



The GUILD REPORTER

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Silver Spring, Md.

February 10, 1989

Rehire Guild people, judge orders El Mundo

San Juan, Puerto Rico — A federal judge here has issued a sweeping temporary injunction ordering the new owner of the daily El Mundo to, among other things:

- ✓ Recognize that the Puerto Rico Guild still represents the paper's employees, as it has since 1962;

- ✓ On request from the Guild, bargain in good faith for a new contract to cover the employees;

- ✓ At the Guild's request, restore pay and working conditions that were in effect under the Guild contract before the new owner bought the daily late in 1987;

- ✓ Offer to rehire scores of persons who were El Mundo employees before its former owners closed it before selling it to the new owner, Hector L. Gonzalez, who two months later reopened it;

- ✓ Displace, if necessary to re-

hire the former employees, any newly hired persons not previously employed by the paper.

In issuing the order Feb. 3, U.S. District Judge Raymond L. Acosta said he found ample "reasonable cause to believe" that management, since shortly after Gonzalez bought the paper in October of 1987, has engaged in a series of premeditated, illegal practices to keep the Puerto Rico Guild from

representing the daily's employees.

Or, as the judge put it himself in his 36-page opinion and order, El Mundo management has engaged "in a generally discriminatory scheme against ex-El Mundo employees solely because of their membership in the union."

Failure of former employees to apply for a job with the new owner does not rule out their rehiring now

"because given [El Mundo's] discriminatory animus, it would have been futile for them to do so," the judge wrote.

The injunction also orders that management cease, among other things, the following:

- ✓ "Instructing" employees to "cease . . . union activities";

- ✓ "Threatening . . . reprisals" for union activities;

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District managers not Guild exempt, NLRB aide rules

Fort Worth, Texas—City circulation district managers for Hearst's San Antonio Light are not barred from continued representation by the San Antonio Guild as either supervisory or managerial employees, the National Labor Relations Board's regional director here has ruled.

They are neither, said Michael Dunn in a decision issued Feb. 3. It was the fifth ruling adverse to efforts by the Hearst-chain daily dating back nine years to bring an end to the Guild's representing the group.

They are not managerial employees under federal labor law because they do not "make and implement significant management policy and . . . have discretion in important matters independent of established policy," Dunn held.

They are not supervisory employees because those they supervise—adult and youth carriers—are independent contractors and not employees and the law requires that supervisors supervise other employees, he said.

Dunn was acting on a petition filed by the Light last March 22 to have the 27 full-time and 28 part-time city district managers barred from further Guild representation. Barbara Camens of TNG counsel's

office is representing the local in the case.

The petition was filed two-and-a-half months after the Light's final appeal from rulings that in 1980 it illegally had tried to coerce the employees to withdraw from the Guild, had withdrawn recognition of the Guild as their union, and had unilaterally changed their pay and benefits. Among the previous rulings is an order by a federal appeals court that the Light bargain with the Guild on a new contract for the district managers. The last one expired March 18, 1980.

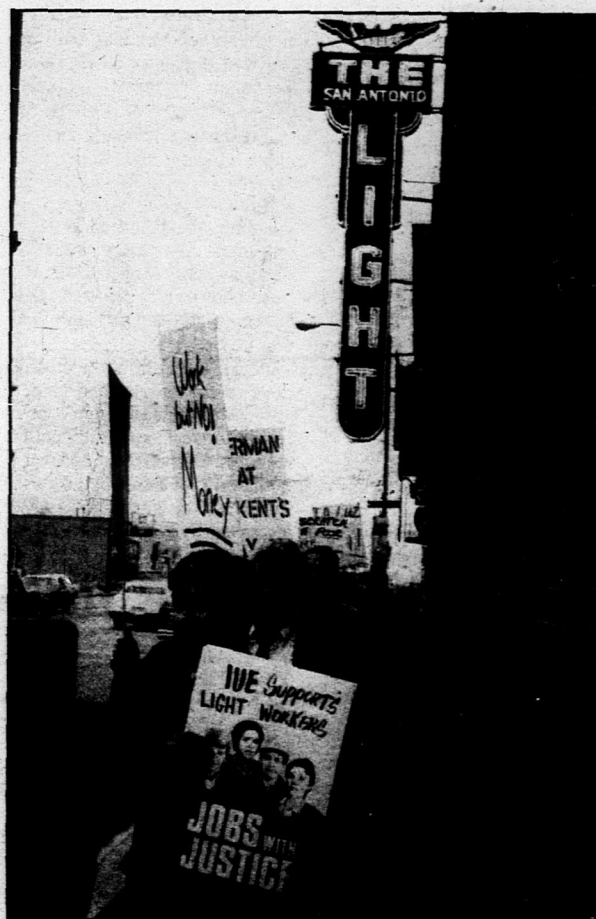
Addressing the company's claim of managerial status, Dunn said that "a panoply of factors" presented by the company as evidence that they have managerial authority shows "without exception, however, that the . . . recommendations of the district managers are either subjected to an independent investigation by their superiors, or made within a narrow framework of allowable company policy, or both."

While the district managers do "effectively recommend contract-

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Solidarity at San Antonio Light

San Antonio Guild members at Hearst's Light are joined by other unionists from the paper and the city's labor community on cloudy January day to protest slow progress in talks for Guild contract for business, delivery, editorial and maintenance employees. Pact expired last March 18. Second in line at right is Ked Mullins, Guild vice president. Other marchers, many under banner of Jobs With Justice, include representatives of San Antonio AFL-CIO Council, Communications Workers printers and mailers, Graphic Communications pressmen and engravers, other Communications Workers locals, Government Employees and Electronic Workers. Later, local received "final offer" from the paper and was to submit it to membership Feb. 12. Meanwhile, talks were underway for first contract for recently certified inside circulation group.



Frustration surrounds Detroit JOA

Detroit—Frustration continued to hold first place in the derby of emotions associated with Knight-Ridder's Free Press and Gannett's Detroit News and their nearly three-year effort to merge everything but their news rooms under a federally sanctioned joint operating agreement.

Through the middle of the first full week in February, the focus continued to be on Washington where a federal appeals court was considering whether to hold a so-

(Continued on Page 2)

News pact brings Christmas back to Denver

Denver — A belated Christmas gift is on its way to Guild-represented employees of the Rocky Mountain News who retired before 1988: a 35 percent across-the-board increase in their monthly pensions—retroactive to Jan. 1, 1988.

At the same time, pension ben-

efits for current employees and those who retired after Jan. 1, 1988, are being increased by still more. For current employees, future entitlements in some instances are doubled, or more.

Both are the result of a major overhaul of the pension plan for Guild-covered employees at the

Scripps-Howard daily that is part of a new three-year Denver Guild-Rocky Mountain News contract reached in December.

Under the old plan, maximum benefit was \$749 a month. Previous retirees at that rate now will receive \$1,011 a month, \$232 more.

President Charles Dale told the board. Responses by locals who do send representatives will help their leaders crystalize their thoughts on the subject. Locals' participation will be at locals' expense.

