



The GUILD REPORTER

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December 16, 1988

Sun-Times pact follows second deadline

By Linda Lenz
Chicago Guild

Chicago—Editorial employees of the Chicago Sun-Times have ratified a new 40-month Chicago Guild contract that will bring each of them a \$500 "bonus" Jan. 1,

Linda Lenz was co-chair of the Guild's communications committee at the Sun-Times, where she covers education.

KEY NEWS TOP TO HIT \$918 IN 1990

pay increases totaling 6 percent over the pact's final 27 months and a variety of less costly improvements in their working conditions.

The top minimum pay rate for experienced reporters and photographers will go to \$918.78 a week on Aug. 1, 1990.

The ratification vote, taken Dec.

5, was 132 to 26 on what amounted to management's third "final offer," in the face of a second Guild strike deadline, for a contract retroactive to June 1.

The first of the three offers came Nov. 21—the Guild's first strike deadline—when the company insisted the Guild bargaining com-

mittee take a new package offer, sight unseen, to the membership of the Sun-Times unit.

After an emotional, two-hour debate the same day, members refused to vote on the package and directed Guild bargainers, who had split 4 to 4 on the proposal, to seek a better deal.

The next day, both union and company negotiators agreed to a tentative settlement that was improved in three areas:

✓ Wages would remain frozen the first year, but members would get \$500 bonuses, offset somewhat by delayed effective dates for the 3-percent raises in the second and third years of the contract.

✓ An affirmative action program would include scholarships, summer jobs, high school work-
(Continued on Page 6)

Vote is set on new pact with the AP

New York—Members of the U.S. Wire Service Guild's Associated Press unit were to begin voting late in December on whether to ratify a tentative settlement that would increase their rates of pay by as much as 13 percent over the two-year term of a proposed new contract with the news service.

The settlement, reached as the old contract was about to expire on Nov. 30, would boost the minimum rate for newsmen, photographers, artists, cartoonists and retouchers with five or more years' experience by \$52 over the term of the contract, to \$720 a week. The first increase, \$27, would be retroactive to Dec. 1. Another \$25 increase would take effect on Dec. 1, 1989.

Ballots were to be mailed to members of the nationwide Guild unit on Dec. 28 and were scheduled to be tallied Jan. 27. The Guild represents about 1,500 employees at the Associated Press.

In addition to other minimum-pay increases ranging from \$30.55 to \$60.85, the agreement provides for general increases of \$7.65 to \$52 weekly over the contract's term.

Economic differentials, which help offset higher living costs in certain cities, would increase by \$10 a week in the first year and \$12 in the second, for a total of \$87, for employees in New York City and Washington, D.C. The
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Santa's signed up at the Daily News!

ROBERT BICKNESE/Daily News unit/New York Guild

Annette Bolinsky, Guild chairperson at the New York Daily News, poses with one of the newest members of the New York local—Santa Claus, alias Dan Manilla—in the lobby of the Daily News where he holds forth for two to three weeks each December, pay and benefits provided under the Guild-Daily News contract. (Some of the time, the News Santa has another alias: Joe Dispenza.) A part-time position, top weekly rate for Santa currently is \$454.94. Under his Manilla alias, Santa also conducts the Daily News Employee Chorus, one of the choral groups that perform during the season in the News' lobby. The rest of the year, Manilla works as an actor and pianist. The Guild contract also covers Santa helpers, listed as "Twinkletoes," but there is none this season.



Union chief resigns; CBC 'muzzle' charged

The labor movement, individual unions—including the Guild and particularly the Alliance of Canadian Cinema, Television & Radio Artists (ACTRA)—and civil liberties groups are protesting strongly the Canadian Broadcasting Corp.'s forcing ACTRA's president to choose between his union office and continuing in his on-the-air radio job.

Dale Goldhawk, the host of a nationwide, CBC-radio phone-in program, resigned Nov. 23 from

A reporter recounts her first run for Canada's Parliament ... 5

the presidency of the 9,200-member union. Its membership includes some 500 CBC staffers: hosts, performers, researchers and writers.

There were widely reported accusations that CBC's action was rooted in ACTRA's and Goldhawk's opposition to the Canada-U.S. free trade pact, the central

issue in Canada's Nov. 21 elections.

The day after Goldhawk's resignation, ACTRA General Secretary Garry Neil called CBC's action "reprehensible and fundamentally anti-democratic," and charged the government-owned network with "attempting to muzzle journalists who exercise their right to participate fully in the activities of their union."

The same day, TNG Int'l Representative John Bryant sent a letter

to all Canadian locals urging that they consider making "the double standard of media employers forbidding journalists from pursuing private interests" a Guild-wide issue in Canada.

On Nov. 25, Canadian Wire Service Guild President Keeble H. McFarlane, like a large portion of his local's members a CBC employee, wrote CBC President Pierre Juneau that "the Guild and other unions . . . elect their leaders
(Continued on Page 2)

Guild rally, byline 'strike' greet SPJ in Cincinnati

Cincinnati—Members of the Cincinnati Guild used a street-rally, a byline "strike" and leaflets to bring their continuing quests for equitable contracts with the city's dailies to the attention of delegates to the national convention of the Society of Professional Journalists here in mid-November.

Joined by members of other unions in the Cincinnati Newspaper Unity Council and the Cin-

Street scenes outside dailies in Denver, Terre Haute 3, 6

cinnati AFL-CIO Labor Council, Guild members staged the rally Nov. 18 in front of the Cincinnati Enquirer building in downtown Cincinnati.

Among the nearly 200 union members who marched in front of the Gannett-chain's Enquirer,

where Guild members have been without a contract for more than four years, were Richard J. Ramsey, executive secretary of TNG's Contracts Committee, and Harry L. McCormick, TNG international representative. Scripps-Howard's Cincinnati Post and Kentucky Post, as well as the Enquirer, are printed there under a joint operating agreement.

For all four days of the SPJ's

Nov. 16-19 convention, Guild members at the Posts withheld their bylines to express dissatisfaction with management's uncompromising bargaining posture. The Guild contract there expired Feb. 29 this year, and renewal talks have been going on for nearly a year.

Guild members elected not to do any informational picketing at the SPJ convention itself, said Cin-

cinnati Guild President Brian Williams. Instead, they distributed a leaflet to delegates titled, "The story you won't see in the Cincinnati dailies."

"A number of Guild members also are members of the SPJ, so we all wanted to see a successful convention," Williams explained. "The fact that writers at the Post would withhold their bylines and
(Continued on Page 4)

Unions see muzzle as ACTRA chief resigns from office

(Continued from Page 1)
to represent them in all affairs concerning them."

He pointed to employees' "democratic right—guaranteed by the Charter of Rights entrenched in our national constitution—to speak out on matters which concern them and their livelihoods."

"To limit the activities of a person . . . as an elected leader of a union . . . is to infringe upon those basic rights," McFarlane charged. "CBC, as an obvious beneficiary of our free and open society, should not be assaulting the fundamental rights and freedoms of individuals and organizations to which they belong," he concluded.

On Nov. 30, in a resolution directed to Juneau and introduced by Southern Ontario Guild President Gail Lem, the Ontario Federation of Labour's convention called it "a disgrace that Mr. Goldhawk's professional and journalistic integrity should be questioned simply because he exercises his right to hold union office and to pursue his union's policies on public issues."

The convention declared its "unreserved support" for Goldhawk and "all working journalists who exercise their right as trade unionists."

Earlier, 12 days before Canada's Nov. 21 elections, Goldhawk had announced that he was withdrawing both from the program and from any public activity as ACTRA president for the remainder of the election campaign. A column in the Ottawa Citizen on Nov. 6 had denounced both CBC and Goldhawk for not disclosing on the air Goldhawk's and ACTRA's opposition to the free trade agreement.

Two days after the elections, which continued pro-free-trade Prime Minister Brian Mulroney's Conservative government in office, Goldhawk was informed by

CBC that its just revised "Journalistic Policy" required that he choose between his job and the union presidency.

The revised policy, announced for sale to the public on Nov. 10, contains a new section on credibility that says that in assigning staff to information programs CBC "must be sensitive to their published views, their personal involvements and their associations and backgrounds in order to avoid any perceptions of bias."

It extends a ban on hiring "persons identified with political parties" to include "persons identified with pressure groups."

The Globe and Mail's Lorne Slotnick, reporting in the paper's Nov. 25 editions, quoted a CBC management representative denying that the ultimatum given Goldhawk was a restriction on union activity.

"There's nothing wrong with CBC employees holding union offices, and there's nothing wrong with union executives taking positions publicly," the CBC's Richard Chambers told Slotnick.

"Where you begin to draw the line is where a union takes a public position on an issue that is controversial," Chambers said, adding that the public has a right to expect that a program host "is not only neutral but perceived to be neutral."

Goldhawk told Slotnick the day before that he had made no public speeches against free trade, but had written about it in the union's membership publication.

Alan Borovoy, general counsel to the Canadian Civil Liberties Assn., said that "it really shouldn't be necessary to aspire to the role of eunuch in order to satisfy the journalistic scruple of the CBC."

Bronwyn Drainie, an ACTRA member writing in the Dec. 3 Globe and Mail, pointed out that

Celebrating . . . 50 in San Antonio



San Antonio Guild President Yolanda Ramirez, above left, accepts congratulatory plaque marking local's celebration of 50 years with dinner-dance on Dec. 3. Doing the honors is TNG Secretary-Treasurer John C. Edgington. Other special guests included U.S. Rep. Henry B. Gonzalez. Ramirez also received a plaque from the local for her "dedication, sacrifice and courage." She then presented awards to others in the local, including a special membership pin to Melvin Brown, at left. He joined Sept. 1, 1953. Other longtime members honored included Frances Burrell (1954), who chaired the dinner committee, and Irene Dehnel (1958).

the author of the Nov. 6 column attacking Goldhawk, Charles Lynch, also is an ACTRA member and that Lynch "conveniently omitted [from the column] his own conflict of interest: his long-standing intimate relationship with a Mulroney adviser and now defeated Tory MP."

