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August 26, 1988

Dale names 13 from locals to organizing study unit

Silver Spring, Md.—Thirteen local Guild leaders—10 from the United States and three from Canada—have been appointed to a special panel that will review TNG's organizing programs and policies and the financing that backs them.

They were named to the Special Guild Organizing Committee by TNG President Charles Dale and confirmed by the Int'l Executive Board in a special meeting conducted via telephone conference call on Aug. 19.

The panel, authorized by TNG's convention this summer, will meet at TNG headquarters Oct. 22-23, along with the IEB's five-member organizing committee. All 16 members of the IEB will join in the second day's meeting, which will be followed by the opening of the board's fall meeting on Oct. 24.

The convention called for the committee to be composed of "knowledgeable, experienced and representative" leaders as it endorsed a re-invigorated organizing

program and authorized transfer of investment earnings from TNG's Defense Fund to its Special Organizing Fund for an 18-month period to finance the program. "Proportional Canadian representation" on the committee, "as a minimum," also was specified by the convention.

The earnings transfer, which will end next June, is expected to generate about \$900,000 for stepped-up organizing activities.

As part of its mandate, the special panel is to consider adoption of

an associate member program as an organizing tool and funding for a separate TNG department of organizing with an "autonomous director," who would report to the president.

The panel is to report to next year's convention.

The 13 local leaders appointed to the Special Guild Organizing Committee are:

Darren Carroll, immediate past president of the Lake Superior (Duluth) Guild; Beth Gillin, president of the Philadelphia Guild; J.

Stephen Hatch, Cleveland Guild executive secretary; Roy C. Kruse, Hawaii Guild administrative officer.

Plus: Barry F. Lipton, New York Guild president; Jerry E. MacDonald, Canadian Wire Service Guild executive officer; Gerald J. Minkinen, Chicago Guild executive director; Jan O'Brien, of the Vancouver-New Westminster Guild; Paul Pelletier, Southern Ontario Guild local representative.

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Sept. 8 vote seen for 'non-staffers' at the Inquirer

Philadelphia — The Philadelphia Guild was expecting the area's National Labor Relations Board office momentarily to order a vote early in September among 250-300 full- and part-time reporters and photographers on whether the Guild will become their bargaining agent with Knight-Ridder's Philadelphia Inquirer.

The expectation followed the Guild's having demonstrated to the NLRB by an Aug. 15 deadline that a sufficient number of the group of so-called "non-staff" news people have signed Guild cards to warrant the agency conducting the election.

Detroit Guild files for 100s at joint agency

Detroit—The Detroit Guild petitioned the National Labor Relations Board Aug. 15 for certification as the bargaining representative for advertising, business office, inside circulation, janitorial and other employees of the proposed new Detroit Newspaper Agency.

Guild members who currently work in the commercial departments of Knight-Ridder's Free Press and the maintenance department of Gannett's News will make up at least half of the 500-some employees who will hold those jobs in the agency, the local said. The agency would perform non-

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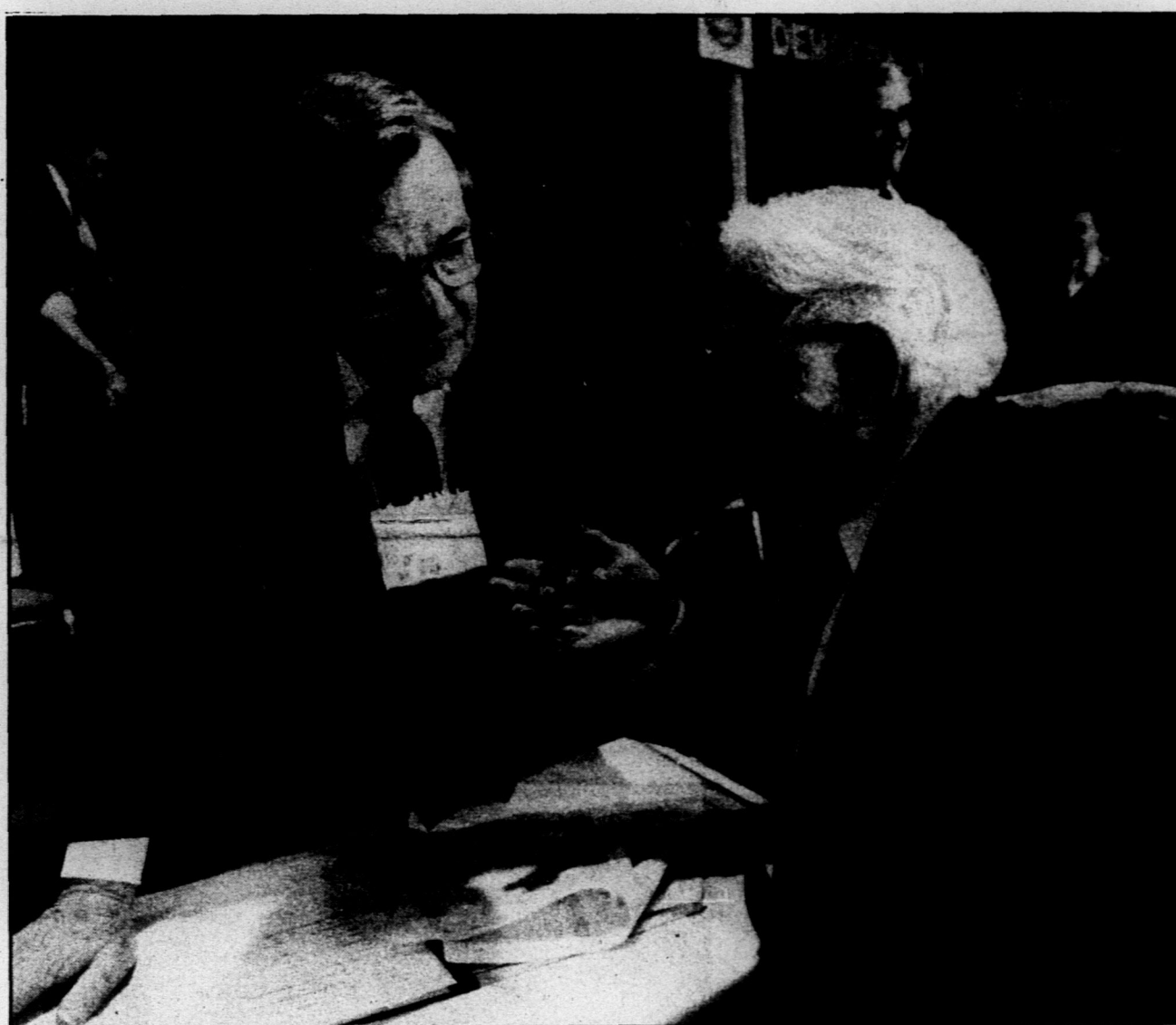
The Guild for many years has represented the Inquirer and Daily News' "downtown" editorial department employees, along with advertising and other personnel.

The vast majority of the new group works in the Inquirer's suburban offices scattered throughout Philadelphia's suburbs in Delaware and New Jersey as well as Pennsylvania. The bulk of their work is for the paper's "Neighbors" sections.

Both the Guild and a fledgling unaffiliated union met the deadline, a Guild representative said. The two—the Guild and the Newspaper Reporters of the Philadelphia Inquirer, District One—had conducted a co-operative organizing campaign since July 22 when the NLRB regional office held the "non-staffers" to be employees. [Guild Reporter, Aug. 12].

District One early in the year had petitioned the NLRB for bargaining rights for approximately 20 of the larger group. After hold-

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RAYMOND CROWELL/Washington-Baltimore Guild

AFL-CIO PRESIDENT KIRKLAND, LEFT, AND TNG'S DALE BEFORE DUKAKIS ENDORSEMENT
Scene was Aug. 24 meeting of AFL-CIO General Board at Washington Hilton shortly before Dale cast 85 percent of TNG's vote entitlement in favor of AFL-CIO endorsement action.

TNG joins Dukakis endorsement (85%)

Silver Spring, Md. — Massachusetts Gov. Michael S. Dukakis should be the next U.S. president, a majority of TNG's Int'l Executive Board agreed in an Aug. 19 telephone poll endorsing the Democratic Party nominee and authorizing TNG also to support Dukakis in the AFL-CIO General Board's endorsement vote five days later.

TNG President Charles Dale did

Dale sees stronger Guild as Reagan era wanes 8

so Aug. 24 when he joined in the AFL-CIO action by casting 85 percent of TNG's votes for the endorsement of Dukakis and running mate Sen. Lloyd Bentsen of Texas, while abstaining on behalf of the other 15 percent.

In a statement to the general

board in advance of announcing the division of TNG's 25,390 votes [full text, Page 4], Dale explained that he was abstaining with the 15 percent "symbolically on behalf of those members of my union who have concerns about possible conflict between my vote here today and their objectivity in carrying out their duties as reporters."

Among those members who

have expressed concern over the union's participation in political endorsements are members of the Wire Service Guild. The local has adopted a policy of disassociating itself from any political endorsements by TNG, Dale noted. The Wire Service Guild represents employees at the Associated Press and United Press Int'l.

TNG's endorsement of Dukakis and Bentsen is a recommendation to Guild members "on how their economic and professional interests as news industry employees can best be served by their votes," Dale said in his statement to the general board.