The IEB also constituted itself, (Continued on Page 4)

The new benefit formula for those yet to retire, and those who did so after Jan. 1, 1988, will produce new pension amounts like the following:

- ✓ A 25-year employee with average pay of \$600 a week will get a pension of \$781 a month, up 54 percent from the \$506 benefit that was provided by the unimproved plan.

- ✓ A 40-year employee with average pay of \$780 a week will get a monthly pension check of \$1,562, more than double the previous \$749 maximum.

In addition, a severance-pay option is added to the pension plan under which Guild-covered employees who leave the paper for any reason—including resignation (Continued on Page 2)

IEB sets forum on rationale for merger

Silver Spring, Md.—TNG will hold a union-wide forum this spring for local and international leaders to review basic questions on the advisability and prospects of the Guild merging with another union, the Int'l Executive Board decided during its Jan. 23-25 meeting.

In advance of the session, planned tentatively for the weekend before the IEB's spring meeting April 24-27, a questionnaire will be sent to all locals.

Survey responses by locals that might not be able to send representatives will enable them to have input to forum discussions, TNG

Frustration index is high in Detroit over on-off JOA

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called *en banc* hearing of an appeal from a 2-to-1 decision Jan. 27 by a panel of its judges upholding the attorney general's approval of the merger last August.

Speculation was that it would decide by the end of February. Until it does, the papers are forbidden under a Feb. 2 order to merge their operations, and put as many as 500 of their current employees out of their jobs.

The papers had announced that the merger would take place the following Monday, Feb. 6. It was the second time a court had stayed the papers' combination. Last August the order came five hours before it was to have happened.

Management representatives continued to promise to put the merger into effect as soon as legally possible. Early in December, saying they wanted to be sure to be in compliance with notice requirements of the new federal plant-closing law, they notified all employees that a lot of them would be out of their jobs as soon as there was clearance. The Free Press notice said it would close if the merger is prohibited.

Meantime, the seven unions that represent the employees, including the Detroit Guild, were reported making no headway towards their first contracts ever with the Detroit Newspaper Agency, the joint operating company, nor towards renewal of contracts covering Free Press and News editorial employees that expired in the middle of 1987.

The Guild and the three other unions with which it is bargaining jointly sought average increases of \$150 over three years, and an implementation bonus of six weeks' pay. The newspapers continued to propose \$57 over three years.

A coalition of three unions led by Detroit Teamsters Local 372 was seeking \$160 over three years, retroactivity coming to \$40 a week and cash payments of \$1,700. Management moved its offer up to

\$51 over three years, from \$45, with no retroactivity.

On Jan. 30, three days after the appeals-court panel upheld the attorney general, the Guild refilled a petition with the National Labor Relations Board seeking to provide representation for employees of the joint operating agency in the same kinds of jobs it now covers at the Free Press and News outside their news rooms: in advertising, inside circulation, business office and maintenance.

The Guild was the last of the unions to withdraw opposition to the joint operation, bargaining significant benefits and job guarantees in the process.

News contract brings Christmas back to Denver

(Continued from Page 1)

or discharge—can take with them two-weeks' pay for each year with the paper. Vesting is reduced to five years' service, from 10.

In exchange for these and other improvements, the Guild agreed that the News now can fund the pension plan in keeping with schedules mandated under federal retirement law, rather than continuing weekly contributions of defined amounts, reported Bruce Meachum, the union's administrative officer.

In addition, in the face of adamant management resistance to any wage increases while pay is frozen under the Guild contract with the Denver Post, Meachum said, weekly rates at the News are frozen for the contract's first year, increased by 2 percent in the sec-

ond year, and there is a wage reopener for the third year of the pact.

In addition, the contract provides for four lump-sum payments to employees during its first two years that total as much as \$4,250 for full-time employees and are pro-rated for part-timers. For example, the contract provides that:

- ✓ Employees paid \$700 and more a week receive \$1,500 this January and \$750 this July; \$1,250 next January and \$750 next July;
- ✓ Those paid between \$400 and \$500 a week receive \$1,050 and \$525 in the same months this year; \$875 and \$525 in those months of 1990;
- ✓ Those paid less than \$300 a week receive payments of \$800 and \$400 this year; payments of

\$600 and \$400 in 1990.

While the amounts of the lump sums are less for those whose pay rates are lower, the percentage of the lower paid employees' annual earnings represented by the "bonus" payments is higher than for those at the upper end of the pay scales, Meachum said.

The 2 percent increase in the contract's minimum-pay rates on Dec. 30 of this year will put the top-minimum for reporters, photographers, artists, librarians and others at \$799 a week, up from \$783.

The new contract also requires that 75 percent of all new, full-time employees join the Guild. Previously 70 percent of those hired in all departments except editorial were required to join.

In addition, a new provision

flatly bars use of a reporter's by-line or a photographer's credit line over his or her protest.

There also is a new provision for a joint Guild-management committee to review and evaluate current and developing scientific information on VDT safety, and make recommendations based on those evaluations.

The company also agreed to buy 50 shields against low level emissions for VDT screens and make them available upon request.

The union and management also agreed to reopen talks early this year on company proposals for changes in sick leave policy and introduction of a so-called "cafeteria style" benefit plan. Current provisions will remain unchanged if there is no agreement reached in the reopener.

Labor board readies move on Hour over bonus

Norwalk, Conn.—As the New York Guild prepared to bargain for the first-ever Guild contract at The Hour here, a U.S. labor board aide was expected to charge the daily's management with breaking the law by, in effect, acting like Scrooge after news-room employees voted

in the Guild a few weeks before Christmas.

Both the Guild and management were informed that the labor board's regional director would issue a complaint Feb. 10 charging that it was illegal for the company to have withheld traditional Christmas bonuses from news-room staffers following their 25-to-4 vote for the Guild Dec. 6.

The bonuses—\$150 per year of employment to a maximum of \$2,500—were paid on schedule to the rest of the 20,000-circulation paper's 130 employees, a Guild representative said. Before the election, supervisors had warned many of the 29 news-room employees that they would risk their bonuses if they voted for the union.

In a filing with the NLRB, the Guild charged that withholding the bonuses violated the law both because it was in retaliation for union activity and because it was a unilateral change by the company in the terms and conditions of employment for the employees in the

Guild's new bargaining unit.

The first bargaining session for the initial Guild contract was scheduled for Feb. 16.

Meanwhile, quick action by shop stewards nipped in the bud a Grinch-like move by the New York Daily News to pay a Santa Claus and four helpers in suburban Long Island less than the minimum rates for the jobs in the Guild contract with that daily, reported the local's publication, "frontpage."

Two Santas and two helpers called "Twinkletoes" traditionally are hired to appear in the lobby of the News Building during each holiday season [Guild Reporter, Dec. 16, Page 1].

This Christmas, the News hired a third Santa to appear in a plaza in Uniondale, L.I., and asked four women from a non-Guild department to work with him as Twinkletoes, all for less than the contractual weekly starting rates of \$438.15 and \$405.69 respectively.

