



The GUILD REPORTER

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Organizers poised for new Detroit JOA

Detroit—Contingents from TNG and the Detroit Guild were to meet here Aug. 15 to lay the ground work for a major effort to organize employees of the new Detroit Newspaper Agency when it takes over the business, production and distribution functions of Gannett's Detroit News and Knight-Ridder's Free Press on Aug. 19.

While production employees' unions will be recognized by the agency as continuing to represent them, such is not the case in the business departments. The Guild

MEESE HOLDS FREE PRESS 'FAILING'

has long represented those employees at the Free Press. They are unrepresented at the News.

U.S. Attorney General Edwin Meese's approval of the merger of those parts of the dailies' operations under a joint operating agreement (JOA) was announced in Washington on Aug. 8. In doing so, he disagreed with an adminis-

trative law judge's recommendation seven months earlier that the papers were not qualified for the antitrust-law exemptions involved because the Free Press is not a "failing newspaper" under the Newspaper Preservation Act.

Meese said he found the Free Press to be "failing" because it could not by any unilateral action

reverse its years of operating losses by raising its prices in the face of the News' demonstrated determination to maintain its cut-rate prices for as long as it might take to achieve dominance in the Detroit market.

Meese's action came two weeks after the Detroit Guild withdrew its objections to the merger and

voiced support for it as the only way to prevent the Free Press being closed by Knight-Ridder. The Guild did so after reaching agreement with Knight-Ridder and the Free Press to restrict layoffs of its members under the JOA and substantially improve benefits for those who do lose their jobs in the process. (See summary of the agreement's terms on Page 4.)

Officials of the dailies have said that as many as 500 business department employees will lose their

(Continued on Page 4)

NLRB seeks rehire order at El Mundo

San Juan, Puerto Rico—The National Labor Relations Board's regional director here has asked a federal court to order the new owner of El Mundo to immediately reinstate employees who worked under the Puerto Rico Guild's contract with the paper before the former owners closed it last summer.

In a rare exercise of its power to seek a court order restraining employer actions that violate federal labor law, the NLRB in Washington authorized Regional Director Mary Zelma Asseo to seek an injunction against El Mundo and Hector L. Gonzalez's Worldwide Management Corp.

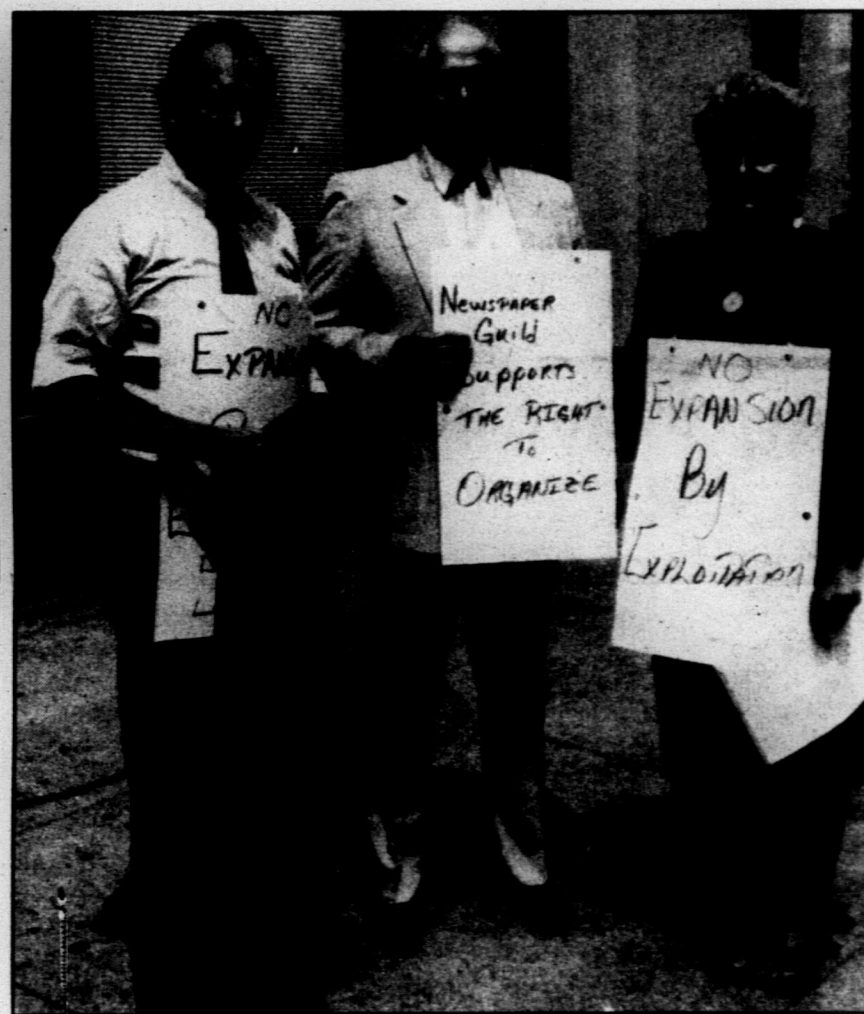
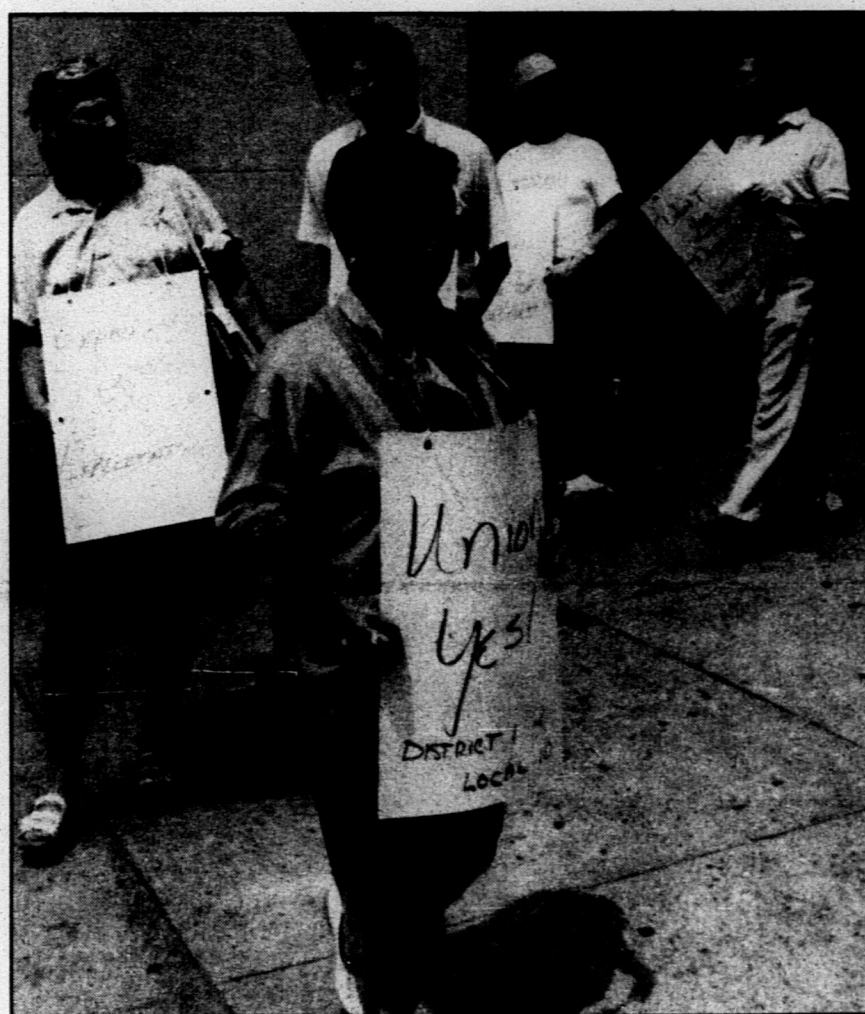
Unfair labor practices enumerated in a complaint against El Mundo that Asseo issued April 29 are so serious they would cause irreparable harm if left unremedied pending resolution through the board's normal adjudication process, a Guild representative explained.

A hearing in U.S. District Court was set for Aug. 23 on the board's petition for a "10(j) injunction" ordering the company to restore conditions in effect before the paper was closed.

Gonzalez, who concluded a deal to acquire the paper in November and restarted publication Jan. 6, reneged on an agreement with the Guild that would have guaranteed rehire rights to employees. That agreement was reached in September following closure of the 68-year-old daily Aug. 30.

The paper resumed publication

(Continued on Page 6)



JANICE VETTER/Philadelphia Guild

MIDDAY INFORMATIONAL LINE AT PHILADELPHIA DAILIES SHOWS SUPPORT FOR 'NON-STAFFERS' ORGANIZING
Foreground, left: TNG Human Rights Co-ordinator Anna M. Padia. At right: Robert McSherry, NRPI president; Bill Gulliver, newspaper unions' council president and Teamsters local secretary-treasurer; and Beth Gillin, Philadelphia Guild president.

Philadelphia races clock for group of 400

Philadelphia — Philadelphia Guild leaders and member-volunteers launched a major effort to quickly identify, locate and sign up members of a group of as many as 400 full- and part-time reporters and photographers after they were ruled to be employees of the Knight-Ridder chain's Philadelphia Inquirer.

The Guild was working against a 5 p.m. Aug. 15 deadline in co-

operation with a fledgling, unfiliated union which since the first of the year had been seeking bargaining rights for 20 members of the larger group.

The bulk of the 400 work in the paper's two-dozen offices scattered through suburbs in nearby Delaware and New Jersey as well as Pennsylvania producing stories and photos for the paper's "Neighbors" sections.

The organizing drive was launched by a decision issued July 22 by the National Labor Relations Board's regional office on a petition filed for about 20 full-time "non-staff correspondents" by the Newspaper Reporters of the Philadelphia Inquirer (NRPI), District 1.

The decision followed six days of hearings in February and March in which Inquirer management

contended that the correspondents were independent contractors and therefore not eligible for union representation or, if they were, so were more than 350 additional part-time correspondents, "non-staff photographers" and "specialists."