Noting that delegates to TNG conventions this year and last authorized the IEB to endorse a presidential candidate, Dale pointed out that the the conventions "found no conflict between the role of a

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Court puts Detroit joint operation, jobs on hold

Detroit—The jobs of some 400 Guild members in the commercial departments of the Detroit Free Press and their counterparts at the Detroit News were put on hold for at least 30 days Aug. 17 as a U.S. District Court judge blocked merger of the dailies' non-editorial operations the evening before it

was scheduled to have taken place.

They were recalled to their old jobs at the still fully separated dailies when a federal judge in Washington issued a temporary injunction blocking the Aug. 18 start-up of the joint operating agreement (JOA) U.S. Attorney General Edwin Meese approved

for the Knight-Ridder and Gannett dailies on Aug. 8.

For scores of the recalled employees, news of the temporary restraining order came a few hours to a few days after they were notified by the newspapers' managers that their jobs were being eliminated in the JOA. Others re-

called had opted to leave their jobs under enhanced early retirement and severance-pay offers.

Judge Joyce Hens Green issued the order from the U.S. District Court in Washington at the request of a group represented by Ralph

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Court order puts Detroit joint agency, jobs on hold

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Nader's Public Citizen Litigation Group.

The newly formed group, calling itself the Michigan Citizens for an Independent Press, includes a state senator, John Kelly of Detroit, and suburban newspaper publisher W. Edward Wendover, plus a pair of advertisers, two former employees of the News and a current employee of the Free Press.

Green said she found "substantial likelihood" that the opponents could prevail in their efforts to win a reversal of Meese's approval of the JOA. They made a "substantial showing" that Meese's Aug. 8 decision was "arbitrary and capricious and . . . contrary to law," she said.

Rejecting company arguments that the opposition group had no

standing to seek the injunction, Green said that implementation of the JOA would result in "severe upheaval and dislocation."

Had the JOA begun operating, it would be "very difficult to reassemble this egg once it has been scrambled," if the group ultimately is upheld, she said.

Meese found that the Free Press qualified as a "failing newspaper" under the Newspaper Preservation Act, despite recommendations to the contrary from the Justice Dept.'s Antitrust Division and an administrative law judge appointed by Meese to conduct hearings on the papers' proposal [Guild Reporter, Aug. 12].

Knight-Ridder has said it will close the Free Press if the two-year quest of approval of the JOA proves fruitless.

Green set a hearing for Sept. 8.

It will be conducted by U.S. District Court Judge George H. Revercomb. Green's injunction will expire Sept. 17.

Green's order left executives of the newspaper with the job of hurriedly unscrambling steps already in place for switching the next morning to a jointly operated system for producing and marketing the dailies and their advertising space.

Equipment and supplies were retrieved from packing boxes, signs were removed from vending boxes announcing a five-cent increase in the papers' single-copy price and a new telephone system was disassembled.

Thousands of doughnuts arrived on time, however, for what was to have been a greeting for employees reporting to the new Detroit Newspaper Agency, where both papers' commercial and production operations were to have been transferred.

The turmoil caused by the judge's order blocking implementation of the JOA failed, however, to match the chaos created earlier in the day when many employees received word that they would have no jobs the next day.

Guild representatives said ambulances and emergency medical teams spent several hours at the Free Press to assist some.

Those who were to have begun new jobs at the joint agency also found the experience unnerving.

"It was like a concentration camp where you watch your friends executed," Anne Kilgore, an advertising layout clerk, told a Free Press reporter. "I feel guilty, because I got a job and some people didn't."

She said she also fears having to say good-bye again if the injunction is lifted. "I can't handle it. I can't watch them die twice."

Santa Johnson, a classified solicitor who was to go to work for

the agency, compared it to "when I lost my parents . . . except that this time I got to see the people die. Grown people, crying and losing their jobs."

When her husband told her of a news report of the judge's action, she still was weeping and thought it was a mistake. "I couldn't believe we would start this all over again," she told the reporter.

Donald Kummer, Detroit Guild administrative officer, said the newspaper officials were "absolutely foolish" for putting employees on notice about job cuts "knowing that there was a decision to be made by a federal judge."

"Once again, they followed the same legal strategy they've used all along and that was to be overconfident," Kummer said. "They've lost every time and they continue to shoot themselves in the

foot," he said of the papers' executives.

An intervenor in the JOA hearings before Administrative Law Judge Morton Needelman, the Guild was the last of the Detroit newspaper unions to withdraw objections to approval of the merger.

It did so after reaching an agreement July 23 with representatives of Knight-Ridder and the Free Press that, among other things, would limit to 75 the number of involuntary discharges among Guild-covered employees of the paper [Guild Reporter, Aug. 12].

The agreement also boosts benefits for employees opting for early retirement and increases severance pay for laid-off employees and those accepting job buyouts. In addition, it calls for a \$500,000 retraining program and for job-search services and guarantees recall rights for those discharged.

Detroit Guild files for 100s

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editorial functions of the two papers under their proposed joint operating agreement.

No union currently represents commercial department employees of the News, the Guild explained in a letter to NLRB Regional Director Bernard Gottfried.

Under the joint operation, the interests of Knight-Ridder and Gannett "will primarily focus on how to make as much money as possible, regardless of employee concerns," the Guild said in a bulletin announcing its petition.

That petition, the union said, "seeks to provide bargaining rights for those employees so that their interests do not take a back seat to the corporate goals of setting new profit records."

At the same time that the Guild filed the representation petition, it withdrew an unfair labor practice charge over the Free Press entering

an agreement with the Teamsters to combine inside and outside circulation employees for representation purposes.

The Teamsters represent outside circulation employees at both separately operated papers as well as some inside circulation employees.

The Teamsters and the Service Employees, which represents maintenance employees at the Free Press, subsequently filed as intervenors in the Guild's representation proceedings.

TNG staffers, including Bruce R. Nelson, Leo J. Ducharme, Anna M. Padia and James H. Griffin, are assisting the local in its campaign to seek to ensure that commercial employees of the agency continue to be covered by a Guild contract. Secretary-Treasurer John C. Edgington and Canadian Director William H. McLeman also have done so.

IFJ sets 'Hostage Day' of action for Anderson

Brussels, Belgium—Journalists' unions around the world are being urged to make Sept. 1 a "day of action" to highlight the continued detention in Beirut of Associated Press correspondent Terry Anderson and of John McCarthy of Great Britain, the Int'l Federation of Journalists has announced.

The IFJ said it has declared the day a world-wide "Hostage Day" and called on its 44 member unions, including TNG, to organize meetings and to call for tougher action by national governments to secure the release of the Lebanon hostages.

IFJ President Mia Doornaert told the Guild Reporter that "the the families and friends of Terry Anderson and John McCarthy need the concerted backing of the trade union movement in their campaign to secure the freedom of the two men."

The IFJ, Doornaert said, therefore is "calling on the governments of Syria and Iran to intervene and seal the present peace process by ensuring that our colleagues in

captivity are released as soon as possible."

Anderson, the AP's chief Middle East correspondent, was kidnapped from a Beirut street March 16, 1985.

McCarthy, a television camera person held since April 17, 1987, was erroneously reported as having been released in the Guild Reporter's July 22 edition.

A French journalist, Jean-Paul Kauffmann, who had been held in Lebanon since May 22, 1985, was released this summer.

All three — Anderson, Kauffmann and McCarthy—were the focus of several efforts earlier this year to secure their freedom, including a plea for stronger diplomatic efforts in mid-March to U.N. Secretary General Javier Perez de Cuellar by an IFJ delegation that included Doornaert and TNG President Charles Dale.

Early in August, Dale urged Guild locals and members to join a letter writing campaign being mounted by an ad hoc Journalists Committee to Free Terry Anderson.

Sept. 8 Inquirer vote seen

(Continued from Page 1)
ing the larger group to be the appropriate unit for bargaining purposes, the NLRB regional director gave the Guild and District One until 5 p.m. Aug. 15 to demonstrate that at least 30 percent were interested in a union representing them.

Meanwhile, Inquirer management has appealed to the full NLRB in Washington to seek to have the "non-staffers" classified as independent contractors and therefore not eligible for union representation. Past practice would indicate that the NLRB would rule before the election is held.

... committee

(Continued from Page 1)
Also: Sandra Polaski, Washington-Baltimore Guild administrative officer; James R. Schaufenbil, Manchester Guild president and chair of the convention organizing committee; Timothy F. Schick, Albany Guild president; and Jim Smith, Los Angeles Guild administrative officer.

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Put Your Name On The Line.

Join us in supporting the 40th Anniversary of the Universal Declaration of Human Rights.

"All human beings are born free and equal in dignity and rights." This is the historic promise of the Universal Declaration of Human Rights, proclaimed by the governments in the United Nations 40 years ago.

Today that promise is mocked by governments in more than 120 countries represented in the United Nations.

In Columbia Dr. Hector Abad Gomez, president of that country's largest independent human rights organization is machine-gunned to death. No one is charged.

In Czechoslovakia Jiri Wolf is in prison for signing a document in support of human rights.

In South Africa Ntombazana Gertrude Botha is detained without trial because of her church related human rights work.

