



The GUILD REPORTER

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September 23, 1988

No JOA in Detroit in October

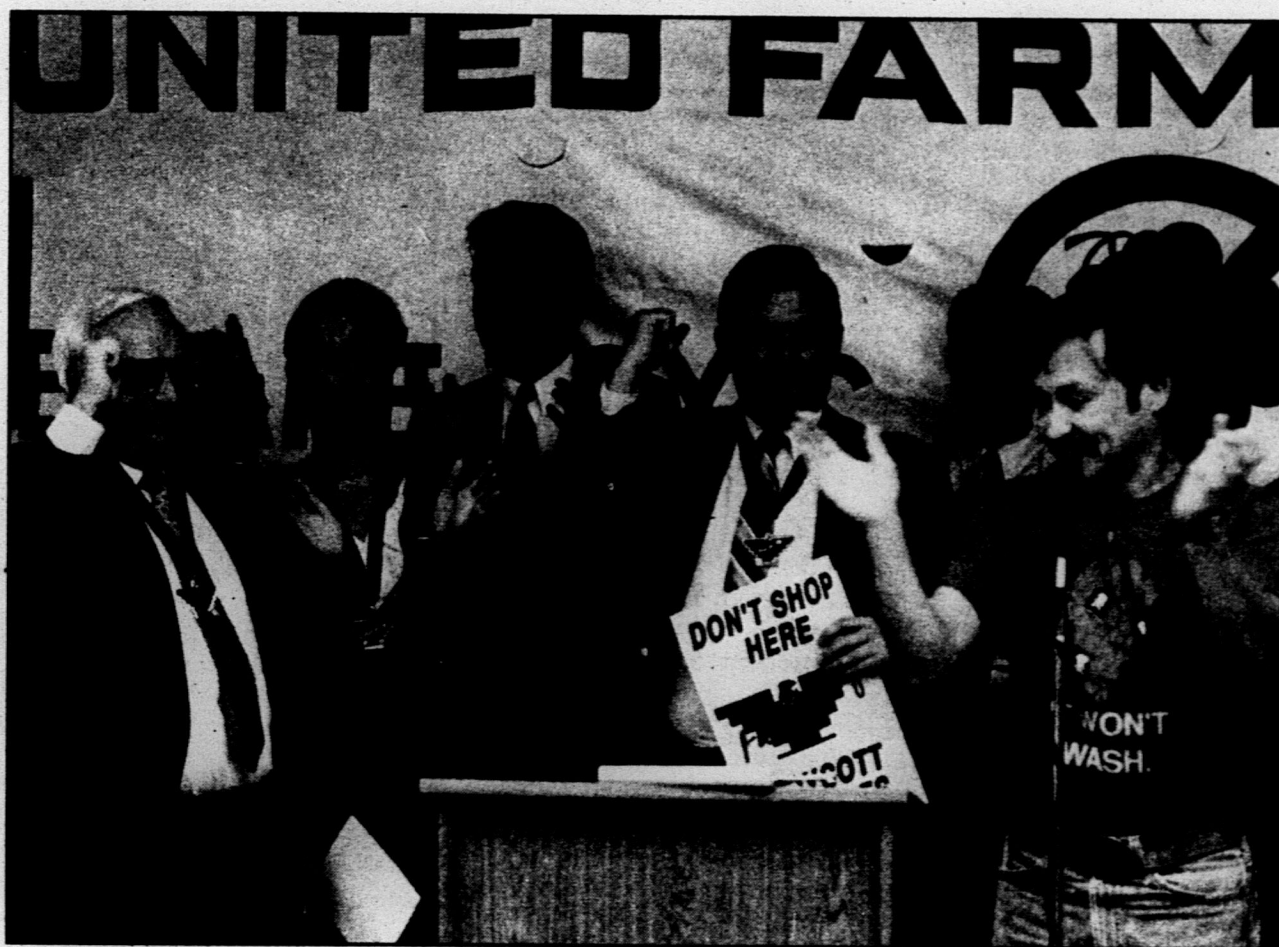
Washington—A joint operating agreement between Knight-Ridder's Detroit Free Press and Gannett's Detroit News has been blocked for a second time by a federal court, until at least the end of October.

In the process, a hold also has been put on the question of Guild representation for employees who would work in the merged advertising, business, circulation and maintenance departments of the Detroit Newspaper Agency, as well as on dismissals, early retirements and buy-outs for many who hold those jobs with the two separate papers now.

The U.S. Court of Appeals for the District of Columbia ordered the new delay after receiving an appeal by opponents of the JOA from a lower court's ruling on Sept. 14 that upheld approval of the merger. The opponents also sought extension of a temporary restraining order against the merger that was to expire Sept. 17.

U.S. District Judge George Revercomb on Sept. 14 upheld former Attorney General Edwin Meese's approval of the newspapers' agreement to merge their advertising, business, commercial and production departments. In doing so, he rejected arguments of opponents that Meese's Aug. 8 approval of the JOA was "arbitrary and capricious."

Opponents of the JOA, who have formed a group known as Michigan Citizens for an Independent Press, are led by state Sen. John Kelly and include more than 200 newspaper employees, according to the group's petition to the appeals court. Other members, the petition said, include 13 advertisers and more than 300 readers. Ralph Nader's Public Citizen Litigation Center (Continued on Page 6)



FARM WORKERS VICE PRESIDENT ARTURO RODRIGUEZ, RIGHT, LEADS BOYCOTT CHANT
Joining him, from left: TNG President Charles Dale, office administrator Mary Aldrich, and Secretary-Treasurer John C. Edgington. Under the "E" is Ron Richardson of the Restaurant Employees, under the "R" is Josh Williams, head of the Metro-area Central Labor Council.

TNG officers enlist, urge more to join 'Fast for Life'

Silver Spring, Md.—After joining the United Farm Workers' "Fast for Life" campaign himself, TNG President Charles Dale has called on other TNG and local leaders and members also to do all they can to back the UFW's renewed push to end use of five highly toxic pesticides on California table grapes.

The campaign also is a demonstration of support for efforts to restore organizing rights to farm workers.

Dale—plus Secretary-Treasurer John C. Edgington, Canadian Director William H. McLeman and office administrator Mary Aldrich—kicked off Guild participation Sept. 20 as the effort moved into the U.S. capital region with an informational picket line and rally outside a grocery store near the toney Georgetown district.

Centerpiece of the effort to dramatize the UFW's campaign is a series of three-day fasts being undertaken by unionists, clergy and others.

An accompanying boycott of table grapes—dubbed "Wrath of Grapes"—and effort to persuade stores to not stock them has been endorsed by the AFL-CIO, the Canadian Labour Congress and dozens of unions.

The series of three-day fasts was begun on Aug. 21 as UFW President Cesar Chavez ended a 36-day, water-only fast. First to pick it up was the Rev. Jesse Jackson. Other union leaders who have taken it up include Jack Otero of the Labor Council for Latin American Advancement and Martin Sheen and Robert Blake of the Screen Actors. Ron Richardson of the Hotel & Restaurant Workers in Washington also picked it up during the Sept. 20 rally.

Dale was to pass the fast to Edgington on Sept. 23. He will be followed by McLeman, and then (Continued on Page 2)

Guild leads in count at Inquirer

Philadelphia — Whether the Philadelphia Guild has won a representation vote among 250-300 reporters and photographers who work for the Philadelphia Inquirer will be decided when challenges are resolved over 67 votes cast in a National Labor Relations Board-supervised election.

A Sept. 16 count of non-challenged ballots put the Guild in the lead with 69 votes vs. 60 votes for "no union" and 2 votes for a fledgling unaffiliated union—the Newspaper Reporters of the Philadelphia Inquirer, District One.

The reporters and photographers work both full- and part-time for the Knight Ridder daily, mostly in offices scattered through the Philadelphia suburbs in Delaware, New Jersey and Pennsylvania. The bulk of their work is for the paper's "Neighbors" sections.

The NLRB's regional office in July held that the so-called "non-staff correspondents" were employees of the paper. The question of their status was raised early in the year when District One petitioned the board for certification as the bargaining agent for 20 members of the group.

The Inquirer argued that the 20 were independent contractors, not employees, but that if they were held to be employees so should more than 350 other correspondents and specialists. The Guild, meanwhile, had intervened in the proceedings as the bargaining agent for editorial employees and others at Knight-Ridder's Inquirer and Daily News.

Votes cast in the Sept. 8 election that remain uncounted include 47 challenged by the NLRB, mostly from among the so-called specialists. The NLRB regional director held that more information is needed to determine if any, all or (Continued on Page 2)

Eye clinic sees focusing problems in VDT operators young and old

Berkeley, Calif.—VDT work could be responsible for the high incidence of focusing problems experienced by VDT operators whose vision was examined at a clinic at the University of California's School of Optometry, researchers at the clinic have suggested.