The Guild, which covers editorial department employees, along with others, in its contract with the

(Continued on Page 6)

Rash of RSI prompts Guild inspections in Fresno

Fresno, Calif.—The Northern California Guild has engaged an occupational safety and health specialist to inspect VDTs and work stations in the news room of the Fresno Bee after nearly two dozen of the 138 employees there reported symptoms of repetitive strain injury (RSI) in a six-month period.

At least 24 employees, includ-

ing Guild-exempt managers, have complained of a variety of musculoskeletal problems, including RSI, the Guild reported.

As part of the inspection tour planned for Aug. 15, Laura Stock of the Labor & Occupational Health Program at the University of California at Berkeley was expected to distribute questionnaires to the Guild-covered employees.

She will report her findings and make recommendations to the Guild.

The Guild sought Stock's advice after union representatives conducted their own inspection of the news room July 15, talking with employees, examining furniture and equipment and taking measurements, notes and photographs.

They found only a few employ-

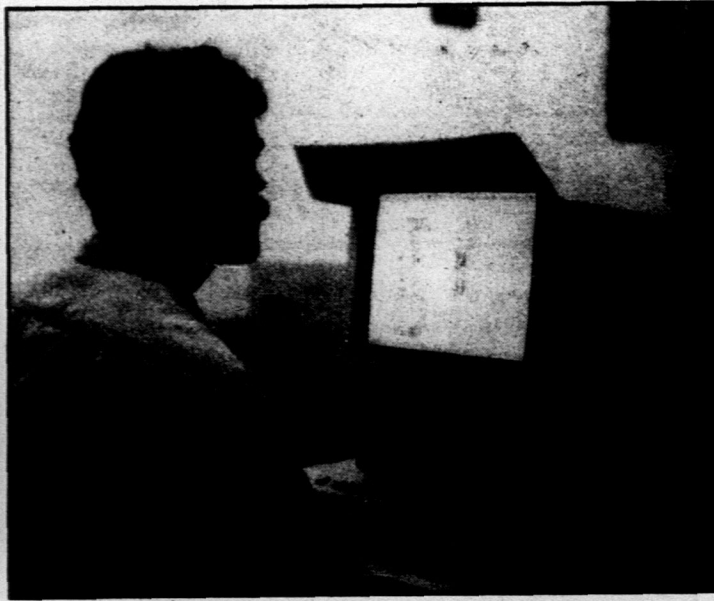
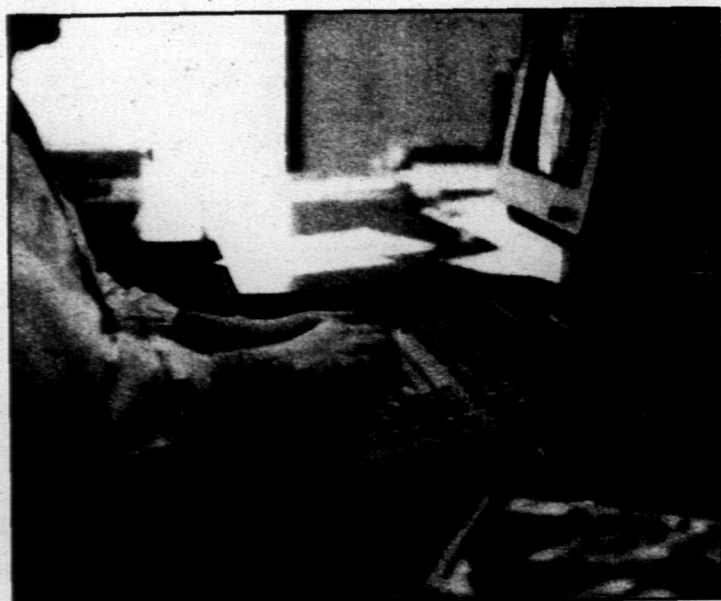
ees provided with chairs meeting the "minimum standards for adjustability and support." Tables and desks are not adjustable, and glare from table tops and windows "is a major problem," a Guild representative reported.

Citing the "unusual number" of RSI symptoms reported by news room employees, the local has called on management of the

McClatchy daily to take immediate steps to provide "a safe and healthful work place."

While representatives of the personnel department have given the Guild assurances that the company will seek the advice of specialist in ergonomics and purchase new furniture when the news room moves sometime within the next

(Continued on Page 2)



SIGRID HAWKES/Northern California Guild

JULY 15 INSPECTION OF FRESNO BEE EDITORIAL DEPARTMENT BY GUILD LEADERS REVEALS A VARIETY OF CONDITIONS AT WORK STATIONS

From left: Adjustable surface for keyboard, no wrist rest; makeshift glare shield for artist; copy editor wears wrist brace at station with wrist rest.

Rash of RSI prompts Guild inspections in Fresno

(Continued from Page 1)

two years, the local has called on the company to provide "ergonomically sound furniture" for all work stations without delay.

"Design criteria should not supersede health needs," Guild Administrative Officer Larkie Gildersleeve wrote in a July 27 letter to the Bee's managing editor. By delaying the purchase of new furniture, the company is "inflicting unnecessary pain on loyal staff" and risks considerable liability, she warned.

"New furniture in two years won't help people who are in danger right now of permanent damage to their hands and wrists," Gildersleeve reported in the local's publication, "ralph." "Reporters, artists, copy editors and librarians earn their living by keyboarding," she pointed out.

The local has recommended that the company establish a joint union-management committee to determine changes needed in furniture, lighting and equipment.

In the meantime, the Guild has

urged the company to rent ergonomically sound furniture until new purchases can be installed. It also has demanded that VDTs be tested and shielded to prevent emissions and recommended steps to correct glare problems.

Although management for more than a year has promised to address complaints from the growing number of worried employees, it only recently began to provide wrist rests to employees who request them, Gildersleeve reported.

Guild members Deborah McKown and David Rose, both copy editors who are being treated for RSI, have announced that they will rent their own equipment in an effort to prevent further injury.

McKown has undergone surgery on both wrists to repair damage to nerves that pass through carpal tunnels in the wrist. She was diagnosed as suffering from carpal tunnel syndrome after dull aches and severe burning sensations in her hands, wrists and elbows developed into weakness and pain so severe it interfered with sleep.

Rose has experienced similar symptoms, missing work and undergoing therapy, including heat, ultrasound and ice treatments, for tendinitis. He was working in a wrist brace after returning to work early in June and continuing therapy.

"The arm is gradually getting better," Rose reported in a June 9 memo. "I still have to stop and rest . . . it's still tough to write with a pencil."

McKown's problems began about two years ago, after working on VDTs for more than 10 years.

Carpal tunnel syndrome was diagnosed last year after physical therapy failed to relieve the pain.

Testifying before a state ad hoc advisory committee on occupational safety and health standards, McKown recounted how management of the Bee extended her sick leave to enable her to rest, undergo therapy and recover from surgery. "But," she added, "it took more than a year after my first medical treatment" before they provided "simple wrist rests."

"Committee members' questions indicated that they sympathized with McKown, not doubting that her injuries were

genuine, probably were related to working conditions and, if possible, that they should be prevented," the local reported.

An exception, however, was Michael Dorais, attorney for the California Newspaper Publishers' Assn., who said he was an attorney for the Bee and pointed out that the Guild had rented a billboard to display an anti-employer message. He denied, however, that he was linking Guild contract disputes with McClatchy to RSI complaints there, saying he "only wanted the other members [of the committee] to know the environment of the complaints about VDTs," the Guild reported.

Sheboygan key to top \$600

Sheboygan, Wis.—Top minimum pay rate for reporters, photographers and artists under the Sheboygan Guild's contract with the Sheboygan Press will top \$600 a week in 1990 under a new three-year agreement with the Ingersoll-chain daily.

The contract, retroactive to Feb. 1, will raise the key news-room top minimum by \$38, to \$602 a week. The increase comes in three increments, with the first taking the top minimum up by \$13, to \$577 a week, from Feb. 1. It is followed by increases of \$13 on Feb. 1, 1989, and \$12 on Feb. 1, 1990.

Outside advertising sales employees are guaranteed that wages and commissions will at least equal reporter minimums.

The agreement also calls for the company to provide free parking and post notices of any vacancies in the Guild unit.

An employee assistance pro-

gram is to be made available without cost to employees.

National origin, marital or parental status, sexual preference, political belief and irrelevant physical or mental handicaps are added to the contract's no-discrimination provision.

Up to six months leave for parents on the birth or adoption of a child is added to the contract.

It also calls for periodic testing of VDTs for emissions and establishment of a joint committee to meet regularly and make recommendations on matters related to the company's operation that are outside the normal scope of bargaining.

The top minimum for librarians, advertising and circulation clerks, dispatch personnel and telephone operators is raised by \$22.50, to \$328.10 a week. A flat minimum for copy editors and the telegraph editor is increased by \$38, to \$619.60 a week.

Unions picket Il Progresso, company seeks to publish

New York—Even though management announced at the end of June that the paper was being closed, striking New York Guild and Typographical Union/CWA members were maintaining picket lines at sites in Emerson, N.J., and Long Island City, N.Y., where the Italian-language daily Il Progresso had been produced.

They were doing so because the company was continuing efforts to publish elsewhere, a Guild representative said, and at least twice in July produced a limited number of copies for distribution.

Union members struck the paper June 20 over the company's refusal to sign new contracts it had agreed to in February.