In every corner of the world men, women and children are imprisoned, tortured and executed because of what they believe.

On behalf of human rights victims who have been seized or silenced, we appeal to every government, and to the United Nations, to protect all those who raise their voices in defense of human rights.

Put your name on the line for human rights.

Please add my name to help support the Universal Declaration of Human Rights.

NAME _____ ADDRESS _____

NAME _____ ADDRESS _____

Please return this appeal by Oct. 31, 1988 to:

HUMAN RIGHTS NOW! Appeal

AMNESTY INTERNATIONAL USA
322 Eighth Avenue
New York, New York 10001



☐ Please send me more information about Amnesty International, the worldwide human rights organization.

AADI



Amnesty campaign stresses workers' stake in rights

Amnesty Int'l has launched a world-wide "Human Rights Now!" campaign that includes special recognition of the importance to workers and their unions of such fundamental freedoms as the right to free expression and opinion, peaceful assembly and association. The campaign will culminate in an observance Dec. 10 of the 40th anniversary of the United Nations' Universal Declaration of Human Rights, when Amnesty will present to the U.N. and individual governments petitions — like the one reproduced at left for clipping, signing and mailing to Amnesty—calling on all governments to uphold international human rights standards.

Guild charges bias in pay, promotions at Sacramento Bee

Sacramento—In charges filed with the U.S. Equal Employment Opportunity Commission, the Northern California Guild has accused McClatchy's Sacramento Bee of discriminating against employees in its news, art and advertising departments on the basis of age, sex, race and national origin.

Guild representatives called a press conference Aug. 25 to announce the charges filed that day with the Sacramento office of the federal agency that enforces laws prohibiting employment discrimination.

The Sacramento Bee's pay policies and the "subjective judgments" managers exercise in granting merit increases "have resulted in widespread and dramatic pay disparities," Guild Administrative Officer Larkie Gildersleeve said.

The complaint alleges that the company is discriminating against employees in pay and merit increases, as well as in assignments, promotions and other terms and conditions of employment.

The 380 Guild-covered employees of the Bee have been working under a merit-based pay system implemented by management in March 1987 after it declared an "impasse" in bargaining with the Guild for a new contract.

Charges of sex discrimination, meanwhile, have been filed by individuals at McClatchy's Fresno Bee and Modesto Bee.

Audrey Krause, in a complaint filed with the state's Dept. of Fair

Employment and Housing, charged that Fresno Bee pay practices discriminate against women and that they have gotten worse since the implementation of a merit-based pay system. Her charge is one of nine discrimination complaints lodged by Fresno Bee employees in the past two years, the Guild reported.

Linda DiPietro, a Guild-covered reporter at the Modesto Bee, has charged management with sex discrimination in promoting employees. She cited a recent opening in the chain's Washington bureau for which no women applicants were being considered at the final-cut stage, the local said.

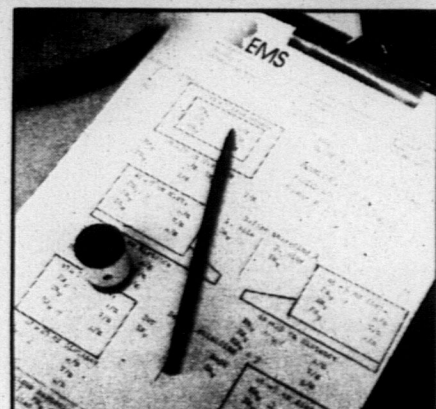
Subjective judgments in distributing merit-pay increases have resulted in lower increases for women than for men, the Guild said in its charge against the Sacramento Bee. It cited recent data showing women earning about \$141 a week less than white males and women reporters and editors being paid "substantially less than males performing substantially equivalent work."

The Bee has "failed and refused to hire and promote women into its more desirable positions," the Guild said. It pointed to the advertising department where "virtually all" inside classified salespersons are women. As a result of discriminatory pay and assignment policies, women advertising sales employees are paid an average of \$144.60 a week less than male



Probing VDTs at TNG for range of emissions

Dr. H.D. Sharma operates metered probe while spouse-assistant Christine Sharma, foreground, records readings during emissions tests conducted on all VDTs at TNG headquarters. They were checked Aug. 17 for very low frequency (VLF), X-radiation and ultra-violet and preliminary indications were that all passed, though grounding may be advisable for some screens, according to TNG Research & Information Director David J. Eisen.



sales employees, the Guild said.

Charging the company with "failing and refusing" to hire blacks, Hispanics and Asians in proportion to their representation in the community, the Guild cited the company for not providing

equal training or promotion opportunities and for paying minority employees less than whites for "substantially equivalent work."

In addition, the Guild said, black and Hispanic reporters are more likely to get less desirable assignments, like the night police beat. Among photographers and artists, Asians and other minority employees are assigned to less desirable and lower paying jobs, the charge said.

The Guild said that an analysis of salary information produced these findings on average:

- ✓ Asian employees paid \$200 a week less than white males.
- ✓ Blacks paid \$199 a week less than white males.
- ✓ Hispanics paid \$167 a week less than white males.
- ✓ Black reporters paid \$109 a week less than white reporters.
- ✓ Asian reporters paid about \$77 less than white reporters.

Even when figures were adjusted to reflect the influence of age and length of service at the Bee, blacks earned an average of \$63 a week less than whites; Asians earned an average of \$80 less than whites; Hispanics were paid an average of \$97 a week less

than whites; and women earned an average of \$91 a week less than men, the Guild reported.

Employees over age 40 are segregated in less desirable positions in the news room, the Guild charged, citing the company's failure to hire or promote older employees for more desirable reporting and editing jobs.

The charge cited Bee management's recently passing over "well-qualified, experienced and competent" employees over age 40 and hiring employees in their 30's to fill the jobs of travel editor, magazine editor, entertainment editor and editor of California Life and the Food Section.

Older employees are passed over in favor of younger employees for assignments on the city desk and older editorial employees have regularly been denied training made available to younger employees, the Guild said.

Merit-pay increases for older employees have been lower than those for younger employees doing "substantially similar work," according to the charge. It also pointed to more frequent assignment of older employees to night and weekend shifts.

Rights denied in discipline session, NLRB aide says in Bee complaint

San Francisco—The Sacramento Bee violated federal labor law when it refused a Guild-covered employee's request for representation in a meeting that led to disciplinary action, the National Labor Relations Board's regional director has charged in an unfair-practice complaint against the McClatchy-chain daily.

The complaint, issued in mid-August, came within three weeks of Regional Director Robert H. Miller's charge that the Bee is unlawfully refusing to bargain with the Guild by declaring an "impasse" in contract talks and unilaterally implementing a merit-only pay system for the paper's 380

news, art and advertising employees represented by the Northern California Guild.

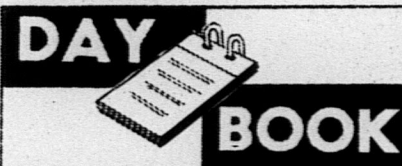
Both charges will be the subject of a hearing before an NLRB administrative law judge, which Miller has set for Sept. 28.

The most recent complaint grew out of Guild charges over a Bee editor's refusal to honor a news room employee's request that a Guild unit officer be present during a discussion about an alleged argument involving the employee and two editors.

A written reprimand was placed in the employee's personnel file following the meeting.

"This is an incredibly blatant violation of the law," said the Guild's assistant administrative officer, Travis Brown. It appears clear that Bee management "has adopted such an arrogant attitude toward employees that they seem to believe they can do anything they want regardless of the law," Brown added.

The Supreme Court has held that federal labor law protects an employee's right to have a union representative present during a meeting with management representatives when the employee reasonably believes the meeting may lead to disciplinary action.



Special Guild Organizing Committee, Oct. 22-23, TNG headquarters, Silver Spring.
Int'l Executive Board, fall meeting, Oct. 24-26, TNG headquarters, Silver Spring.
Canadian District Council, fall meeting, Oct. 29-30, Sudbury, Ont.
Midwest District Council, fall meeting, Oct. 29-30, Minneapolis-St. Paul.
Western District Council, fall meeting, Oct. 29-30, Monterey, Calif.
Great Lakes District Council, fall meeting, Nov. 5-6, Terre Haute, Ind. (tentatively).
Knight-Ridder Council, fall meeting, Nov. 12-13, Hyatt House, San Jose.
Middle-Atlantic, New England and Southern District Councils, joint fall meeting, Nov. 12-13, New York City.
Western District Council, winter meeting, January, Bakersfield, Calif.
56th Annual Convention, Albany, N.Y., 1989.
57th Annual Convention, New York City, 1990.
58th Annual Convention, Montreal, 1991.
59th Annual Convention, Chicago, 1992.

SOUTHERN ONTARIO GUILD:

Union Representatives (2)

The Southern Ontario Newspaper Guild has two positions for local representatives. The positions are distinctive in that one will be primarily an organizer with the ability to handle collective bargaining and grievances, while the other will be primarily involved in collective bargaining and grievance handling. Salary: \$50,000 per-year-plus, with full-benefit package and a union contract.