Although deterioration of the eyes' ability to focus and an associated inability to see clearly at close range are frequent occurrences after age 40, focusing problems were found in examining younger VDT operators as well. Dr. James Sheedy, head of the Berkeley clinic, told a conference sponsored by the National Institute for Occupational Safety and Health Aug. 10.

An inability to bring objects into focus readily and to maintain a clear image at close range were the most common problems found among the 153 patients examined at the clinic between the fall of 1985 and the spring of 1987, Sheedy reported.

Calling the findings "surprising," he said the question of whether work at the machines has an adverse effect on the focusing mechanism of the eye deserves serious consideration.

VDT operators examined at the clinic experienced focusing problems more frequently than would be expected among a clinical population, Sheedy and his associates said in a preliminary report describing their findings.

The focusing difficulties caused intermittent vision blurring, blurring of distance vision after close work and momentary blurring upon shifting viewing distance, the researchers said.

The clinic, opened in August of 1985, was established to prescribe treatment and corrective measures for VDT operators suffering symptoms associated with vision problems, including headaches, burning eyes, blurred and double vision and eyestrain. Patients voluntarily sought help from the clinic.

VDT operators may be more likely to suffer vision-related symptoms than individuals with similar deficiencies who perform (Continued on Page 2)



Honoring a re-found founder . . . 4

TNG leaders enlist, urge more to 'Fast for Life'

(Continued from Page 1)

Aldrich, whose three days will be over Oct. 2. (McLeman in mid-August distributed to Canadian locals copies of a statement by Chavez as he began his fast. McLeman also urged that locals distribute the statement to all members "with an appeal for their co-operation.")

In a letter to all local presidents, other members of the Int'l Executive Board and TNG staffers seeking more volunteers, Dale noted that UFW is aware that some persons for health or other reasons might find it necessary to ingest fruit juices, tea or coffee in addition to water for their three-day fast.

Speaking to the Washington rally, Dale pointed out that while the Guild and others inside and outside the labor movement have aided the Farm Workers through that union's 26-year history on picket lines, with resolutions and with contributions, "obviously we have not done enough."

"If we had," he continued, the grape growers no longer would be using "the poisonous pesticides that are crippling farm workers and their children and endangering the health of consumers."

"And the politicians and the political appointees . . . would have restored to the union the freedom to organize with its absolutely essential ingredient—the right to free and secret-ballot elections."

In his letter to locals Dale also recalled the appearance by the UFW's Chavez before TNG's 1988 Convention in San Diego and his participation in the post-convention rally for Guild members at the Fresno Bee. (The convention endorsed the UFW's pesticide-ban campaign and voted a \$2,500 contribution to the UFW while delegates and locals gave an additional \$13,000.)

Those who have seen the UFW video "The Wrath of Grapes"—distributed to locals last year—also "know of the human anguish that originates from the poisonous pesticides and preservatives sprayed in the fields where farm workers toil, of babies born with spinal defects, still-born infants, children dying of cancer and workers regularly poisoned in the fields," Dale wrote.

Calling "the plight of the farm worker . . . a national sadness," Dale said that "their only recourse is a boycott, their only help can come from us in the Guild, from the rest of the labor movement and from other concerned, caring people."

Five chemical compounds are the immediate targets of the UFW's campaign. All are used both in the United States and Canada. They are:

Captan, a fungicide which al-

ready has been banned throughout Western Europe, is a suspected carcinogen and is being reviewed as such by the Environmental Protection Agency. The U.S. limit is 50 parts per million; 10 times the Canadian limit.

Dinoseb, a herbicide, was temporarily banned by the EPA after it was found to cause birth defects, but is now allowed until growers can find a substitute, the AFL-CIO reports.

Methyl bromide, a fumigant, affects genetic material and is responsible for more worker deaths than any other pesticide used on grapes, according to the UFW.

Parathion, an insecticide, is extremely toxic—similar to nerve gas, the UFW says—and leaves a residue that can be absorbed through harvesters' skin.

Phosdrin, also an insecticide, is more toxic than dinoseb and poses a residue problem on food, according to the AFL-CIO.

Stories in Canadian dailies this summer on renewed calls by union and religious leaders there for renewal of commitment to the boycott of California table grapes pointed out that tests by Canada's Health & Welfare Dept. indicate that they are "in large measure" in compliance with Canadian pesticide limits.

Cited were tests of 58 shipments during the past three years producing five samples—8.6 percent—over the limits.

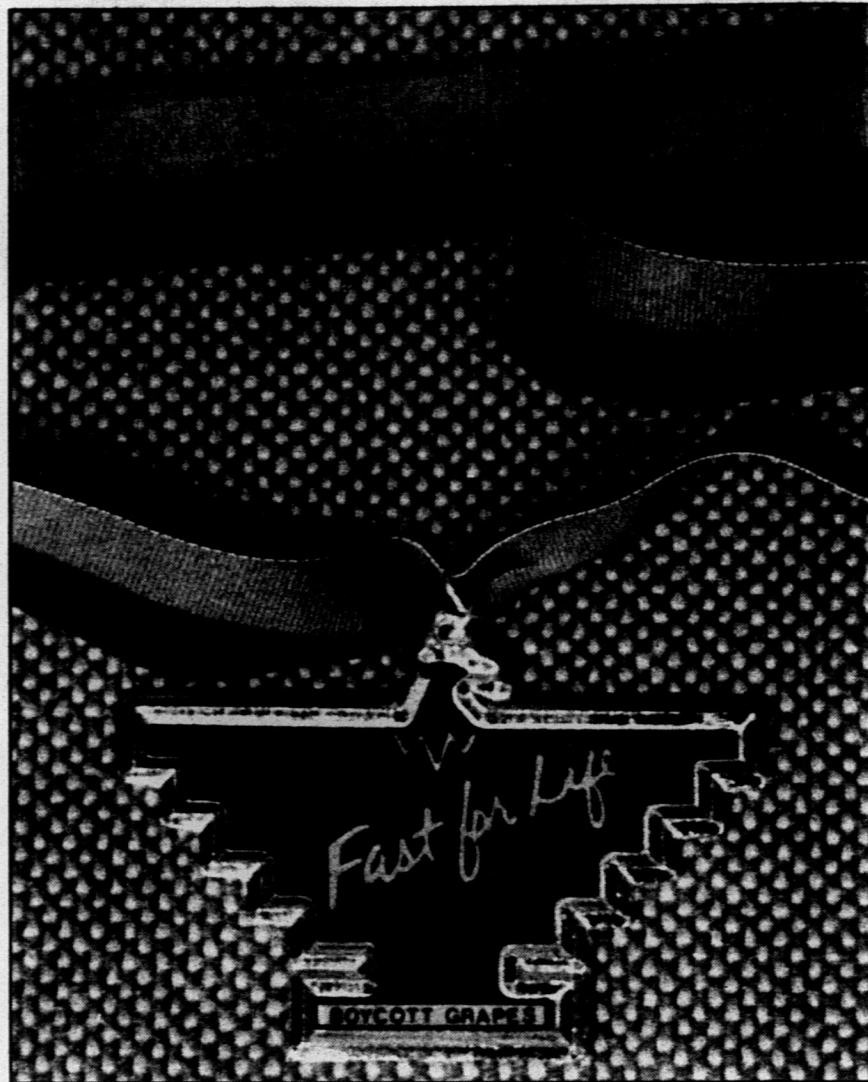
However, the Toronto Star reported that union tests in July of 72 samples of grapes from 66 Toronto-area stores found that 62 samples—86 percent—exceeded government guidelines.

Dale's letter pointed out that grape boycott kits are available from the UFW for the asking at 1-800-27-CESAR.

The UFW's Chavez, in starting his fast on July 17, cited as its impetus "the terrible suffering of Farm Workers and their children, the crushing of UFW rights, the denial of fair and free elections and the death of good-faith bargaining in California agriculture."

Supermarkets that "promote and sell and profit from California table grapes . . . are just as culpable as those who manufacture the poisons and those who use them on workers, on our land and on our food," Chavez said, concluding:

"The solution to this deadly crisis will not be found in the arrogance of the powerful, but in solidarity with the weak and helpless. . . . Together, all things are possible."



FARM WORKERS MEDALLION FOR CAMPAIGNERS
Cast of metal, it is 3½ inches wide, 2 inches deep.

Clinic sees VDT-user focusing problems

(Continued from Page 1)

work that is less visually demanding, the researchers said.

They cautioned, however, that no conclusions can be drawn from the findings since the group studied was a highly selective one that included no non-VDT operators. Emphasizing that a controlled study would be necessary before conclusions could be drawn, the researchers added,

however, that the "relatively high incidence" of focusing problems found among the clinics' patients "was compelling."

Vision problems caused the symptoms and discomfort experienced by many, if not most, of the patients, the researchers said. Examinations revealed a full range of visual problems, they said, including farsightedness, astigmatism and inappropriate correc-

tive lenses, as well as the focusing problems.