Alerted by shop stewards, Guild unit leaders filed a grievance and—"worried about looking like 'The Grinch that Stole Christmas,'" as "frontpage" put it—management agreed to pay all five the contractual rates. The \$405 was "as much as twice the regular rate of the four women," the publication reported.

The U.S. price elevator

The table below records the ascent of the Consumer Price Index in the United States over a 24-month period following a 0.2-point increase in the index in December to 119.2, up 5.0 points from December 1987, and 9.9 points from December 1986. The first column lists the index for each of the last 12 months, the second the percentage increase over the same months of the preceding year and the third, the percentage increase over December 1986. The Urban Wage-Earners' and Clerical Workers' Index (CPI-W) is the source.

	Index*	Percentage over	
		Same month prior year	December 1986†
January 1988	114.5	4.1	4.8
February	114.7	3.8	4.9
March	115.1	3.7	5.3
April	115.7	3.7	5.9
May	116.2	3.8	6.3
June	116.7	3.8	6.8
July	117.2	4.0	7.2
August	117.7	3.9	7.7
September	118.5	4.1	8.4
October	118.9	4.2	8.8
November	119.0	4.1	8.9
December	119.2	4.4	9.1

*1982-84 = 100

†Index = 105.3

U.S. black-heritage stamp honors union leader

A. Philip Randolph

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The U.S. Postal Service is issuing a commemorative first-class stamp honoring the late A. Philip Randolph, founding president in 1925 of the Brotherhood of Sleeping Car Porters who in 1957 became the first black to serve as a vice president of the AFL-CIO. Earlier, Randolph was co-founder of "The Messenger," described as "the most brilliantly edited black publication of its time." Therein he stressed his belief in job equality as the key to redressing injustices against U.S. blacks, earning him the characterization in some quarters of "most dangerous Negro in America." At the start of World War II, he persuaded President Roosevelt to ban job discrimination in the defense industry and later helped convince President Truman to ban segregation in the armed forces. At age 74, he directed the massive 1963 March on Washington for Jobs and Freedom. Issued on Feb. 3 at the A. Philip Randolph Institute in New York City in conjunction with Black History Month, the stamp is the 12th in the postal service's Black Heritage Series.

DAY BOOK

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.
Guild Service Award entries deadline, March 31, TNG headquarters, Silver Spring.
Ingersoll Council of Guild Locals, spring meeting, April 1-2, Philadelphia.
Int'l Executive Board, spring meeting, April 24-27, TNG headquarters, Silver Spring.
Western District Council, spring meeting, April 29-30, Sacramento.
Southern Council of Guild Locals, spring meeting, May 5, Courtyard Inn, Victoria.
Canadian District Council, spring meeting, May 6-7, Courtyard Inn, Victoria.

Great Lakes, Midwest and Southern District Councils, joint spring meeting, May 13-14, Sheraton Memphis, Memphis.
Int'l Executive Board, pre-convention meeting, June 16-17, Desmond Americana Hotel, Albany, N.Y.
56th Annual Convention, June 19-23, Desmond Americana Hotel, Albany.
Int'l Executive Board, post-convention meeting, June 23, Desmond Americana Hotel, Albany.
Int'l Executive Board, fall meeting, Oct. 23-25, TNG headquarters, Silver Spring.
Western District Council, fall meeting, Oct. 28-29, Eugene, Ore.
Midwest District Council, fall meeting, Nov. 11-12, Denver.

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Pre-dawn 'practice(s)' in San Diego



Nearly 100 members of the San Diego Guild and other unions rally outside the Copley chain's Union and Tribune before dawn Sunday, Feb. 5, to greet management and other union-exempt employees arriving at 5 a.m. to put out a "practice" newspaper, i.e. without the skills and craft of any of the dailies' union-represented employees. It was at least the second such management exercise. "We thought it would be a good time to practice picketing, and give them an appropriate greeting," said Robert A. Kemp, the Guild's administrative officer. Among the early rising Guild members were David Feldman and Patsy McEntee, right. The Guild continues to seek a contract to replace that which expired June 5, 1988. The company in July declared "impasse" and posted conditions. When management put out a "practice paper" last spring, several copies of the bogus product were delivered to subscribers' homes the next day [Guild Reporter, May 13, 1988]. This time, Kemp said, there were "huge trash bins" waiting to receive them.



Maclean's renewal is reached 'early'; raises pay by 10%

Toronto—Minimum and over-minimum pay for most editorial department employees of Maclean's magazine is increased by 10.25 percent—minimums by \$38 to \$87 a week—under a new two-year Southern Ontario Guild contract settled two weeks before the old one expired.

It is the fourth Guild contract covering some 60 employees at the weekly news publication's headquarters here and its bureau in Ottawa. In contrast to this settlement, it took protracted talks to reach the first three, with two-week strikes preceding the first and third.

Top minimum for staff writers is increased by a total of \$67.11 a week, to \$705.53, with a \$33.52 raise from this Jan. 1 and \$33.59 next Jan. 1.

The flat minimum for senior writers goes up by \$84.82, to \$891.86 a week, in increments of \$42.36 and \$42.46, while that for section editors is increased by \$87.04, to \$914.96 a week, in bites of \$43.46 and \$43.56.

Top minimum for researcher-reporters is increased by \$49.13, to \$516.69 a week, in increments of \$24.53 and \$24.60, while the copy editor top goes up by \$46.79, to \$491.71, with annual raises of \$23.37 and \$23.42.

Highest minimum for photographers is increased to \$855.59 a week, in increments of \$40.65 and \$40.75, while that for editorial assistants goes to \$420.92, in incre-

ments of \$20 and \$20.04.

The general increase, applied to all covered employees, is 5.25 percent, to a maximum increase of \$43.26 a week, from this Jan. 1, and 5 percent, with no maximum, next Jan. 1.

A requirement is added that all employees be considered once a year for pay increases above the minimum rates.

A new provision for writers, editors and others exempt from regular overtime, provides for double-time off for more than 48 hours' work in a week. A time-and-a-half provision for hours exceeding 42 in a week continues.

A new provision for other employees mandates double-time pay for all work beyond 12 hours in a day.

The maternity leave provisions are expanded to cover leave for paternity and adoption as well as birth.

Provisions for protections against loss of pay or benefits because of actions to force disclosure of information or because of allegations of unlawful disclosure of information are continued and expanded to include actions for libel based on material published in Maclean's.

"This year the company said it was very keen to settle," said Paul Pelletier, the Guild's executive officer, when asked about the early agreement. "We took them at their word."

Seminar offerings include 'employee searches'

Nashville, Tenn.—A law firm here that has been tabbed by many in the labor movement as a union buster is inviting publishers and others to a one-day seminar it has titled "In search of management rights 1989."

The firm already represents and advises several publishers across the continent in relations with their employees and the locals of the Guild and other unions that represent them.

As listed in promotional material distributed to newspaper executives and others, several of the topics to be covered in the \$50-a-head session at the Opryland



Hotel appear to be pegged directly to situations in the newspaper industry. Topics listed include:

✓ "Locker, desk, vehicle and employee searches."

✓ "Electronic surveillance and monitoring of employees."