The Southern Ontario Newspaper Guild represents approximately 2,500 workers in the newspaper and publishing industries in metropolitan Toronto and surrounding area. Applicants should specify the position sought. Please address resume to:

**Southern Ontario Newspaper Guild
(Attn: Hiring Committee)
1255 Queen St. E.
Toronto, Ont. M4L 1C2
Equal Opportunity Employer**

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**

TNG joins AFL-CIO Dukakis endorsement (by 85%)

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newsperson as a reporter and as a citizen."

If reporters are "not compromised by the arbitrarily determined editorial positions" taken by the nation's publishers, surely their integrity and objectivity "are not impaired by the democratically espoused positions" of their union, added Dale.

"The curtain is drawing" on the Reagan era and its anti-union, anti-worker and anti-social policies, said Dale, calling for "the next act" to be led by "people who care about people, about minorities, the handicapped and the rights of workers—people like Mike Dukakis and Lloyd Bentsen."

The IEB endorsed the Dukakis-Bentsen ticket and authorized Dale to join in the AFL-CIO endorsement by a vote of 11 to 2 in a telephonic poll Aug. 19. Voting against endorsement were Vice Presidents David M. Mulcahy and Larry D. Hatfield.

In a statement explaining his vote, Hatfield said that although he personally supports the Dukakis' candidacy, he opposes TNG's participating in the AFL-CIO endorsement because "I am not persuaded that the majority of our members want their union to endorse" a presidential candidate. Mulcahy is an avowed Republican.

Vice Presidents from Canada, Lee C. Clifford and Doug M. Louth, abstained from the vote, while Vice President Richard J. Brandow was unreachable.

Members of the AFL-CIO General Board, which is composed of the principal officer of each affiliated national and international union, the AFL-CIO's trade and industrial departments, and representatives of state and local central bodies, cast 12,035,815 votes to endorse the Dukakis ticket. There were no votes cast for the



TNG PRESIDENT DALE SPEAKS TO AFL-CIO GENERAL BOARD
Explains rationale for casting 85 percent vote for Dukakis.

Republican nominees, Vice President George Bush and Sen. Dan Quayle of Indiana, nor for any other candidates.

The Teamsters cast no votes, saying officers, including newly elected President William J. McCarthy, had yet to make a determination about a presidential endorsement. The general board meeting was the first since the Teamsters reaffiliated with the AFL-CIO last fall. The union endorsed Ronald Reagan in both 1980 and 1984.

Two other unions present abstained from voting in the AFL-CIO endorsement—the Air Line Pilots Assn., and the Marine Engineers Beneficial Assn.

Speaking to the union officials following the endorsement, Dukakis pledged to appoint members to the National Labor Relations Board who will "insist on justice

and fairness" for the nation's workers.

Stressing the need for new economic policies, Dukakis said that "average family income in real terms is right where it was 20 years ago, even though in most families these days husbands and wives are both working."

"Between 1979 and 1985, the average weekly wage of jobs lost in this country was \$440," said Dukakis, asking: "What jobs replaced them? He answered: 'Jobs paying on average one-third less.'"

With the endorsement, the AFL-CIO and its state and local central bodies are authorized to commit resources to voter education, voter registration and get-out-the-vote campaigns.

The endorsement "is not an instruction" to members of affiliated unions "on how to vote," AFL-CIO President Lane Kirkland explained before the vote.

Fall River news top to hit \$663

Fall River, Mass. — A new agreement between the Boston Guild and Ingersoll's Fall River Herald News will raise top minimum pay rates for reporters and photographers by \$73.67, to \$663.67 a week.

The \$73.67 increase comes in three increments over the three-year term of the agreement, with an initial increase of \$23.60 ret-

roactive to the contract's Jan. 1 effective date. It is followed by increases of \$24.54 next Jan. 1 and \$25.53 on Jan. 1, 1990.

The top minimum for outside circulation representatives and assistant mailroom superintendent is raised by \$56.73, to \$511.06 a week, in increments of \$18.17, \$18.90 and \$19.66.

Local and classified advertis-

ing sales persons are guaranteed that semiannual wages and incentive payments will at least equal reporter minimum pay, while the top minimum for national advertising solicitors is raised by \$76.99, to \$693.55 a week.

A mileage guarantee for photographers, suburban reporters, advertising and circulation employees is raised by \$2.50, to \$20 a week.

A premium for working temporarily in an excluded job is raised by \$2, to \$10 a day.

Other increases and minimum rates for experienced employees include:

Classified telephone solicitors—Up by \$43.27, to \$389.79 a week, in increments of \$13.86, \$14.42 and \$14.99.

Clerk-typists—Up by \$40.07, to \$360.97 a week, in increments of \$12.84, \$13.35 and \$13.88 a week.

Janitors—Up by \$40.04, to \$360.69 a week, in increments of \$12.83, \$13.34 and \$13.87.

Messengers—Up by \$35.09, to \$316.11 a week, in increments of \$11.24, \$11.69 and \$12.16.

Librarians—Up by \$44.03, to \$396.67 a week, in increments of \$14.11, \$14.67 and \$15.25.

Mailroom helpers—Up by \$37.55, to \$338.28 a week, in increments of \$12.03, \$12.51 and \$13.01.

Comp pay ordered in scooter mishap

San Francisco—A reporter who suffered injuries in an accident while traveling from his home to the San Francisco Chronicle to complete an assignment has been awarded workers' compensation benefits.

In a ruling upheld by the state's Workers' Compensation Appeals Board, the reporter was awarded disability payments for the period of recuperation and payment for medical costs.

He suffered broken bones and knocked-out teeth when he was thrown from a motor scooter after one of its wheels became lodged in a cable car track on a wet, slippery street, the Northern California Guild reported in the May-June issue of its publication, "ralph."

The incident occurred as the reporter was traveling to the Chronicle to meet a 2:30 deadline on a Sunday afternoon after working

from his home on a review of a comedy performance he attended the day before. He had begun work on the assignment at home where he could listen to recordings of the comedian's past performances since the Chronicle had no facilities for playing records; the local reported.

The company argued that the reporter was not entitled to workers' compensation benefits because the accident occurred while he was traveling to work, but a workers' compensation judge held that the incident fell outside the "going and coming" exemption since the employee had been required to do part of the job from home.

The reporter, who filed the workers' compensation claim on the Guild local's recommendation, was represented before the claims judge and the appeals board by a Guild attorney.

Text of Dale statement

Following is the text of TNG President Charles Dale's statement to the AFL-CIO General Board meeting Aug. 24 in Washington in which the body endorsed Massachusetts Gov. Michael S. Dukakis and Sen. Lloyd Bentsen for election in the U.S. presidential contest. Copies of the text were distributed.

WITH THE APPROVAL of a majority of the Int'l Executive Board of The Newspaper Guild, I am voting today in support of the AFL-CIO's endorsement of Gov. Dukakis and Sen. Bentsen for president and vice president, respectively, of the United States.

Our international union's convention—held annually and bringing together properly elected delegates from our locals throughout the United States and Canada—voted two years ago to instruct the officers of this union to endorse a U.S. presidential candidate. Our convention this year gave its blessing again to a presidential endorsement.

After polling our Int'l Executive Board, we are authorized to come here today to join other affiliates of the AFL-CIO at this general board meeting in the endorsement of Dukakis and Bentsen.

As many of you know, The Newspaper Guild represents among its membership writers and reporters, some of whom are uncomfortable with this union endorsing any political candidate. Their concern flows from the belief that an endorsement by the Guild of a political candidate may compromise their integrity and objectivity as reporters.

Guild convention delegates found no conflict between the role of a newsperson as a reporter and as a citizen participating fully in the government of his/her country. If a reporter is not compromised by the arbitrarily determined editorial positions taken by his or her employers (the publishers of this nation), surely his or her integrity and objectivity are not impaired by the democratically espoused positions of his or her union.

At least one of our locals—the Wire Service Guild, representing employees of Associated Press and United Press Int'l—has a policy of disassociating itself from any political endorsements by this international, and it has made clear to our conventions that should we endorse a presidential candidate, it would have to disassociate itself from the action. So I note here for your information that our vote does not carry with it the support of members of that local.

The Guild is entitled to cast 25,390 votes. I cast 85 percent of those ballots in favor of the endorsement and I abstain with the remaining 15 percent—symbolically on behalf of those members of my union who have concerns about possible conflict between my vote here today and their objectivity in carrying out their duties as reporters.

OUR ENDORSEMENT is a recommendation from this union to our members on how their economic and professional interests as news industry employees can best be served by their votes.

The curtain is drawing on the Reagan anti-union, anti-people, anti-worker, anti-social-progress era. Let us make sure that when the next act begins the principal players are people who care about people, about minorities, the handicapped and the rights of workers—[that the principal players are] people like Mike Dukakis and Lloyd Bentsen.

**The ABC's for back
to school needs are
BUY UNION
MADE...**



LOOK FOR THE UNION LABEL

NLRB aide: Interviews aim to 'weed out' Guild

Chicago—Management of the Hammond Times adopted hiring practices aimed at "weeding out" applicants that were likely to favor union representation, an official of the National Labor Relations Board has ruled.

Citing the employer's efforts to tailor the bargaining unit to produce a "no-union" vote in a long-delayed representation election, NLRB Hearing Officer Dawn Miller has recommended a new vote on whether news and advertising employees of the paper want the Chicago Guild to continue as their bargaining representative.