Drainie suggested, however, that "there is more to the new policy than a search for credibility." Pointing to "the tense atmosphere of the free trade conflict," he wrote that "CBC management appears to be looking for a subtle but effective way to bring its journalistic staff into line with a vision of Canada that will please its political mas-

ters," the re-elected Tory government.

He said that CBC staffers report that the program director who delivered Goldhawk's ultimatum "a couple of years ago" told the Radio Producers Assn. that the best way to stop CBC budget cuts would be to "stop putting all that 'liberal-left' material on the air."

Drainie wrote that after the election, current affairs producers "were given gentle advice from management" that since there would be a lot of stories about plant closings and people losing their jobs, it was hoped they would treat such stories with restraint and keep in mind the long-term aspects of free trade.

EEOC suit seeks back pay in San Jose age bias case

Reprinted from "The Guild's Paper," newsletter of the San Jose Guild.

San Jose, Calif.—The Equal Employment Opportunity Commission has filed an age discrimination suit in federal court against the Mercury News, despite a settlement between the Guild and the company in a parallel grievance.

The case involves a 58-year-old Guild member who was passed over eight times for promotion to an outside sales position even though she met the Mercury News' posted qualifications.

An age discrimination complaint was filed with the EEOC in 1987 and a grievance was filed concurrently by the Guild, citing both the anti-discrimination and promotional opportunities sections of the Guild contract.

Last April, . . . the employee was promoted to outside classified sales on a 90-day trial basis. When she was confirmed in the position in July, the Guild settled the case with her approval.

Although the Guild's settlement met most of the EEOC's criteria, it did not involve back pay.

The agency's lawsuit seeks double damages in lost wages and a permanent injunction restraining the paper from engaging in age discrimination in the future.

It also seeks a court order requiring the Mercury News "to institute and carry out policies, practices

and programs which provide equal employment opportunities for individuals who are at least age 40 but less than age 70, and which eradicate the effects of its past and present unlawful employment practices."

Asked why the Guild settled short of back pay, Executive Officer Bill Davis said it was a pragmatic decision.

"The company's offer, which was expanded on by the Guild, did a lot for the grievant," Davis explained. "It put her at the top pay step in the job she sought, and assured her of full pension benefits."

"Back pay was not available short of an arbitration, and that course of action always is a gamble. We viewed it as nine birds in the hand against ten in the bush."

Part of the settlement was [the grievant's] agreement not to pursue her EEOC complaint. She has not, but the agency pressed forward anyway.

Counting Guild in—25 to 4—at the Hour



U.S. labor board agent, right, tabulates ballots in government-supervised election Dec. 6 at the Norwalk (Conn.) Hour in which editorial department employees voted 25 to 4 to be represented by the New York Guild. Observing, from left: Hour-unit members Mike McIntire and Steve Zavatski; TNG Int'l and N.Y. Guild Chairperson Peter E. McLaughlin; Local Representative Robert Vann; TNG Representative Leo J. Ducharme; and Local President Barry

Lipton. As word of result filtered from lunchroom where vote and count were conducted, applause started in newsroom, and Typographical Union/CWA members in composing room erected a 15-foot banner reading "Congratulations Guild Members," visible in all departments of the Hour, which is housed in a former supermarket. The 20,000-circulation daily's pressroom employees are represented by the Graphic Communications Union.

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CLUW meet aims for family policy; Padia is re-elected

Seattle—A plan to push for a U.S. national family policy was adopted and Guild members were elected to national office at the Fifth Biennial Convention of the Coalition of Labor Union Women here Nov. 17-20. It was attended by more than 1,000 unionists and was the largest convention in CLUW's history.

CLUW President Joyce Miller, who also is a member of the AFL-CIO Executive Council, told the delegates that it is up to people like them, rather than U.S. President-elect George Bush, to "define what is necessary to make the U.S. a 'kinder and gentler nation'." She pledged that CLUW will "continue to struggle for the things women workers and families need."

Convention delegates, including 10 Guild members, adopted a wide-ranging plan that includes a nationwide "Lobby Day" to promote a national bill of rights for families. It will be held in coalition with child-care, health-care, women's, religious, civil rights and senior groups.

Molly Yard, president of the National Organization for Women, told the convention that "in plain talk" the women's and labor movements "need a stronger alliance." Pointing to a contest for a public office in Minnesota, she said that "when we split, we both lose."

Delegates also charted a legislative agenda to win passage of the Federal Family and Medical Leave Act, comprehensive child care, pay equity, a higher minimum wage, right-to-know laws and indoor air standards, and minimum health care coverage for all, the employed and the unemployed.

Delegates also re-emphasized CLUW's commitment to the achievement and enforcement of contractual provisions and federal laws to end race, age and sex discrimination and stressed in two resolutions the need to monitor, and oppose, all proposed appointments to federal courts and agencies of persons who oppose the goals of CLUW.

Specific CLUW programs already scheduled include:

✓ Six one-day conferences on

"Bargaining for Our Families," co-sponsored with the U.S. Department of Labor and the AFL-CIO, to be held in Los Angeles, Austin, Texas, Atlanta, Boston, and two sites to be named.

✓ The revision and re-publication of CLUW's "Bargaining for Child Care" booklet, which will be distributed to 40,000 local unions.

✓ The continuation of "Working Women's Awareness Week" observances in several cities in the spring of 1989.

Other plans include a conference on pay equity next fall in Minnesota, another on substance abuse, a survey of union members on the extent and nature of sexual harassment, and a campaign of public education on the abuse of unorganized, part-time and temporary workers, and the dangers of homework.

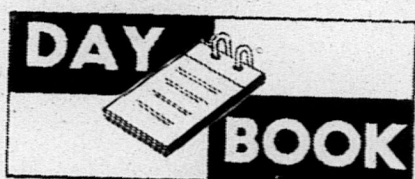
The convention also voted to endorse and participate in a "March for Women's Equality, Women's Lives" that the NOW is sponsoring in Washington, D.C., on April 9.

Other convention actions included resolutions reaffirming "the rights of every woman to make reproductive choices free from government interference" and calling upon the AFL-CIO to adopt a similar position.

TNG Human Rights Director Anna M. Padia, who was re-elected as one of CLUW's eight national vice presidents, later pointed out that "the increasingly female work force, future projected labor shortages and employer resistance to unionization are creating pressure for 'family friendly' changes" in the workplaces of the news industry as well as those of other enterprises.

In addition to Padia, who was re-elected by acclamation to a third term, Beth Gillin, president of the Philadelphia Guild, was elected the Guild's representative to the CLUW National Executive Board. Larkie Gildersleeve, of the Northern California Guild, Lois Rosen, of Chicago, and Julie Smith and Frances Kenin, of Washington-Baltimore, were elected alternates.

Other Guild members attending the convention included: Rachel Rosa DeGolia, of Chicago; and Kofi Owusu and Carl Fillichio, of Washington-Baltimore.



Heywood Broud Award entries deadline, Jan. 13, TNG headquarters, Silver Spring.
Int'l Executive Board, winter meeting, Jan. 23-25, TNG headquarters, Silver Spring.
Western District Council, winter meeting, Jan. 28-29, Bakersfield, Calif.
Great Lakes District Council, winter meeting, Feb. 4-5, Toledo.
Midwest District Council, winter meeting, Feb. 4-5, Chicago.
New England District Council, winter meeting, Feb. 11-12, Salem, Mass.
8th Annual TNG Local Officer's Residential Seminar, Feb. 17-20, George Meany Labor Studies Center, Silver Spring.
Middle-Atlantic District Council, winter meeting, Feb. 25-26, Warwick Hotel, Philadelphia.
Southern Council of Guild Locals, spring meeting, May 5, Courtyard Inn, Victoria.
Canadian District Council, spring meeting, May 6-7, Courtyard Inn, Victoria.
56th Annual Convention, June 19-23, Desmond Americana Hotel, Albany, N.Y.
57th Annual Convention, New York City, 1990.
58th Annual Convention, Montreal, 1991.
59th Annual Convention, Chicago, 1992.

Denver unions draw Asner; cops SWAT Meachum



Rally photo by JEFF LEIB/Denver Guild

Above: Former Screen Actors Guild President Ed Asner, center, tells "Jobs With Justice" rally of 200-300 members of Denver Guild and other newspaper unions that "you shall overcome, if not now, later," in their quest for an end to "plundering and marauding" of their contracts. Nov. 21 lunch-time rally in front of Denver Post and Rocky Mountain News focused primarily on 42 to 50 percent wage cuts imposed on Post mailers. Bruce Meachum, Guild administrative officer and Council of Newspaper Unions president, also denounced News and U.S. Labor board for denying 115 district managers continued contract coverage.

Right: A month earlier, Meachum is led away from a business complex after arrest by city SWAT police. He and the presidents of Service Employees and Communications Workers locals were nabbed when they left sidewalk demonstration to seek to discuss with building manager his refusal to recognize union for janitors even though 90 percent have signed union cards.



Fred Jones, 16-year TNG rep, Toronto ex-leader, dies at 72

Toronto—Fred W.S. Jones, a retired TNG Int'l Representative and former president and executive secretary of the local that now is the Southern Ontario Guild, died here Dec. 10 after a bout with cancer. He was 72.