The Guild has charged the company with violating federal labor law by its refusal to sign the con-

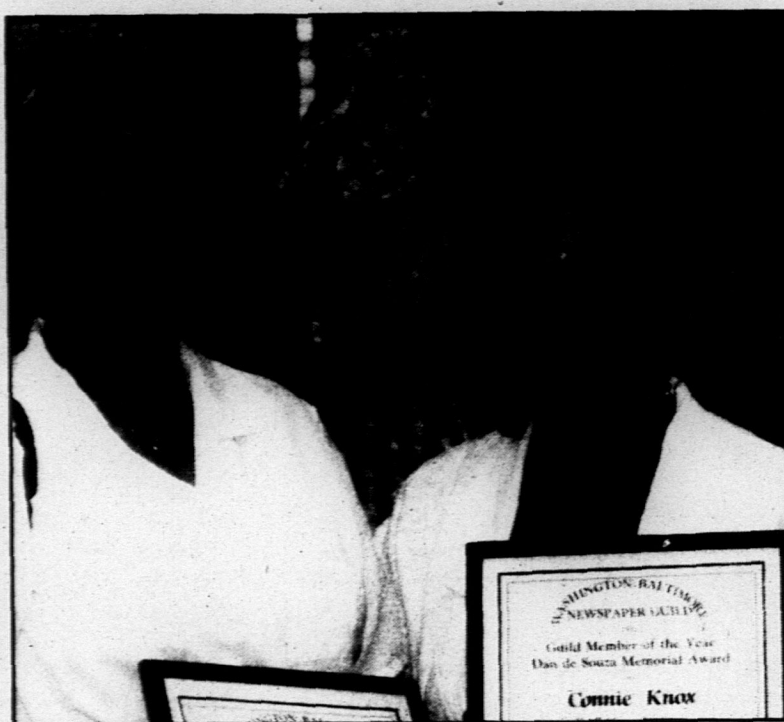
tract, as well as by refusing to make more than eight months' payments to the pension fund on Guild-covered employees' behalf and refusing to remit Guild dues withheld from employees' pay checks. Those charges, before the National Labor Relations Board, were amended by the Guild following the company's closure announcement.

The local represents about two dozen employees in the papers' advertising, business and circulation departments, and the Typographical Union represents about 15 others.

Drivers, represented by the unaffiliated Newspaper and Mail Deliverers' Union, meanwhile, continue to honor the striking unions' picket lines, refusing to distribute papers.

Sunpapers' members cited for leadership by Local #35

Regina Lentz, left, steward in the circulation department of the Baltimore Sunpapers, and Connie Knox, Sunpapers Guild unit chairperson last year, pose after being cited respectively as top Washington-Baltimore Guild steward and member of the year for 1987. Knox led unit through six-day strike last June. Citations were presented during reception held at AFL-CIO headquarters in Washington.



Royal Oak daily sold to Adams group

Royal Oak, Mich.—Sale of the Royal Oak Daily Tribune to Adams Communications in a transaction announced June 16 will give Adams two daily newspapers in suburban Detroit, with news and commercial employees at both represented by the Detroit Guild.

Early this year the company, which owns radio and television stations and a large outdoor advertising concern, purchased the Macomb Daily, published in Mt. Clemens, and a group of weeklies from John McGoff.

Adams now is buying the Daily Tribune and the Orange Coast Daily Pilot in Costa Mesa, Calif., from Ingersoll Publications. No sale price was disclosed. The Tribune has been Ingersoll's only Detroit area paper.

The Guild has been seeking agreements on renewal of its contracts at both Mt. Clemens and Royal Oak.

Kirk Cheyfitz, a former reporter for the Detroit Free Press, heads Adams' new publishing division. The company has corporate offices in Minneapolis and Clearwater, Fla., the seasonal homes of its owner Stephen Adams, the Detroit News reported.

The Guild Reporter (ISSN: 0017-5404) is issued semi-monthly, except monthly in July and December, at 8611 2nd Ave., Silver Spring, Md. 20910. \$20 a year. Second-class postage paid in Silver Spring, Md., and additional mailing offices. Printed in the U.S.A.
Postmaster: Send address changes to The Guild Reporter, 8611 2nd Ave., Silver Spring, Md. 20910.

Key news rate up \$70, to \$806, in new contract at Windsor Star

Windsor, Ont.—The top minimum-pay rate for reporters, photographers and artists at the Windsor Star will be increased to \$806.98 a week next Jan. 1 under a new two-year contract between the Windsor Guild and the Southam-chain daily.

The agreement raises the rate by a total of \$70.12 a week. An initial increase of \$33.16 a week, taking the top minimum to \$770.02 retroactive to Jan. 1, is followed by an increase of \$36.96 next Jan. 1.

A product of joint bargaining by the Guild and three other unions representing the paper's employees, the settlement was reached the morning of June 16 as the talks continued beyond midnight when the unions and management entered a legal strike/lockout position.

The settlement is based on wage increases of 4.5 percent on Jan. 1, 1988, and 4.8 percent on Jan. 1, 1989, plus cash payments of \$50 per employee on the date the contract is signed and again on Jan. 1, 1989.

Under the Guild's agreement, the top minimum for **circulation district managers** is raised by \$67.60, to \$777.93 a week, in in-

crements of \$31.96 and \$35.64.

A sixth week of vacation is added for employees with at least 25 years of service, and an early retirement benefit is added for employees at age 60 with 25 years' service.

Night differential is increased by \$5, to \$47.50 a week.

A vision insurance plan is improved to provide reimbursement of up to \$100 every two years, from \$75, while an addition to the health and safety section requires the company to pay for the cost of eyeglasses for employees working at least half the time on VDTs.

Other new health and safety features require tests of air quality in the photo department and cleaning of VDTs on a regular basis. A commitment by the company to purchase adjustable items as new

or replacement furniture is acquired also is added.

Other increases and new minimums for experienced employees include:

Circulation and editorial clerks—Up by \$37.29, to \$429.11 a week.

General office clerks—Up by \$42.10, to \$484.48 a week.

Copy editors—Up by \$71.32, to \$820.83 a week.

Columnists, copy desk chief and opposite editorial page editor—Up by \$79.38, to \$913.57 a week.

Ottawa and Toronto bureau reporters—Up by \$76.98, to \$885.89 a week.

Participating in the joint talks were unions representing the paper's printers, press operators and photo engravers, plus the Guild.

Sac'to Victims Fund tops \$64,800

Sacramento—The Northern California Guild reports receipt of contributions totaling \$64,881 for its Sacramento Union Victims' Fund through July 29; \$10,408 since June 24, including \$1,325 (U.S.) from delegates at TNG's 1988 Convention in Vancouver.

The fund was established to replace wages and benefits lost to the four-member Guild bargaining committee fired by the Richard Mellon Scaife-daily in mid-October 1987. The company is appealing an administrative law judge's ruling that the firings were illegal and should be reversed [Guild Reporter, July 22].

Latest reported contributions to the fund included:

Akron Guild	\$ 300	—Fresno unit	125
Bristol (Conn.) Guild	40	—Newspaper Agency unit ..	102
Brockton Guild	200	—Santa Rosa unit	23
Buffalo Guild	250	New York Guild	2,000
Chicago Guild	250	Pacific Northwest Guild	200
Denver Guild	100	Portland Guild	100
Erie Guild	100	Providence Guild	500
Hawaii Guild	750	San Diego Guild	250
Hudson County Guild	100	San Jose Guild	150
Indianapolis Guild	150	St. Louis Guild	250
Los Angeles Guild	100	Sioux City Guild	25
Manchester Guild	400	TNG staff (checkoff)	571
Northern California Guild ..		Toledo Guild	100
—Chronicle unit	168	Victoria Guild	150
—Examiner unit	58	Youngstown Guild	250

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

'Security' moves raise Windsor members' ire

By Rob Ferguson
Windsor Guild

Windsor, Ont.—There's no such thing as a crystal ball, but the 140 Guild members at the Windsor Star may have gotten a glimpse of the future nonetheless in the recently concluded round of contract talks at the Southam-chain daily.

What they saw leading up to their June 17 settlement was a powerful newspaper chain ready to try to bully the unions at one of its fattest cash cows.

Instead of spending the money at the bargaining table to foster goodwill among employees, Southam and Star management appeared to have decided to waste it instead on such fantasy-land projects as:

✓ \$50,000 for Big Brother-style security cameras to scan the sidewalks and streets surrounding the Star's downtown building;

✓ Floodlights mounted on the roof that shine so brightly you can read a newspaper on the street in the middle of the night;

✓ A platoon of husky security guards in rented cars sitting in a darkened tire store parking lot several miles away an hour before workers and management would be in a legal strike/lockout position (with talks continuing, the unions had set no strike deadline and management had pledged no lockout);

✓ Bodyguards to watch over several senior Star management people and their homes.

The cameras and the lights remain in place and in use.

"None of us is naive enough to think the company wasn't going to make preparations, because we make them, too," said Dave Hall, president of the Windsor Guild. "But our members were upset and disappointed and insulted that Southam saw fit to protect its buildings from its own employees."

For all the preparations, there were no real or implied threats from the unions or union members. The message in the management moves was clear: Spend what it takes to try to beat the unions.

In Canada, where the labor-management climate generally is healthier than in the United States, newspaper unions dealing with Southam may well have entered a new era.

The settlement was the package Southam offered elsewhere: a 4.5

percent increase in 1988 and 4.8 the next year. The company's initial demand was a 10-year deal with a 3.5 percent, non-retroactive raise this year rising to cost-of-living increases in the last five years.

The company's strike-lockout preparations also saw a squad of Southam managers plucked from other papers in the chain and flown to Windsor, where they waited in downtown hotels for the call to put out a scab paper.

Combined with the bright lights, the scenario led one reporter to quip: "This place is lit up like Disneyland and they're going to put out a Mickey Mouse newspaper."

Richard Landry, the Montreal Gazette security chief widely regarded to be behind the company's lights-camera-action antics in Windsor, was involved in Southam's lengthy and bitter lockout of press operators at the Gazette which ended earlier this year.

Back in Montreal, Landry bragged to one Guild member of his security achievements in Windsor. However, when recognized while touring the Star building by two editorial staffers who called to him by name, the burly Landry looked more unnerved than proud.

This year's experiences at the Star have impressed upon Guild members the need for a corporate bargaining strategy, Hall said.

It wouldn't be as easy as the Canadian Auto Workers and the United Auto Workers make it look with General Motors, Ford and Chrysler because of the mix of job categories, wages and benefits at



GRANT BLACK/Windsor Guild

INFORMATIONAL SIGNS READ BY WINDSOR MEMBERS
From foreground: Steve Fields, Margaret Montrose and Doug Firby. Pointing to company video scanners, one warned of "Big Brother."

the various Southam papers.

Another approach discussed by Guild leaders at the three newspapers might lie in simultaneously negotiating separate contracts with the papers.