Representatives of the Howard Publications-chain daily have appealed Miller's ruling to the NLRB in Washington.

During a four-year period between the filing of a petition to end Guild representation and an election on the question held this year on Jan. 6, company officials conducted dozens of employment interviews "deliberately designed to elicit a response from the applicant about the union situation at the paper," Miller said in a July 6 decision.

Outcome of the NLRB-supervised balloting was 27 votes for the Guild and 29 for "no union."

The interviews, which included

discussions between a pair of managers about the pending question over union representation, "were coercive interrogations that had an impact on the free election choice," Miller ruled.

She relied, in large part, on the testimony of a former managing editor of the paper who said she had participated in several of the interviews.

Carol Lee Hutton described how one manager would engage another in an "informal conversation" about the union after telling an applicant that the formal portion of the interview was over. Although applicants were not questioned about their views on unions, they were told to feel free to interrupt the managers' discussion to ask questions, she testified.

Hutton said she first learned of the process as the paper's city editor in July 1984 when her supervisor told her that "something extra" was being included in the procedure for interviewing newsroom applicants.

Company officials evaluated the comments and questions applicants posed during the "informal" segments of the interviews in an attempt to judge how they were likely to vote in a union representation election, Hutton said.

For example, an applicant who interrupted the conversation to ask, "Does that mean that I have to join a union?" would be considered unlikely to support the union, she said.

Managers would conclude the "informal conversation," Hutton said, by advising applicants that in the managers' view a union was unnecessary at the paper.

Hutton testified that following several interviews in which she participated, supervisor William Nangle, currently the Times' executive editor, evaluated applicants on the union issue.

In one instance he dismissed hiring an applicant he believed would be a problem on the union vote, while he found another applicant too aggressive and not a good risk on the union question, Hutton testified. Neither applicant was hired, she added, despite her recommendation to the contrary and that of another newsroom manager.

Although Nangle confirmed Hutton's description of the interviews, he denied that applicants' reactions were evaluated to determine their views on unions.

Hearing officer Miller, however, was "inclined" to discredit Nangle as a witness due to his "vacillating, contradictory and

evasive testimony." Nangle was neither "forthright" nor "straightforward in his testimony," she said, adding that he "was asked very carefully constructed, self-serving questions" by the employer's counsel, from the firm of Seyfarth, Shaw, Fairweather & Geraldson.

Finding Hutton's testimony, in contrast, "candid, open and straightforward," Miller said she also found it credible since Hutton presented detailed evidence directly implicating herself in the company's unlawful interview practices.

Hutton testified in response to a subpoena from the Guild.

In addition, Miller pointed to testimony by Hutton that she had given several applicants advance warning about the interview process. That testimony, Miller said, exposed Hutton as disloyal to her former employer and could jeopardize her reputation with her current employer.

Company witnesses, however, objected to Hutton's testimony, asserting that she was motivated by a desire for revenge against Nangle, with whom she had an altercation over the handling of a story before she resigned from the paper's staff.

In addition to weeding out pro-union applicants, the pre-interview warnings from Hutton and others also interfered with the right of employees to decide on union representation, Miller held. Those warnings, she said, "created the impression that the employer was attempting to ferret out union sympathizers."

She dismissed charges over the company's having applicants' handwriting samples analyzed for characteristics such as loyalty, conservatism and the likelihood of being disruptive, finding the practice did not unlawfully interfere with "employees' free choice."

Action on a petition filed in September 1984 to terminate union representation in the news and advertising departments of the Times was delayed until last fall. Then the NLRB in Washington confirmed the Guild's certification as the employees' bargaining representative. That certification had been under challenge for four years following a vote by employees to affiliate with the Guild and dissolve an unaffiliated union.

Miller conducted six days of hearings earlier this year on Guild objections to the employers conduct in advance of the January representation vote.

Misconceptions block solutions to job-stress, panelists agree

Vancouver, Md.—Occupational stress—identified in Guild-wide and local surveys as the No. 1 complaint of Guild members about their jobs—will not be eliminated or alleviated, not even a little, until current misconceptions about its sources, victims and treatment are corrected.

So said members of a five-person panel who conducted a forum on identifying and dealing with job stress during TNG's 1988 Convention here at the end of June.

The five: Abby Ginzburg, of the Institute of Labor & Mental Health in Oakland, Calif.; Steven S. Sauter, director of motivation and stress research for the U.S. National Institute for Occupational Safety & Health (NIOSH); David LeGrande, occupational safety director for the Communications Workers of America; Richard J. Ramsey, executive director of TNG's Contracts Committee; and David J. Eisen, TNG director of research and information.

Stress is not "something merely psychological," nor "just a matter of coping," they agreed.

Its remedy does require "making the job fit the worker," rather than the other way around, and managements must abandon the practice of trying to "blame the victim" for the stress that besets him or her, Eisen, Ginzburg and LeGrande asserted, adding that that means employees must gain more control over how and where their jobs are to be performed.

In doing that, the three and Ramsey agreed, the focus must be on identifying and eliminating, or at least alleviating, the conditions that cause the stress, rather than on the employees learning to manage or live with stress.

Typical and model Guild contract provisions which give covered employees a significant voice in determining and controlling the conditions and terms of their jobs can be "major stress busters" when properly applied, Ramsey pointed out.



Abby Ginzburg

Managements are unlikely to begin trying to deal with the problem without pressure—from their employees' unions or, as Sauter and Ginzburg suggested, from insurance companies which are beginning to have to pay large worker compensation claims for disabilities produced by job stress.

Eisen pointed out that, somewhat surprisingly, stress-related answers were the most prevalent to an open ended question on job dissatisfactions in the Guild's 1986 membership survey (38 percent). To a subsequent specific question about stress, 20 percent reported finding it "severe" and 36 percent said they experienced it "somewhat."

Long hours, irregular schedules, deadline pressure, hectic work pace, over-work and short-staffing were most cited as sources of the stress. Computer malfunctions also were listed.

The poll also showed newsroom desk jobs as the most trying, with 66 percent of desk-employee respondents classifying their work as somewhat or very stressful. Right behind them were artists and photographers (64.9 percent), plus administrative/bookkeeping employees, computer operators and data processing employees (just above 63 percent).

NIOSH's Sauter pointed out that job stress is "the third most disabling condition on the Social Security Administration disability file," adding that "one can only guess" at the contribution of stress to the No. 1 condition on the list: systemic heart disease.

In addition to health-care costs, Sauter said, stress puts "tremendous economic burdens on industry" in its direct link to employee turnover, absenteeism, low morale, reduction of the quality and quantity of output, and more.

Sauter suggested that safety and health inspections of jobs ought to be expanded to include more than just the physical conditions of workplaces; that they also should focus on "the organizational aspects of the jobs that create stress."

Both Sauter and the CWA's LeGrande pointed out that job stress has been shown to increase greatly with the computerization of workplaces and attendant repression of creativity and decision-making by employees.

LeGrande said "job stressors" include such conditions as lack of control over work, lack of recognition for work performed, lack of job security, fear of layoff, harassment and sex discrimination.

TNG's Ramsey, who listed 11 "stress busters" provisions of



David LeGrande

TNG's Model Contract, suggested that the single most important could be that setting forth the grievance procedure.

"Without the right to talk about any matter that affects the relations of our members to their employer, we can't do a very good job of trying to deal with the issue of stress," he pointed out, stressing the importance of a clause not restricting the subject matter or scope of such discussions.

Contractual job security guarantees, from those protecting against discharge without "just and sufficient cause" to those governing introduction of new or modified equipment, can help relieve stress by their definition, he noted.

Provisions for VDT health and safety, protecting against work speed-ups, forbidding imposition of unreasonable duties, proscribing arbitrary transfers, defining the work day and week, providing for leaves of absence, specifying premium pay for overtime, night and weekend work, dealing with child care and setting out conditions for job sharing fall into the same category, he noted.

"If you focus on those issues, you are not focusing on those issues alone but on the underscored causes of stress in the workplace and you can go a long way toward



David J. Eisen

eliminating those causes or, where elimination is not practical, certainly alleviating those causes," Ramsey concluded.

Ginzburg said that management's fundamental approach to stress is that it is an individual problem. Unfortunately, most employees believe it, she said, perhaps because they hear it from so many sources, including the media.

"Somebody complains about how they continually get migraine headaches or ulcers: 'Other people are coping, I don't know why you can't.' They also hear messages about 'this is all in your head.' They hear messages about, 'Just go to see your doctor and take a pill'."

She suggested a pair of stress self-check lists:

The first, physical symptoms, includes: More muscle pain, stomach aches, head aches, repeated colds, jitteriness and more frequent fatigue.

The other, behavioral symptoms, includes: Increased drinking, more time in front of the television at home before talking to anyone, and more frequent outbursts of anger.

They are "early warning signs of burnout, of distress building up and taking its toll," she said.

New Yakima agreement provides first contract raises since '86 cut

Yakima, Wash.—A new two-year agreement between the Yakima Guild and the Media News chain's Yakima Herald-Republic will raise top minimum pay for reporters, photographers and circulation district managers by \$33.75, to \$447.75 a week.

Ratified in late July, the agreement provides the daily's 80 Guild-covered employees their first negotiated increases since members approved an agreement in 1986 implementing a pay cut to avoid economy dismissals.