✓ "Controlling an employee's off-duty activities."

✓ A "wrongful discharge update" that includes subsections on company statements that can "become enforceable contracts" and on employee evaluations as "management's best protection."

✓ "The insubordinate employee," with subsections on "letters to customers, suppliers & advertisers" and on handbills, "picketing management employees' homes," and on boycotts.

✓ "The surge in handicap discrimination and disability claims,"

with subsections on "contagious diseases as handicaps—AIDS," "diabetes, epilepsy, cancer and pulmonary diseases as handicaps," and "the chronic bad back."

✓ "Troublesome compensation issues," with subsections on "comp time" and "overtime exemptions."

✓ Demanding what it calls "duty of loyalty provisions" in contracts.

And more. In the same vein. Nary a mention, however, of any positive approach to motivating employees through practices such as rewarding performance or giving other recognition to their efforts on the company's behalf, as the San Diego Guild's publication, "95th Edition," put it.

Luncheon speaker will be Jack Dolan, executive director and chief bargainer for the National Football League Management Council. The promotion piece for the King & Ballou seminar points out that "in 1987, Dolan led the NFL's move to acquire replacement players and continue operations in the face of a 24-day players' strike. . . the first time in labor history that replacement of a professional sports work force had been attempted."

The seminar's sponsor was described by a ranking executive of a major newspaper chain last spring as "a very fine law firm."

P. Anthony (Tony) Ridder, Knight-Ridder newspaper division president, however, denied that employment of the firm by several of the chain's dailies is a signal the chain is out to break unions.

Bias at USIA starts search for women

Washington — Women who were turned down when they applied for any one of several communications jobs with the United States Information Agency or its broadcast operation, the Voice of America, between 1974 and 1984 may be eligible to share in back pay and benefits awarded by a federal court.

U.S. District Court Judge Charles R. Richey, who in 1984 found the federal agency guilty of discriminating against women applicants, has ordered the agency to launch a search for those who unsuccessfully applied between Oct. 8, 1974, and Nov. 16, 1984.

The women may be found to be members of the class eligible for back pay, fringe benefits, priority consideration in hiring and retroactive seniority under an award issued by Richey in January.

Among the jobs covered are: writers and editors; production specialists; radio broadcast technicians; radio broadcasters, in English and 44 other languages; foreign information specialists; foreign affairs specialists; electronic technicians; and radio broadcast technicians.

Claim forms and more information are available from counsel for the plaintiff class: Bruce A. Fredrickson, Webster & Fredrickson, 1819 H St. N.W. Suite 300, Washington, D. C. 20006. Deadline for filing a claim is July 15.

'Lily White Publisher' award rules set

Silver Spring, Md.—It's time for Guild locals, and members, and other industry employees to start keeping book on U.S. and Canadian news-industry employers that might be considered nominees for the Guild's first "Lily White Publisher" award.

So said TNG's Int'l Executive Board during its winter meeting in adopting guidelines for the award, called for by last summer's convention.

To be announced during the 1990 Guild Convention, the award is intended to draw attention to the lack of racial integration in the news industry's work force and to the publisher or other industry employer with the worst record.

In calling for the award, suggested by the Minorities

Caucus of delegates, the convention pointed out that 20 years after the Kerner Commission excoriated the industry's employment practices there still were no blacks employed in the news rooms of 56 percent of U.S. newspapers, and that the situation was mirrored in many other departments, as well.

Employers in the newspaper, magazine, wire service, television and radio broadcasting industries are eligible for nomination, the IEB said in the newly fashioned guideline for the award.

Their minority-employment record for all of 1989—January through December—should be monitored. (Minorities include Hispanics, Asian/Pacific Islanders, Indians/Native Americans, as well as blacks, the guidelines

adopted by the IEB point out.)

Nominations—deadline for receipt at TNG headquarters is next Jan. 10—must include documentation of the lack of minority employment.

The judges—the IEB Human Rights Committee—will consider several factors, the guidelines say, including the demographics of the region in which the nominee does business, the existence and status of any affirmative action plan, the financial resources available to the nominee (chain or group ownership), and "the validity, accuracy and strength of the evidence."

What will the award itself be? Why, a bouquet of white lilies, of course, delivered to the winning publisher or other top-ranked executive.

U.S. order seeks end to anti-Guild bias at El Mundo

(Continued from Page 1)

Informing employees that it will not hire former Guild members, that it has strict, low limits on the number of union members who will be hired, and that it will not rehire persons it fired for union activities;

Telling employees that "working non-union is a condition of employment," and requesting that they recruit non-union job applicants.

TNG Representative Harry L. McCormick reported that management said in a meeting after the judge's order issued that it will comply.

The judge's order was in response to a petition by National Labor Relations Board Regional Director Mary Zelma Asseo for a rarely issued "10j injunction." The procedure is undertaken when unfair practices are considered so serious they would cause irreparable harm to the union and those it represents if left unremedied pending resolution through the regular adjudication processes.

IEB votes to march with NOW in April

Silver Spring, Md.—"It is time to move forward, not backward, on women's equality, justice and freedom," TNG's Int'l Executive Board declared as it voted to join the National Organization for Women in sponsoring a Washington demonstration and lobbying campaign in support of that goal.

Acting during its winter meeting here, the IEB endorsed plans for an April 9 march followed the next day by lobbying on Capitol Hill for an Equal Rights Amendment to the Constitution and for protection of a woman's legal right to choose an abortion.

Noting that the current president of El Mundo, Sergio Camero, testified during three days of hearings last August that compliance with the orders would make the paper unprofitable, the judge pointed out, however, that Camero also "acknowledged that he was speculating" when he said it.

In any event, the judge wrote, "given the temporary nature of the relief as well as the irreparability of the harm that may otherwise fall upon the bargaining process, the harm to [El Mundo] cannot be any greater" than to the union.

"There is ample evidence" to support the NLRB's allegations, the judge wrote, pointing to testimony of employees "aware of the... hiring policies" and to "testimony of job applicants."

Acknowledging the circumstantial nature of much of the evidence on management's motives, the judge said that it has to be relied upon in cases like this "since the very insidiousness of the discrimination does not lend itself to clear and direct proof."

The first charges leading to the injunction were filed by the Guild in late December of 1987 and last amended less than three-and-a-half months before the hearings were held last August, the judge noted. He also, in effect, apologized (in a footnote) for the time between the hearings and his order, explaining that his involvement in a case on the Dupont Plaza Hotel fire prevented it earlier.

Gonzalez had met with Guild leaders while negotiating to buy the paper before it was closed by its former owners and had reached tentative agreements on several terms for a new contract. He also met with both the leadership and the membership after the paper was closed and told a membership meeting that the contract talks had been productive.