Bifocal lenses not designed for VDT work were the fourth most frequently identified cause of problems among the patients. Uncorrected and advanced stages of presbyopia—the decline in ability to see clearly at close range—were the most frequent diagnoses following faulty focusing.

The near-vision correction in

bifocal lenses is generally designed for a 16-inch viewing distance at a 25-degree downward angle, while a VDT screen is usually farther away and at a higher level, researchers noted. As a result, they said, a VDT-user with typically designed bifocals is likely to assume an awkward posture that can cause neckache, backache and poor vision.

Staff of the clinic prescribed a variety of measures to relieve symptoms, including new prescription lenses, eye exercises and changes in work-station lighting and equipment design. Following a vision examination, patients experimented with operating VDTs in simulated work areas equipped with adjustable furniture and equipment as well as auxiliary items, such as wrist rests, anti-reflection filters and document holders.

Fifty-six patients who responded to a followup questionnaire reported a significant reduction in the frequency and severity of symptoms six weeks after corrective measures had been prescribed, the report said. Among those responding, 36 percent reported that their symptoms were mostly relieved, while 25 percent said that the symptoms had been eliminated.

The VDT operators examined had worked on electronic terminals an average of six hours a day. Patients' ages ranged from 22 to 71, with the majority falling between the ages of 28 and 48. The average age was 38.

Malden signs pact; rumor of sale

Malden, Mass.—A new contract covering members of the Boston Guild's News-Mercury unit here was signed by Guild and company representatives Sept. 9, capping 20 months since expiration of the local's contract with the three dailies.

Tentative agreement on the contract, which raised the top minimum pay for reporters, photographers and advertising sales staff by \$18, to \$532.25 a week, was reached late in June. Signing was delayed, however, pending resolution of several details.

A stalemate in bargaining for a new contract with the 6,000-circulation Malden News, the 4,600-circulation Medford Mercury, the 1,400-circulation Melrose News was broken in May after members of the Guild unit were joined by members of other community unions on a first-ever picket line

at the papers [Guild Reporter, May 27].

Owners of the suburban dailies, meanwhile, were said to be negotiating sale of the papers' assets. Newspaper unions, including the Guild, have the right of first refusal on any sale of the dailies, which are owned by the family of president and publisher David Brickman, plus a member of the local business community and a state senator who share a 25 percent interest.

The contract retroactively raised minimum pay rates from this May 9 and again from June 29. The \$18 increase in the top minimum for key news and advertising employees comes in increments of \$12 on May 9 and \$6 on June 29.

Added to the contract is a provision for up to three months leave on the adoption of a child and a

requirement that notices of all job vacancies be posted.

Top minimum pay for classified ad takers, billing, layout and dispatch clerks and ad control persons is raised by \$12.29, to \$363.79 a week, while that for circulation aides is increased by \$12, to \$257.93 a week.

A new job of classified advertising solicitor, with a top minimum rate of \$455.38 a week, is added to the contract.

Circulation district managers' top minimum is raised by \$16.50, to \$488.39 a week.

Guild certified for warehouse group

Toronto—The Ontario Labour Relations Board has certified the Southern Ontario Guild as the bargaining representative for two groups of warehouse employees of Oxford University Press Canada, based on majorities having signed Guild cards.

Pending resolution of company challenges to inclusion of employees in five jobs, the board issued interim certifications to the Guild for one unit of regular warehouse employees and for a separate unit of students who work there. Employees in uncontested jobs in the two units currently total 13.

Guild leads in Philadelphia ballot count

(Continued from Page 1)

some of them are in fact employees. Of the 20 other challenges, most were raised by District One representatives. The vote count was delayed until Sept. 16 since some members of the group cast mail ballots.

Several days before the vote, the NLRB in Washington refused to consider an appeal from the In-

quirer asking the board to overturn its regional director and declare the the correspondents and specialists independent contractors.

A conference, meanwhile, has been tentatively set for Oct. 11-12 to determine if NLRB, union and company representatives can resolve the challenges without further proceedings.

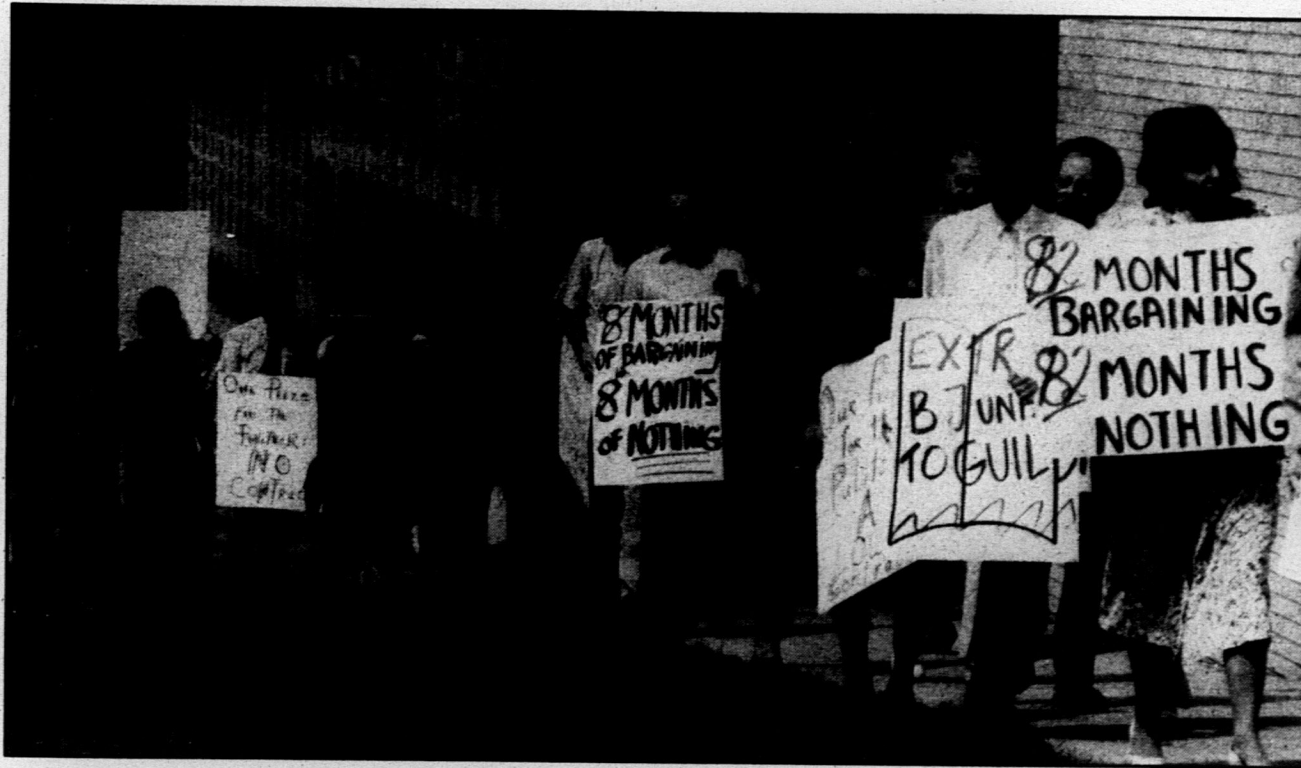
SECRETARY SOUGHT

TNG has an immediate opening for a secretary at its headquarters. Typing 85 wpm., shorthand/speed-writing, word-processing experience required. Knowledge/experience of bonding/insurance, budget/accounting, minutes, credentials desirable. \$24,000+/year plus excellent fringes. Contact: Mary Aldrich, Office Manager.

Equal Opportunity Employer

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AKRON GUILD MEMBERS CIRCLE KNIGHT-RIDDER'S BEACON JOURNAL PLANT PROTESTING 12 MONTHS OF BARGAINING AND NO CONTRACT
Akron Guild President Jane Snow, right, answers television news reporters' questions about a four-day byline "strike" Guild members kicked off with the picketing on Sept. 2.

Members solid in Akron byline boycott

Akron, Ohio—Newspaper readers in Akron witnessed union solidarity firsthand over the Labor Day weekend as Akron Guild members gave their full support to a four-day byline boycott called by Guild leaders to protest company demands to reopen bargaining on health insurance benefits.

Knight-Ridder's Beacon Journal was devoid of bylines and credit lines of Guild-covered staff throughout the four days, while columns and reviews by Guild-covered writers went unpublished. In a story published Sept. 2, the first day of the by-line blackout, the company explained that it would run no columns or reviews without their writers' names.

Guild leaders called for the boycott and noon-time informational picketing to kickoff the protest after company representatives presented the Guild with an eleventh-hour proposal to replace the current health insurance plan with one they said was mandated by corporate officials of the Knight-Ridder chain.

"We had settled health-care issues months ago," explained Guild President Jane Snow, who said

Guild representatives had expected bargaining late in August to produce a final agreement on a new contract and a conclusion of talks that began in September of 1987.