The \$33.75 increase, comes in increments of \$16.50 a week from July 17 and \$17.25 a week next July 17. The increases equal four percent on each of those dates.

A commission-based pay sys-

tem remains in effect for some outside advertising sales employees, while other outside sales employees who are guaranteed a minimum weekly pay rate are covered by the first of the agreement's four-percent increases.

TNG Int'l Representative G. Richard Pattison assisted the local in bargaining the contract and in a membership-building campaign that brought a four-fold increase in Guild membership in the unit.

Employees' payments toward the cost of health insurance coverage are set at 25 percent of the monthly premium, reducing the outlay for the most comprehensive family coverage by \$12.75, to \$60.17 a month.

The contract requires the com-

pany to establish an employer-funded pension plan before its expiration in 1990.

The settlement was reached after months of talks, during which the locals' membership climbed to new highs from near record lows, the local said.

Other increases and new minimum rates for experienced employees include:

Secretaries and computer operator/payroll clerk—Up by \$25.50, to \$339.75 a week, in increments of \$12.50 and \$13.

Telephone salespersons—Up by \$23, to \$306 a week, in increments of \$11.25 and \$11.75.

Assistant news editor—Up by \$37.25, to \$493.50 a week, in increments of \$18.25 and \$19.

William Dean Singleton's Media News bought the paper from the Harte-Hanks chain during the term of the previous agreement.

Forum in Hamilton on safety regs

Silver Spring, Md.—A new network of provincial and federal regulations on labeling and handling hazardous materials in work areas will be the subject of a one-day forum sponsored by the Canadian Centre for Occupational Health and Safety, TNG has advised Guild locals in Canada.

Some preparation is necessary if Guild locals are to make full use of safeguards in the Workplace Hazardous Materials Information System (WHMIS), said TNG Director of Research and Information

David J. Eisen in an Aug. 17 letter.

He urged locals to send participants to the conference, scheduled for Sept. 27 in Hamilton, Ont. The WHMIS regulations will go into effect Oct. 31.

Speakers will examine reporting, labeling and training mandated by the regulations and will suggest steps unions and management should take to ensure compliance.

There is a fee of \$150 for each participant.

Sac'to Victims Fund tops \$66,900

Sacramento—The Northern California Guild reports receipt of contributions totaling \$66,906 for its Sacramento Union Victims' Fund through Aug. 12; \$2,025 since July 29.

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:

Milwaukee Guild	\$200	Philadelphia Guild	500
Northern California Guild	294	Pittsburgh Guild	250
—Modesto unit	22	San Jose Guild	150
—Newspaper Agency unit	33	TNG staff (checkoff)	347
—Retired unit	30		

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

Local 35's Wert—'30' after 31



Pat Wert—who joined the Washington-Baltimore Guild 31 years ago, served as a shop steward and bargaining committee member at the Washington Post uncounted times, was the local's treasurer for six terms, a delegate to TNG conventions several more, and the local's office manager the last 10 years—listens to accolades from current and past local and TNG leaders during reception marking her retirement. Participants included TNG President Charles Dale, former TNG Vice Presidents Warren Howard and Carlos Sutton, former local Administrative Officer Brian Flores, Post Vice President Larry Wallace, and several former local presidents. Event was held at AFL-CIO headquarters facility.

IT



SEEMS TO US

CLC convention story said to be 'misleading'

TORONTO, ONT.

Editor:

The story and indeed the headline re the CLC [Canadian Labour Congress] Convention ['Anti-raiding package adopted by CLC Convention,' Guild Reporter, May 27] was very misleading. In fact, the resolution adopted by the convention was a *compromise* that addressed *two major issues*, raiding and Canadian autonomy in international unions.

New procedure and sanctions sections of the [CLC] constitution apply equally to unions found guilty of raiding or internationals found not in compliance with the Canadian Standards of Self Government or the Codes of Organiz-

Retiree aid to 'Victims' reported by unit leader

DANVILLE, CALIF.

Editor:

The Victims' Fund report through July 29, carried in the Aug. 12 issue of the Guild Reporter, did not include \$30 collected at the July 17 Retired Unit's barbecue and forwarded July 18 to Northern California Guild headquarters.

Individual Retired Unit members have contributed as much as \$80 per check, but none has been credited publicly to date for their generosity.

I do not know who is responsible for this, but I do know they are consistent in ignoring the contributions of these members.

BERT FRAZIER

Chair, Retired Unit

Editor's note: The Guild's Sacramento Office, which oversees the Victim's Fund and reports contributions to the Guild Reporter, received the funds from the barbecue on Aug. 5. Heretofore it has had no way to identify Retired Unit members' contributions from those of other individuals, but steps are being taken to try to assure that retirees henceforth are properly and publicly credited.

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.

Laws Committee recommended nonconcurrence on one, but the second was grouped with similar resolutions in a Constitution Commission report adopted overwhelmingly by the convention.

BILL PETRIE

Local Representative
Southern Ontario Guild

Editor's note: The Guild Reporter's source for the story says the Canadian Standards-compliance portion of the convention's action was left out inadvertently from his dispatch to the Guild Reporter. He and the Guild Reporter apologize. The commission report referred to in Brother Petrie's last paragraph, unlike reports from other committees, did not identify any unions' proposals incorporated in the report.

As to the CAW-UFCW in Atlantic Canada, 55 percent of the fishermen in Nova Scotia and Newfoundland had voted for the Auto Workers as of mid-August, the rest for the UFCW. Applications involving 1,000 in Prince Edward Island remained pending.

The U.S. price elevator

The table below records the ascent of the Consumer Price Index in the United States over a 24-month period following a 0.5-point increase in the index in July to 117.2, up 4.5 points from July 1987, and 8.8 points from July 1986. The first column lists the index for each of the last 12 months, the second the percentage increase over the same months of the preceding year and the third, the percentage increase over July 1986. The Urban Wage-Earners' and Clerical Workers' Index (CPI-W) is the source.

	Index*	Percentage over	
		Same month prior year	July 1986†
August	113.3	4.3	4.5
September	113.8	4.3	5.0
October	114.1	4.6	5.3
November	114.3	4.7	5.4
December	114.2	4.5	5.3
January 1988	114.5	4.1	5.6
February	114.7	3.8	5.8
March	115.1	3.7	6.2
April	115.7	3.7	6.7
May	116.2	3.8	7.2
June	116.7	3.8	7.7
July	117.2	4.0	8.1

*1982-84 = 100

†Index = 108.4

PLEASE POST

DON'T BUY

National Boycotts Sanctioned by the AFL-CIO Executive Council

ACE DRILL CORPORATION

Tools, parts & other items, machine and tool store

United Automobile, Aerospace & Agricultural Implement Workers of America International Union

United Food & Commercial Workers International Union

United Brotherhood of Carpenters & Joiners of America

United Brotherhood of Plumbers, Pipefitters & Steamfitters

United Brotherhood of Shipbuilders & Shipworkers

United Brotherhood of Tanners

United Brotherhood of Teachers

United Brotherhood of Vanities

United Brotherhood of Workers of America

United Brotherhood of Woodworkers

United Brotherhood of Wreckers

United Brotherhood of Yarn Spinners

United Brotherhood of Zippers

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Union Label and Service Trades Department, AFL-CIO — July 1988

Minimum rates for computer jobs are listed

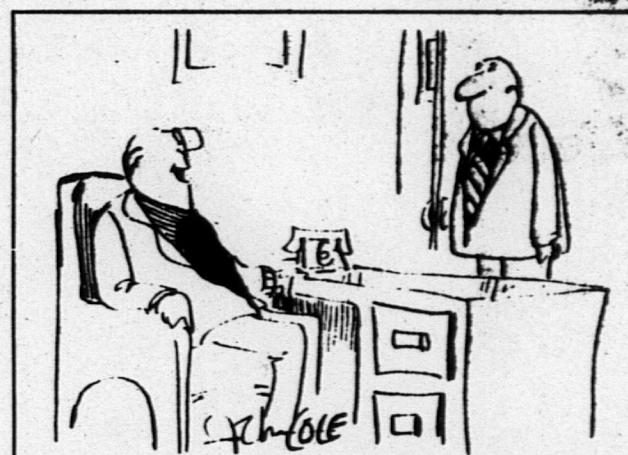
A MINIMUM PAY rate of \$1,001.37 for senior programmers and systems analysts at the New York Times leads a list of 140 "top" and "flat" minimum pay rates for experienced employees in a wide variety of computer-related jobs covered by 43 Guild contracts with daily newspapers and news services in the United States, Canada and Puerto Rico.

Included on the list are minimum rates for programmers, computer operators, key punch operators, data entry clerks and others.

Nine of the minimums on the list are \$800 a

week or more, and 18 of them top \$700 a week. Forty-two, or 30 percent of the minimums, are \$600 a week or more. The lowest rate is a flat minimum—one that applies to all employees in the job without regard to experience—of \$250.31 a week for computer terminal input operators at the Terre Haute Tribune-Star.

The minimums listed are from data compiled by TNG's Collective Bargaining Dept. from contracts in effect Aug. 1. Results of settlements since or deferred increases effective in the interim are not included.



From the Wall Street Journal

"Harris, you're being replaced by a computer, three programmers, two computer operators, six..."