Retired since mid-1981, Jones was a member of TNG's field staff for more than 16 years, serving in numerous organizing, bargaining and administrative roles throughout eastern Canada and in the United States.

A leader in the organization of the Guild at the old Toronto Telegram while working as a reporter for the paper, he had been president of the Toronto Guild for three terms when he joined TNG's staff in 1956. He also had been an officer of the Canadian District Council, and he served as his local's executive secretary from 1968 to 1972 while on a leave from TNG's staff.

During 24 years with the Telegram, the last nine as a labor reporter, he also was instrumental in organizing a Guild unit at the Globe and Mail.

In 1966, he played a major role in welding citywide interunion action in Oshawa that enabled the Guild's unit at the Thomson-chain's Oshawa Times to overcome a picket-limiting injunction during a strike, keeping the paper closed until the Guild won a new contract there.

In 1968, he assisted the Cleveland Guild in organizing its multi-department unit at the Canton Repository, then a recent Thomson-chain acquisition.

During his tenure with TNG, Jones also wrote numerous articles for Canadian Labour publications, and in 1967 wrote a comprehensive history of the Guild in Canada for the Guild Reporter.

Upon his retirement, TNG's 1981 Convention passed a resolution hailing Jones for his "long and dedicated service." A poem read to the convention by the Ottawa Guild's president saluted Jones as the creator of the "weekend [organizing] blitz" and declared that while "our hearts are with you . . . you are probably leaving us



FRED W.S. JONES
A year before retirement

to organize a senior citizens' fight."

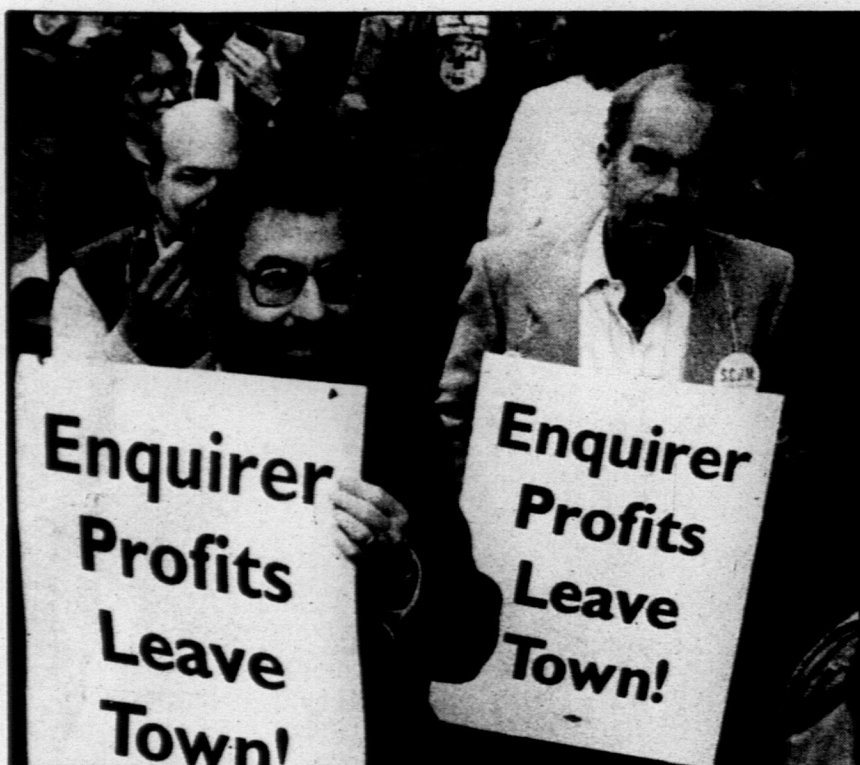
A native of Aberdeen, Scotland, Jones' survivors include his spouse, Hazel, two sons, Bill and Bob, a daughter, Patty-Lynne, grandchildren and great grandchildren.

WANTED:

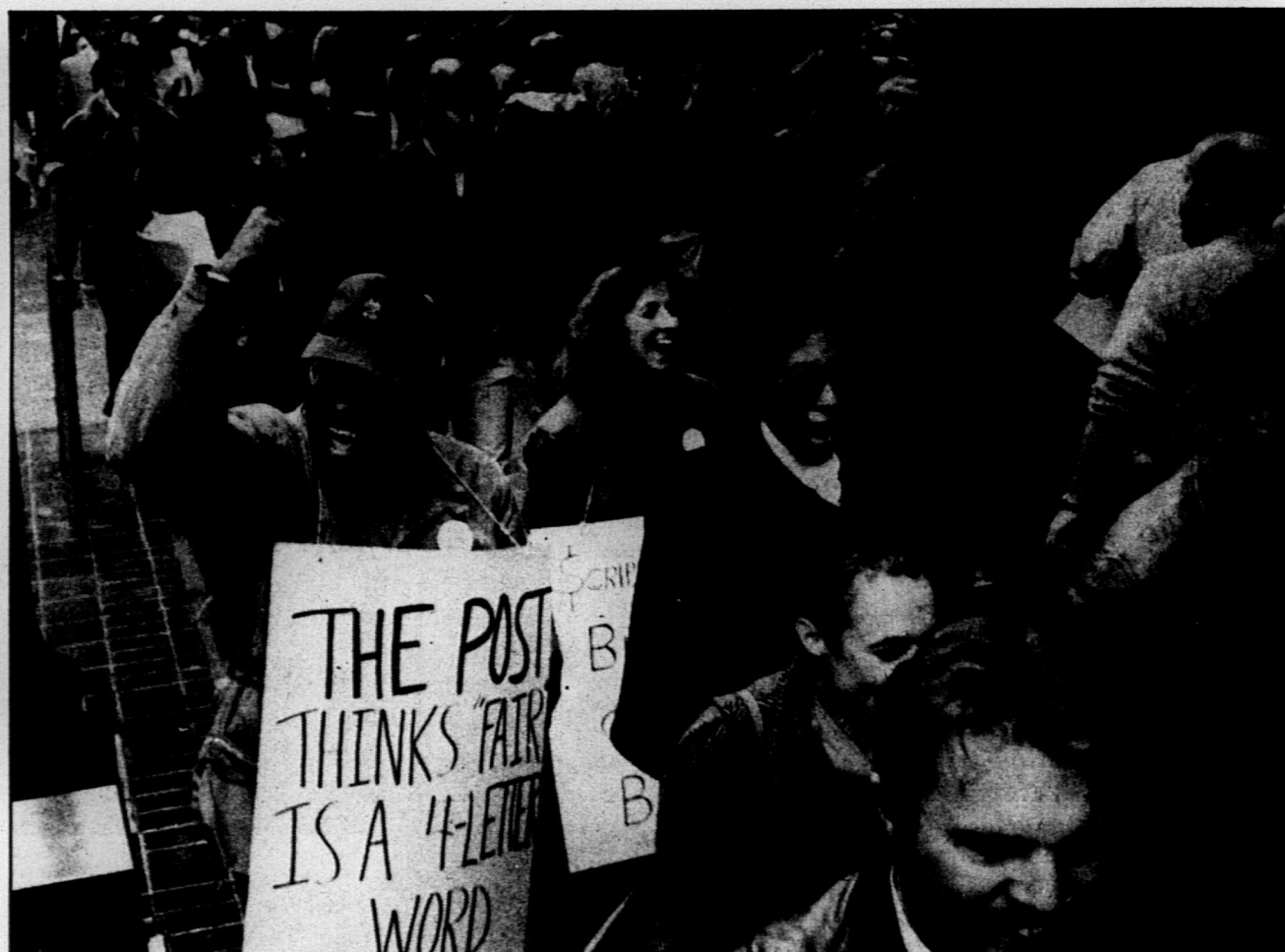
Assistant Editor

TNG has an immediate opening for an assistant editor of the Guild Reporter to work at its headquarters offices. Position comprises half of two-person staff. Primary task is reporting/writing. Also involves copy editing (including head writing and proof reading), photo editing, caption writing, page layout and oversight of page makeup. Ability to translate corporate and bureaucratic gobblede-goo plus. Contractual minimum weekly wage ranges from \$627 to \$781. Excellent fringes. Submit resume to: James M. Cesnik, editor.

Equal Opportunity Employer



SIGNS REFER TO ENQUIRER BEING IN GANNETT-CHAIN
Left, Ben Kaufman, Enquirer Guild unit; right, Jerry Wolter,
photographer fired by the paper two years ago.



BOB DICKERSON/Cincinnati Guild

RAISED ARM OF MEL GRIER OF GUILD'S POST UNIT PUNCTUATES PICKETS' MARCH
Near Grier are Lisa Cardillo Rose (partially visible sign) and Gayle Harden-Renfro
(sunglasses, dark coat), also of the Cincinnati Post unit.

Guild times rally, byline 'strike' for SPJ convention

(Continued from Page 1)

that staff members from both units would march in front of the Enquirer during the convention tells me that our members see a strong relationship between Guild-related issues and professional concerns."

Enquirer Guild members did not participate in the byline action because of restrictions in their old contract.

Management at the Posts has followed the lead of Gannett's Enquirer in demanding that there be no increases in contractual minimum-pay rates and that any raises

come solely through what it calls merit pay.

Other major issues include an Enquirer proposal to eliminate impartial arbitration to settle disputes. A range of proposals by the Posts would severely restrict the Guild's ability to represent its members as well, Williams said.

In an apparent effort to blunt the effectiveness of the byline action, editors of the Posts sent employees a letter blaming the Guild for lack of progress in contract talks, pointing to a history of contract disputes being resolved quietly and criticiz-

ing the Guild for making the issues public.