"The company would be looking at a more difficult division of resources. If they decide to come up swinging, they're going to have

to come at three or four different opponents, not just one. "Their pit is obviously deeper than ours, but it's not bottomless," said Hall.

(The Southam Council of Guild locals will hold its second meeting in October, in Sudbury, in conjunction with the fall meeting of the Canadian District Council of Guild locals.)

Bryant of SONG named to TNG staff

Toronto—John Bryant, executive secretary of the Southern Ontario Guild the last 12 years, will join TNG's staff as an international representative assigned to Canada, TNG President Charles Dale announced Aug. 10.

Bryant, whose appointment to the position is effective Sept. 12, replaces Frederica Wilson, who resigned earlier this summer.

As executive secretary of the Guild's second largest local, Bryant has bargained a number of contracts and assisted in a variety of organizing projects, including campaigns that brought Guild contract coverage to employees of

Maclean's magazine and Southam's Hamilton Spectator.

His primary bargaining assignment has been at the Toronto Star, where the local represents more than 1,400 editorial, commercial, delivery, garage and maintenance employees.

Bryant was a local representative in 1974-75 and was named executive secretary in 1976.

Before joining the local staff, he worked as a stereotyper at the Star where he was an officer of the Toronto Stereotypers Union.

A delegate to many Guild conventions, Bryant chaired the Constitution Committee in 1986.



John Bryant
At this summer's convention.

LOCAL ELECTIONS

Hudson County (Jersey City)

Ron Leir, president; Agustin Torres, vice president; Ellen Moodie, recording secretary; Jim DeRogatis, corresponding secretary; Bob Aronson, treasurer.

Providence

Charles Walker, president; Andrew Duehring, vice president; Neil Downing, secretary; Frank Santafede, treasurer.

WANTED:

Executive Secretary

The St. Louis Newspaper Guild is seeking an executive secretary. Must have experience in contract bargaining and a good union background. A working knowledge of The Newspaper Guild also is preferable. Full benefits. Salary negotiable. Job starts Oct. 3. Send application and resume by Aug. 25 to: St. Louis Newspaper Guild, 1015 Locust St.—#740, St. Louis, Mo. 63101.

Equal Opportunity Employer

Guild poised to organize new Detroit JOA

(Continued from Page 1)

jobs through layoffs, early retirement or buyouts. The Guild represents some 400 in those departments at the Free Press. Its agreement restricts layoffs to a maximum of 75 and bars them in two departments, plus the news room.

The Detroit Guild was the last formal intervenor to withdraw its objections to the JOA's approval and the last of the unions representing the papers' employees to reach agreement on cushioning the impact of the JOA on those employees. The other unions did so in February and leaders of at least two—Teamsters' circulation and Mailers locals—said they now will press to have their agreements upgraded to match the Guild's.

The agreement was reached in meetings involving top officers of TNG, the Detroit Guild, Knight-Ridder's newspaper division and the Free Press. Initiated by Knight-Ridder, they were capped by a marathon session at TNG headquarters that lasted until nearly 5 a.m. Saturday, July 23.

Afterwards, TNG President Charles Dale said that TNG remains "opposed to a JOA in principle and philosophically, but in our negotiations with Knight-Ridder we were conscious of the need to preserve as many jobs as possible for newspaper employees in Detroit—people who had no other jobs to go to in that city."

"We were convinced that Knight-Ridder would close the Free Press absent a JOA, and the loss of employment to our members in Detroit would have been staggering."

Chief participants in the marathon session were Dale, Detroit Guild Administrative Officer Donald Kummer, Knight-Ridder Newspaper Division President P. Anthony Ridder and Free Press General Manager Robert J. Hall.

It took two votes, heated debate and a threat to resign by Kummer before the Detroit Guild's representative assembly approved the agreement and agreed to drop opposition to the JOA two days later, however, the News and Free Press

reported. The first vote was 15 to 13 to reject. The second 15 to 9 to accept.

In his 15-page "Decision and Order," Meese took note of "the several filings by intervenor labor unions requesting withdrawal of their original oppositions to the application" for approval of the JOA and said he was accepting them.

The papers applied for Meese's approval on May 9, 1986. Hearings were conducted in August of 1987 by Administrative Law Judge Morton Needelman with the Antitrust Division and the Detroit Guild and Teamsters leading the opposition. Needelman on Dec. 30 issued his recommendation that the application be denied, asserting that the Free Press' losses, as well as those of the News, were due to unrealistically low circulation and advertising pricing by both papers as each sought to dominate the market. Realistic pricing would bring profitable operations, he said.

Said Meese in his decision, however: "With all respect to Judge Needelman, review of this extensive record leads me to the opposite conclusion."

Meese said he is convinced that the Free Press "is locked into a loss situation involving millions of dollars each year for the foreseeable future, with no realistic prospect of extricating itself."

"Indeed," he continued, "were it not for a major infusion of millions of dollars by its parent [Knight-Ridder], there is every reason to believe that the Free Press would have failed long ago."

It would not be "counterintuitive nor contradictory," he said for Knight-Ridder to close the paper "upon concluding, after all these years, that the Free Press no longer had long-term prospects for market domination nor a more immediate opportunity through unilateral action to reverse its string of annual operating losses."

"That is, after all," he continued, "the market reality in Detroit under present circumstances."

He said that the Free Press has demonstrated that "no unilateral actions on its part can, without entirely improper collusion or collab-

oration with the News, reverse the unbroken pattern of annual operating losses."

"Keen competition aimed at market domination and future profitability—competition waged energetically but both responsibly and properly—has moved both newspapers into intractable loss positions from which only one, the News, now appears to have any reasonable prospect of emerging," Meese asserted.

Because the News "leads in virtually all economic indices, is prepared (indeed committed) to continue its depressed pricing practices at levels below the Free Press in order to insure that the News maintains its circulation and advertising advantages, and undoubtedly has the ability on such terms to outlast the Free Press, the very real potential for failure becomes highly 'probable,'" Meese concluded.

Permitting the JOA, he said at another point, "is in the nature of a legislative trade-off: an incremental elimination of competition as to the newspapers' production activities in exchange for the assurance that the existing array of editorial and reporting voices will remain fiercely competitive and independent."

Both papers repeated earlier announcements after the JOA was approved that both circulation and advertising rates will be increased when they begin joint operations. Neither said how much, however.

Detroit Guild JOA pact

Following is a summary of the three-year agreement by the Detroit Guild with Knight-Ridder and its Detroit Free Press on the effects of the paper entering a joint operating agreement with the Gannett chain's Detroit News. It is adapted from a summary issued by the local after the agreement was approved by its representative assembly July 25.

Involuntary layoffs of Guild-represented Free Press employees related to the joint operating agreement (JOA) will total no more than 75, with no more than 45 from advertising and marketing services. There will be none from editorial, data processing and building services. Nor will there be any from News maintenance.

A "buy-out" package available to any employee currently represented by the Guild who chooses to leave includes severance pay—minimum, eight weeks, maximum 56 weeks, compared to the expired contract's maximum 40 weeks—fully paid health insurance for the "length of severance" (2 weeks per year of service) and professional job search assistance.

Early retirement at full pension is available for "business-side" employees who will be at least 55 years old by Dec. 31, with the cost borne in full by the Free Press. Health insurance will continue at full coverage for all retirees.

Recall rights for job vacancies at the newspaper agency (DNA) will be retained by laid-off Free Press employees for three years.

A **job training/education** fund for laid-off Free Press employees will be set up with \$500,000 from Knight-Ridder and jointly administered by the company and the Guild.

Voluntary recognition of the Guild as the representative of employees of the DNA's business systems data processing department will be given upon independent verification that a majority of the estimated 31 employees there have signed Guild cards. The Guild represents the group at the Free Press. The Guild will continue to represent editorial department employees at both papers.

The Guild will drop all its actions contesting the JOA as well as related actions, except its unfair labor practice charge that the Free Press violated the law in its agreement with the Teamsters that the inside and outside circulation departments of the DNA will be combined for union representation purposes.

Cincinnati appeals NLRB pay ruling

Washington—The Cincinnati Guild has asked the National Labor Relations Board to overturn an administrative law judge and find Gannett's Cincinnati Enquirer guilty of unlawfully refusing to bargain for a first Guild contract for its news-room employees.

In an unfair-labor-practice complaint, a NLRB regional director had charged the Gannett daily with violating federal labor law by insisting that the company must have sole discretion in determining pay

levels, refusing to include a procedure for arbitrating disputes and insisting on a no-strike provision.

The administrative law judge in a May 18 ruling, however, refused to consider the effect of the company's refusal to agree to an arbitration procedure and its insistence on a no-strike clause. The law judge then dismissed as too narrow the charge over company demands for a merit-only pay system with no contractual minimum pay rates.

"This case presents a fundamen-

tal issue under the National Labor Relation Act: Whether the duty to bargain over wages still exists," the Guild said in an appeal filed with the NLRB July 8.

Calling on the board to reject the law judge's "bizarre procedural rulings" and consider the merits instead, the Guild's brief stressed that wages are not only a mandatory subject for bargaining under federal labor law, "but perhaps the most important subject for bargaining."

Key rates up \$45, to \$601, in new Pawtucket contract

Pawtucket, R.I.—Members of the Pawtucket Guild have ratified a new two-year agreement with Ingersoll's Pawtucket Times that will raise the top minimum for reporters and photographers by \$45.40, to \$601 a week.

The \$45.40 increase comes in two increments, with the first—\$22.28 retroactive to Dec. 22—taking the key news room top minimum to \$577.88, followed by an increase of \$23.12 this Dec. 22.

Outside advertising sales employees are guaranteed that their annual compensation from wages and incentive payments will at least equal the minimum rate for reporters.

One group of **maintenance em-**

ployees is upgraded, with their top minimum raised by \$45.42, to \$421.82 a week, in increments of \$29.20 and \$16.22. An upgrading for **editorial clerks** raises their top minimum by \$35.02, to \$374.99 a week, in increments of \$20.60 and \$14.42.