	Minimum	After
New York Times		
Senior programmer, senior systems programmer, systems analyst	\$1,001.37—4 yrs.	
Systems programmer, programmer	687.44—3 yrs.	
Computer operator	867.16—4 yrs.	
EDP control clerk	649.54—3 yrs.	
EDP posting clerk	529.17—3 yrs.	
EDP tape library clerk	497.91—2 yrs.	
New York Daily News		
Systems analyst, computer operations supervisor, senior programmer	946.78—1 yr.	
Programmer, senior computer operator, data control supervisor	799.95—6 yrs.	
Computer operator	625.16—3 yrs.	
Assistant computer operator, head data control clerk	582.34—3 yrs.	
EDP control clerk	536.53—3 yrs.	
Head key punch operator	454.94—3 yrs.	
Key punch operator	392.49—3 yrs.	
Vancouver Sun and Province		
Programmer analyst	876.47—5 yrs.	
Senior programmer analyst/operations supervisor	876.47—flat	
Computer operator	783.64—2½ yrs.	
Data entry supervisor	623.85—flat	
Key station operator	508.99—1½ yrs.	
Toronto Star		
Senior programmer	825.20—1 yr.	
Intermediate programmer	785.61—2 yrs.	
Junior programmer	678.96—2 yrs.	
Programmer trainee	535.67—1 yr.	
Senior computer operator	660.49—2 yrs.	
Computer operator	584.36—4 yrs.	
Machine tender	505.78—3 yrs.	
Assistant supervisor data processing	637.41—flat	
Supervisor data processing	809.86—2 yrs.	
Senior supervisor	817.83—flat	
Senior key punch operator	572.46—4 yrs.	
Key punch operator	516.98—3 yrs.	
Ottawa Citizen		
Supervisor of operations	823.96—flat	
Operator	674.83—5 yrs.	
TTS perforator operator	681.61—1 yr.	
St. Louis Post-Dispatch		
Senior programmer, senior systems analyst	794.37—5 yrs.	
Junior programmer, junior systems analyst	593.45—5 yrs.	
Machine operator (computer)	551.87—4 yrs.	
Key punch operator/verifier operator	375.66	
St. Paul Dispatch & Pioneer Press		
Senior programmer-analyst	773.17—5 yrs.	
Programmer-analyst	643.65—4 yrs.	
Programmer	613.00—4 yrs.	
Junior programmer	460.30—2 yrs.	
Computer room shift supervisor	668.21—5 yrs.	
Senior operator	584.62—4 yrs.	
Operator	556.78—4 yrs.	
Junior operator	379.51—1 yr.	
San Francisco Chronicle and Examiner		
Computer programmer	767.45—6 yrs.	
Senior computer operator	556.05—2 yrs.	
Computer operator	503.82—2 yrs.	
EDP machine room supervisor	626.09—2 yrs.	
Supervising key punch operator	472.86—2 yrs.	
Key punch operator	449.40—2 yrs.	
San Jose Mercury-News		
Computer programmer "A"	767.45—6 yrs.	

	Minimum	After
Computer programmer "B"	627.19—3 yrs.	
Senior computer operator	594.75—2 yrs.	
Computer operator	494.48—2 yrs.	
Supervisor key punch operator	472.86—2 yrs.	
Key punch operator	449.40—2 yrs.	
Detroit Free Press		
Systems programmer	758.60—3 yrs.	
Programmer-analyst	631.19—3 yrs.	
Computer programmer trainee	432.75—2 yrs.	
Computer operator	614.54—4 yrs.	
Computer operator trainee	341.50—1 yr.	
Key punch operator	381.64—3 yrs.	
New York Post		
Ass't data processing supervisor	728.40—3 yrs.	
Machine operator-data processing	514.05—3 yrs.	
Head machine operator-data processing	583.60—3 yrs.	
Key punch operator	417.65—3 yrs.	
Associated Press		
Programmer	688.00—5 yrs.	
Computer maintenance controller & tabulator	495.54—1 yr.	
Key punch operator	396.46—2 yrs.	
Toledo Blade		
Programmer	678.73—4 yrs.	
Computer operator	577.64—3 yrs.	
Data entry operator	462.09—1 yr.	
Washington Post		
Data processing programmer analyst	664.35—4 yrs.	
Data processing programmer	463.35—3 yrs.	
Senior processing machine operator	401.10—1½ yrs.	
Data processing machine operator	351.75—3 yrs.	
Key punch operator	322.75—3 yrs.	
Boston Herald		
Programmer	649.50—3 yrs.	
Computer operator	532.87—3 yrs.	
Key punch operator	430.41—3 yrs.	
Honolulu Advertiser and Star-Bulletin		
Senior programmer	641.26—4 yrs.	
Computer operator/junior programmer	561.35—3½ yrs.	
Data entry operator	430.76—3 yrs.	
Memphis Commercial Appeal		
Senior programmer	638.10—5 yrs.	
Computer programmer	528.95—5 yrs.	
Computer operator	427.00—5 yrs.	
Key punch operator & verifier	409.65—5 yrs.	
Monterey Herald		
Computer operator	616.00—4 yrs.	
Eugene Register-Guard		
Programmer/operator	590.00—5 yrs.	
Programmer/operator on call	621.80—5 yrs.	
Data processing "B"	388.70—5 yrs.	
Data processing "A"	354.30—4 yrs.	
Baltimore Sun and Evening Sun		
Programmer	575.00—5 yrs.	
Computer operator/data control analyst	465.00—5 yrs.	
Head computer operator	480.00—flat	
Programming librarian	382.00—5 yrs.	
Data entry clerk	362.00—5 yrs.	
Providence Journal and Bulletin		
Computer operator	558.63—3 yrs.	
Computer room supervisor	593.79—2 yrs.	
Data entry clerk	380.48—2 yrs.	
Lead data entry clerk	429.48—3 yrs.	
Philadelphia Inquirer and Daily News		
Computer operator	551.08—4 yrs.	
IBM programmer	481.38—4 yrs.	

	Minimum	After
Key punch operator	385.57—4 yrs.	
Lowell Sun		
Computer operator-programmer	551.00—4 yrs.	
Victoria Times-Colonist		
Computer operator	546.53—flat	
United Press International		
ADP programmer	510.00—5 yrs.	
ADP operator	405.00—3 yrs.	
Portland Press Herald and Express		
Computer programmer	489.57—3 yrs.	
Computer operator "A"	445.24—1 yr.	
Computer operator "B"	365.47—1 yr.	
Clerk-computer input	338.24—flat	
Denver Post		
Computer operator	461.00—3½ yrs.	
Key tape operator	390.00—3½ yrs.	
San Mateo Times		
Computer operator	458.05—4 yrs.	
Key punch operator	429.98—3 yrs.	
San Diego Union and Tribune		
Key punch operator	457.21—3 yrs.	
San Juan Star		
Programmer, EDP office operations supervisor	433.10—5 yrs.	
Computer operator	306.00—4 yrs.	
Data entry operator	258.00—4 yrs.	
Seattle Times		
Key punch operator	431.25—3 yrs.	
Salem News		
Computer applications specialist	428.72—flat	
Computer operator	403.34—3 yrs.	
Mt. Clemens Macomb Daily		
Data processing operator	389.52—2 yrs.	
Brockton Enterprise		
Computer operator	381.71—4 yrs.	
Duluth News-Tribune & Herald		
Computer operator	364.24—4 yrs.	
Data entry clerk	316.73—4 yrs.	
Albany Times-Union		
Computer operator	359.00—2 yrs.	
Key punch operator	317.00—3 yrs.	
Allentown Call		
Computer operator	348.75—2½ yrs.	
Buffalo News		
Data collection/entry clerk	340.24—3 yrs.	
Bristol Press		
Computer operator	333.97—5 yrs.	
Pueblo Chieftain		
Computer operator	329.76—3 yrs.	
Key punch operator	305.25—3 yrs.	
Great Falls Tribune		
IBM machine operator	317.00—4 yrs.	
Data entry clerk	270.00—4 yrs.	
Yakima Herald-Republic		
Computer operator	326.75—4 yrs.	
Computer trainee	238.25—1 yr.	

¹ Applies to hires on or after 3/31/82.

² Plus \$15 to \$47 regional differential.

³ Applies to hires on or after 6/22/84.

Members urged to tune out WPIX

Vancouver—Don't watch New York's WPIX-TV or its syndicated newscast "USA Tonight," TNG's 1988 Convention said in a resolution urging Guild members that receive the programming to tune it out until the station agrees to a fair new contract with the New York Guild.

Earlier this year, a National Labor Relations Board administrative law judge found that the station, owned by the (Chicago) Tribune Co., violated federal law when it declared bargaining with the Guild at an "impasse" in April of 1987 and implemented retrogressive changes in working conditions [Guild Reporter, May 27].

WPIX-TV is received outside the New York metropolitan area on some cable and microwave television systems, while "USA Tonight" is carried on 115 stations, throughout the country. Among them, the convention said, are these stations in cities where Guild members work and live: KTLA in Los Angeles; the Tribune Co.'s WGN in Chicago, which is carried on many cable systems; and KWGN in Denver.

The convention urged Guild members to boycott the programming and notify carriers that they are doing so until WPIX's news employees are covered by a fair new Guild contract.

