law suits are a viable method to redress our grievances," Wickham told the Guild Reporter. That suit was settled for \$3.1 million after a jury found the paper guilty of a dozen counts of race discrimination against the four employees.

The NABJ might also consider

Leader discounts recruitment myth

Reston, Va.—"I'll believe that journalism schools have trouble recruiting black students when they also tell me that colleges have problems recruiting black basketball players," DeWayne Wickham, president of the National Assn. of Black Journalists, told the Guild Reporter.

Wickham was commenting on the recommendation of a panel of black journalists who called on news industry foundations to withhold financial backing from journalism schools that fail to make serious efforts to recruit and retain black students and hire black faculty.

challenging applications for renewal of joint operating agreements or approval of new joint newspaper agencies where the papers involved refuse to commit themselves to increasing black employment in their news rooms, he said.

Wickham said the NABJ is seeking a meeting with officials of the Knight-Ridder and Gannett newspaper chains to discuss the panel's recommendations and explore means for achieving the goal.

The panel also called on broadcast news organizations to "halt the decline in the number of blacks working for television news." The percentage of broadcast news jobs held by minorities has dropped

Signing with labor (Labor Tribune, that is)



St. Louis Guild President Robert C. Holt, Jr., seated, right, and Ed Finkelstein, publisher of the St. Louis Labor Tribune, sign copies of a new three-year contract covering editorial and advertising staff of the 90,000-circulation central labor council weekly. Standing are Guild unit chair Sherwood Kerker and bargaining committee member Lori Verhager. The agreement, retroactive to Nov. 1, raises salaries by five percent in each of the three years and enhances the advertising commission system. Service required for four weeks' vacation is dropped by three years, to 10, and for five weeks' by three weeks, to 17. A monthly automobile allowance for the ad staff is raised by \$100, to \$325.

from 15 percent in 1979, to 13 percent in 1986, the group said, adding that the decline has occurred entirely among black men.

The panel urged the National Assn. of Broadcasters and the Radio-Television News Directors Assn. to join with the NABJ in forming a task force "to develop an aggressive strategy" to reverse the decline in black employment in television news.

Government deregulation of the broadcast industry has resulted in a weakened application of Federal Communication Commission regulations on minority employment, said Wickham. The commission's requirements are being satisfied by broadcasters' plans for minority hiring rather than actual hires, he explained.

Wickham said the proposed task force might target several individual broadcast outlets that fail to

improve their employment records and "move quickly to bring pressure" through challenges to their licenses.

The panel recommended monitoring television stations' compliance with existing Federal Communications Commission regulations and called for aggressive moves to challenge licenses where negotiations for compliance are unsuccessful.

It also urged news industry foundations to refuse grants to journalism schools that "do not employ a single full-time black faculty member" or fail to seriously recruit and retain black students.

The NABJ, Wickham said, would like to see grants like the \$900,000 Knight-Ridder provided the University of Maryland's College of Journalism last year go to journalism programs where signif-

icant numbers of black students are enrolled.

Newspaper executives are not "putting their money where their mouth is" when they finance journalism programs like the University of Maryland's where only one black is employed on the full-time faculty and "little effort" is made to recruit or retain black students despite large black populations in nearby Washington and Baltimore, Wickham said.

News industry grants to journalism programs at schools with a large black enrollment, like Hampton University in Virginia, Jackson State in Mississippi, Howard University in Washington and Florida A&M University, are only "a pittance," he said.

NABJ panelists included veteran black journalists from major dailies, one television network and two television stations.

Five in sports mislabelled, arbiter finds in Cleveland

(Continued from Page 1)

term" in 1985 and 1986, he limited retroactivity to 90 days prior the grievance's filing because of the contract's 90-day time limit on raising grievances.

A sixth employee, who worked 32 hours in 10 of the weeks examined and 40 hours in the two other weeks, was found properly classified as a part-timer.

The grievants each are due about a day's pay a week for the past year since the company cut their weekly hours back to no more than 32 after the grievance was filed, Hatch explained. While the Guild argued that the reduction in hours was a retaliatory move by the company, Kates called it an "attempt

to avoid further controversy."

He ordered the five classified as full-time employees for the period the grievance was pending "in view of the absence of evidence establishing any . . . need to reduce the hours of full-time employees."