Dental benefits are improved, with the company picking up the additional premium, and life insurance coverage is raised to \$20,000, from \$15,000.

The agreement calls for establishment of a joint committee to develop programs on employees health and safety issues, including stress management.

Company representatives also agreed to test air quality.

SONG files for book warehouse group

Toronto—The Southern Ontario Guild has applied to the Ontario Labour Relations Board for certification as the bargaining representative for warehouse employees of Oxford University Press Canada.

The local's application for certification, filed July 28, was backed by membership applications from a majority of the dozen employees in the warehouse of the British publishing house in suburban Toronto.

Brockton awards first scholarship



Brockton Guild President Bob Townsend, left, presents \$500 scholarship check to Jennifer Candlen, center, who will enter Stonehill College in the fall. Daughter of Guild member Janice Candlen, Jennifer, was chosen from three applicants in the local's first-ever scholar-

ship competition. Award was announced at scholarship banquet sponsored by Greater Brockton Central Labor Council. Looking on at right is Shirley Rajala, secretary-treasurer of the Brockton Guild who also serves as a member of the labor council's executive board.

DICK ARIKIAN/Brockton Guild

LETTERS URGED

C.U. unit wins vote of support

Vancouver—TNG's 1988 Convention reaffirmed the international union's support for members of the New York Guild's Consumers Union unit in their struggle to win an equitable new contract from the publisher of Consumer Reports magazine.

Citing charges of unfair-labor-practices in an NLRB regional director's complaint against Consumers Union earlier this year [Guild Reporter, April 22], the convention called on each delegate to write to a member of CU's board of directors seeking support for the Guild's efforts to win "a decent contract."

The local's last contract with CU expired Dec. 31, 1986. Talks have been stalled over the issue of company demands to hold contract wage increases to about 2 percent a year, with additional increases to be disbursed from a "merit pool" at management's sole discretion.

The local has called a boycott of CU publications, and the AFL-CIO has endorsed the effort, adding Consumer Reports to its nationwide boycott list.

Meanwhile, focusing on one member of CU's board of directors early in July, members of the Guild unit distributed leaflets to commuters in Hartsdale, N.Y., urging that they contact consumer affairs reporter Betty Furness, a resident of the community, to voice opposition to the company's labor practices.

Earlier, members of the unit took the story of their struggle with the highly regarded consumer organization to a June 30 testimonial dinner honoring Michael Harrington, a leader of the Democratic Socialists of America.

Before the evening's end many in the crowd of about 600 were wearing the local's red and white boycott buttons, the local reported. Those accepting lapel buttons from unit members included Sen. Edward M. Kennedy, former U.S. Rep. Bella Abzug, cartoonist Jules Feifer, leader of Canada's New Democratic Party Edward Broadbent and publisher Gloria Steinem.

"Everyone we met was most gracious and supportive and... quite surprised to learn that Consumers Union... had found itself on the boycott list alongside Colt Firearms and California table grapes," Guild leaders reported in a unit shop paper.

Lake Superior Guild marks '50' in Duluth



STEVE STEARNS/Lake Superior Guild

Members of the Lake Superior Guild, families and friends—including TNG President Charles Dale, striped shirt, right front above—pause to pose during July 24 picnic celebrating the 50th anniversary of the local's winning its first contract with the Duluth Herald and News-Tribune in 1938 in a seven-week strike. The strike was marked by a police tear-gas attack on massed pickets, Minnesota's Farmer-Laborite Gov. Elmer A. Benson promising to call out the state militia to protect the strikers and their supporters "in the full exercise of their civil rights," and then,

after the tear-gas episode, ordering the Ridder-owned papers to accept a settlement that had been worked out in the governor's office earlier. Story of the strike is told in copies of the Guild Reporter and of Duluth labor papers of the time displayed with other memorabilia on four bulletin boards. Some five dozen persons turned out for the event, with Chris Miller spending the day at the grill, right, roasting hot dogs for all. Above, to the left of Dale and partially obscured, is Lake Superior President Julie Bell. By banner: Darren Carroll, former president.

Board charges Sac'to Bee on merit-only plan

San Francisco—As directed by the General Counsel of the National Labor Relations Board, the NLRB's regional director here has reversed himself and charged McClatchy's Sacramento Bee with violating federal labor law by unilaterally implementing a merit-only pay system for Guild-covered employees.

Regional Director Robert H. Miller did so after NLRB General Counsel Rosemary M. Collyer, acting on an appeal by the Northern California Guild, ordered the reversal in ruling issued July 19.

The company's insistence on establishing a merit pay system exempt from the contractual grievance and arbitration procedure raises issues that warrant further exploration through testimony before an administrative law judge, Collyer said.

Miller subsequently set a hearing to begin on Sept. 28, almost 13 months after the Guild filed un-

fair-labor-practice charges against management of the McClatchy daily. Miller dismissed the charges in October, claiming they were without merit.

The company declared bargaining on a new Guild contract at an "impasse" in March of 1987 and implemented the merit-based pay system it had demanded the Guild accept in a new contract. That sys-

tem conditions all pay increases on merit evaluations, with the company having sole control of procedures, standards and criteria for any increases that might be granted.

By demanding that the Guild accept a system for determining wage increases from which it is excluded and on which there can be no appeal to a neutral third

party, the company seeks to force the union to give up the right to represent employees "on a fundamental term and condition of employment such as wages," the Guild argued in its appeal to Collyer.

The Guild's contract with the Bee expired in April 1986. It covers about 400 employees in advertising, art and editorial.

NLRB counsel upholds appeal on pay

Washington—The Bakersfield Californian's insistence that it have complete discretion in setting and allotting pay increases under a merit-pay plan it is demanding be included in a new contract with the Bakersfield Guild is grounds for an unfair-labor-practice complaint, the National Labor Relations Board's general counsel has said.

Upholding a portion of a Guild appeal, General Counsel Rosemary M. Collyer said in June that the NLRB's regional office should expand a complaint against the

daily to include charges that it refused to bargain in good faith over the merit pay proposal, which it has unilaterally implemented.

The company's refusal to furnish information the Guild requested about the discharge of two employees also warrants further inquiry, Collyer said.

Remanding the issues to the acting regional director in the board's Los Angeles office, Collyer said

the allegations should be developed in a hearing before an administrative law judge. At the same time, she dismissed other issues raised in the Guild's appeal.

The Guild is seeking a new contract to replace one that expired in May 1987. The company declared an "impasse" last fall and implemented its "final offer," including a pay increase system based on individual evaluations.



A Labor Day Special OFFICE OF THE FUTURE

Narrated by Maureen Bunyan

New technologies are revolutionizing clerical and professional jobs, but the much heralded promise of a better work-life is threatened by VDT health hazards, runaway jobs, obsolete skills and electronic monitoring.

Premiers Labor Day on Public TV!

For station, date and time
check local listings.



Jackson heads K-R unit

Vancouver—Luther Jackson, chairperson of the Free Press unit of the Detroit Guild and a TNG vice president, was elected chairperson of the Knight-Ridder Council of Guild locals at its meeting here during TNG's 55th Convention. He succeeds Bill Barry, former administrative officer of the Philadelphia Guild.

Also elected were: Karl Karlson of Twin Cities, vice chairperson; Barbara Thomas of Gary, secretary; and Jim Smith of Los Angeles, treasurer.

WASHINGTON-BALTIMORE GUILD:

Assistant Administrative Officer

Local representing 3,000 Washington Post, Baltimore Sun and other employees seeks experienced leader for bargaining, organizing and administration.

Candidates should have extensive bargaining and organizing experience, as well as familiarity with NLRB, EEOC and FLSA regulations and procedures.

Successful candidate will have aggressive, creative approach to challenges posed by employers today, and the experience to know what works. Salary to \$40K, plus excellent benefits.

Send resume, references to:

The Search Committee

Washington-Baltimore Newspaper Guild

1511 K Street NW.—Suite 926

Washington, D.C. 20005

Equal Opportunity Employer

Philadelphia races clock for group of 400

(Continued from Page 1)

Inquirer and Daily News, maintained as an intervenor in the hearings that if the correspondents were employees, they should become part of the Guild's existing bargaining unit at the Knight-Ridder dailies by accretion.

The hearing examiner's report rejected the company's "independent contractors" claim as well as the Guild's accretion position.

It also said, in holding at least 370 of the larger group to be employees, that neither the Guild nor NRPI could then demonstrate sufficient interest within the enlarged group for a representation election to be held.

The examiner gave both unions one week—later expanded to three weeks by NLRB Regional Director Peter W. Hirsch—to sign up enough members for a vote to be scheduled.

The Guild and the NRPI announced that they were co-operat-

ing fully in the necessary organizing push.

"Only through collective action can employees bargain with employers for fair treatment and economic justice," said Guild President Beth Gillin in a joint announcement of co-operation with NRPI President Bob McSherry. Gillin lauded McSherry's group for having "inspired all of us."

"We are joining together to prevent management from treating its employees in an unfair and arbitrary fashion," said McSherry.

The Guild local immediately called upon its members at the dailies in Philadelphia and suburban Pottstown, Chester and Norristown who come in contact with any of the correspondents, photographers or "specialists" to congratulate them on gaining the right to union representation, tell them of the benefits of working under a Guild contract and urge that they sign up.

The noon three days before the original deadline, with the temperature and humidity in the near-unbearable range, leaders and members of both the Guild and the NRPI picketed outside the main entrance to the Inquirer and Daily News' downtown offices in a demonstration of unity that also drew leaders of other unions at the papers. The latter included Bill Gulliver, secretary-treasurer of the Teamsters and president of the Council of Newspaper Unions.

Later, the Guild bought time on a popular all-news radio station to invite members of the new group to call for information.

Meanwhile, management of the Philadelphia dailies also began actively seeking to dissuade the correspondents and photographers from signing with the union, advising them that "a non-union stringer workforce is better for you and better for the newspaper."

"Stringers are basically happy

with the status quo," declared a three-page Mailgram bearing the names and office phone numbers of 11 editors. It also promised that "we will be giving serious consideration" to some of the ideas stringers have about improving the system. Organizing "would disrupt and perhaps fundamentally damage the status quo," it said.