"The letter influenced no one as far as the byline strike was concerned," Williams said. "The days when the newspaper unions could get a decent contract quietly at the bargaining table ended when Gannett bought the Enquirer in 1979."

Williams, also chairperson of the Guild's Post unit, estimated 95 percent participation in the byline action. "There were three or four Guild members who elected to go with their byline at one time or another," he noted. "But there were several non-members who went along with us, so it evened out."

"We wanted to show management that Post employees care as much about the Guild as they do about their professional identity. I think we accomplished that," Williams concluded.

Guild contract talks at the Posts were to resume early in December. They have been stalled at the Enquirer while the Guild appeals an unfavorable labor-law judge's decision on a surface-bargaining charge by the Guild against the Enquirer.

Williams credited Bobby Bryan, Newspaper Unity Council president who was fired from his job in the Enquirer pressroom this Labor Day, for marshalling labor-community support for the rally.

NCNS pact increases key top rate to \$744

Washington—A new Washington-Baltimore Guild contract with the National Catholic News Service will boost minimum pay rates by as much as \$181.12 a week and eliminate a de-facto, two-tier pay-rate structure introduced in 1984.

In the process, the new five-year pact, effective Jan. 1, increases the top minimum-pay rate for all newpersons to \$744.12 a week, with increases for those hired after 1983 totaling \$181.12 and increases for those working for NCNS before 1984 totaling \$145.22.

The \$181.12 increase comes in increments of \$38.28, to \$601.28 a week, on Jan. 1; \$35.53, to \$636.81 a week, on Jan. 1, 1990; \$36.81, to \$673.62, on Jan. 1, 1991; \$34.70, to \$708.32, on Jan. 1, 1992; and \$35.80 on Jan. 1, 1993.

The \$145.22 increase comes in increments on the same dates of \$31.10, \$28.35, \$29.63, \$27.52 and \$28.62.

In the previous contract, minimum pay rates were frozen in the first year and then raised by a total of \$53 over the final four years at the newperson top minimum.

Pre-1984 employees' pay, meanwhile, was increased by larger amounts to produce the two-

tier effect, though only one set of minimum rates was listed in the contract, Guild Unit Chairperson Barbara Frazee reported.

The new agreement also will raise the top minimum for accounting clerks, graphics technicians and clerk-typists by \$117.39, to \$492.39 a week, in increments of \$25.76, \$22.79, \$23.63, \$22.24 and \$22.97.

The job of "librarian" is retitled "information specialist" and upgraded. Top minimum is increased by a total of \$153 over the contract term: by \$53, to \$505, on Jan. 1, then by \$20, \$20, \$30 and \$30 on each of the succeeding New Year's Days, to reach \$605 on Jan. 1, 1993.

Maximum accrual of sick leave is doubled to 90 days, from 45, and provision is added guaranteeing employees the right to use sick leave to care for a sick child, parent or spouse.

A provision is added to make it clear that maternity and paternity leave clauses "apply equally to natural and adoptive parents." Paid paternity leave is increased to five days, from four, and paid maternity leave of up to four months is liberalized to eliminate a requirement that one month of the leave be taken prior to delivery.

The NCNS membership ratified the new pact on Nov. 18.

New-officers' seminar is Feb. 17-20

Silver Spring, Md.—The 1989 residential seminar for new officers of Guild locals will be held Feb. 17-20, TNG has announced in a letter outlining details.

Like the previous seven, this year's seminar will fall over the Washington's Birthday weekend and will be held at the George Meany Center for Labor Studies in suburban Washington, TNG Education Director Phillip M. Kadis said in a Dec. 5 letter to locals.

The seminar is designed primarily for new officers of smaller Guild locals that do not have professional staff. TNG will subsidize, in part, costs of one participant from each such local.

The seminar also is open to other local officers of limited experience and active leaders such as bargaining chairpersons.

Scholastic to pay \$22,500 in dues

New York—Management of Scholastic Inc. has agreed to pay the New York Guild \$22,500 as part of a settlement of outstanding issues following an arbitrator's ruling earlier this year that editorial employees of a computing magazine the company launched in 1983 are covered by the Guild's contract with the firm.

Guild and company representatives agreed on the \$22,500 payment to compensate the local for membership dues it lost over the five years the company contended employees of its "Home Office Computing" publication were not covered by the contract.

The local, for many years, has

bargained contracts covering the editorial employees of the educational publishing firm.

Arbitrator Dan Collins, in a February decision, ruled that editorial employees of the new publication are covered by the contract and called for additional hearings to determine outstanding issues.

In the settlement, Guild and company representatives also agreed to exclude five employees as managerial.

The agreement also guarantees contractual minimum pay rates, retroactive to the Feb. 17, 1986, effective date of the current agreement, for the 20-some newly Guild-covered employees.

Goodrick is new St. Louis Guild executive

St. Louis—Herbert Goodrick, formerly a representative for the Office & Professional Employees and the Railway Carmen's unions, is the new executive secretary of the St. Louis Guild.

He replaces Robert A. Steinke, who is retiring after 20 years in the position [Guild Reporter, Nov. 4]. Steinke's last working day was Dec. 8. Goodrick, 47, began working with him early in October.

Goodrick came to the Guild after three years as business representative for an office workers' local in St. Louis that holds dozens of contracts covering employees of banks, insurance companies and utility companies, among others. It grew from 440 members to 525 members during his tenure.

Earlier he was an investigator for the U.S. Labor Dept.'s Labor-Management Standards Office in St. Louis after a dozen years with the carmen's union as a business manager, financial secretary and international representative. During the latter period he earned a degree in industrial relations from St. Louis University's night school. (The carmen's union, which was headquartered in Kansas City, Mo., was one of several unions that merged to form what is now the Transportation Communications Union.)

Earlier still, Goodrick was a shop steward for a local of the United Auto Workers in Los Angeles while working for an aluminum-can manufacturer.



A reporter recounts her run for Parliament

By Sue Craig
Southern Ontario Guild

NEIL YOUNG, MEMBER of Parliament for my east-end Toronto riding of Beaches-Woodbine, was on the phone:

"We've been talking in the party about who might make good candidates in the next federal election," he said. "We're looking for more women and more unionists . . ."

Impossible though it was, it came to me a fraction of a second before he said it: "... and we were wondering if you'd consider running."

It would have been a moment to savor at the best of times, but it came at the end of the year in which I had been forced, day by day, painfully to question almost everything I had done up to then.

I had had plenty of time to brood about how my years of union work had come unstuck. I had been fruitlessly searching for a job ever since the Toronto Star, my fond employer for more than 12 years of union activism and outspoken feminism, had refused to spring me from rotating shifts on my return from maternity leave.

I had never done much directly for the New Democratic Party—at least I never considered it much to canvass about 150 households at election time.

A FEW WEEKS before, Marion Bryden, the member of the Ontario Parliament for my area, had put in the word that got me my first job in a year, six weeks of public relations for an environmental group. It was what I had needed just to hold my head up again.

Now the party was asking me to put my name forward as a candidate for Canada's senior legislature, the House of Commons. It was a stunning honour. Who could say no?

Yet there was Deirdre, then 27 months old, for whose sake I had given up the job I loved at the Star. If I were to win, could I pull her out of the daycare she enjoys so much, subject her to constant travel between Ottawa and Toronto, a life in which she wouldn't see much of her beloved "Mummy."

Here in a nutshell, I suddenly saw, was the reason we have so few women holding high elected offices.

If a woman has children when she is young, she doesn't have the time or opportunity to do the things that make her a likely candidate. If she has children relatively late in life, as I did, she can spend her 20s and 30s building a reputation as an activist—and then be unavailable when her party calls.

Moreover, human nature being what it is, such opportunities don't knock twice, one suspects.

All this and more flashed through my mind as I took one deep breath.

"Well, Neil," I heard myself answering, "I guess if you could find me a riding where there wasn't much chance of winning I'd have to consider it."

No amount of joking about how easy it is to find ridings in which we New Democrats don't stand a chance could ever make it less than one of my life's most memorable moments just to have been asked to run. Not that it was downhill from there.

In a hilarious interview with two party organizers (both female), I describe my career as an Establishment-born dissident. We decide to approach the Mississauga South riding association. The seat is suicidal for our party, but is 30 minutes or less down the freeway from Deirdre's daycare.

The riding association president, Jim Currie, is intimidating over the telephone, but I don't blame him. Just because you're desperate for a candidate doesn't mean you have no right to be fussy.

Boy, is he fussy. During the campaign I come to think that if I can get Jim Currie's approval, I'll probably get Don Blenkarn, the riding's long-time, incumbent Tory, to bloody well vote for me.

The interview with the riding association executive is much more low-key, however, and I like everyone I meet, Jim Currie included.

The chance to write about the Mulroney-Reagan trade deal for the Guild Reporter ["Canadian labor wonders

Alda Currie, Jim's wife, is to be campaign manager. I liked her instantly.

I am aware that the riding association didn't make the magic 15 percent of the votes in the previous federal election that allows it to collect a government rebate of part of its election expenses. Yet I am a little shocked to realize that this means we can plan on printing only 18,000 leaflets in a riding of at least 40,000 households.

There's no point printing them if you are short on funds to pay for them and workers to distribute them, but still!

My evenings out at planning meetings are something new to Deirdre and require explanation. Before long, she has a new game.



JEFF ANDREW/Southern Ontario Guild

CANDIDATE CRAIG, RIGHT; CAMPAIGN MANAGER CURRIE
Campaign kickoff at Labour Council of Metropolitan Toronto and York.

why . . . June 24] is an opportunity to learn about what is certain to be the election's most important issue.