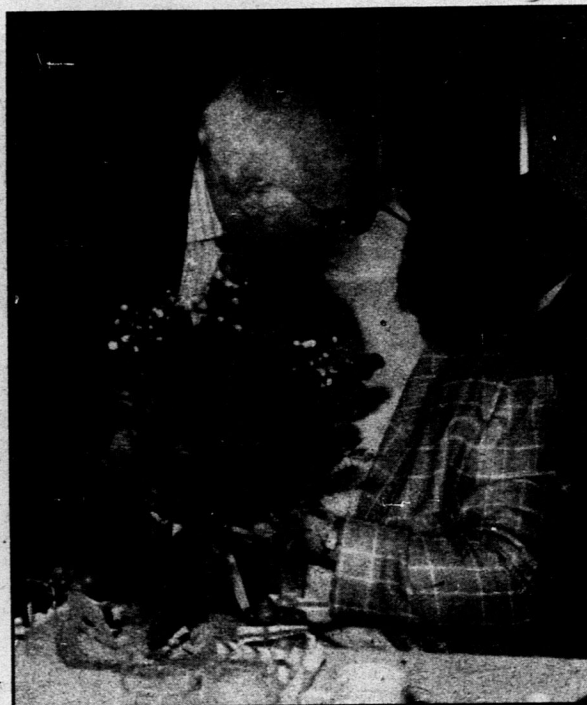
West elects Cain; fetes Cheski, Lindler

Russ Cain of the San Jose Guild is the new president of the Western District Council, succeeding Cynthia Cheski of Bakersfield, receiving bouquet and buss at right, who did not seek re-election. Floral presentations to Cheski and retiring secretary-treasurer Bert Lindler of Great Falls during council's Jan. 28-29 meeting in Bakersfield were in thanks for their service; to Cheski, also for her birthday.

Wayne Cahill of Pacific Northwest was elected secretary-treasurer and Michelle Davis of San Diego and Stan Souza of Hawaii were re-elected vice presidents.

Delegates also heard reports from TNG President Charles Dale, doing the honors at right, Secretary-Treasurer John C. Edgington and Vice Presidents Larry D. Hatfield, David M. Mulcahy and Gene Turner.

FRANK SWEENEY/San Jose Guild



IEB sets forum on merger basis

(Continued from Page 1) along with TNG's Canadian director and the director of field operations, as the committee called for by the union's 1988 convention to continue exploration of a merger "with appropriate unions." The committee is to report to this summer's convention.

The actions were recommended by Dale at the conclusion of a lengthy report by him on informal conversations with top leaders of other unions.

Dale recalled the special, 13-member committees of the Guild and the Int'l Typographical Union that spent the better part of six years developing an ITU-TNG merger proposal, only to have the effort scuttled during the ITU's 1983 convention. (Three years later, the ITU became the Media Workers Sector of the Communications Workers of America.)

He reported the "strong impression" that other unions today "are not interested in sitting down with big committees" for protracted talks about either merger or affiliation.

Circumstances clearly are not the same as they were when TNG and the ITU were trying to fashion a merger, and the Guild and its leaders need to review such basic questions as why the Guild would seek to merge, Dale said. If one answer is "to improve our bargaining strength," the next question has to be "what are the real prospects" for accomplishing that goal and with which union.

Other questions that need to be addressed include whether a prospective merger partner must be another union with significant membership concentration in the publishing industry, and what the Guild might be "after just a few years" if it were to become a division of a larger union, he said.

Labeling the next three to four years "critical in the future of the Guild," Dale said those and other considerations, including costs, led him and Secretary-Treasurer John C. Edgington to conclude that the "most appropriate body" to serve as the convention-mandated committee on merger and report to this year's convention "is right here," the IEB and the two top-level staff members. The full IEB agreed, without dissent.

While the latter is not definitive necessarily, Dunn pointed out that both zone and district managers testified that they have been taught in company training that "carriers are independent contractors and that they may not, therefore, attempt to control the means by which" the carriers deliver papers. They also are taught to speak of "extending" and "terminating" carriers' contracts, rather than of "hiring" and "firing" them.

In doing so, Dunn suggested, the Light was "trying to shield itself from [the] possibility [of] liability losses and to prevent the added expense of such items as social security contributions and fringe benefits."

The company is expected to appeal. It has until Feb. 17 to do so.

NLRB: DMs okay in union

(Continued from Page 1) ing carriers, they are not the sole employer representative signatory to the contracts.

In addition, he said, there was no evidence they "set their own collection or other policies in any significant way" and they do not have authority to "directly affect carrier earnings and the size of the carrier workforce by route splits or in any other fashion."

To determine if they are supervisors, the status of the carriers as contractors or employees is key, Dunn said.

A carrier's contract, he noted, provides that the carrier have his own insurance, bear the "risk of non-collection," make an annual bond payment, and "is an independent contractor."

London group prepares proposals

London, Ont.—The membership of the new Guild unit at the London Free Press set a meeting for Feb. 25 to clear proposals for its first contract and to elect its officers following interim certification of the Southern Ontario Guild as bargaining agent for the daily's 150 editorial-department employees.

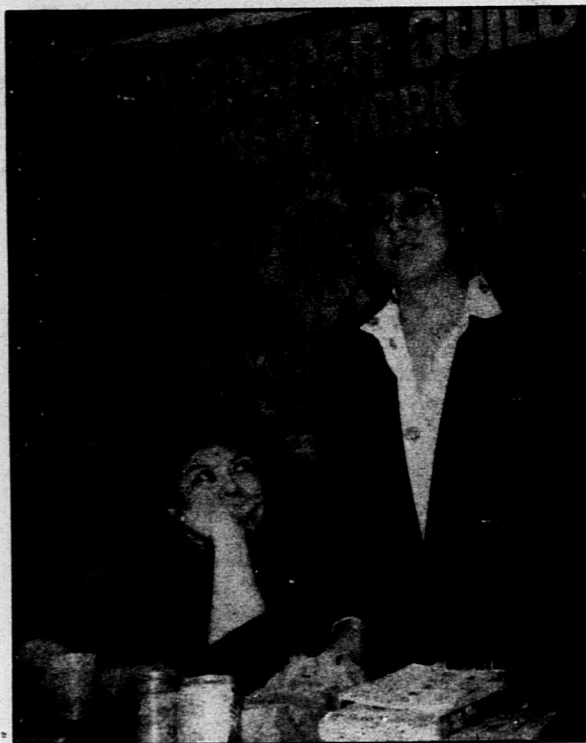
The Guild petitioned for certification on Dec. 29 after a substan-

tial majority signed applications for Guild membership and representation [Guild Reporter, Jan. 13].

The interim certificate was issued pending resolution of questions on the inclusion of five editors in the bargaining unit, a Guild representative said. Meanwhile, bargaining will proceed for the balance of the employees in the unit.

Tribute to a vindicated, departed brother

Gloria Chavez of the New York Guild unit at Noticias del Mundo delivers one of many tributes to the late Juan Salazar during party celebrating National Labor Relations Board's dismissing charge that Salazar bribed co-workers to vote in the Guild in January 1988. Unification Church-owned daily sought to have result of the NLRB-supervised vote thrown out. It made the charge after Salazar died of smoke inhalation from a fire at his home. He had been an active member of the employee organizing committee headed by Chavez. More than 45 persons attended "vindication party." Pictured with Chavez are Michael Cusack of the Scholastic unit, left, and Guild representative Dona Fowler. Meanwhile, management continued to refuse to bargain for a first contract for the 40-employee unit.