About 80 employees from the Guild's 135-member news and maintenance department unit joined in picketing at the Beacon Journal plant during lunch breaks Sept. 2. They carried signs protesting the slow pace of bargaining, revising some made four months earlier to read "12 months of bargaining, 12 months of nothing," in place of "8 months . . ."

Under the proposed health insurance plan, which Guild representatives were told would be required at all papers in the Knight-Ridder chain, employees would pay 15 percent of the premiums and a higher "deductible" than under the current plan.

The agreement which Guild and company bargainers had reached on health benefits called for the company to continue paying full premiums for individual and family coverage and for a boost in maximum major medical coverage.

Guild leaders estimated that implementation of the Knight-Ridder plan would cost employees an additional \$1,500 a year.

Company representatives also changed their proposal on contract expiry and the date to begin em-

ployer contributions to a tax-deferred savings plan, Snow said.

The local has filed unfair labor practice charges with the National Labor Relations Board accusing management of unlawful bad-faith bargaining.

Members, meanwhile, have pledged increased vigilance in observing contract provisions for overtime pay and expense reimbursements, Snow reported.

In addition, Snow said, Guild representatives have won the company's agreement to compensate employees who have traveled on their own time to out-of-town assignments in the past two years.



OVALS MARK BYLINE-LESS STORIES AND PHOTOS BY AKRON GUILD MEMBERS
Others are from wire and news services, or carry no identification.

Managers practice papers in Long Beach and Gary

Managers of the Knight-Ridder chain's Long Beach (Calif.) Press-Telegram and its Gary (Ind.) Post-Tribune practiced producing the papers without assistance from their union-covered employees on Sundays in July and August, the Los Angeles and Gary Guilds reported.

In Long Beach, where a "test paper" was produced on Aug. 7, management and nonunion staff were greeted as early as 4 a.m. by pickets from the Guild, the CWA Southland Typographical Union and Graphic Communications Union press-room employees. The Guild's contract with the Press-

Telegram runs through Feb. 28.

In Gary, where members of the Guild, the CWA Typographical Union and the Chicago Pressmen's Union all have open contracts—the Guild's since October of 1986, the Post-Tribune conducted its "Sunday strike school" on July 17, the Guild reported.

The Guild then declared July 24 "Life Without Management Day," urging that members of all three unions go through their "typical Sunday at home" and "simulate the modes of operation recently adopted by the P-T management."

"Some of us even went so far as to put our children on probation, telling them to shape up or find themselves new parents," reported Gary Guild President Barbara Thomas. "Ruthless, yes, but we like to maintain quality households," she added.

Among other suggestions: "Conduct a series of meetings and call Miami [locus of Knight-Ridder headquarters] at least twice" before deciding what to have for breakfast.

TNG okays local's request; ends Wilkes-Barre benefits

Silver Spring, Md.—Acting on a request from the Wilkes-Barre Guild, TNG on Oct. 1 is ending the payment of benefits from its Defense Fund to members of the local who struck the Capital Cities/ABC-chain Times Leader ten years ago.

The Guild and three other unions—local Typographical, Pressmen's and Stereotypers unions—struck the Times Leader on Oct. 6, 1978, and within days launched their own strike daily, the Citizens' Voice, which they continue to publish. The Times Leader also has continued to publish since the strike's earliest days.

In requesting termination of TNG strike benefits, Wilkes-Barre Guild President Jack Wallace called the strike "very successful" and profusely thanked TNG and Guild locals "across the United States and Canada" for "ten years

of solid, unwavering support."

Wallace also said that the four unions "realize that our strike newspaper is a success due, in large part, to TNG assigning Int'l Representatives Bill Brown and Leo Ducharme to assist" in its operation and expansion to its current 48,000 circulation.

In acceding to the local's request, TNG President Charles Dale said he, too, is "pleased that the strike . . . has been run so successfully and that the strike paper . . . has operated and expanded so well that the suspension of strike benefits now is possible."

Dale also applauded members of the local for their "courage and durability."

Through Sept. 9, TNG's Defense Fund had expended more than \$3.6 million in benefits to the Wilkes-Barre strikers.

PHILADELPHIA GUILD:

Administrative Officer (1) Local Representative (1)

The Newspaper Guild of Greater Philadelphia is searching for an administrative officer and for a local representative. We are looking for two people with strong negotiating, servicing and organizing skills who can lead this 1,600-member local through the next decade.

We are offering excellent salary and benefits and a contract to ensure job security. Indicate which position you are interested in and send resume, references and proposals by Nov. 1 to:

Newspaper Guild of Greater Philadelphia
Attn.: Search Committee
511 N. Broad St.—Room 201
Philadelphia, Pa. 19123

Equal Opportunity Employer

A founder, Lloyd White, is rediscovered

THE NEWSPAPER Guild rediscovered and honored one of the people who played a major role in the union's founding on a nation-wide basis nearly 55 years ago, after a few months earlier doing the same for Guild Local #1, in Cleveland.

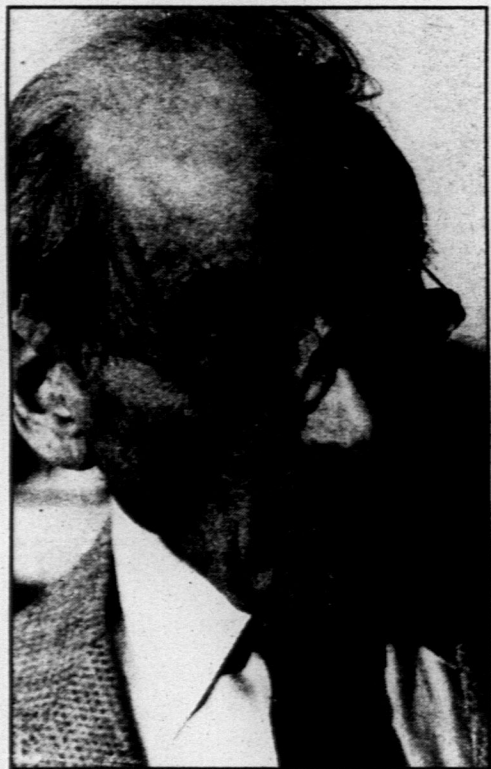
Lloyd White was then 36 and labor editor of Scripps-Howard's Cleveland Press; now, at 91, he is retired from the U.S. State Dept.'s corps of labor attaches.

He was honored in a special ceremony by TNG President Charles Dale during a reception for current and former labor attaches held Sept. 7 in the roof-top garden of the Labor Dept.'s Washington headquarters as part of the agency's observance of its 75th year.

With current and former Secretaries of Labor Ann McLaughlin, William Usery and Ray Marshall looking on, Dale presented White a framed certificate recognizing him as a "Pioneer & Founder" of the Guild, an honorary 50-year-membership pin and other tokens of appreciation "for the tremendous debt succeeding generations of newspaper employees and Guild members owe to you."

WHITE—full name William Lloyd Garrison White—is, "in truth, a person for the history books" who has been largely overlooked "even within the Guild when we were marking our 50th anniversary a few years ago," Dale pointed out in his presentation.

The certificate cited White as the Cleveland Guild's first president, as one of the 33 delegates to the convention at which the American Newspaper Guild was founded, for having been elected First Vice President of the new national union, and for having worked as chair of the ANG's organizing ef-



LLOYD WHITE—NOW

CLEVELAND, THEN 'ANG'



LLOYD WHITE ACCEPTS TOKENS OF TNG'S APPRECIATION
Making presentation, TNG President Charles Dale, right; background, former Labor Secretaries Ray Marshall, William Usery.

orts, on his own time and expense, in the ensuing months.

Dale also paid tribute to White for his leading role in the battle against the efforts in 1933 of the organized U.S. publishers to administratively exempt most reporters, photographers and copy editors from then-new federal legislation mandating the 40-hour week.

White's presentation to a federal panel on Sept. 22, 1933—a month after the Cleveland Guild (nee Cleveland Editorial Employees Assn.) was founded and three months before TNG's founding convention—was described by one chronicler of the hearings as "the best exposition of the newspaperman's argument presented," Dale noted.

One section of White's testimony—dealing with the publishers' contention that reporters are "professional employees" and therefore should be exempted from overtime pay—"struck us as startlingly contemporary," Dale said. (There was no wage-and-hour-law exemption for "professional employees" then.)

Dale pointed out that publishers "still are trying to play that old song," adding that "unfortunately the Labor Dept. has now encouraged them by giving notice that it plans a review of the regulations that hold reporters not to be professional employees," exempt under current law.

White testified as president of the

Cleveland Guild with endorsements also from fledgling unions in Akron, Youngstown and Rockford, Ill.