Teleconference on retiree benefits

Washington—Bargaining for retirees' health-care benefits in the face of rising costs will be the topic of a nationwide "teleconference" Sept. 15-16 sponsored by the AFL-CIO, the federation has announced.

Featuring live bargaining simulations and discussions among union and legislative representatives and other conference participants, it will be broadcast to 20 sites, including 15 in or near cities where Guild locals bargain.

Rising medical costs, earlier retirements and greater longevity, coupled with a proposed new accounting standard that would change how employers report costs of retirees' health benefits, are likely to complicate further the ef-

forts of unions to expand and maintain retirees' health care benefits, the AFL-CIO said in announcing the conference.

Conference sites include: University of California, Berkeley; University of Colorado, Boulder; University of the District of Columbia; Roosevelt State University, Chicago; Indiana University, Indianapolis; Dundalk Community

College, Baltimore; Michigan State University, Lansing.

Plus: University of Minnesota, Minneapolis; Cornell University and New York State AFL-CIO, New York; Pennsylvania State University, Harrisburg and Philadelphia; University of Wisconsin, Milwaukee; Los Angeles Federation of Labor; Washington State AFL-CIO, Seattle.

Short weeks in 70% of contracts

Silver Spring, Md.—Just under 70 percent of all Guild contracts in effect Aug. 1 provided work-weeks of less than 40 hours, according to a survey by TNG's Collective Bargaining Dept.

Sixty-nine percent of 148 con-

tracts with newspapers, wire and news services provided so-called "short work weeks," with 64 percent of the short weeks being 37.5 hours. Next most numerous was the 35-hour week, provided in 15 percent of the 148 pacts.



DALE LOOKS PAST REAGAN-MULRONEY

'Challenges strengthen Guild'

By Charles Dale
TNG President

LABOR DAY 1988 is upon us, and the sun is setting on the Reagan-Mulroney era.

A false sense of prosperity has left conservatives on both sides of the border a bit sated.

It's fashionable to be greedy and desirable to be hard-nosed; liberal is gauche; sharing is weakness.

The National Labor Relations board has been in the hands of right-wing zealots for more than half a decade, and Canadian labor law—in both East and West—has been drifting ever closer to that of its American cousin.

Newspaper chains are becoming mega-media corporations. Individual publishers are presiding over billion-dollar world empires.

Technology has replaced human hands at many newspapers, and employees, once the backbone of newspapers' operations, have become little more than line-item liabilities in annual reports.

Because prevailing values and perceptions have changed for the worse, however, doesn't mean the Guild must surrender to them. It hasn't and won't. That's why, despite adversity and roadblocks, industry employees today, as in the past, turn to the Guild.

Just last year the Guild reached an all-time membership high, topping 34,400 for the first time in its 54 years, before declining somewhat more recently. This union also achieved initial contracts for five new groups in the past year.

Sixteen locals established all-time membership highs, including Denver, where 130 people lost jobs at the Post in a drastic buy-out/early-retirement move.

Given the current state of political affairs and the muscle-flexing it has inspired among publishers, actions that in more salutary times might be taken for displays of weakness are in today's climate testaments to the Guild's strength.

FOR EXAMPLE, after one of the toughest bargaining years in our history, average reporter top minimum pay provided by Guild contracts this April 1 was \$608.32 weekly. That's \$234.24, or 62.6 percent, more than the \$374.08 average for experienced reporters reported in the Inland Daily Press Assn.'s annual wage and salary survey for 1987.

At the same time the average

Guild starting minimum increased by 3.6 percent, to \$388.65. That means a young, inexperienced reporter working at a Guild newspaper makes on average \$14.57 a week more than a seasoned veteran at a non-Guild paper.

Thanks to the New York Guild's settlement this summer with the New York Times, experienced beat and general assignment reporters there are the first to be guaranteed at least \$1,000 a week.

THEN THERE'S Yakima. Faced a few years ago with a new publisher with a reputation for taking on unions and an inclination toward layoffs, the members settled for a contract that included, among other horrors, a wage cut. After threats of decertification and more than a year of difficult bargaining, the Yakima Guild's new contract with the Herald-Republic includes 4 percent annual wage increases and a new pension plan.

Elsewhere, however, struggles are continuing.

In Wilkes-Barre, employees who struck Capital Cities' Times-Leader nearly 10 years ago still are producing their own daily, and the Citizens' Voice competes with and beats its scab-produced rival.

In Puerto Rico, months after the closing of El Mundo and subsequent theft of the Guild's bargaining rights by a new owner, we still are striving to regain the rights and jobs of our members. The NLRB's regional director has moved for a federal court order that would immediately reinstate them.

In a few places—Fresno, Sacramento, Bakersfield, Tacoma, Washington, D.C., for instance—Guild-covered employees are working under terms and conditions imposed by the publishers. Yet we continue to seek decent contracts and members continue to support the efforts. The persistence is beginning to pay off. In Sacramento and Bakersfield, the NLRB is taking another look at whether the bosses' merit-only pay schemes violate U.S. labor law. (How can merit pay have any meaning without equitable minimum rates against which to measure it?)

An NLRB administrative law judge, meanwhile, has ruled that the firing of the Guild's four-member bargaining committee at the Sacramento Union nearly a year ago was illegal.

Then there is Detroit where the

Guild continues to work to save hundreds of members' jobs in the face of the Knight-Ridder-Gannett quest for permission to form a legalized monopoly under a Joint Operating Agreement. Its real mission, of course, will be to print money, not newspapers.

Through it all, we continue to look both at the present and toward the future. Employer-sponsored dependent care, adequate VDT safeguards, pay equity, fair employment, full health benefits and other goals of the Guild's Collective Bargaining Program are proposed and achieved.

To be sure, the Guild also bears other kinds of new bruises and battle scars as the summer of '88 and the Reagan-Mulroney era wane. Our general fund, for instance, is facing a deficit of more than \$100,000—but this union is "in business" to serve its members, not to show a profit.

Delegates to this summer's Guild convention voted to tap 18 months of the interest from our \$8.5-million defense fund to organize new members, estimated to produce \$900,000. The move will allow the Guild to continue its efforts on behalf of current members while also helping new members and leaders organize, win recognition and bargain contracts.

Despite these challenges, the Guild is strong: Strong in our commitment to our members, in our belief in collective bargaining and in our adherence to our principles. We have a democratic structure that allows individuals to reach consensus solutions, a philosophy that envisions one organization of all news industry employees, and we have an unwavering commitment to justice. No outside force, not even a Reagan-controlled NLRB, will change that.

WE'VE HAD problems and successes in the past, have both now, and no doubt will have both in the future. And that's where the real story is—in the future. Its one we won't miss.

Publishers had best savor the laissez-faire labor climate while it lasts because soon the NLRB, Ottawa, the White House and other social forces will no longer be in their corner. When that happens, the strength gained in meeting today's tough challenges will propel this union along the path of higher growth and ever-greater gains for its members.

As they put it

'Unionists have a duty'

The following is excerpted from opening remarks by AFL-CIO President Lane Kirkland to the meeting of the AFL-CIO General Board Aug. 24 which endorsed the Democratic Party ticket of Michael S. Dukakis and Lloyd Bentsen in this year's U.S. presidential race.

AT THE DEMOCRATIC National Convention, 751 delegates and 224 alternates carried the union card of an AFL-CIO affiliate. Totalling nearly 20 percent of the combined delegations, union representation reached an unprecedented level at a national political convention.

It should be noted that the political skill, sophistication and maturity of those union delegates contributed in no small measure to the unity with which the Democratic Party emerged from Atlanta. We owe those union delegates our gratitude for transferring union solidarity into party solidarity.

The absence of a major union delegation in New Orleans [at the Republican National Convention] is a measure of how our members evaluated the Republican candidates and their positions on issues. It is also a measure of the less than enthusiastic welcome our members received to participate in that party's nominating procedures. It is not a measure of the [AFL-CIO] federation's linkage to either party.

The AFL-CIO is the affiliate of no political party. We are an organization motivated by our own rules, guided in our decisions and actions on the basis of issues. It is in that context that we address our endorsement decision today.

In the final stage of the political process, we will pursue our responsibilities in the areas of education, registration and get-out-the-vote with all the vigor that enlivens the spirit of union solidarity. Why must we act with solidarity in this election?

The Reagan-Bush administration came to Washington charging that government itself was the problem. Eight years later, we know that government is not the problem. It lies with those who govern.

This is an administration that brought us Laffer curves, supply-side theories and ruinous economic policies. The net results—"the bottom line," as big business likes to call it—have been trade and budget deficits of staggering proportions and the elimination of good-paying jobs in return for minimum-wage jobs.

This is the administration that turned a blind eye to the disintegration of our basic industries and the suffering that was inflicted on the communities of our nation's industrial heartland.

This is an administration that has favored greed over need.

This is the administration that used the veto pen to frustrate the legislative process. In the simplest of terms, this election is about whether a majority in the Congress can enact necessary legislation, vital to the general good, or whether a willful minority of one-third plus one can continue to hold it hostage.

Our decision today and this election are about the future, and unionists have a responsibility and a duty to help shape it.

The Guild Reporter



JAMES M. CESNIK, Editor
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