More and more, it is sinking in on me that the trade deal, if it comes off, is a triumph of the rich over everybody else, private greed over public interest, class warfare coming out of the closet.

Next comes candidate school over a July weekend. I am appalled at how nervous I am for public speaking practice, yet other candidates tell me I'm doing well. This is not totally comforting, considering how some of their speeches come off.

The summer goes by. I start getting to know the members of our election planning committee. I spend time in the public library trying to familiarize myself with the riding and incumbent Blenkarn.

He has won praise recently by lashing the chartered banks for a slew of unjustified service charges.

BLenkarn CAN still take credit for being a populist. Unfortunately, he got and frequently quotes praise from a New Democrat incumbent for the way he chaired the finance committee.

He helped a South African-owned company in the riding get a government grant. He is on record favouring tax on food.

Just as the campaign opens he reveals that the new sales tax the government is keeping under wraps until after the election will probably raise twice as much money as previously projected.

The finance minister distances himself from this remark. However, I take little comfort from this. It will probably only enhance Blenkarn's reputation as a lovable maverick within his party.

"I winning for Parliament, Mummy. I got my winning shoes on!" Soon she has learned to recognize "Ed Bwadbent" on TV and her daycare workers tell us they hear her on the playground proclaiming "No fwee twade, no fwee twade!"

WE RAISE MORE than \$2,000 for the campaign from the 20-odd members at the riding nomination meeting Sept. 14. Not bad, considering our campaign budget is a projected \$6,000.

Seventeen days later, the campaign begins, I am champing at the bit.

I revisit the Labour Council of Metropolitan Toronto as a New Democrat candidate at a campaign kick-off rally. I get a big hug and kiss from Ed. Not a bad way to start a campaign.

I keep marking time—until the literature is printed, until plans are made, until it is just too late to do certain things.

It is felt we can't start canvassing until we have some literature. The candidate's card isn't ready until two weeks into the campaign; the leaflet, the third week. ("This time, Ed Broadbent . . . and Sue Craig in Mississauga South." Yes, it's a thrill.)

During an offhand greeting to a Canadian Auto Workers area council, I suddenly am inspired with the notion that this election campaign is like taking a strike vote or organizing a new bargaining unit.

First people must become confident in themselves, aware of their own importance, their own bargaining power; realize they don't have to take all this . . . manure (I'm cleaning this up, not without difficulty). The little talk turns into my best speech.

I get up before dawn to leaflet the hundreds of commuters who take the train downtown. I develop a technique: Stand in the door so they have to pass close, hold it open with your shoulder so you're not in the way—and so they have a free hand with which to take the leaflet.

THE DECISION is taken that I should not canvass alone. I should have someone with me, if only to make me look more important. I think this idea is good if you happen to have lots of campaign workers.

I eventually reach the unthinkable state of being ragingly angry with Alda. At candidate school they said this would happen, but I didn't believe it.

I am upset because I feel my time, so precious to the campaign, is being wasted. I turn up ready to work and there is no assignment.

I don't say anything and soon the anger fades because I realize I am no more frustrated than Alda. Both of us are doing jobs other volunteers ought to be doing.

And you can't be angry with the volunteers we do have; they are the best people in the world.

With each all-candidates' debate, my delivery gets a little better, until the last one, which is deadly. I have been up before dawn for a little plant-gating, which doesn't come off because the shop steward forgets that we are coming.

Then, 15 hours later, the organizers have the debate tied up in knots: Written questions only, read in a monotone by the moderator. Little bells ringing 30 seconds before time is up, completely throwing me off my pace (I am more accustomed to 10-second bells.)

The two hours are forever. Before it's over I'm asking myself what ever possessed me to suppose I might be a credible candidate even for dog-catcher.

But it ends, and it is obvious by now that just about everyone at an all-candidates' debate is a campaign worker there to cheer his/her candidate and heckle the others. You are lucky if even two genuinely uncommitted voters attend. And, as a matter of fact, both of them call the next day to say they are voting for me.

Anyway, the debate on cable TV—which might reach a few more of the uncommitted—has already taken place and Jim Currie, of all people, has been positively fulsome in praise of my performance. Amazing.

I HAVE KNOWN all along that my fantasies of winning are just that, like lottery fantasies, but still I have been trying, up until now. I relax a little—but now I worry about getting our rebate.

I give my thank-you speech early during the course of our "victory" party on election day (every vote for us is a victory), because there are young people present who put in lots of work and deserve to be thanked before they have to go home.

I am leaving our committee rooms to congratulate the inevitable winner as Joan Buss arrives with the tabulation from the returning office.

"Eleven point eight percent," she says. Somehow she manages a smile. "But we're not in debt."

Miraculously, when I return, no one is blaming me. In fact, some are asking me, would I run again? "If I'm wanted, certainly," I say out loud.

Hah! Try and stop me.

Sun-Times pact reached after second deadline

(Continued from Page 1)

shops and hiring goals, not just a committee to deal with the issue.

✓ Only one additional position, night city editor, would be exempted from contract coverage, instead of three.

This package fell apart, however, on Nov. 29, when Guild representatives discovered management had a much less favorable understanding of new language dealing with pensions. The Guild committee said it could no longer recommend the package, and the membership sent the committee back to the table.

Following a one-day hiatus and another day of talks, a second strike deadline was set for noon Dec. 2.

Fifteen minutes before the deadline, more than 100 unit members gathered in the city room with their coats, and picket signs were unloaded outside the Sun-Times building. An hour later, the Guild bargaining team reported another tentative settlement: The bonus would be paid Jan. 1 instead of July 1 and reconfigured pension improvements had given the union a victory on that issue.

"It took tough bargaining and some dramatic tactics," but they "resulted in a good contract settlement," said Thomas F. Gibbons, Guild-unit chairperson and Sun-Times legal-affairs writer. "Over all, we are satisfied."

[TNG President Charles Dale and Int'l Representative Bruce R. Nelson joined Chicago Guild leaders at the bargaining table before the first strike deadline. Nelson was on the scene thereafter through the ratification, while Dale continued to participate via telephone from both the east and west coasts.]

The Chicago Guild had shown its determination earlier with letters to hundreds of local and national advertisers, four days of leafleting outside major Chicago advertisers and a morning of informational picketing, the first ever outside the Sun-Times building [Guild Reporter, Nov. 14]. Plans also had been laid for a reader

boycott in the event of a strike.

The bitter contract dispute, ignited by management proposals for 13-percent pay cuts and elimination of 10-percent premium-pay for night work, attracted widespread media attention that many felt worked to the advantage of the editorial-only Guild unit.

Top minimum pay for reporters and photographers will rise by \$25.99, to \$892.02 a week, on next July 1, and then by \$26.76, to \$918.78, on Aug. 1, 1990.

Other improvements include:

✓ Creating a joint staff-management committee "to meet at regular intervals to discuss matters affecting relations."

✓ Increasing pension benefits by 6 percent and increasing the basis for determining company contributions by 4 percent on Jan. 1.

✓ Obliging the company to provide legal counsel to employees if they are sued for libel or ordered to disclose information related to newsgathering. Staffers also will be indemnified for penalties or judgments that might result from proper pursuit of their duties.

✓ Setting up, subject to Internal Revenue Service approval, a plan to permit diversion of pre-tax earnings to pay for child care.

✓ Extending maternity leave to adoption, and adding two weeks' paternity leave, for both births and adoptions.

✓ Mandating that economy dismissals, if necessary, first be visited upon temporary employees and part-timers, in that order, before full-time employees.

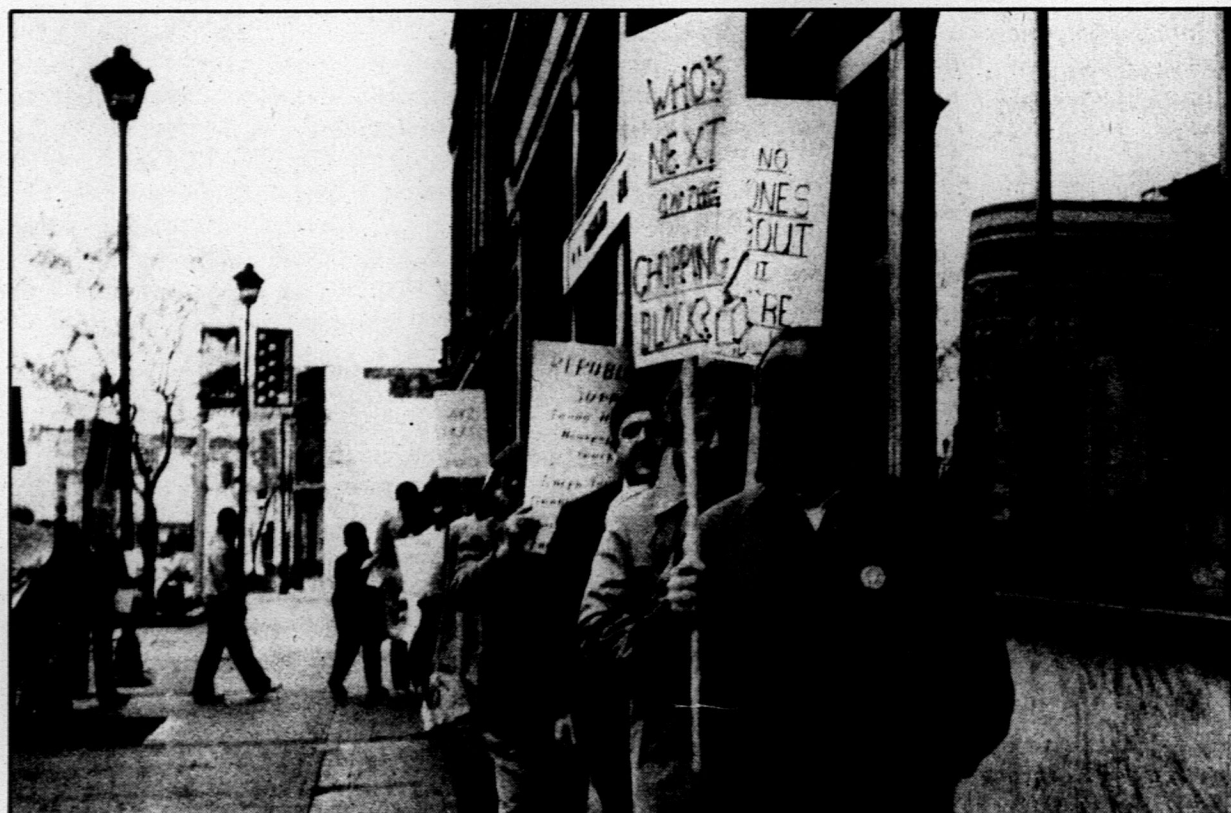
✓ Permitting staffers to take Martin Luther King, Jr., Day in lieu of one of the eight holidays specified in the contract.