Declaring that TNG may want to use White's "still sound argument again" if the Labor Dept. review proceeds, Dale read an excerpt addressing one criteria proposed by the publishers then, and now:

"Newspaper editorial knowledge is not professional knowledge," White said then, "but the same type of knowledge as that possessed by the bricklayer who has learned by practice to build a wall to plumb. Editorial workers are . . . skilled artisans and hired hands. This attempt of the ANPA (American Newspaper Publishers Assn.) to describe them otherwise has no other justification in fact than a knowledge that the men and women who write and edit their papers do not work with a trowel."

WHITE also said then that editorial employees' "idealism has been their weakness to be exploited by the publishers through the pay envelope."

"Now the publishers would buy their exemption from the 40-hour week by bestowing a new honor upon them—the honor of permitting them to call themselves 'professionals,'" he said.

White was one of three representatives the Cleveland Guild sent to the meeting in Washington on Dec. 15 that year which became the founding con-

vention of the American Newspaper Guild.

White, however, missed the morning session of the meeting, because he and Heywood Broun and two others spent the time meeting with President Franklin Delano Roosevelt at the White House to discuss the newspaper code being proposed by the publishers under the National Recovery Act.

LATER that day, both Broun and White were nominated to be the new national union's first president. There was a tie on the first vote, White told Dale, and while the pair left the room to talk it over, it was decided that since Broun was being paid in excess of \$40,000 a year, to White's \$8,000, Broun could better afford the position and his reputation as a columnist would be an asset.

White was elected First Vice President—the only time there has been such a position in TNG—and named to head the organizing committee of the National Executive Board.

The latter was "a position he took to heart," Dale pointed out, personally helping new groups organize in cities like Detroit, Columbus, and Toledo, Ohio, often traveling to speak to them on his own time and at his own expense.

White left the Press and daily newspapering in 1945 when he became public relations director of the Machinists union in Washington, then was a consultant to the army before joining the Foreign Service late in 1949. He was issued an honorary withdrawal card from the Guild early the following year.

As a labor attache, he served at U.S. embassies in Germany and Sweden for three years each and in Vienna for seven years. He retired in the mid '60s and lives now in Centralia, Ill.



LLOYD WHITE—THEN

'En banc' rehearing sought in Post overtime suit

Washington—Lawyers representing dozens of members of the Washington-Baltimore Guild at the Washington Post have petitioned the full federal appeals court here to reconsider an appeal of an overtime-pay suit that was dismissed on a technicality by a three-judge panel of the court Sept. 9.

The appeals panel, granting a motion by attorneys for the Post, dismissed the claims of all but one of more than 90 news and commercial department employees of the

paper who nearly two years ago charged the company with violating federal law by denying them overtime pay for work in excess of 40 hours in a week.

The panel dismissed the claims of all but lead plaintiff and former Guild unit chair Thomas R. Sherwood, citing a Supreme Court ruling this June that all claimants in an appeal must be named in court documents. The designation "et al" following a lead plaintiff's name in the caption of a case is

insufficient identification, the court said.

The appeals panel applied that Supreme Court ruling and a subsequent finding within the appeals court although attorneys for the Guild-covered employees argued that the rule should not be applied retroactively and stressed that the names of plaintiffs had been listed on other documents filed with the appeals court.

In their request for a new hearing, the plaintiffs seek a "en banc"

ruling from the full panel of judges on the appeals court.

The Guild-covered Post employees filed suit Oct. 1, 1986, charging the company with violating the federal Fair Labor Standards Act's guarantee of pay at the rate of time and one-half for any hours worked beyond 40 in a week. Many of them are exempt from overtime under the Guild's contract with the Post which includes a salary cutoff on overtime-pay entitlement.

Under that cutoff, currently \$810 a week, more than 80 percent of reporters and half of all contract-covered employees are exempt, Guild leaders have said.

Ruling in January, U.S. District Judge Gerhard A. Gesell held that 13 of the plaintiffs were exempt from the overtime law as professional employees and blanketly dismissed the claims of the 86 others saying they could file individual suits if they wished to pursue their claims.

LABOR DAY: *in New York . . .*

New York Guild members, above, prepare to join 200,000 other unionists in annual parade up Fifth Avenue. Up front, from left, Local Representative Dona Fowler, Secretary-Treasurer Tom Pennacchio, TNG Vice Presidents Dave Mulcahy and Richard E. Brandow, Local President Barry Lipton, Consumers Union Chairperson Jim Boyd, Local Representative Jim Madden. Signs in background identify members of striking II Progresso unit. Guild and Pressmen's Union co-hosted post-parade party at Guild headquarters for newspaper union members and their families.

Sacramento all-union picnic in 100-plus degrees, above right, saw Northern California Guild members gather under shade trees at display featuring full-page Guild ads in that day's Sacramento Bee and Union asking "Is McClatchy Being Honest?" Reference is to Bee editor C.K. McClatchy saying that bargaining disputes are grounded not in union busting-aim but in a "difference of philosophy." Some members also handbilled California State Fair-goers several miles away. An airplane towing the message "Stop McClatchy-Union-Busting" flew over both picnic and fair.

Long Beach Guild-unit Chairperson Todd Cunningham, center in photo at right, joined some 1,000 other Los Angeles-Long Beach area union members in a parade and rally, also in heat of 100-plus degrees.

Photos, clockwise, by: JACK MILLER/New York Guild
SIGRID HAWKES/Northern California Guild
JIM SMITH/Los Angeles Guild

. . . Sacramento . . .



. . . Los Angeles-Long Beach



Padia: ANPA survey proves staff integration lags

Silver Spring, Md.—A new survey of employment of minorities and women by U.S. daily newspapers confirms that the newspaper industry lags behind in integrating its work force and that some jobs continue to be "seriously segregated," according to TNG Human Rights Co-ordinator Anna M. Padia.

The survey, conducted for the American Newspaper Publishers Assn., found lower representation of minorities and women among newspaper employees than among the nation's civilian work force. Findings were based on responses from 502 newspaper publishers, who publish 546 dailies.

The findings confirm what Guild locals have uncovered in analyzing the makeup of individual Guild-covered work forces, Padia said in an analysis of the survey results.

Overall, the survey found that 16 percent of newspaper employees were members of minority groups, compared to 21 percent of the U. S. civilian work force, while women accounted for 37 percent of newspaper employees, vs. 47 percent of the civilian work force.

Those overall findings, however, "are misleading," said Padia, repeating a criticism of the survey lodged by the Task Force on Minorities in the News Business, a coalition of news industry organizations, including employer representatives and TNG.

Although the newspaper industry's employment of minorities "is not significantly below the national average, public representation of survey results should emphasize that minority representation in professional and managerial job categories is low and requires the industry's continued attention," the task force said in a resolution adopted Aug. 24 during its semi-annual meeting.

Survey findings were broken into seven major newspaper departments and into job categories within the departments.

Findings for the "general management" department, for example, showed minorities holding 22 percent of the jobs. A closer look, however, revealed that minorities held just 7 percent of "executive, managerial" jobs and 42 percent of "service worker" positions, Padia pointed out.

In the news/editorial department

category, the survey found minorities holding 10 percent of the jobs overall, 5 percent of the supervisory positions and 18 percent of the clerical and administrative support jobs.

Women accounted for 37 percent of the news/editorial employees, 27 percent of the supervisory positions and 69 percent of the clerical and support jobs in the news and editorial departments.

Among reporters and writers,

the survey found 9 percent minority employment and 36 percent employment for women. Women made up 20 percent of photographers and artists and minorities held 10 percent of those jobs.

"One reassuring finding," said Padia, was that 68 percent of newspapers with affirmative action plans rated the effectiveness of the programs positively. "Not surprisingly," she added, many of the program were said to be the "con-

sequence of bargaining or settlements reached to end legal actions."

Thirty-eight percent of respondents said they had an affirmative action program in place.

Findings were based on responses from 502 newspaper publishers, who publish 546 dailies. The survey was conducted for the ANPA by Belden Associates of Dallas. Copies of the findings are available from Padia at TNG.

Pellettier named SONG executive officer

Toronto—Paul Pellettier, local representative for the Southern Ontario Guild the past four years, has been named the local's new executive officer.

He succeeds John Bryant in the top staff position of the largest Guild local in Canada and second largest in all of TNG. Bryant resigned from the job this summer to join TNG's staff as an international representative assigned to Canada.

As local representative, Pellettier was responsible chiefly for bargaining, organizing and servicing for the local's units at the Toronto Globe and Mail, the

Brantford Expositor and Maclean's magazine.

He also has been one of the local's delegates to each of the last four TNG conventions and in August was named by TNG President Charles Dale as one of 13 local leaders serving on a Special Guild Organizing Committee to review TNG programs and policies and financing for organizing.

An attorney, he was a representative on the staff of the Canadian Airline Employees Assn. and the Canadian Union of Educational Workers before joining the Guild local's staff in November of 1984.



Appeals court blocks Detroit merger in October

(Continued from Page 1)

gation Group is representing the group.