The Guild-Plain Dealer contract defines a part-time employee as one hired to work 80 percent or less of the regular 40-hour work week. While the company argued that the grievants had been hired to work as part-timers, Kates said there was no such evidence.

"The well-known admonition, 'by their deeds shall you judge them,' should be applied in this case," he wrote.

Meanwhile, in Albany, N. Y., arbitrator John W. McConnell has found that Hearst's Albany Times-Union and Knickerbocker News violated its contract with the Albany Guild by working excluded part-time employees more than the average 15 hours a week allowed by that agreement.

In a Jan. 18 ruling, McConnell gave the company "a last chance opportunity" to control the hours of exempt part-timers and ordered that the local be supplied quarterly reports of hours worked by contract-exempt part-timers so it can monitor compliance.

IT



SEEMS TO US

More global solidarity, not less, urged for Guild

WASHINGTON, D.C.

Editor:

Of all the unions that might consider severing the bonds of worldwide solidarity, I'd never have thought it would be the Guild.

To those in the Southern District recommending disaffiliation from the Int'l Federation of Journalists ["Suspend IFJ dues, SDC urges," Guild Reporter, Feb. 26], I advise a broadening of vision to today's multinational flight of money across international borders.

All three world federations of all persuasions are expanding solidarity as never before out of the necessity of defending members' jobs and standards. Multinational conglomerates must be countered by multinational union solidarity.

It was the Guild that first brought together the unions in graphic arts to discuss solidarity, co-ordination and merger to contend with massive multinational corporate/technological change that poses an unprecedented danger to us all.

I'm most proud of the foresight and initiative of my union, so respected by all who know that solidarity is our only effective weapon—today as never before.

My local's terrible ordeal with one of the most monstrous of the multinationals in saving the New York Post should bring home the realization that we need to maintain, strengthen and extend our links of solidarity.

Let us not be bookkeepers nor play ostrich about such a fundamental need of labor—and the Guild.

WILLIAM MOODY
At-large
New York Guild

(Editor's note: Brother Moody is information director for the Graphic Communications Int'l Union which, on the global level, is affiliated with the Int'l Graphical Federation.)

St. Louis retiree urges 50-year-member pin

WEBSTER GROVES, MO.

Editor:

I'm on my horse trying to promote a 50-year membership pin, primarily because I qualify for one. I'm sure I joined the Guild in 1937, the year after I started in the news room of the St. Louis Post-Dispatch. There I retired in 1982. Since then I've paid whatever is required to qualify as a member in retirement.

Look at the logic. Why 40? Why not 35 or 45? There is more gusto to the golden anniversary, in whatever area, than any other.

It seems like only yesterday that Julius Klyman and later Adolph Rahm were leading the crusade toward recognition and a contract. Meetings then were in the old Kingsway Hotel on Kingshighway. Only memories remain. Why not mark them with a 50-year pin.

WAYNE LEEMAN
Retired
St. Louis Guild

Editor's note: There has been an official 40-year membership pin since 1982. That year's convention authorized creation of pins for presentation to members who reach the "recognizable plateaus" of both 40 years and 50 years of membership. A 50-year pin was designed but, since until now there had been no request for one, none was cast. They will be available starting this summer.

UNION LABEL . . .



THE CAT'S MEOW!

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.

HALF SAY IT'S THERE

Ottawa survey finds job stress variables

Ottawa—Occupational stress varies greatly according to age, sex and the department in which employees work, according to a survey conducted by the Ottawa Guild among its members at the Ottawa Citizen.

More than half the members encounter stress on the job; more than a third of them consider the stress to be severe, the survey found.

Noting that occupational stress can frequently lead to health complaints, the local explained that the questionnaire was developed to better identify the sources of stress. The 31-question survey was modelled on one distributed to Guild locals by TNG last year.

Darcy Bonner, a Guild steward in the Citizen's circulation department, analyzed the 67 responses to the survey and reported the findings.

Women in the circulation and editorial departments under age 30 experienced the most stress on their jobs. Eighty percent of the editorial respondents found both the lack of control over the pace at which they work and the requirement to work at high speeds to be moderately to very stressful. (The survey measured stress in four categories: not-at-all stressful; a little; moderate; and very stressful.)

By contrast, only 70 percent of male respondents found those two conditions to be as stressful.

A majority of circulation respondents—primarily night office clerks—reported moderate to heavy stress, citing insufficient training, inadequate ventilation and supervisors showing favoritism in their dealings with employees.