Concessions by the Guild, in addition to the night city editor, include:

✓ Extension of the tryout period for columnists and critics to six months, from four.

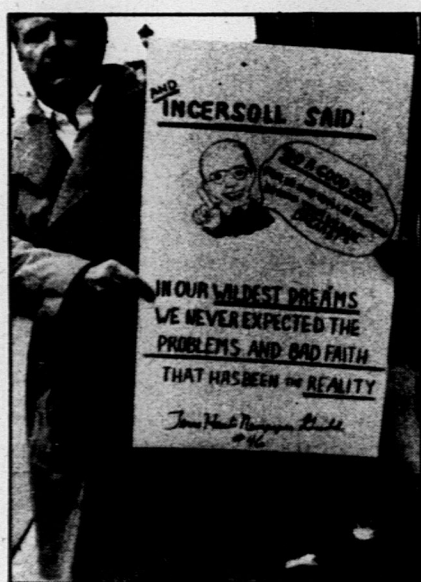
✓ Reduction of the notice period for new processes or equipment to 30 days, from three months.

Great Lakes, TNG leaders meet in Terre Haute



TIM DOTY/Friend of the Terre Haute Guild

Bill (Bucky) Buchanan of Erie, above, leads other Great Lakes District Council delegates, and TNG officers and staffers in march of support for Terre Haute Guild's quest for an equitable new contract with Ingersoll's Tribune Star. Informational picketing took place during council meeting in Terre Haute Nov. 5-6. Following Buchanan are TNG Vice President Stan Souza of Hawaii, Secretary-Treasurer John C. Edgington and Vice President David M. Mulcahy of New York. At left, TNG Representative Harry L. McCormick's sign refers to company demands to eliminate bans on contracting out Guild-covered work and to severely weaken seniority protections against reduction-in-force discharges. Guild's contract has been expired since Aug. 15, 1987. Besides Terre Haute members, other pickets included TNG President Charles Dale and Vice Presidents Luther Jackson of Detroit and Marie Shellock of Youngstown, plus field staffers Hannah Jo Rayl and Bruce R. Nelson.



Schtirbu, 64, former IAFWNO leader

Silver Spring, Md.—Word has been received here of the death this past summer in Buenos Aires, Argentina, of Alberto B. Schtirbu, a Latin American reporter and editor who was fulltime secretary in the 1960s of the Inter-American Federation of Working Newspapers' Organizations under a TNG international affairs program.

Schtirbu, 64 when he died, first was elected to the IAFWNO post in 1961 after having worked variously as a reporter, editor and translator for an Argentine newspaper, a New York features syndi-

cate, the Norwegian foreign affairs ministry and the U.S. Information Agency.

He left the IAFWNO post in 1967 and worked as an adviser to the press section of the USIA office in Buenos Aires and as a freelancer, principally for publications in Norway.

Schtirbu also was director for three months in 1979 of a TNG program aimed at developing and

encouraging unionism among news gatherers in South and Central America. Funded by a grant from the U.S. Agency for Int'l Development through the AFL-CIO's American Institute for Free Labor Development, the program was terminated abruptly when TNG's 1979 Convention reversed a 12-year-old policy and banned use of government and corporate funds for such activities.

Vote set on contract with AP

(Continued from Page 1)

differential for employees in Boston, Chicago, Los Angeles and San Francisco would increase by \$5 and \$7, for a total of \$45 a week. The differentials would remain at \$25, \$20 and \$15 a week in three other groups of cities.

The tentative contract also would:

✓ Double annual reimbursement for eye care to \$100 and add orthodontic benefits to the dental plan.

✓ Extend maternity and paternity leaves to adoptive parents on the same basis as those for birth parents.

✓ Establish a tax-exempt dependent care reimbursement program that would permit employees to set aside \$5,000 annually before taxes to pay for care of children or other disabled dependents. A tax-deferred savings [401(k)] plan also is proposed. The AP would not contribute to either plan.

✓ Add "non-disabling physical or mental handicap or status as a Vietnam Era veteran" to groups specifically protected by the contract's non-discrimination clause.

Information about such groups, as well as the numbers of women, black, Hispanic and Asian American employees would be forwarded to the Guild.

✓ Credit regular part-time work as experience in determining minimum salary levels. Currently only full-time work is considered.

✓ Require breaks so that employees would not remain at their video display terminals for long periods without respites.

Simultaneous with contract negotiations, the parties also reached a settlement in a unit clarification case that had been scheduled for hearing before the National Labor Relations Board. Under the settlement, the Guild would retain jurisdiction over bureaus of three persons or fewer, including some correspondent jobs lost in an earlier unit clarification. Twenty-seven news editors, plus correspondents in bureaus of four or more, would be excluded.

Wire Service Guild President and Administrative Office Kevin Keane headed the bargaining team, which was assisted by TNG International Representative G. Richard Pattison.



RICH HEIN/Sun-Times unit/Chicago Guild

MIDDAY STRIKE DEADLINE IN CHICAGO SUN-TIMES NEWS ROOM DECEMBER 2

Communications Committee Co-Chair Daniel Lehmann, center, hand to ear, maintains open line to Guild bargaining committee as members, some wearing or carrying coats, await word on walking or working. In white shirt, hand to mouth above Lehmann, is renowned columnist Irv Kupcinet.

TNG to SPJ: Reporters' pay rates fail to keep pace

Cincinnati—Reporters' wages have not kept pace with inflation nor with pay increases for nurses and teachers since 1972, a TNG representative told a group of delegates at the annual convention of the Society of Professional Journalists here in mid-November.

Experienced nurses' average pay overtook that of experienced reporters during the 16-year period from 1972 to 1988, Richard J. Ramsey, executive secretary of TNG's Contracts Committee, said during a convention seminar on newsroom salaries.

Average pay for teachers, he added, is fast catching up with average reporter top-minimum pay-rate provided in Guild contracts with daily newspapers.

Ramsey presented tables showing that teachers' pay has increased

nearly 29 percent faster than reporters' over the 16-year period.

Using information from Guild contracts and various authoritative reporting sources on nurses and teachers, Ramsey showed that experienced nurses at hospitals received increases that averaged 10.5 percent from 1987 to 1988 to bring their average weekly pay to \$618.23.

The average top minimum-rate for experienced reporters under Guild newspaper contracts was \$616.90 a week as of this Oct. 1, \$1.33 less than the nurses' average rate, he said.

That reporter top-minimum average should have been \$776 a week, Ramsey said, drawing upon statistics from the U.S. Consumer Price Index and the U.S. Productivity Index.

"The alarming fact is that Guild salaries are far superior to the salaries generally reported in the newspaper industry," Ramsey added.

Guild-negotiated reporter starting minimums increased by 178.6 percent during the 16-year period while median pay rates of journalism school graduates hired by dailies went up by 109 percent, he noted.

"The final figure, and the most chilling of all, is on journalists who leave the industry," Ramsey said, pointing to a report in the July/August Columbia Journalism Review. "Those who left received a pay increase of 74 percent, a tremendous increase" by any measure, he said.

Other panelists at the session were Susan Miller, director of editorial development for Scripps-Howard Newspapers, and George A. Hough III, a journalism professor at the University of Georgia.

All three panelists agreed that entry-level newsroom pay is low, but Miller and Hough stressed that reporters do better as they gain experience.

Miller cited a newsroom-pay survey earlier this year which was financed by the American Newspaper Publishers Assn. and which drew responses from 583 dailies in the United States and Canada, making it the largest survey of its kind ever conducted. Its results, reported by circulation-size groups, included comparisons of newsroom pay levels with those of teachers in communities of comparable sizes.

At dailies with less than 50,000 circulation, Miller said, beginning reporters were paid substantially less than beginning teachers. At dailies with 50,000-100,000 circulation, the pay rates were about the same. "Newspapers with more than 100,000 circulation are the only place where beginning reporters earned more than beginning teachers," she said.

"We're finding beginning teachers and nurses are looking at a much more attractive salary package than beginning reporters," she said in response to a question from one of the 40 students, journalists and academics attending the session.

Ramsey cited an increase in the



BOB DICKERSON/Cincinnati Guild

TNG'S RICHARD J. RAMSEY REACHES FOR A POINT
TNG contracts committee secretary speaks to Society of Professional Journalists.

attention being paid to education and the shortages of nurses in metropolitan areas as trends that could well work to keep teachers' and nurses' pay increasing faster than that of reporters' and editors'.