Pointing to wage minimums and employee benefits in the Guild contract, the Mailgram warned that the "Neighbors" sections already are "costly ventures" aimed at building readership "in the high-growth suburbs" and that it is "unrealistic to expect that the newspaper would absorb heavier losses than it already is assuming" with the operations there. It lauded part-time correspondence as "a second income or paying hobby."

Among the criteria cited in the hearing examiner's determination that the full- and part-time correspondents are employees were their working under editors who set their hours and give them assignments and "beats."

Also cited were the "fixed amount" of their pay (\$340 to \$390 per week for fulltimers, \$75 a day for parttimers), their expense reimbursements, their use of desks and computer terminals in company offices and the benefits provided the fulltimers, including paid vacations, health insurance, paid holidays and sick leave, some through a Guild agreement.

The criteria cited in the photographers' determination included photo editors' control of their assignments, fixed weekly or per-assignment payments for their work and the employer's providing necessary supplies, such as film, as well as processing.

The examiner said that parttimers who worked at least 15 days in the three months before an election that might be called will be eligible to vote.

There was not enough information in the hearings to determine if several "specialists" who write columns on subjects such as antiques, bowling and jazz are employees, the examiner said.

Key rates up \$102 in Norristown

Norristown, Pa.—Top minimum pay for news and advertising employees is raised by \$102.58, to \$621.09 a week, in a new three-year agreement between the Philadelphia Guild and the Norristown Herald.

The contract, retroactive to April 19, raises all minimums and salaries by \$28 a week from that date, followed by increases of 3.5 percent at the start and six-month points of the agreement's second and third years.

Following the \$28 increase—putting the top minimum for reporters, photographers and outside advertising sales employees at \$546.51 a week—their top minimum is raised by \$17.76, to \$564.27, next April 19; by \$18.34, to \$582.61, on Oct. 19, 1989; by \$18.93, to \$601.54, on April 19, 1990; and by \$19.55, to \$621.09, on Oct. 19, 1990.

The contract, ratified unanimously at a unit membership meeting June 13, is the third the local has bargained covering the paper's 70-75 advertising, business, circulation and editorial department employees.

Differentials for working nights or substituting in several jobs are raised by \$10, to \$40 a week, or \$8 a day. Reimbursement for employees using their vehicles on company business is raised by 2.5 cents, to 22.5 cents a mile.

A provision for additional days off for employees who use no sick leave is expanded to provide three extra days off when no sick leave is used in a calendar year.

A provision recognizing the company's right to grant merit increases above the minimum pay rate is improved to require that an individual employee's merit be acknowledged by merit increases.

The agreement also calls for the

company to pay the cost of educational courses the will improve the skills of full-time employees in their current jobs.

Other increases and new top minimums include:

Telemarketing representatives, bookkeepers, cashiers and data-base censors—Up by \$79.08, to \$425.38 a week, in increments of \$28, \$12.16, \$12.56, \$12.97 and \$13.39.

Ad-takers and librarians—Up by \$76.46, to \$403.60 a week, in increments of \$28, \$11.54, \$11.92, \$12.30 and \$12.70.

Desk assistants and chief photographer—Up by \$104.34, to \$635.61 a week, in increments of \$28, \$18.18, \$18.77, \$19.38 and \$20.01.

Clerks and receptionists—Up by \$75.60, to \$396.39 a week, in increments of \$28, \$11.34, \$11.70, \$12.08 and \$12.48.

Aid urged for hostage freedom effort

Silver Spring, Md.—The Journalists Committee to Free Terry Anderson is seeking support for its efforts, and TNG President Charles Dale has urged Guild locals and members to respond by joining in a letter-writing campaign and making contributions to the committee.

Noting that TNG's convention in June called on the Guild to continue its activities to help bring an end to captivity for Associated Press correspondent Terry Anderson and others held hostage in the Middle East, Dale urged locals and members to add their voices at this "critical moment in the hostage ordeal."

The committee, which includes former hostage Jerry Levin of

Cable News Network and ABC's Sam Donaldson on its executive board, describes itself as a "non-political, humanitarian journalists' organization dedicated to one task: to bring our colleague Terry Anderson and the other hostages home from Lebanon."

The committee asks that Guild members express their concern about the hostages in letters to their congressional representatives, as well as in letters to United Nations Secretary General Javier Perez de Cuellar (United Nations Plaza, New York, N.Y. 10017) and the Iranian ambassador to the U.N., Mohammad Ja-Afar Mahallati (Mission of the Islamic Republic of Iran to the United Nations, 34th Floor, 622 3rd Avenue, New

York, New York 10017).

The committee also seeks contributions to help defray the mounting costs associated with its on-going efforts to keep attention focused on the plight of the hostages. Anderson, in his fourth year of captivity, has been held longer than any of the other 18 individuals known to be held by pro-Iranian Moslem extremists, the committee reports.

Bumper stickers carrying the committee's message calling for freedom for the hostages are available for 25 cents each. Orders and contributions should be addressed to the committee at 2928 33rd Place N.W., Washington, D.C. 20008, Dale said in an Aug. 3 letter to locals.

NLRB asks court to order Guild rehires at El Mundo

(Continued from Page 1)

with a staff of about 175, down from more than 400 employees in the Guild's plant-wide El Mundo unit. About a quarter of the staff Gonzalez hired were former employees of the paper.

In the complaint against El Mundo, Asseo charged the company with unlawfully refusing to hire former employees because of their Guild membership and support for the union. She also charged the company with illegally refusing to recognize the Guild and bargain with the union as the employees' representative. In addition, she charged the company with unilaterally changing working conditions by subcontracting circulation department work and reducing pay and benefits.

Asseo's petition to the court lists about 400 former Guild-covered employees who have been denied rehire rights and seeks an order that

they be offered employment in current positions with the paper. Newly hired employees should be discharged if necessary, the board's petition said.

It also seeks an order that the company recognize and bargain with Guild representatives and, on the union's request, rescind any unilateral changes in terms and conditions of employment.

In addition, the court is asked to block the company from obstructing employees' union activities or threatening reprisals.

A regional director's complaint of unfair labor practices by an employer, similar to a prosecutor's indictment, is typically followed by a hearing before an NLRB administrative law judge, who issues a ruling on the charges. The ruling is subject to appeal to the five-member NLRB in Washington and, ultimately, through the federal court system.

IT

SEEMS
TO US

'Parent' rues retitling of 'Freshman Forum'

WASHINGTON, D.C.

Editor:

I see that the convention's "Freshman Forum" has been overtaken by progress and had its name changed from "Freshman Forum" to "New Delegate Forum."

It was supposed, I presume, that no self-respecting woman in these enlightened times would stand idly by and permit herself to be called a freshman.

So I asked the first self-respecting and enlightened young woman I could find, who turned out to be a student at Bennington College, a notably progressive institution that for years would not even admit men.

What year are you at Bennington, I asked her.

"Third," she said. "I'm a junior."

And when you were in your first

year, what did you call yourself, I asked.

"A freshman," she replied.

A freshman!

Well, glory be—and Q.E.D., as we used to say in freshman geometry.

ELLIS T. BAKER

Retired

Washington-Baltimore Guild

Editor's note: Now retired, Baker invented the "Freshman Forum" while TNG's director of research and information, and, he says, conducted it for 30 years "to great acclaim from male and female" first-time delegates alike.

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.

Bring Our HOSTAGES HOME From Lebanon

Hebrews 13:3

Journalist Committee To Free Terry Anderson
No Greater Love

SALES OF THIS BUMPER STICKER WILL HELP EFFORT TO FREE TERRY ANDERSON

Orders, with 25 cents for each sticker, should be sent to: No Greater Love/Journalists Committee to Free Terry Anderson, 2928 33rd Pl. NW., Washington, D.C. 20008.

TV and politics critique wins '88 Mellett honor

University Park, Pa.—The book, "The Great American Video Game: Presidential Politics in the Television Age," by Martin Schram, has been named winner of the 1988 Lowell Mellett Award for critical evaluation of news-media performance.

The award, established in 1978 through a bequest to TNG from Mellett, a Scripps-Howard editor and syndicated columnist, has been administered since 1984 by Penn State's School of Communications.

Schram's book is about the manipulation of television in the 1984 presidential campaign, which he covered for the Washington Post. Its selection, from among 25 submissions for the award, was announced in mid-June.

The book is for "television journalists as well as TV watchers," said one of the judges of this year's award competition, Ronald Clark, editorial page editor of the St. Paul Pioneer Press Dispatch. "It shows how smart manipulators can dictate the terms of TV coverage of political campaigns and influence judgments of voters about candidates."

In addition to Clark, the judges were Marion Lewenstein, a Stan-

ford University professor, and Ned Schnurman, producer of the public TV program about journalism, "Inside Story."

The panel also awarded two special citations to entries that reflected efforts to improve journalistic practices at a daily newspaper in Georgia and a television station in Iowa.