In comparison, circulation employees under age 30—mostly part-time district supervisors—noted little to no difficulty with the way their manager treated them; only three of the nine respondents in this group complained of a lack of training, but those that did considered it extremely stressful.

Many stress-related situations were unique from department to

department. Four of five male editorial respondents found the heavy workload to be moderately to very stressful, while only one of nine circulation respondents found this to be the case.

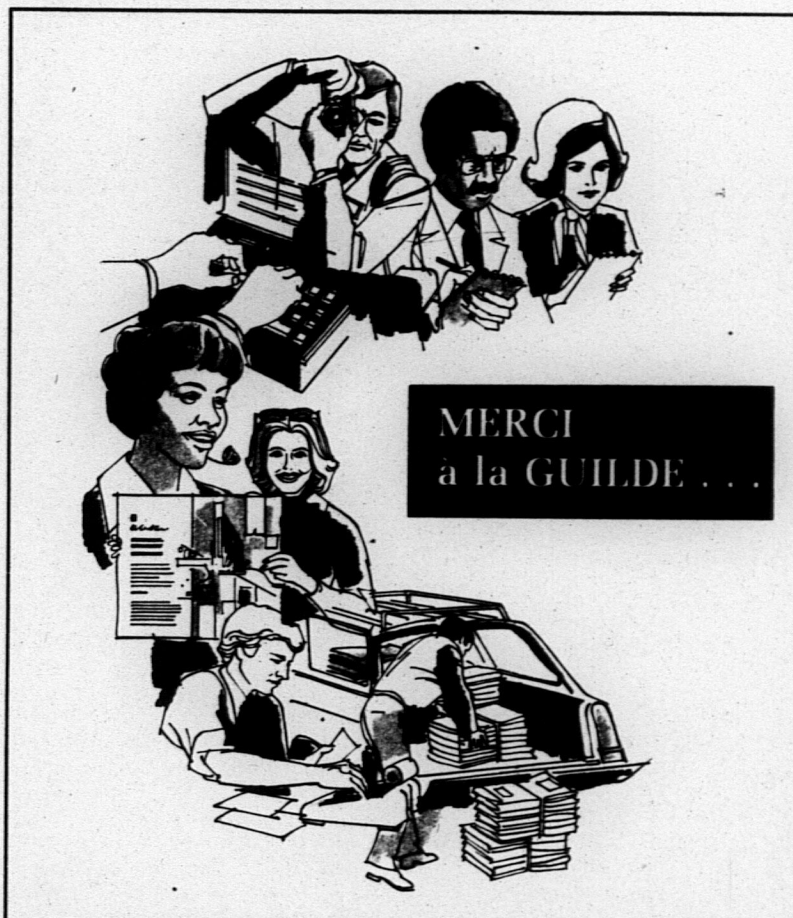
Some circulation respondents found their workplace overcrowded and moderately stressful as a result.

Worry about their job future was moderately to very stressful for over 50 percent of male circulation respondents under age 30. However, only 20 percent of editorial respondents found worry about their future to be moderately to very stressful.

The pace of work was found to be very stressful by 75 percent of male editorial respondents over age 30 and 25 percent of circulation respondents.

*Adapted from "After 30,"
Ottawa Guild publication.*

TNG, local collaborate



TNG and the Canadian Wire Service Guild have collaborated to produce a French-language edition of Thanks to the Guild (*Merci a la Guilde*), the basic TNG informational leaflet for new and potential members. The local, which has a sizeable Francophone membership, had the leaflet translated into French while TNG had the six-panel piece printed, all at the local's request.

Grievant rues late turn to Guild contract

Cleveland—"Had I put my faith in the grievance procedure . . . I could have avoided many problems," said Cleveland Guild member Ken Carpenter upon learning that an arbitrator had refused to order the Cleveland Plain Dealer to reinstate him.

Carpenter, who had worked part-time as a copy editor in the sports department, was fired after failing to report for work when he attended a two-day seminar on how to prepare a municipal bid for the 1996 Olympic Games.

His supervisors at the Plain Dealer had told Carpenter they viewed his efforts to make the bid on behalf of Cleveland as a conflict of interest with his work for the paper, and company witnesses testified that he had been instructed to come to work on the days the seminar was conducted in Colorado Springs last March.