The Detroit Guild, meanwhile, reported steady progress in its campaign to bring into Guild membership prospective employees of the Detroit Newspaper Agency who are not currently members of the local.

The agency would perform all non-editorial functions of the two papers under the JOA. Advertising, circulation, business office, maintenance, production and other employees outside the news rooms of the News and the Free Press had been notified whether they would have a job with the agency in the days and hours before a federal judge's Aug. 17 temporary restraining order blocked combination of the papers' staffs and implementation of the joint publishing venture scheduled. It was scheduled to begin the following day.

The Guild represents employees in the commercial departments of the Free Press and the maintenance department of the News, as well as in the editorial departments of both papers.

A Guild petition to the National Labor Relations Board seeking certification as the bargaining representative for commercial and maintenance department employees of the proposed agency is being

held in abeyance until the fate of the JOA is determined, a Guild representative said. ["Detroit Guild files for 100s at joint agency," Guild Reporter, Aug. 26.]

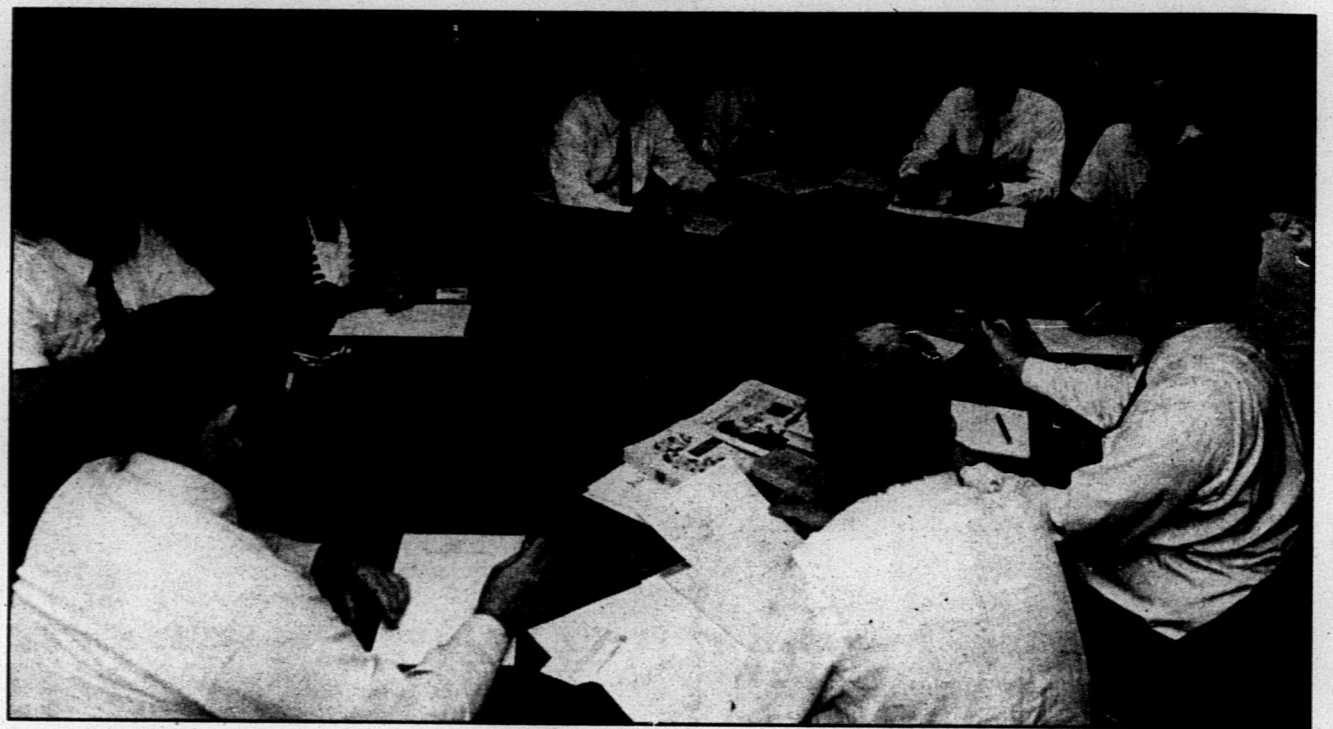
A leading opponent of the proposed merger during hearings on the issue before an administrative law judge last year, the Guild local withdrew its opposition in July after reaching an agreement with Knight-Ridder and Free Press officials restricting layoffs under the JOA and substantially improving benefits for members who do lose their jobs.

In its Sept. 15 action delaying the JOA's implementation, the federal appeals court ordered a stay on its own authority rather than granting the opponents request for an extension of the lower court's 30-day temporary restraining order.

Four days later, the appeals court set a hearing for Oct. 28 and extended the ban on the JOA until it reaches a decision.

In upholding Meese's approval of the merger, District Judge Revercomb rejected opponents arguments and concurred with Meese's finding that approval of the JOA was necessary to ensure survival of the Free Press. Until the appeals court intervened the following day, Revercomb's ruling cleared the way for the papers to combine operations as early Sept. 17 when the initial stay expired.

Revercomb said that the test of a "failing newspaper" is "a matter of probabilities, not certainties," and that he believed that the purpose of the act—preservation of editorial voices—"would be best fulfilled by allowing a JOA when the newspaper's losses are primarily the result of acceptable com-



DETROIT GUILD AND TNG LEADERS, REPRESENTATIVES CONSIDER JOA ORGANIZING
Clockwise from left foreground: TNG Secretary-Treasurer John C. Edgington, TNG staffers Leo J. Ducharme and Anna M. Padia, Detroit counsel Duane Ice, Detroit President Louis M. Mieczko, Detroit Treasurer/TNG Vice President Luther P. Jackson, Detroit Administrative Officer Don Kummer and, backs to camera, TNG staffers Bruce R. Nelson, James H. Griffin and William H. McLeman.

petitive strategies, and are only marginally prompted by the prospect" of being able to enter joint operations if the strategies do not produce market dominance.

The judge also dismissed claims that Meese had improperly discussed the JOA, pointing to Meese's signed denial that he had.

In submissions last month to the lower court, opponents argued that Meese's reasoning was flawed because he accepted facts drawn from last year's hearings by Administrative Law Judge Morton Needelman but rejected Needelman's conclusion that the facts did not support approval of the JOA.

"The undisputed evidence so clearly supports the conclusion ... that the proposed JOA does not meet the stringent standards" of the Newspaper Preservation Act that Meese's approval of the merger "was arbitrary and capricious," the opponents' brief said.

It questioned whether Meese was improperly influenced by contacts with representatives of the newspapers and other supporters of the JOA, citing a public relations campaign launched by Knight-Ridder following Needelman's ruling and discussions about the JOA between Meese and Michigan's delegation.

The Free Press and the News, meanwhile, stressed to the District Court that Meese, as attorney general, was the sole official charged with administering the Newspaper Preservation Act and that he was not bound by recommendations from the administrative law judge he had appointed.

The Newspaper Preservation Act permits the attorney general to exempt newspapers entering a JOA from prosecution under anti-trust statutes provided one of the papers is in "probable danger of financial failure."

In finding the Free Press meets that test, Meese was unduly influenced by Knight-Ridder Chairman Alvah H. Chapman's witness-stand declaration that he would recommend that the Free Press be closed absent approval of the JOA, opponents argued.

GR schedule adjusted for two months

Silver Spring, Md. — The Guild Reporter's publication schedule has been adjusted to eliminate one issue each in September and October as part of an effort by TNG to bridge a cash-flow problem without severely cutting back on other services provided through TNG's staff.

The action means that this is the only issue of the paper that will be published in September. October's will go on the press on the 14th.

All locals were notified by letter Sept. 12 of the publication-schedule change, which was decided upon after the second August issue was closed out.

Source of the "cash-flow shortage" is the "continuation of major difficulties in several large locals and the aftermath of the lengthy crisis ... at United Press Int'l ... perpetuating the longstanding delinquencies of the locals involved in payment of their monthly per capitas to TNG," TNG President Charles Dale wrote.

Pointing out that per capitas are "TNG's almost exclusive source of income" for day-to-day operations, Dale also said that "we will be compelled to propose more drastic steps" if there has been "no significant improvement" in their payment by the fall meeting of the Int'l Executive Board.

The most recent of the IEB's quarterly reports showed the largest shortage to be from the Northern California Guild with significant amounts also owed by the Puerto Rico, Washington-Baltimore and (U.S.) Wire Service Guilds.

"It is imperative—for the entire Guild and its current and potential members—that delinquent locals do everything possible to catch up and stay current on their per-capita obligations to TNG," Dale wrote.

IT SEEMS TO US

One in '60s suggests 'frosh' for forum

TORONTO, ONT.