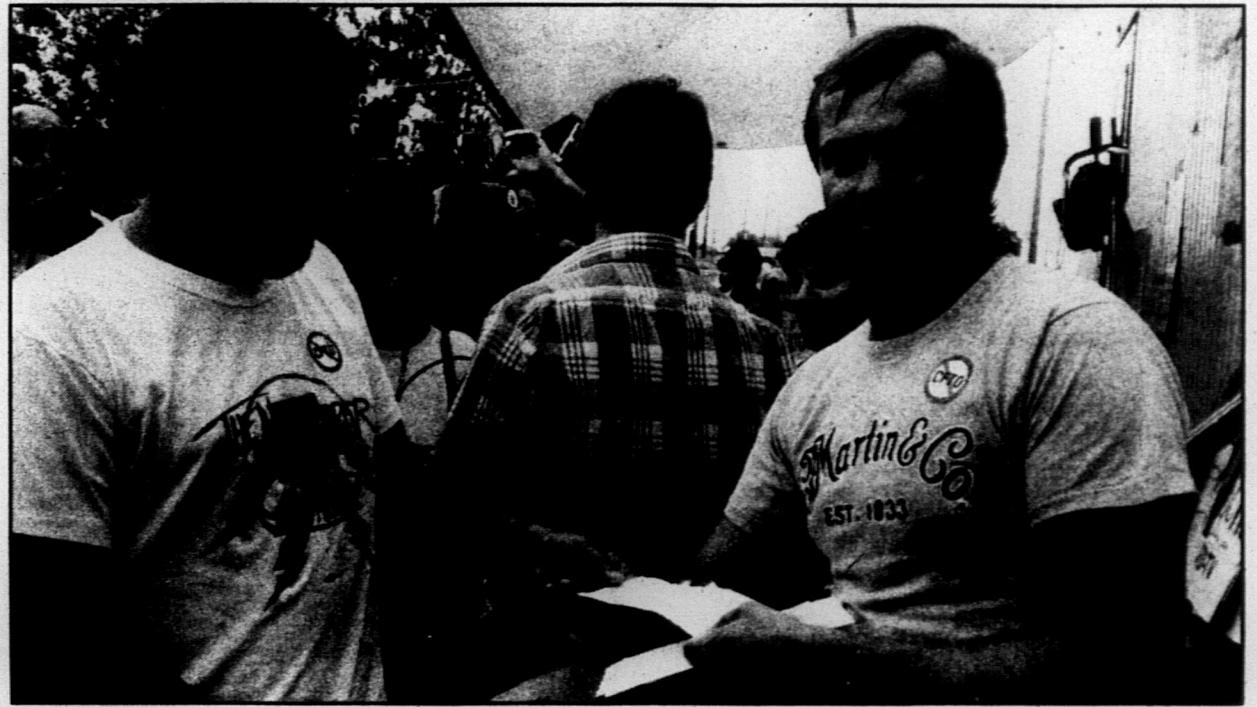
One cited John L. Perry and the Rome (Ga.) News-Tribune for pointing up the key part proper attribution plays in gaining and maintaining credibility.

The other cited Van Carter, news director of KTIV-TV in Sioux City for his development of an internal set of critical standards aimed at improving the structure of news stories by making them more coherent.

The judges also expressed disappointment at the "limited number" of entries in the competition.

"We wish that there would be more criticism in all media—and especially in broadcast," they said in a statement on the subject, adding: "We also wish that what criticism does exist would be harder hitting than those representative samples we saw."

A hand (with check) for locked-out TV people



DAVID GERSOVITZ/Canadian Wire Service Guild

Keeble McFarlane, president of the Canadian Wire Service Guild, left, passes second \$1,000 aid check from the local to George Copeland, representative of Broadcast Employees & Technicians locked-out by CFTO-TV in Toronto for more than two months. Dispute with CTV-

network flagship centers on company demands to contract-out vast amount of production work. Locked-out NABET people include technicians and reporters. Canada's labor movement is launching boycott of CFTO, owned by the Bassett family.

4 weeks' vacation in 96% of pacts

Silver Spring, Md.—Ninety-six percent of Guild contracts include provision for four weeks' of annual vacation, and in 86 percent of them the fourth week of vacation takes effect after no more than 10 years of service.

Those statistics are included in an analysis by TNG's Collective Bargaining Dept. of vacation benefits found in the Guild's 215 con-

tracts in effect on Feb. 1.

The study showed that no more than five years of service was required for four weeks of vacation in 66 of the contracts.

Five weeks of vacation was included in 133, or 62 percent, of the contracts. In 46 of the agreements, the service required for five weeks' vacation was 15 years or less; in 20, it was 10 years or less.

Once of Duluth, Conlon lead Hill unit

Washington—Richard P. Conlon, a former leader of the Lake Superior (Duluth) Guild who for the last 20 years was the staff director of the influential House Democratic Study Group here, drowned in a boating accident on the Chesapeake Bay June 19.

Conlon, 58, served as secretary of the Guild local in 1962, the last of four years he worked as a reporter for the Duluth Herald and News-Tribune. Late in 1962 he took a like job with the Minneapolis Tribune. He came to Washington in 1963 on a congressional fellowship and never left, serving as

press secretary to then-Sen. Walter F. Mondale from 1965 until 1968, when he joined the DSG.

He was credited by academics and current and former members of the Congress for developing

procedural changes adopted by the House in the early '70s that reformed the committee system and removed some of the power of committee chairpersons making the House operate more democratically.

'88 convention laments 'The Knick'

Vancouver—The citizens of Albany, N.Y., "lost a friend and a champion" when publication of the Knickerbocker News ended with the April 15 editions of the 145-year-old daily, TNG's 1988 Convention said in a resolution memorializing the paper.

"The Knick," founded by an Irish immigrant in the 1840s, fell victim to the decline in afternoon newspaper readership and a publisher "who like most... sees the bottom line as more important than journalistic excellence," the convention said.

Copy editors' rates top reporters' in 57 contracts

TNG's most recent survey comparing minimum pay rates for experienced copy editors with those for reporters shows that the top or flat minimums for copy editors are higher than the reporter top minimums in 57, or 47 percent, of the 120 Guild contracts covering editorial employees on daily newspapers in the U.S., Canada and Puerto Rico.

Twelve of the 57 contracts also include a minimum for rewrite staffers that is higher than that

for reporters. Eleven of the 12 rewrite minimums are the same as the corresponding minimums for copy editors; in one contract the copy editor top minimum is higher than that for rewrite employees.

In almost half (27) of the 57 contracts in which copy editors are covered by higher minimums than reporters, less experience is required to reach the copy editor top minimum or the minimum is a "flat" rate.

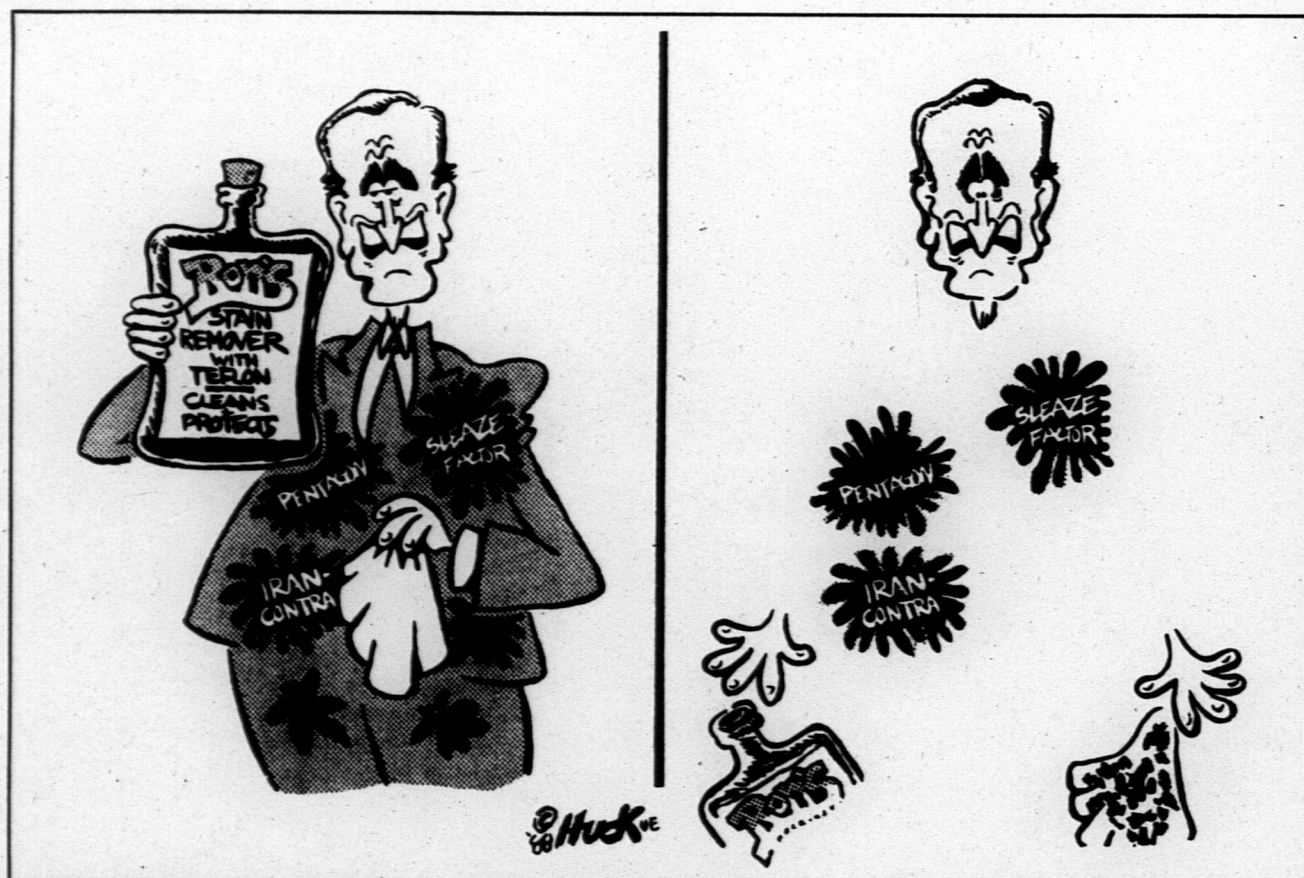
In four of the contracts, less experience is required for reporters to reach top minimum than for copy editors. In five other contracts, where the top minimum for the two jobs is identical, less experience is required to reach the copy editor top minimum.

Listed below are comparisons of the top or flat minimums for copy editors with the reporter top minimums from the 57 contracts where the rates differ. Data is from contracts in effect Aug. 1.