Arbitrator Irwin J. Dean, Jr., in a Jan. 29 ruling, however set aside arguments over the possibility of any conflict of interest raised by Carpenter's activities, holding in-

stead that he was insubordinate when he elected "to ignore the instructions of his superiors" to report for work on the days in question.

Carpenter could have requested a schedule change to attend the seminar and grieved any management refusal, Dean said, noting that the grievant knew a month in advance how the company viewed his efforts to bring the Olympics to Cleveland. Instead, Carpenter forced a confrontation, the arbitrator said.

"The one lesson I learned in all of this is simple: Use the grievance process 'any time you feel threatened by management,'" Carpenter said in a memo to Guild members posted on a local bulletin board in the Plain Dealer news room after he learned of the arbitrator's ruling against his being reinstated in his job.

"Unfortunately . . . grieving the issue [of time off to attend the meeting] never entered my mind," he explained.

The grievant did request time off the day preceding the seminar, al-

though the nature of the request and the company's response were points of dispute between Guild and company witnesses before the arbitrator.

Finding the testimony of company witnesses "clear and unequivocal" that Carpenter was advised he must report to work, however, Dean upheld the penalty of discharge for insubordination.

In doing so, he rejected Guild arguments that discharge was too severe a penalty. "The arbitrator may not upset the employer's determination to discharge on the basis that had he been the employer he might have exercised managerial discretion to impose no sanction or a sanction less severe," wrote Dean.

Carpenter formed a non-profit corporation and received authorization to represent the city of Cleveland in the Olympic bidding process after learning that city officials did not intend to make the bid even though Cleveland was one of 25 cities from which bids were solicited by those planning the 1996 games.

Licensing bill is withdrawn

San Juan, Puerto Rico—A bill has been withdrawn from the commonwealth legislature that would have given qualified recognition to reporters' right to refuse to divulge news sources while it also set up a system for licensing journalists.

The measure, introduced by Rep. Samuel Ramirez, vice speaker of the House, was withdrawn by him March 9 after it touched off widespread opposition

by persons concerned with constitutional rights, including news people and TNG President Charles Dale, who attacked the measure in a news conference the day before it was withdrawn.

The bill would have required that "all journalists . . . be duly certified" by the Puerto Rico state department and receive from the agency "credentials of identification."

District manager-reporter parity in 40% of pacts

FORTY PERCENT of Guild contracts with daily newspapers that cover both jobs provide parity for circulation district managers and reporters, according to data from TNG's Collective Bargaining Dept.

Minimum pay rates for fully experienced employees in the two jobs were the same in 22 of 55 contracts in the United States, Canada and Puerto Rico on Feb. 1.

Listed here are minimums for the two jobs and the difference between them where no parity exists. The results of settlements and deferred increases since Feb. 1 are not included.