"I don't see any similar movement in the newspaper industry," Ramsey said.

Responding to a question on the

likelihood of improvement, Ramsey said he saw little prospect for it. "Until the industry stops sending to the bargaining table industrial relations managers and vice presidents who insist that reporters are 'a dime a dozen,' pay is going to be pathetically low and people are going to leave," he told participants in the session.

Harvard extends application date

Silver Spring, Md.—The Harvard Trade Union Program has extended to Jan. 1 the deadline for applications from Guild leaders for the annual Irving Leichter Memorial Scholarship for its 10-week course that begins at the university on Jan. 23.

The \$7,000 scholarship is open to local officers, paid and unpaid, and staff, and to TNG officers and staff [Guild Reporter, Nov. 18].

Reporter-top tops \$630 in half of Guild contracts

LISTED HERE are the top minimum-pay rates for reporters and, for the most part, photographers and copy editors under 124 Guild contracts in the United States, Canada and Puerto Rico on Dec. 1.

Constructed from information compiled by TNG's Collective Bargaining Dept., the table includes rates at five news services along with those from 119 contracts for employees at 137 daily and/or Sunday newspapers. (Fifty-eight of the 119 provide additional pay for copy editors. Photographers are not covered in six of the 119.)

In half the contracts (62), the top minimum-pay rate is more than \$630 a week. In 28 percent (35), the top minimum tops \$700 a week, and in 16 of the contracts the rate is higher than \$800 a week. The top-minimum is more than \$500 a week in 101 (81 percent) of the contracts.

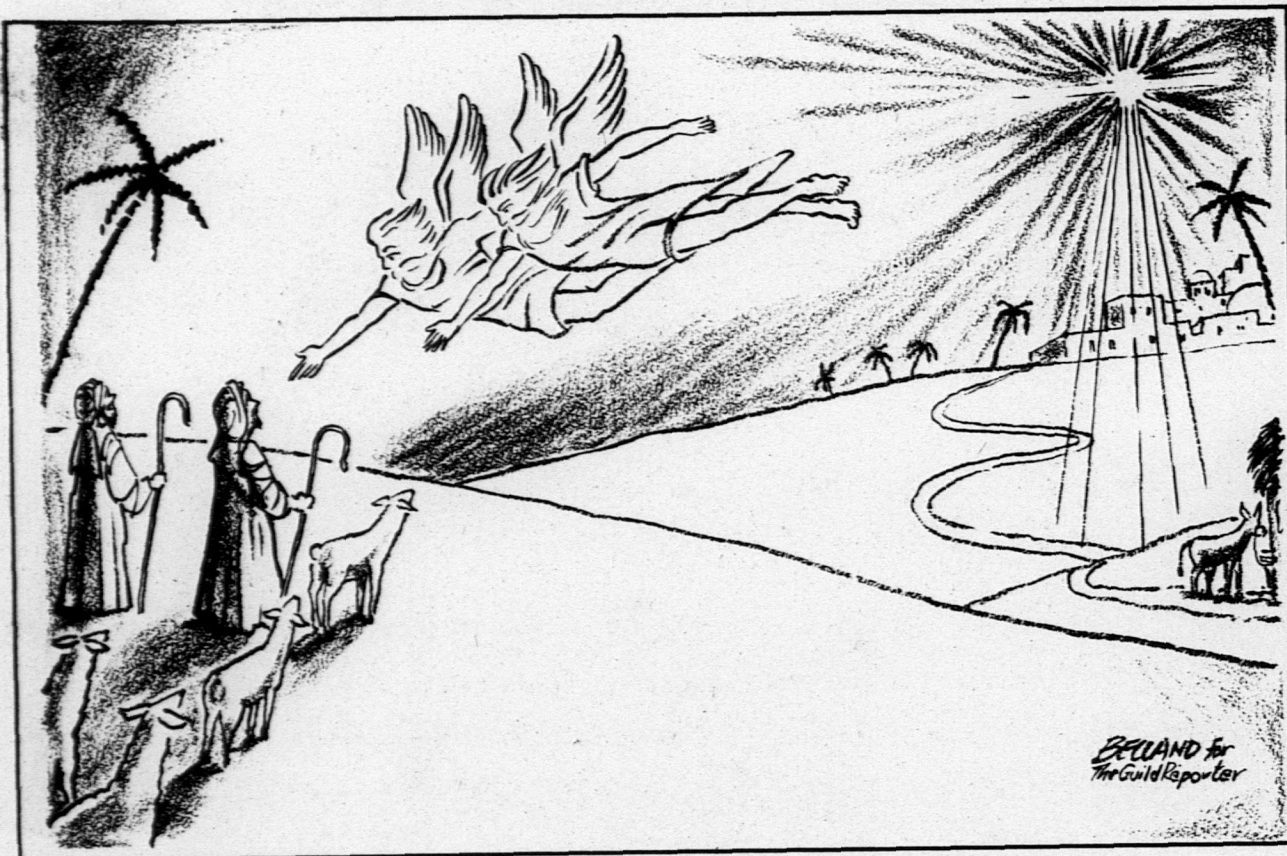
Average of the 124 newspaper and news service top minimums is \$625.59 a week; of those in Canada, \$785.30; of those in the U.S., \$609.92.

Results of settlements effective after Dec. 1 and deferred increases effective since Dec. 1 are not included in the list. The listings in the column headed "after" refer to experience, which is not necessarily synonymous with tenure with the particular employer.

	Minimum	After		Minimum	After		Minimum	After
New York Times	\$1001.37	—2 yrs.	Long Beach Press-Telegram	709.07	—5 yrs.	Gary Post-Tribune	572.87	—5 yrs.
Montreal Gazette	940.00	—5 yrs.	Monterey Herald	707.00	—6 yrs.	Scranton Tribune	570.96	—5 yrs.
Vancouver Sun and Province	911.53	—5 yrs.	Providence Journal and Bulletin	699.86	—4 yrs.	Jersey City: Jersey Journal	570.03	—4 yrs.
New York Daily News	884.25	—6 yrs.	Oakland Tribune	696.58	—6 yrs.	Salem News	568.72	—4 yrs.
Toronto Globe & Mail	870.79	—5 yrs.	Akron Beacon Journal	694.00	—4 yrs.	Lansing State Journal	567.10	—5 yrs.
Victoria Times-Colonist	866.70	—5 yrs.	Associated Press	693.00	—5 yrs.	Pottstown Mercury	557.99	—5 yrs.
Chicago Sun-Times	866.03	—5 yrs.	Seattle Times	690.85	—4 yrs.	Albany Times-Union	557.20	—4 yrs.
Toronto Star	847.27	—6 yrs.	Modesto Bee	682.00	—6 yrs.	Lowell Sun	551.00	—4 yrs.
Reuters (Canada)	843.77	—5 yrs.	Brantford Expositor	680.01	—4 yrs.	Oshawa Times	548.80	—4½ yrs.
New York Post	826.65	—5 yrs.	Delaware County Times (Primos, Pa.)	679.88	—5 yrs.	New Brunswick Home News	548.20	—4 yrs.
Canadian Press/Broadcast News	825.64	—5 yrs.	Seattle Post-Intelligencer	678.34	—4 yrs.	Norristown Times Herald	546.51	—5 yrs.
Minneapolis Star & Tribune	822.00	—5 yrs.	Cincinnati and Kentucky Post	675.00	—5 yrs.	Sudbury Star	545.88	—6 yrs.
St. Paul Pioneer Press & Dispatch	812.00	—5 yrs.	Eugene Register Guard	672.75	—5 yrs.	Peoria Journal Star	538.00	—5 yrs.
Ottawa Citizen	810.49	—5 yrs.	United Press International	670.00	—5 yrs.	Duluth News-Tribune & Herald	533.16	—5 yrs.
Reuters (U.S.)	806.48	—6 yrs.	Tacoma News Tribune	664.60	—5 yrs.	Malden News, Medford Mercury and Melrose News	532.25	—3 yrs.
Philadelphia Inquirer and Daily News	803.69	—5 yrs.	Washington Post	664.35	—4 yrs.	Great Falls Tribune	520.70	—5 yrs.
St. Louis Post-Dispatch	794.37	—5 yrs.	Dayton Daily News	660.50	—5 yrs.	Knoxville News-Sentinel	515.50	—4 yrs.
Denver Rocky Mountain News	783.00	—5 yrs.	Fresno Bee	654.77	—6 yrs.	Woonsocket Call	508.31	—4 yrs.
Windsor Star	770.02	—5 yrs.	Waukegan News-Sun	653.56	—5 yrs.	San Antonio Light	502.99	—5 yrs.
San Francisco Chronicle and Examiner	767.45	—6 yrs.	Boston Herald	649.81	—4 yrs.	Canton Repository	502.86	—5 yrs.
San Jose Mercury-News	767.45	—6 yrs.	Detroit News	649.54	—4 yrs.	Pueblo Chieftain	502.10	—5 yrs.
San Mateo Times	767.45	—3 yrs.	Maui News	649.36	—5 yrs.	Waterbury Republican and American	490.83	—5 yrs.
Baltimore Sun and Evening Sun	760.00	—5 yrs.	Sacramento Bee	649.00	—6 yrs.	York Daily Record	488.94	—5 yrs.
San Diego Union and Tribune	750.00	—6 yrs.	Detroit Free Press	647.84	—4 yrs.	Kingston Daily Freeman	479.65	—4 yrs.
Hamilton Spectator	748.00	—4 yrs.	Manchester Union Leader	647.75	—3 yrs.	York Dispatch	478.00	—4 yrs.
Pittsburgh Post-Gazette	745.00	—4 yrs.	Stockton Record	647.00	—6 yrs.	Bellevue Journal-American	467.01	—5 yrs.
Denver Post	738.00	—5 yrs.	Memphis Commercial Appeal	638.10	—5 yrs.	Bristol Press	465.00	—5 yrs.
Honolulu Advertiser	733.00	—5 yrs.	Portland Press Herald and Express	634.86	—4 yrs.	Milwaukee Journal and Sentinel	460.00	—5 yrs.
Honolulu Star-Bulletin	733.00	—5 yrs.	Sacramento Union	632.97	—6 yrs.	Lexington Herald-Leader	460.00	—4 yrs.
Buffalo News	727.81	—5 yrs.	Mt. Clemens: Macomb Daily and (Royal Oak) Tribune	628.00	—5 yrs.	Sioux City Journal	456.14	—4 yrs.
Toledo Blade	725.77	—4 yrs.	Erie News and Times	620.00	—5 yrs.	San Juan: El Vocero	450.00	—5 yrs.
Cleveland Plain Dealer	719.00	—4 yrs.	Indianapolis Star	613.95	—6 yrs.	Hazleton Standard-Speaker	441.71	—5 yrs.
Santa Rosa Press Democrat	711.85	—3 yrs.	Fall River Herald-News	613.60	—4 yrs.	Tonawanda News	440.79	—4 yrs.
			Wilkes-Barre Sunday Independent	612.25	—4 yrs.	San Juan Star	433.00	—6 yrs.
			Kenosha News	611.00	—5 yrs.	Monessen Valley Independent	433.00	—5 yrs.
			Hilo Tribune-Herald	610.10	—5 yrs.	Yakima Herald-Republic	430.50	—4 yrs.
			Lynn Item	608.10	—4 yrs.	Massillon Independent	406.59	—4 yrs.
			Bakersfield Californian	606.40	—5 yrs.	Terre Haute Tribune-Star	400.88	—5 yrs.
			Scranton Times	591.09	—5 yrs.	Utica Observer-Dispatch	387.50	—5 yrs.
			Allentown Call	588.02	—4 yrs.	Rochester Democrat & Chronicle and Times-Union	380.00	—4 yrs.
			Joilet Herald-News	586.00	—4 yrs.	Battle Creek Enquirer	346.00	—5 yrs.
			Harrisburg Patriot and News	579.50	—4 yrs.	Newport News Daily Press and Times-Herald	340.00	—2 yrs.
			Pawtucket Times	577.88	—4 yrs.	Chattanooga Times	280.00	—4 yrs.
			Sheboygan Press	577.00	—5 yrs.	Glens Falls Post-Star	200.00	—1 yr.
			Brockton Enterprise	574.78	—4 yrs.			
			Woodbridge News Tribune	574.24	—4 yrs.			
			Youngstown Vindicator	573.10	—5 yrs.			