	Weekly top Minimums		Copy editor Differential
	Copy editor	Reporter	
Allentown Call	\$602.48—4 yrs.	\$588.02—4 yrs.	\$14.46
Baltimore Sun and Evening Sun	*820.00—6 yrs.	760.00—5 yrs.	60.00
Battle Creek Enquirer and News	*349.00—5 yrs.	346.00—5 yrs.	3.00
Boston Herald	617.91—2 yrs.	609.81—4 yrs.	8.10
Brantford Expositor	667.29—2 yrs.	653.86—4 yrs.	13.43
Bristol Press	475.00—5 yrs.	465.00—5 yrs.	10.00
Brookton Enterprise	608.04—1 yr.	574.78—4 yrs.	33.26
Buffalo News	*735.91—5 yrs.	727.81—5 yrs.	8.10
Chicago Sun-Times	*895.45—5 yrs.	866.03—5 yrs.	29.42
Denver Post	*753.00—5 yrs.	738.00—5 yrs.	15.00
Denver Rocky Mountain News	790.00—5 yrs.	783.00—5 yrs.	7.00
Detroit News	*660.84—4 yrs.	649.54—4 yrs.	11.30
Eugene Register-Guard	688.30—6 yrs.	672.75—5 yrs.	15.55
Fall River Herald-News	626.83—1 yr.	613.60—4 yrs.	13.23
Hamilton Spectator	779.00—4 yrs.	748.00—4 yrs.	31.00
Jersey City: Jersey Journal	*598.53—flat	570.03—4 yrs.	28.50
Kenosha News	666.00—5½ yrs.	611.00—5½ yrs.	55.00
Lansing State Journal	*569.92—5 yrs.	556.00—5 yrs.	13.92
Lowell Sun	586.56—1 yr.	551.00—4 yrs.	35.56
Lynn Item	601.65—flat	586.00—4 yrs.	15.65
Malden News, Medford Mercury and Melrose News	539.25—flat	514.25—3 yrs.	25.00
Manchester Union Leader	627.75—6 mo.	617.75—3 yrs.	10.00
Monessen Valley Independent	500.00—3 yrs.	433.00—5 yrs.	67.00
Monterey Herald	712.00—6 yrs.	697.00—6 yrs.	15.00
Montreal Gazette	*977.00—5 yrs.	940.00—5 yrs.	37.00
New Brunswick Home News	555.70—1 yr.	548.20—4 yrs.	7.50
Norristown Times Herald	559.27—5 yrs.	546.51—5 yrs.	12.76
Ottawa Citizen	850.21—2 yrs.	810.49—5 yrs.	39.72
Pawtucket Times	583.56—1 yr.	577.88—4 yrs.	5.68
Pittsburgh Post-Gazette	*754.00—3 yrs.	*745.00—4 yrs.	9.00

	Weekly top Minimums		Copy editor differential
	Copy editor	Reporter	
Portland Press Herald and Express	565.20—3 yrs.	559.00—4 yrs.	6.20
Pottstown Mercury	593.55—flat	557.99—5 yrs.	35.56
Providence Journal and Bulletin	713.69—4 yrs.	699.86—4 yrs.	13.83
St. Louis Post-Dispatch	844.08—6 yrs.	794.37—4 yrs.	49.71
Salem News	587.20—5 yrs.	568.72—5 yrs.	18.48
San Antonio Light	*506.05—flat	502.99—4 yrs.	3.06
San Diego Union and Tribune	788.26—2 yrs.	750.00—5 yrs.	38.26
San Jose Mercury-News	804.84—6 yrs.	767.45—6 yrs.	37.39
Scranton Times	581.09—6 yrs.	568.59—6 yrs.	12.50
Seattle Post-Intelligencer	683.69—flat	678.34—3 yrs.	5.35
Seattle Times	695.85—5 yrs.	690.85—5 yrs.	5.00
Sioux City Journal	473.12—5 yrs.	456.14—4 yrs.	16.98
Tacoma News Tribune	672.85—3 yrs.	664.60—5 yrs.	8.25
Terre Haute Tribune-Star	420.92—5 yrs.	400.88—5 yrs.	20.04
Toledo Blade	*759.95—2 yrs.	725.77—4 yrs.	34.18
Toronto Globe & Mail	882.03—5 yrs.	870.79—5 yrs.	11.24
Toronto Star	871.81—6 yrs.	847.27—6 yrs.	24.54
Victoria Times-Colonist	862.89—2 yrs.	825.43—5 yrs.	37.46
Washington Post	*697.57—4 yrs.	664.35—4 yrs.	33.22
Waterbury Republican and American	526.15—1 yr.	490.83—5 yrs.	35.32
Waukegan News-Sun	659.14—5 yrs.	653.56—5 yrs.	5.58
Wilkes-Barre Sunday Independent	619.75—1 yr.	612.25—4 yrs.	7.50
Windsor Star	783.24—5 yrs.	770.02—5 yrs.	13.22
Woodbridge News Tribune	590.22—2 yrs.	574.24—4 yrs.	15.98
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REAGAN, A JUDGE, TEA & SECRECY

'A sovereign's prerogative'

By Eve Pell and
Angus Mackenzie

ON HIS WAY home from the Moscow summit, President Reagan stopped off at Buckingham Palace for tea with the queen. It was absolutely fitting. Just a few days earlier, a federal judge awarded him secrecy powers more suited to a medieval king than to the president of a 20th Century democracy.

This case began in August when federal workers' unions filed suit to stop nondisclosure agreements the administration is requiring four million federal workers to sign, in an effort to silence dissent. Workers must promise not to reveal classified information, or even information which is "classifiable."

Congress last December prohibited the implementation of the secrecy agreements, saying they violate the employees' First Amendment rights and interfere with Congress' right to be fully informed of waste, fraud and abuse.

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The administration countered in court that it was not the agreements, but Congress' restriction, that was illegal.

The judge's decision, the implications of which were overlooked by the press, is extraordinary. By overturning the congressional prohibition, U.S. District Court Judge Oliver Gasch on May 27 effectively gave the president sole authority over national security information.

Quoting Supreme Court Justice Potter Stewart, Gasch referred to "the constitutional duty of the Executive [Branch]—as a matter of sovereign prerogative" [emphasis added] to preserve government secrets. ("Sovereign" means a "super . . . reign, supreme ruler of a people under monarchical government; a monarch, king or queen . . ." according to the Oxford English Dictionary.)

In accordance with this approach, Gasch's decision allows Congress one role in this sphere of national security information: to "facilitate secrecy with appropriate criminal and civil sanctions."

BUT DOES the president have sole constitutional powers over secrecy, as the judge held?

In deciding this constitutional showdown between Congress and the Executive, Gasch conceded that "(n)either political branch is

expressly charged by the Constitution with regulating accumulation of or access to national security information." Rather, the judge bestowed the monarchical powers on the presidency based on the inherent authority of the president as head of the Executive Branch and commander-in-chief of the armed forces. He quoted selected court decisions supporting his theory and relied heavily on such tenuous rationales as "the sensitive and complicated role" of the president in conducting foreign relations.

THE JUDGE made a sort of mathematical comparison. On one side, he placed the powers of the president as commander-in-chief and chief executive, and historical tradition. Against those he weighed the free-speech rights of government employees, Congress' need to know and the constitutional balance of powers among the three branches of government. The rights of the presidency, he found, far outweighed those of the other side.

Worse, Gasch's decision reinforces the authority of the president's National Security Decision Directive 84, issued in 1983, which the secrecy agreements implement. NSDD 84, called the Anti-Leak Directive, is one of almost 300 NSDDs issued by President Reagan which have the force of law. The vast majority of the directives are secret even from Congress; Gasch's order, which must stand the test of appeal, seems to place them beyond the reach of judicial or congressional review.

Floyd Abrams, the noted constitutional lawyer in New York, characterized the decision as "an extraordinarily expansive reading of presidential power—all the more so in an area suffused with First Amendment rights."

Gasch's ruling reinforces the penchant for secrecy that produced the Iran-Contra initiative, which would not have survived the normal deliberative process by government officials from whom it was kept hidden. It is this secrecy, this black hole at the heart of government, which the decision not only endorses but enshrines.

The appeal must go directly to the U.S. Supreme Court where its future is worrisome, at best.

Editorial

Stiff necks and VDTs

IT HAS PAINED US, at least figuratively, to note in news accounts and commentaries that there appear to be a lot more stiff necks over VDTs in Suffolk County, N.Y., since its legislature enacted the first U.S. law establishing standards for VDT use in private-sector employment [Guild Reporter, June 24].

Those stiff necks, however, are not the kind one might get from actually working at the ubiquitous and wonderfully useful machines in offices that are ergonomically unsuited to them (one of the principal areas addressed by the Suffolk law).

Rather, they are the kind sometimes exhibited by three-year-olds while they continue to impart pain to younger siblings in the face of direct orders from parents to cease; the kind displayed by the people who ran the automobile industry when safety legislation was proposed to mandate things like seat belts, padded dash boards and bumpers that would absorb bumps; the kind that often is wrapped in high principle but fairly exudes high dudgeon and the message, "You'll not tell me what to do!"

In Suffolk County, for instance, within days of the law going into effect on July 18, four companies with offices there filed a suit challenging the measure's constitutionality. The New York Telephone Co. said it will move its 125-employee directory-assistance office out of the county and other firms said they were considering similar moves.

The suit asserts that the county does not have the authority to regulate equipment in the workplace, that state and federal laws preempt the field.

The phone company and others complain of costs of compliance, citing both furniture and lighting requirements and another that employers pay 80 percent of the cost of annual eye exams and, if needed, corrective lenses. When pressed, however, some acknowledge that they already provide eye care coverage (under union contract, no doubt) and other large-scale VDT users often admit their offices already comply with the law.

But they're against it, nonetheless.

As pointed out by Mark A. Pinsky, author of "The VDT Book," published by the New York Committee for Occupational Safety and Health, they overlook the dollars and cents *benefits* of the kind of health and safety rules in the law.

Healthier employees mean less lost work time. Better equipped employees perform faster and better on the machines—25 percent more productivity just from appropriate furniture, according to one study. Writing in *Newsday*, Pinsky also pointed to a study showing that preventive vision care cut ailment symptoms by 94 percent and improved work performance by nearly 82 percent.

A phone company manager expressed concern that the law's mere existence will result in demands for like measures from employees in the rest of the state. Others, like those who filed the suit, ask why just in Suffolk County? Why not in the whole state? Why not on the federal level? Why not?

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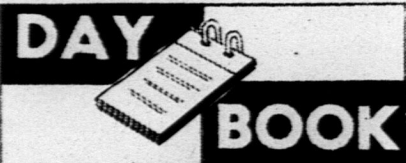
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