Contract	Reporter	District Manager	Difference	Contract	Reporter	District Manager	Difference
New York Times	\$929.16	\$929.16	-0-	Windsor Star	736.86	710.33	-26.53
Montreal Gazette	900.00	900.00	-0-	Glens Falls Post-Star	200.00	170.00	-30.00
Vancouver Sun and Province	876.47	876.47	-0-	Delaware County Times (Primos, Pa.)	656.70	623.60	-33.10
New York Daily News	853.89	853.89	-0-	Great Falls Tribune	508.00	472.00	-36.00
Victoria Times-Colonist	825.43	825.43	-0-	Toronto Star	847.27	809.86	-37.41
Ottawa Citizen	775.60	775.60	-0-	Denver Post	738.00	699.00	-39.00
Seattle Times	690.85	690.85	-0-	Denver Rocky Mountain News	783.00	741.00	-42.00
Toledo Blade	689.36	689.36	-0-	Salem News	568.72	525.87	-42.85
Monterey Herald	679.00	679.00	-0-	Brockton Enterprise	521.34	477.13	-44.21
Brantford Expositor	653.86	653.86	-0-	St. Paul Pioneer Press and Dispatch	792.00	747.00	-45.00
Stockton Record	647.00	647.00	-0-	San Diego Union and Tribune	750.00	697.77	-52.23
Maui News	624.73	624.73	-0-	Canton Repository	502.86	446.57	-56.29
Bakersfield Californian	606.40	606.40	-0-	Massillon Independent	406.59	349.76	-56.83
Erie News and Times	596.00	596.00	-0-	San Juan: El Vocero	410.00	350.00	-60.00
Portland Press Herald and Express	559.00	559.00	-0-	Kingston Daily Freeman	479.65	419.00	-60.65
Pottstown Mercury	557.99	557.99	-0-	San Juan Star	433.00	372.00	-61.00
Albany Times-Union and Knickerbocker News	557.20	557.20	-0-	Buffalo News	701.01	635.33	-65.68
Scranton Tribune	550.34	550.34	-0-	Minneapolis Star Tribune	792.00	724.50	-67.50
Duluth News-Tribune	533.16	533.16	-0-	Eugene Register Guard	672.75	604.25	-68.50
York Daily Record	470.13	470.13	-0-	Monessen Valley Independent	412.00	340.75	-71.25
Yakima Herald-Republic	414.00	414.00	-0-	Manchester Union Leader	617.75	531.80	-85.95
Terre Haute Tribune-Star	400.88	400.88	-0-	Toronto Globe & Mail	821.50	715.25	-106.25
Peoria Journal Star	523.00	518.00	-\$5.00	Pueblo Chieftain	487.48	375.00	-112.48
Boston Herald	589.81	577.08	-12.73	Oshawa Times	548.80	417.66	-131.14
Sioux City Journal	447.20	433.00	-14.20	Fall River Herald-News	590.00	454.33	-135.67
Long Beach Press-Telegram	681.80	661.94	-19.86	St. Louis Post-Dispatch	760.16	567.89	-192.27
Youngstown Vindicator	561.00	539.00	-22.00	New York Post	826.65	592.00	-234.65
Hilo: Hawaii Tribune-Herald	598.14	572.61	-25.53				

1st Amendment Congress urges broader knowledge

Denver—All five components of the First Amendment are key to the American way of life and governmental officials as well as the public must better understand each of those rights and freedoms if the nation and citizenry are to benefit from them for another 200 years.

So said a wide-ranging series of reports and resolutions developed and approved by more than 200 persons from across the nation who gathered here for a First Amendment Congress March 13-15.

It was the third such session. The first two, in 1980 in Philadelphia and Williamsburg, Va., concentrated on freedom of speech and the press. This session—with more than half the participants from outside publishing and broadcasting—gave equal attention to the other three guarantees of the amendment: freedom of religion and assembly and the right to petition the government.

Participants included two persons from Guild locals: Bert Linder of Great Falls and Lucy Dalglish of Twin Cities, whose presence also was subsidized by the Minnesota Society of Professional Journalists. In addition, TNG Director of Research & Information David J. Eisen was the "facilitator" for the workshop on freedom of assembly, moderated by Howard Samuel, president of the AFL-CIO Industrial Union Dept. TNG is the only union among the 17 communications-associated organizations on the congress board.

Freedom of assembly, the congress said, "is an essential right" and "a right of freedom of association is implicit" in it. Freedom of

assembly is the constitutional underpinning for the right of U.S. workers to organize.

The "new" First Amendment component that received the most attention was freedom of religion. It got it because, as congress participants put it, it is "often treated as a secondary freedom or a matter of concern for the religious only."

To the contrary, said the congress, "the framers of the Bill of Rights saw religious liberty, or freedom of conscience, as a fundamental and inalienable right that is the predicate of other freedoms." Participants called for "a fresh acknowledgement" of religious freedom's "primary importance and a reaffirmation of its place in the first circle of human rights."

At the same time, the congress pointed out, the religion clause's guarantees are the basis for the separation of church and state and apply equally to "persons of all or no religious persuasions."

In addition, reporters were reminded by Harvard law professor Arthur R. Miller in his talk to the congress' concluding banquet that the First Amendment's scope is wider than press freedom and includes religion.

Current events both at home and abroad make it "clear that when we view religion as some sort of visceral phenomenon pertaining only to ignorant masses in Third World nations, we do it at our own great peril," he said.

Freedom of speech, including "nonverbal acts of expression," the congress said, is paramount "in all discourse, including national security matters and political expression, even those most offensive to some segments of society."



RON WATSON/Denver Guild

TNG'S DAVID J. EISEN (ARM EXTENDED) MAKES A POINT ON RIGHT OF ASSEMBLY

Also on workshop panel, right from Eisen: Howard Samuel, president of AFL-CIO Industrial Union Dept., Thomas Hodson, a lawyer, and, just out of range, Sam Kuczun of Colorado University.