Editor:

Further to Ellis Baker's musings ["It Seems to Us," Guild Reporter, Aug. 12] on the switch from "Freshman Forum" to "New Delegate Forum": Would the unisex plural "frosh," which was in use at least in the early '60s when I was one, fill the bill?

Katie FitzRandolph
At-large
Southern Ontario Guild

'Disaster' is foreseen in 'autonomy' proposal

WINDSOR, ONT.

Editor:

Loose cannons in Vancouver. During the recent convention there was somehow discussion about splitting our union. ["Delegates reject restructuring in Canada," Guild Reporter, July 22.] This discussion was apparently led by delegates from Local 87, representing the Southern Ontario Newspaper Guild. A manifesto called, "The Guild and Canadian Autonomy ... A Blueprint for Change," was circulated.

More a "Blueprint for Disaster," if you ask me, but no one did!

That's my point. I've been a member of this union for 18 years. No one warned me that a bunch of

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.

would-be Bob Whithers was going to try to end my association with my union during the Vancouver Convention.

Their manifesto is a defeatist document that now goes into my round file. But, it shows the need to change the way conventions operate. Maybe our constitution should be changed. No resolution or issue should be allowed to come before the delegates unless it is first on a list of resolutions and issues circulated to all members long before the convention begins.

LES MATHER
CBC branch
Canadian Wire Service
Guild

'Words at play' seen in Kirkland on Dukakis

HYATTSVILLE, MD.

Editor:

AFL-CIO President Lane Kirkland's excerpted remarks to the AFL-CIO General Board's meeting ["Unionists have a duty," Guild Reporter, Aug. 26] are words at play.

Lauding the general board's endorsement of Dukakis and Bentsen for this year's Democratic Party's presidential race, Kirkland says "The AFL-CIO is the affiliate of no political party." Which reminds me of publishers who repel critics of unpopular editorials by declaiming "We didn't say this! One of our writers said it."

To paraphrase Johnny Mercer's lyrics in "The Yodel Blues" song from the musical "Texas, Lil Darlin': "Some say a thing's 'real purdy';" others call it *chic*. They might as well be talkin' Tex-a-nian or Greek.

In plain English, I remain in Guild solidarity and a Republican.

S.J. MIRAGLIOTTA
Retired (NCNS unit)
Washington-Baltimore Guild

San Jose retiree raps Kirkland over Reagan

SAN JOSE, CALIF.

Editor:

Lane Kirkland's call for the support of Dukakis and Bentsen at the Aug. 24 general board meeting of the AFL-CIO had a hollow ring. Kirkland supported Reagan implicitly and frequently explicitly during his term in office.

First, Kirkland failed to take up the fight against the destruction of PATCO in a meaningful way. Then Kirkland joined the Kissinger Commission made up of

known enemies of labor and helped concoct a policy intended to destroy the most militant and widely supported unions in Central America.

The AFL-CIO spent three times as much on organizing pro-company unions in Latin America and other parts of the world as it spent on organizing in the United States. Ninety-eight percent of that money came from the Reagan administration or from Reagan administration backed organizations such as the National Endowment for Democracy (NED).

AL TRAUGOTT
Retired
San Jose Guild

Editor's note: It was the late Will Rogers who said that "It's not so much what people don't know, it's what they know that ain't so."

A spokesperson for AFL-CIO President Lane Kirkland called the contention that Kirkland has supported Reagan in any way "absurd." He also pointed out that the AFL-CIO annually publishes a pamphlet listing the income and expenditures of its Int'l Affairs Dept., which is available to the public. The federation is proud of its international-affairs activities, he added, pointing particularly to those in the Philippines, Poland, South Africa and South Korea.

SOUTHAM:

Chain edict focuses on bottom line

Toronto — A call from Southam's corporate headquarters to publishers of the chain's 15 daily newspapers to find ways to cut costs, boost profits and improve the rate of return brought immediate responses in at least three cities where Guild locals represent employees on Southam dailies.

In a move aimed at building the profit-to-revenue margin of its newspaper group to at least 15 percent, corporate officials issued letters to publishers in late August urging them to tighten up operations.

Southam reportedly is seeking to bring the rate of return from its papers more into line with those from papers owned by the Thomson chain and Toronto Sun Publishing Corp., which produce returns bordering on 20 percent and sometimes topping 30 percent.

Company proposals for new contracts with unions, including the Southern Ontario Guild, at the Brantford Expositor were held to 4 percent and cut to a year's duration soon after the corporate edict was issued, while officials at the chain's Vancouver Sun and Province announced an immediate hiring freeze.

At the Montreal Gazette, meanwhile, Publisher Clark Davey has said about 75 full-time positions will be eliminated, with most of the cuts coming through attrition, buyouts and early retirements.

Two full-time district managers and one part-time editorial employee were laid off in the Montreal Guild's news, circulation and maintenance department unit, while layoffs of four other Guild-covered employees were averted after unions suggested other cost-cutting measures, Guild President Larry McInnis reported.

Among other steps, McInnis said the company agreed to quit hiring stretched limousines to transport professional models to be photographed on location for the Gazette's fashion sections.

Acting on the unions' suggestion, the company is converting a circulation department van to transport models and photo equipment, McInnis said. The van will be equipped with smoked glass so it can double as a dressing room, he added.

Representatives of the Guild and the Typographical Union discussed union proposals for economies with company representatives in a Sept. 14 meeting. Guild-covered employees whose layoffs were averted as a result of the talks included three in editorial and one in inside circulation.

N.Y. reports progress in CU talks

Mt. Vernon, N.Y.—New York Guild bargainers have reported the first progress in nearly a year in bargaining for an equitable new contract covering the local's 185-member unit at Consumers Union, publisher of Consumer Reports magazine.

In talks late in August, management representatives increased their wage proposal, dropped demands for elimination of a cost-of-living formula and agreed to a

Races, painted faces, pins and ribbons in Ottawa



DANNY DEWAN/Ottawa Guild

Races (three-legged, above, plus potato-sack and spoons-and-water), face paintings (ladybugs, teddy-bears and flowers, above right), prize ribbons, refreshments and more drew some 100 members, family and friends of the Ottawa Guild to the union's "first annual" picnic in August. It also is the occasion

for recent Ottawa Citizen retiree Evan Leduc, right, to be presented a gold pin for service to the local during 30 years' membership in the union and work in the circulation department. Affixing it to his lapel is Pat Bell, Ottawa Guild president. Face painter is Sharlan Clark, local executive officer.



Five employees were laid off in the Typographical Union-covered inside advertising department, three of them part-timers, while eight management employees were notified that their jobs were being eliminated.

Meanwhile, the company was offering early retirement incentives and buyouts to Guild-covered employees and others.

Other economy measures the company has adopted include distributing the company newsletter in the plant rather than mailing it to employees, eliminating some holiday editions of the Gazette, including one scheduled for Labor Day, and reducing circulation districts to 40, from 45. Also, the company agreed to stop hiring free-lance photographers.

Southam Inc. reported a 23.6 percent increase in after-tax profits to \$82.7 million in 1987. It had revenue of \$1.45 billion; a profit-to-revenue margin of 5.7 percent. In August, a company official said the return on revenues had been running just below 14 percent in the most recent 12 months.

Thomson Newspapers reported a 14.9 percent increase in after-tax profits to \$230.6 million for 1987 on revenues of \$1.09 billion. The chain's profit margin for the year was 21 percent.

Guild proposal to incorporate any merit-pay pool into a separate agreement, the local reported.

The local has been bargaining since November 1986 for a contract to replace one that expired in December that year. Last year it called a boycott of Consumers Union publications until an agreement can be reached on a new contract. The boycott has been endorsed by TNG and the AFL-CIO.

Key rates up \$26 in Brantford

Brantford, Ont.—A new one-year agreement between the Southern Ontario Guild and the Brantford Expositor has raised minimum pay rates for key news, circulation and outside advertising employees by \$26.15 a week.

The increase, equal to 4 percent, is retroactive to the Jan. 12 effective date for the local's three contracts with the Southam daily. The agreement was reached in joint bargaining by the Guild and unions representing employees in the paper's composing room and the press room.

The \$26.15 increase takes top minimum pay for reporters, photographers and circulation district managers to \$680.01 a week, while the weekly top minimum for outside advertising sales employees goes to \$679.79.

The top minimum for Guild-covered mail-room clerks is raised by \$16.62, to \$432.07 a week, and the assistant mail-room foreman's top minimum is raised \$18.16, to \$472.21.

Upgradings produce increases of more than four percent for about 40 percent of the Guild's 75-member unit, a local representative estimated.

In the advertising department, where the new contract is the local's second, several jobs are upgraded, including creative artists, classified advisors and advertising clerks.

The top minimum for creative artists is raised by \$66.67, to \$635.89 a week, with \$22.77 of the increase retroactive to Jan. 12 and \$43.90 effective on Aug. 22, date of the agreement's ratification.