- Also, "senior reporter" minimum of flat \$899.86.
- On 9/1/90, \$720 if hired after 7/1/88 and not at top minimum with at least one year of service.
- Applies in AP bureaus in 18 cities, including Baltimore, Honolulu, Minneapolis and Philadelphia. Top minimum in New York City and Washington and at AP radio is \$40 higher; in four other cities is \$8 higher; in 28 cities is \$5 lower; in 83 others is \$10 lower.
- Plus 2 percent after 10 years and at 5-year intervals to maximum of \$20 more per week.
- Plus \$2 after 9 years; plus additional \$3 after 14 years.
- Photographer top is \$596.87 a week.
- After 3 years for "fully qualified practitioner." Also, "senior journalist" flat minimum of \$575.00.
- Also, \$375 "upper level" minimum based on merit and productivity.

'THE WORD WENT FIRST TO WORKERS ...'



Bush's parading as a moderate masks his position on secrecy

By Angus Mackenzie and Eve Pell

PRESIDENT-ELECT GEORGE Bush parades as a moderate these days, but his position on secrecy in government is anything but. During the campaign, the former director of the Central Intelligence Agency told the American Society of Newspaper Editors that "within the limits of national security, government should be open." But, he cautioned, that doesn't mean that "every staff member will be authorized to serve as an administrative spokesman or interpreter of events and policies." ["What now, Mr. Bush?" Guild Reporter, Nov. 18.]

Bush thus pledges to continue the close-mouthed policies of the Reagan administration, which even in its waning days is doing its bit to keep pesky government workers from speaking out.

The president recently vetoed a bill that would have protected whistle-blowers. And, in the wake

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of a court ruling that the president has "sovereign" powers over national security information [Pell and Mackenzie, "Reagan, a judge, tea & secrecy/A sovereign's prerogative," Guild Reporter, Aug. 12], the administration has reinstated a secrecy program aimed at silencing and censoring more than two million government workers and contractors.

THE INFORMATION Security Oversight Office (ISOO) is circulating a revised agreement obligating federal employees not to disclose classified information on pain of civil and criminal penalties. The agreement encourages prepublication review of writings and allows for court injunctions to stop publication of allegedly classified information.

Congress, afraid of being left in the dark by a secretive executive, last year voted a ban on funds to

implement the nondisclosure program, which began in 1983. In response to the congressional ban, the ISOO suspended the program for several months.

IN ADDITION, seven members of Congress and three unions of federal employees filed a lawsuit claiming that the secrecy program interfered with employees' right to free speech and with their right to communicate with Congress. Most of the suit was dismissed last summer, but the Supreme Court has agreed to hear an appeal by the unions and members of Congress, who argue that the lower court's opinion "completely ignored the Congress' constitutional role in national security and appropriations."

ISOO chief Steven Garfinkel responded to the suit's dismissal with a memorandum on the non-disclosure agreements reinforcing the administration's view that Congress is not entitled to classified information. According to Garfinkel, "agencies provide access as necessary for Congress to perform its legislative function," under what he called the "need-to-know" requirement.

And who decides, under current law, what national security information is necessary for Congress to know? Why, the White House does, unless the Supreme Court reverses the current trend.

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Mellett entries due by March 1

University Park, Pa.—Deadline is March 1 for entries in the 11th annual competition for the Lowell Mellett Award for Improving Journalism through Critical Evaluation, the Penn State University School of Communications has announced.

The award—\$1,000 and an appropriate citation—was established by the Mellett Fund for a Free and Responsible Press in 1978 and transferred to Penn State in 1984.

Next year's award will be for work done, completed or continuing in calendar 1988.

Complete details are available from: Mellett Award, School of Communications, Pennsylvania State University, 201 Carnegie, University Park, Pa. 16802.

Jan. 13 is next Guild Reporter

The next issue of the Guild Reporter will be published on Jan. 13. This is the only issue being published in December.

Deadlines at the GR's offices for the Jan. 13 issue are: News, Jan. 9 (the Monday before publication); features and letters, Jan. 6 (the Friday before publication).

With the Jan. 13 issue, the paper will return to its regular second and fourth Fridays publication schedule. The second January issue will be published on the 27th.

As Broun put it

Even to Judas

This Christmas column by Heywood Broun, the Guild's founding president, first was published in 1938 in the *New York World-Telegram*. The headline is the one used then.

WE WERE SITTING in a high room above the chapel and although it was Christmas Eve my good friend the dominie seemed curiously troubled. And that was strange, for he was a man extremely sensitive to the festivities of his faith.

The joys and sorrows of Jesus were not to him events of a remote past but more current and living happenings than the headlines in the newspapers. At Christmas he seems actually to hear the voice of the herald angels.

My friend is an old man, and I have known him for many years, but this was the first time the Nativity failed to rouse him to an ecstasy. He admitted to me something was wrong.

"Tomorrow," he said, "I must go down into that chapel and preach a Christmas sermon. And I must speak of peace and good-will toward men. I know you think of me as a man too cloistered to be of any use to my community. And I know that our world is one of war and hate and enmity. And you, my young friend, and others keep insisting that before there can be brotherhood there must be the bashing of heads. You are all for good-will to men, but you want to note very many exceptions. And I am still hoping and praying that in the great love of God the final seal of interdiction must not be put on even one. You may laugh at me, but right now I am wondering about how Christmas came to Judas Iscariot."

It is the habit of my friend, when he is troubled by doubts, to reach for the Book, and he did so now. He smiled and said, "Will you assist me in a little experiment? I will close my eyes and you hold out the Bible to me. I will open it at random and run my fingers down a page. You read me the text which I blindly select."

I did as he told me and he happened on St. Matthew 26:24. I felt sorry for him, for this was no part of the story of the birth of Christ but instead an account of the great betrayal.

"Read what it says," commanded the dominie. And I read: "Then Judas, which betrayed him, answered and said, 'Master, is it I?' He said unto him, 'Thou hast said'."

My friend frowned, but then he looked at me in triumph. "My hand is not as steady as it used to be. You should have taken the lower part of my finger and not the top. Read the 27th verse. It is not an eighth of an inch away. Read what it says." And I read, "And He took the cup and gave thanks and gave it to them, saying, 'Drink ye all of it'."

"Mark that," cried the old man exultantly, "not even to Judas, the betrayer, was the wine of life denied. I can preach my Christmas sermon now, and my text will be 'Drink ye all of it.' Good-will toward men means good-will to every last son of God. Peace on earth means peace to Pilate, peace to the thieves on the cross, and peace to poor Iscariot."

I was glad, for he had found Christmas and I saw by his face that once more he heard the voice of the herald angels.

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JAMES M. CESNIK, Editor

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