FRONTPAGE/New York Guild

'Significant rise in shortfall' draws caution by TNG board

Silver Spring, Md.—A "significant rise in the shortfall" of income compared to TNG operating expenses in the quarter ended Dec. 31 "could well lead to a deficit" for the full fiscal year more than 50 percent higher than that projected by last year's convention, TNG's Int'l Executive Board warned Jan. 25.

It did so in adopting the report of its Finance Committee showing that general fund income for the latest three-month period fell \$132,326 short of day-to-day operating expenses. Together with a shortfall in the fiscal year's first six months of \$19,993, that produced a nine-months' deficit of \$152,319. The convention projected a general fund deficit of \$130,821 for the year.

At the same time, the committee reported, delinquencies in locals' per-capita payments to TNG—the chief source of its operating funds—stood at an estimated \$352,897 at the end of the three-month period, up by \$56,374 from the end of September, the previous reporting period (see separate item elsewhere on this page).

The IEB committee also reported that the net worth of TNG's Defense Fund stood at \$8,320,549 on Dec. 31, while the net worth of TNG's Special Organizing Fund was \$354,978. Both figures reflected transfer to the organizing fund of \$67,768 in interest income to the defense fund, as authorized by TNG's 1988 Convention.

The portion of per-capita payments to the defense fund during the period totaled \$174,723, while payments for strike benefits and alternative strategies came to \$184,670, all but \$24,665 for the latter.

Liquid assets of the defense fund stood at \$7,673,250 at the end of the quarter, including a \$750,000 loan to TNG's headquarters building.

The quarter's general fund deficit came on income of \$883,687 and expenses of \$1,016,013. The expenditures total was \$81,293 higher than in the previous quarter,

ended Sept. 30, and reflected, "in the main, extraordinary expenses and litigation costs in San Antonio, rent and maintenance outlays and additional IEB expenses," the board reported.

The IEB adopted a fourth-quarter budget projecting expenses of \$1,038,677, higher by \$22,664 than expenditures in the October-December period. "Most significant items" in the fourth-quarter projection were the one-time payment of compensatory time to Richard J. Ramsey upon his resignation late in January as executive secretary of the contracts committee and increases in the rent and maintenance account, the board said.

Also on recommendation of its Finance Committee, the IEB voted contributions of \$2,500 to the Committee to Protect Journalists and \$500 to the Occupational Health Legal Rights Foundation.

On recommendation of both the Finance and Human Rights Committees, the board voted payment of \$1,000 in annual dues to the Leadership Conference on Civil Rights and \$150 to the Coalition of Black Trade Unionists.

It also approved contributions of \$250 to the Canadian Labour College and \$100 to the Canadian

Labour Congress' International Activities Fund in response to its appeal for aid to victims of hurricanes in Central America. It deferred until its pre-convention meeting action on a request for funds from the Canadian-American Committee.

IEB approves buyout of partner in TNG's headquarters building

Silver Spring, Md. — TNG would become sole owner of its new headquarters building here now instead of in four years under an action by the Int'l Executive Board Jan. 25.

It would buy out its joint-venture partner for approximately \$200,000, estimated to be one-third to one-half as much as it would take to do so at the end of 1992, the buyout window under the contract with the developer-partner.

The buyout also would result in a more aggressive effort to rent out the half of the 22,000-square-foot building that is not occupied by TNG.

Construction cost and latest appraised value of the site and build-

ing—occupied by TNG since January of 1988—were both just under \$3 million. Appreciation currently is estimated at 6 percent a year, TNG President Charles Dale reported.

Actual buyout payment to the partner, would be just over half the \$200,000 buyout price. The other half would go to repay TNG for extra outlays during the past year to the joint venture to cover obligations of the partner when it reportedly was beset by cash-flow problems [Guild Reporter, Nov. 4]. At the same time, \$15,000 of the buyout payment would be held in escrow pending completion of finishing work on the building and grounds, Dale said.

As TNG pressed the developer-partner on its debts to the joint venture—"really debts to TNG," and to then keep its payments current, the partner proposed the early buyout. Ensuing negotiations produced the proposal he put before the IEB, Dale reported.

The IEB authorized Dale and Secretary-Treasurer John C. Edgington to complete the buyout and

to lease out the half of the building not occupied by TNG offices at rates that are "in the best interests of TNG."

The board also authorized the two officers to borrow up to \$350,000 or establish a line of credit for that amount from a bank to complete the buyout and for contingent costs.

As authorized by TNG's 1985 Convention, the site and building were financed by a \$750,000 loan from TNG's Defense Fund plus a \$2.4-million, below-prime mortgage secured under an Industrial Revenue Bond program. Some \$40,000 remains in the construction account to finish the rental space for tenants.

While acknowledging that "there have been problems with this building," Dale told the IEB that the decision of the 1985 convention to build it remains "a good one." "It's just too bad we didn't do it earlier," he said.

The IEB was unanimous in approving the resolution authorizing the buyout of Ocean Atlantic Limited Partnership.

Board reports local delinquencies

Silver Spring, Md.—In keeping with a directive by TNG's 1983 Convention, the Int'l Executive Board reported the following local delinquencies in their monthly per-capita payments to TNG as of Dec. 31, 1988.

Local	Months	Amount
Bakersfield	1	\$1,050
Battle Creek	35	4,500
Chicago	3	16,500
Denver	3	24,900
Detroit	1	13,000
Kingston	7	4,200
Lake Superior	1	675
Lehigh Valley	11	1,540
Los Angeles	2	6,200
Lynn	3	945
Madison	2	80
Montreal	1	4,330
Northern California	6	135,500
Northern Ontario	4	1,400

Pacific Northwest	2	21,500
Peninsula	4	192
Philadelphia	1	17,775
Puerto Rico	2	12,000
Rochester	3	9,000
San Antonio	6	5,010
Twin Cities	1	9,700
Washington-Baltimore	1	20,000
Wire Service	4	40,000
Youngstown	2	2,900

The delinquencies totaled \$352,897, an increase of \$56,374 over the amount reported outstanding on Sept. 30. Post-Dec. 31 payments from three of the locals—Detroit, Los Angeles and Northern California—reduced their delinquencies by one month each and by \$6,500, \$3,100 and \$22,500 respectively.

Deadline set, judges picked for '89 Guild service prize

Silver Spring, Md.—March 31 has been set as the deadline for locals to submit nominations for the 1989 Guild Service Award. The action was taken by TNG's

Int'l Executive Board during its winter meeting.

The award—a scholarship of up to \$1,500 for a course in union education—is made annually for outstanding service at the local level. Local officers and members who serve the Guild in unpaid capacities are eligible. Nominations must be made by local membership meetings, executive boards or other governing bodies. A description of the nominee's service which inspired the nomination must accompany the entry.

The IEB also named as judges for this year's award: Vice President Gene Turner of Stockton, chairperson of the IEB Education Committee; Vice President Luther P. Jackson 3rd of Detroit; and Philip M. Kadis, TNG education director.