Classified advisors' top minimum is raised by \$23.22, to \$408.70 a week, in increments of

\$15.42 and \$7.80, and the top minimum for advertising clerks is increased by \$23.60, to \$353.60 a week, in increments of \$13.20 and \$10.40.

The new ad-department contract also eliminates a lower hourly rate for part-time advertising clerks.

A new job of senior circulation clerk with a top minimum of \$419.28 is added to the circulation department contract. Top minimum for circulation clerks is raised by \$15.83, to \$411.48 a week.

Vision insurance benefits are raised to \$100 every two years, from \$75, and the service required for a fourth week of annual vacation is reduced by one year, to eight years.

A six-month maternity leave is added, with benefits to be maintained during the leave on payment of the employee's share of premiums. A ban on loss of vacation entitlement also is added.

The agreement also protects vacations and benefits during any leave granted an employee adopting a child under 4 years old.

Also added to the contracts are bans on layoffs resulting from the transfer of work outside the bar-

gaining unit and a prohibition on transferring employees into the Guild-covered unit without the Guild's agreement.

Company payment toward circulation employees' business-use vehicle insurance is raised by \$25, to \$125 a year, and it is extended to editorial employees as well. A clothing allowance for mail-room employees is raised by \$20, to \$220 a year.

The settlement also includes a \$50 "signing bonus" for all.

The agreement was reached shortly after Southam executives called for chain-wide efforts to cut costs and boost profit margins. Company representatives abandoned proposals for two-year contracts and said that no agreements for periods longer than a year were possible given corporate orders that savings be made in Brantford, a Guild representative reported.

Other increases and new top minimum pay rates include:

Librarian—Up by \$16.68, to \$433.74 a week.

Wire, features, and assistant city editors plus chief photographer—Up by \$31.15, to \$715.37 a week.

Tubbs leaves Vancouver Guild post

Vancouver—Roy Tubbs, administrative officer of the Vancouver-New Westminster Guild the past five years, returned Sept. 9 to his job as a suburban circulation district advisor at the Vancouver Sun and Province.

Named to the full-time Guild position in 1983 while serving one of two terms as the local's president, Tubbs, 40, said he left the post because of conflict between its demands and family obligations.

When named to the administrative post he had served on the local's executive committee a total of six years, including two as vice president as well as in the presidency. He also was one of his local's delegates to TNG's annual conventions both before and while serving as administrative officer.

Meanwhile, the local's current president, Mike Bocking, has taken leave from the papers to fill in as Guild administrative officer until January.

BEHIND THE '88 BALL...



U.S.-Canada pact would single out journalists—for licenses, some say

By Albert Scardino

THE NEW TRADE agreement between the United States and Canada contains a surprise for those who consider themselves to be journalists: unless they have finished college and have practiced their craft for three years, they would not qualify for the privileged immigration status accorded other working professionals.

But the news waits for no work permit, and anyone who fails to meet the requirements may find himself sitting in his home country sharpening his pencils while the story he intended to cover becomes yesterday's headlines.

More important, this would be the first time that the governments of both countries have adopted a standard for determining who is qualified to cover the news, many journalists say.

"The worry is that this is the first step by both governments to create a system for licensing journalists," said Jim MacNeill, editor of the weekly Eastern Graphic in Montague, Prince Edward Island, and president of the Int'l Society of Weekly Newspaper Editors.

MANY ALSO are concerned that the trade agreement's definition of them would allow reporters for major news organizations to cross the border freely while independent writers and those for smaller, less well-established publications would be left at home.

"If you look at the history of journalism, you find that it has often been the scrappy, inexperienced young reporter who proved to be the best," said Donna A. Demac, a lawyer who also teaches international communications at New York University. "Now we

This is reprinted with permission from the OpEd Page of the New York Times of Sept. 12.

The Canada-U.S. trade agreement was given final approval by Congress on Sept. 19, when the Senate voted for it by 83 to 9. It was approved by the House of Representatives in August, 366 to 40.

In Canada, it was approved by the House of Commons at the end of August and has been before the Senate since. Leadership of the Liberal Party majority is insisting that the government hold an election with the agreement a central issue.

want all those who would be journalists to go to prep school and put on coats and ties if they want to cross the border to cover a story."

THE TRADE agreement contains a long list of professional workers who would be granted free access. Where journalists are mentioned, five words have been parenthetically inserted: "baccalaureate and three years' experience." The list contains no definition of requirements for other professionals.

No one has claimed that the provision is aimed at blocking access to either country by specific reporters or commentators. Rather, the concern centers on the creation of a restrictive rule that could lie dormant until a government sensitive to a particular journalist decided to invoke it.

"The Reagan administration has shown itself to be particularly hostile to independent coverage," said Demac, author of *Liberty Denied*, a book published earlier this year that analyzes the rise of censorship in the United States during the 1980s. "Just this year there was the case of the free-lance radio reporter who accompanied a Salvadoran refugee who immigrated illegally to the United States. The reporter was arrested for assisting an illegal alien."

The American negotiators apparently were the ones who wanted to insert the standards for jour-

nalists. "The Canadian team wanted to take it out," said Philip Jalsevac, a reporter for the Kitchener-Waterloo (Ont.) Record. Jalsevac discovered the provision while leafing through the 1,000-page agreement.

"The negotiator who handled this section for Canada said the Americans told her it was necessary to make the agreement conform to U.S. labor laws," Jalsevac said.

In a letter to Prime Minister Mulroney last month, K.A. Baird, chairman of the Canadian Daily Newspaper Publishers Assn., described the clause as the beginning of government limitation of freedom of expression. "It is in the nature of regulation, legislation and administration that once a definition or qualification is used, it becomes the new level on which other developments will be based," Baird wrote.

The American Society of Newspaper Editors said the requirement was similar to a licensing proposal being debated in the United Nations. "Under our Constitution, the government cannot license journalists," said Richard M. Schmidt, Jr., the ASNE's general counsel, in a letter to the Senate Judiciary Committee. "It is illogical for the executive branch to attempt to define the qualifications in this agreement."

MARK HERTSGAARD, author of *"On Bended Knee,"* a book on the relationship between the Reagan administration and the press, sees the limitation in more immediate political terms. "The idea of free expression in our Constitution was to guarantee to individuals the right to criticize their government," Hertsgaard said. "This kind of restriction gives the government the right to decide who will report about it. When you can pick your own critics, you guarantee that the criticism won't be very strong."

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Editorial

Vote? Who, me?

THERE OBVIOUSLY ARE disagreements within the Guild over the candidates of choice in the U.S. elections Nov. 8 and over the wisdom and/or appropriateness of any body within this union expressing to the membership its considered opinion on which candidates could be expected best to serve the economic and professional interests of employees of the news industry. (For starters, check the report in the Aug. 26 Guild Reporter of the 11-to-2 vote, plus 2 abstentions, in the Int'l Executive Board's endorsement of the Dukakis-Bentsen ticket, and the "It Seems To Us" letters column in this issue.)

We are unaware, however, of anyone on any side of those disagreements seriously maintaining that Guild members of any station should not vote.

After all, Guild members, like others who work for a living, are organized in their union essentially because they want greater control over their working lives than is otherwise possible.

At the very least, we want as effective a voice as possible in accepting or rejecting the terms and conditions that will govern our immediate and long-range futures in our jobs. Most often we demonstrate this by voting to accept or reject proposed contracts.

For union members, unions and the union movement the right to vote is the most precious of rights, the one that is the foundation of our democratic freedom. When a large number fails to vote, democratic freedom too easily can become rule by a minority—within a union, a city, a state, a nation. Rule by a minority too easily can become repression of the majority.

There are great differences again this year between the candidates and the things they stand for at all levels—the presidency, the congress, the state houses, in the counties and the cities.

This union, as the labor movement has historically, urges its members to vote—regardless of the candidates they support and even though no one or group of them measures up in every respect to our personal or organizational expectations. To be sure, the recommendation of the elected leadership of this union on the presidential race deserves to be among the factors each of us weighs as we make our choice. Above all, however, vote! The choice will be made, it will affect each of us and each of us owes it to ourselves and those around us to help make that choice.

One vote won't mean much, you say? Consider:

John F. Kennedy was elected to the presidency over Richard Nixon in 1960 by less than one vote per precinct nationwide—approximately 110,000 out of more than 60 million votes cast.

Eight years later, Nixon was elected over Hubert Humphrey by fewer than two votes per precinct.

A shift of fewer than 10,000 votes in just two states in 1976—Ohio and Hawaii—would have given Gerald Ford a 270-to-268 electoral-vote victory over Jimmy Carter.

We could continue. The point is, however, make sure now that you can vote on Nov. 8—register!—then do it.

The Guild Reporter



JAMES M. CESNIK, Editor

BARBARA E. NELSON, Associate Editor

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DAY



BOOK

Ingersoll Council of Guild locals, fall meeting, Oct. 8-9, Ramada Renaissance Hotel, Buffalo.
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.

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