Since it is "strongest when fully exercised," there is "an ethical responsibility to facilitate the public debate, especially on the part of the most powerful voices in society such as the media, government and special interest groups," the congress said.

It decried "the trend toward increasing control of student expression and access to information" and called for extending to the student press "the same First Amendment rights as the non-student press." Stating its belief that the Supreme Court's Hazelwood decision "was wrongly decided," the congress also urged that schools provide "qualified journalism teachers."

The press as a whole, the congress said, must "increase its educational efforts to enhance public

appreciation and understanding" of its role in the U.S. political system.

These efforts should be directed at several areas, it said, including "the distinction between news, commentary and editorial content," the importance of open public meetings, records and courts and "the increasingly improper and deplorable limitations on and classification of governmental information."

It warned against moves to mandate access to "the columns and broadcasts of the press," asserting that the press can remain free "only with uninhibited editorial independence and integrity."

A provision was defeated in the congress' general session that would have called for maintenance of the federal regulation governing newspaper-television cross-ownership. TNG's Eisen argued for its adoption.

A separate session on broadcasting's First Amendment problems should be scheduled at the next

First Amendment Congress, congress participants agreed.

A separate report on corollary problems of censorship called, among other things, for government being forbidden to condition tax-exempt status, subsidies or other benefits on "the relinquishment by citizens of their First Amendment rights of free speech and freedom to petition the government for redress of grievances."

A report on national security included, among other things, a call for punishment of anyone who invokes it "as a cloak for personal and political expediency." It also urged the media to "invest more time and resources in national security and defense issues" and called for all persons in government to "aggressively incorporate First Amendment values into the exercise of their official duties."

Other reports and resolutions by the congress addressed problems involved with obscenity and privacy.

Free speech restrictions tallied

Washington—"Contempt for the public's right to know permeates virtually all facets" of the Reagan administration's information policy, said the Reporters Committee for Freedom of the Press in a statement issued with its annual Freedom of Information Day review of efforts to restrict

public access to government information.

The summary identifies more than 200 actions taken by the Reagan administration and its legislative allies since 1981 to restrict access to information, including 60-plus incidents in the 12 months ended this February.

"It is chilling evidence that many of those entrusted with the operation of our government are committed to setting up roadblocks . . . rather than to facilitating public oversight," said Jane E. Kirtley, the committee's executive director.

Among items added to this year's summary were:

- ✓ Revelations that the head of the National Security Agency regularly refers cases of news leaks to the Justice Dept. to seek prosecution of reporters under espionage laws.

- ✓ A proposal by the administration to create a tenth exemption

to the Freedom of Information Act, the first new one since 1974. It would restrict access to scientific and technical information generated by the government.

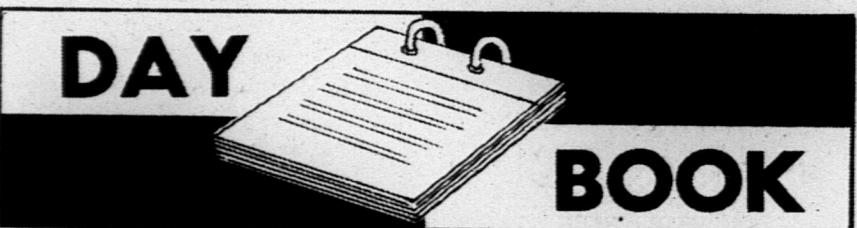
- ✓ FBI requests to 20 libraries in the New York area to compile records of library use by foreigners.

- ✓ Limitations on news-media-pool access to military escort operations in the Persian Gulf.

- ✓ Efforts by Rear Admiral John M. Poindexter to ban television cameras from this summer's Iran-contra hearings.

- ✓ A Justice Dept. appeal to federal agencies to restrict waivers of fees for public-interest requests for information under the Freedom of Information Act.

Copies of the committee's full 53-page summary are available for \$1.50 each from The Reporters Committee for Freedom of the Press, 800 18th St. N. W., Suite 300, Wash. D. C. 20006.



Knight-Ridder Council, spring meeting, April 22-24, Quaker Square Hilton, 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.
New England District Council, spring meeting, Sheraton-Wayfarer Inn, Manchester, N.H., April 30-May 1.
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, Scranton, Pa., May 14-15.
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.
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.

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The Newspaper Guild

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