The award was established by the Guild's 1954 Convention in memory of Wilbur E. Bade, an early leader of the Twin Cities Guild and the international union, where he was the first organizing director (December 1941-November 1944) and the fourth full-time editor of the Guild Reporter (December 1944-July 1951).

Judging and announcement of the winner will occur during the IEB's spring meeting, scheduled for April 24-27 at TNG headquarters. The winner will be honored at TNG's convention, as well.

TNG joins 'Jobs With Justice' organization

Silver Spring, Md.—TNG has formally joined the national (U.S.) Jobs With Justice campaign, a coalition of unions, religious, civil rights and women's organizations, community groups and others, TNG President Charles Dale told the Int'l Executive Board during its January meeting.

Several Guild locals have been working with and have received support from the coalition in their locales for several months.

TNG joined during the convention of the AFL-CIO Industrial Union Dept. in mid-November where TNG's delegates met with other union leaders who also are leaders of the coalition.

Officially launched in mid-1987, Jobs With Justice seeks to counter today's corporate attacks on the rights of employees. It aims to do so by exposing them in the locales where they occur, mounting demonstrations in support of employees under attack, helping unorganized workers recognize the value of collective action, and working for employee-oriented so-

cial and legislative changes.

Jobs With Justice's goals are the affirmation of employees' rights in three areas: (1) job security, both for those who are organized in unions and for the unorganized; (2) an adequate and fair standard of living; and (3) organizing and bargaining.

Leaders and members of unions and others in the coalition are asked to commit themselves to personally demonstrating their support for those goals "at least five times for someone else's fight, as well as my own," in the belief that "if enough of us are there, we'll all start winning."

Dale pointed out that Guild locals have been assisted by the coalition in public protests against publishers' bargaining-table demands in at least six areas: Denver, Cincinnati, San Diego, Seattle, New England and San Antonio.

Other unions in Jobs With Justice on the national level include the Communications Workers, Auto Workers, Chemical & Atomic Workers, Clothing & Tex-

tile Workers, Electronic Workers, Machinists, Mine Workers, Service Employees, Steelworkers, State, County & Municipal Employees, Hospital & Health Care Employees.

Dale, assisted by Secretary-Treasurer John C. Edgington and Field Operations Director William L. McLeman, represents TNG on the coalition's national steering board.



Lowell pact takes rate to \$638 top

Lowell, Mass.—A new contract between the Boston Guild and the Lowell Sun increases top minimum pay for reporters, photographers, computer programmers and advertising artists by \$87, to \$638 a week.

The \$87 increase comes in three increments—\$28 retroactive to the contract's Aug. 1 effective date, \$29 this July 31, and \$30 next July 30.

The top minimum for outside advertising sales staff is increased by \$28, to \$579, while a new incentive plan guarantees sales employees at least 93 percent of the minimum for artists and reporters.

Night differential for employees working between 6 p.m. and 6 a.m. is raised by \$12.50, to \$27.50 a week, over the term.

A dental plan is added, life insurance coverage is increased to \$25,000, from \$15,000, and sickness and accident benefits are raised by \$25, to \$275 per week.

A fifth week of vacation is added for employees with at least 25 years of service.

The agreement calls for establishment of a joint Guild-company committee to discuss problems associated with video display terminals. The committee also is authorized to refer employees for company-paid eye examinations.

Canton settles 3-year pact

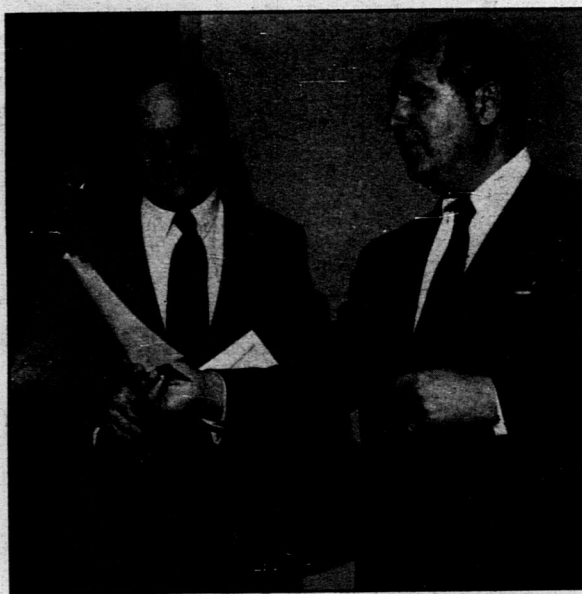
Canton, Ohio—Cleveland Guild members at the Canton Repository have approved a new three-year contract with the Thomson-chain daily that will raise key top minimum salaries by \$51.96 a week.

The agreement, retroactive to March 6, 1988, includes minimum-pay increases of 4 percent from that date, plus 3 percent on this March 6 and again on March 6, 1990.

The \$51.96 increase, which comes in increments of \$20.11, \$15.69 and \$16.16, takes the top minimum for reporters, photographers and display sales staff to \$554.82 a week. The top minimum for circulation district managers is raised by the same amounts to

News (Newark News, that is) makes history

Douglas Eldridge, left, receives annual William Whitehead Award of the New Jersey Historical Society for an article in its journal titled "The Rise and Fall of the Newark News: A Personal Perspective." Eldridge was first chairperson of the old North Jersey Guild's unit at the News. His article recounts the paper's history with special attention to the Guild organizing there in 1970 and striking it in 1971. Media General closed the daily, once the state's largest, in 1972. Eldridge now is editor of the Hudson Reporter free weeklies, based in Hoboken. Making the presentation is Alfred Ferguson, chair of the historical society.



Mileage reimbursement for employees using their vehicles on company business is increased by one cent, to 22 cents for the first 100 miles per week and to 20 cents thereafter.

Also added is provision for reimbursement of half the tuition for approved education courses.

The top minimum for circulation and advertising clerks is raised by \$53.62, to \$393.22 a week, and the top minimum for editorial clerks goes up by \$39.49, to \$289.62 a week.

\$498.53 a week.

Unit members ratified the contract Jan. 31, after rejecting a proposal in December that would have limited first-year increases to 3.5 percent. The rejected company offer also would have opened the way for employees covered by a health maintenance organization to pay more than half the premium costs.

Top minimum pay for telephone sales employees under the new contract is raised by \$28.64, to \$305.82 a week, in increments of \$11.09, \$8.65 and \$8.90.

Editorial assistants' top minimum is raised by \$39.91, to \$426.11 a week, and that for mechanics is increased by \$38.97, to \$416.12 a week.

Glens Falls contract

Glens Falls, N.Y.—Albany Guild members at the Post-Star here have ratified a new agreement with the daily to end a months-long campaign for renewal of the contract with the Howard Publications-chain paper.

The agreement, the Guild's second covering advertising, business, circulation and editorial employees of the 16,000-circulation daily, increases what it calls "upper level" pay rates by as much as \$150 a week.

That rate for reporters and photographers was increased by \$125, to \$500 a week, on Jan. 10, and the starting minimum was raised by \$40, to \$220 a week.

The after-one year minimum, the highest to which an employee automatically progresses, was increased by \$40, to \$240 a week. Advancement beyond is based on "merit and productivity."

The one-year agreement, which runs through next Jan. 9, replaces a contract expired since October 1987. Increases in weekly straight-time rates reflect in part an increase in the work week to 40 hours, from 37.5.

Copy editors are upgraded to the

sub-editor group, raising their upper-level rate by \$150 a week, to \$525; their top minimum by \$60, to \$260.

Outside advertising sales persons realize a \$100 increase in their upper-level rate, to \$380 a week, plus bonuses. That rate for classified ad takers goes up by \$50, to \$265, plus bonuses.

Circulation district managers are excluded from the contract, while single-copy sales representatives are included in the pay group covering outside advertising staff. Their after-one-year minimum is raised by \$50, to \$220 a week, plus bonuses.

Upper-level rate for clerks is raised by \$90, to \$300 a week, and that for maintenance persons is raised by \$110, to \$300 a week.

In the months since the prior contract expired, unit members had conducted a campaign to focus public attention on their efforts to bargain a new one. Those activities included informational picketing at the plant and a two-day byline strike last fall, which won 100 percent support of news room employees.

Hildner heads Midwest Council

Chicago—Judy Hildner of the Pueblo Guild was elected president of the Midwest District Council of Guild locals by acclamation during its winter meeting here Feb. 4-5.

Longtime treasurer and secretary of the council, she succeeds Paul Pennick of St. Louis, who resigned late last year after being promoted out of Guild jurisdiction.

Wallace M. Thrower of the Gary Guild was acclaimed to succeed Hildner as treasurer and Bernard J. Lunzer of Twin Cities was elected secretary, also without contest. Lunzer replaces Ron Watson of the Denver Guild, who did not seek re-election.

Neale VanNess of Twin Cities was re-elected vice president.

Delegates also heard reports from TNG President Charles Dale, Secretary-Treasurer John C. Edgington, Vice Presidents Robert C. Holt, Jr., of St. Louis and David M. Mulcahy of New York, and Barbara Camens of TNG counsel's office.

RFE/LIBERTY CASE

Arbiter sees no bias in leave pay

Adapted from "frontpage,"
N.Y. Guild publication

New York—Radio Free Europe/Radio Liberty management here has failed to convince an arbitrator that granting contractually mandated pay to female staffers for three weeks of their maternity leave would illegally discriminate against male employees.

The company had asked arbitrator Nan Bases to rule that because the Guild-won benefit was not "sex neutral" it violated state and federal anti-discrimination laws, including the Pregnancy Discrimination Act of 1978.

Management wanted Bases to set aside the "illegal" benefit and excuse the stations from paying the woman for whom the Guild brought the grievance, or any other, for any part of her maternity leave.

The company's obligation to grant women paid sick leave for pregnancy-related illness or disability was not in dispute.

Bases rejected the employer's position, underscoring its inconsistency in objecting only to the three-week paid portion of the leave, which must be granted on request for up to six months.

If paying mothers for three weeks were discriminatory, Bases asked, why did not the company claim that the unpaid portion of the leave was in violation, as well?

Siding with the Guild, the arbitrator reminded the company that the 1978 law "was intended to outlaw discrimination against pregnancy and not to prohibit preferential treatment of pregnant workers." She said that the U.S. Supreme Court had not deemed all non-sex-neutral provisions to be discriminatory.

Bases wrote in her award that "there is no apparent bar to the employer [changing] 'maternity leave' to 'parental leave,'" granting it to male workers and thereby obviating any differential treatment.

IT	SEEMS TO US
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Scranton leader praises Ramsey, rues departure

SCRANTON, PA.

Editor:

During Local 177's annual meeting on Jan. 15, I announced to the local's membership that Dick Ramsey, executive secretary of TNG's Contracts Committee, was planning to step down from his post later this month. I can honestly say that those members at the meeting who know and have worked with Dick lost their breath, as if they had learned that a friend had been lost.

Truly, a friend has been lost. As we wish Dick health, success and happiness in his future pursuits, we also wonder where The Newspaper Guild could possibly find a replacement with Dick's encyclopedic knowledge of TNG contracts throughout the United States and Canada and his constant drive

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.

for a better settlement in every local. And, unless Charles Osgood would consider a career change, we wonder where TNG will find someone with Dick's penchant for the bow tie.

This month, company hired guns are breathing a little easier—clear testament to Dick's ability, knowledge and determination.

Local 177 wishes Dick its sincere best wishes for the future and hopes TNG is successful in seeking Dick's successor.

VICTOR J. ALFANO
President
Scranton Guild

LOCAL ELECTIONS

Eugene

Pat Bettencourt, president; Steve Sylwester, vice president; Bill Bishop, secretary; Ann Portal Esteve, treasurer.

Harrisburg

Mary B. Klaus, president; James A. Lewis, 1st vice president; Karen B. Castelli, 2nd vice president; Anderson Isaacs, secretary; Gregory E. Tasker, treasurer.

Kingston

Bob Bain, president; Blaise Schwitzer, vice president; Carol Schaff, secretary; Bonnie Langston, corresponding secretary; Betty Radell; Diane Benincasa, treasurer.

Memphis

Faye McCracken, president (McCracken, 163; Tony Biffle, 79); Henry Bailey, 1st vice president; Dean Ferguson, 2nd vice president (Ferguson, 150; Bill Laing, 88); Gloria Johnson, 3rd vice president (Johnson, 142; Gary Meece, 97); Mary Powers, secretary-treasurer; Nora Williams, recording secretary; Arch Stewart, pension committee (Stewart, 162; Doug Deaver, 77).

Northern California

Steven Michael, president; Will Jones, vice president; Becky Bisbee, secretary; Linda Robertson, treasurer; Doug Cuthbertson, executive officer.

San Antonio

Yolanda Ramirez, president; Ned Mullins, vice president; Hector Cantu, secretary; Cincy Vogt, treasurer.

Southern Ontario

Gail Lem, president; Paul Bryan, 1st vice president; Anne Stacey, 2nd vice president; Jeff Andrew, secretary; Sam Royenga, treasurer.

Toledo

Dennis Lajiness, president (Lajiness, 122; Ike Lewis, 64); William Hirsch, vice president; Robert Speck, secretary (Speck, 105; Celso Rodriguez, 82); Robert W. Dailey, treasurer.

Victoria

Joe Ravick, president; Roger Stonebanks, 1st vice president; Katherine Jarrett, 2nd vice president; Karen Bunker, secretary; Doug Davis, treasurer.

\$1,101 a week leads list of library-pay tops

Contracts and job titles Minimum After

New York Times		
Chief librarian	\$1,101.46—6 mo.	
Researcher/librarian	867.16—4 yrs.	
Asst. reference librarian	687.64—3 yrs.	
Morgue indexer, morgue picture indexer	649.54—3 yrs.	
Morgue counter, asst., program documentation library clerk	615.18—3 yrs.	
Ottawa Citizen		
Chief librarian	902.21—flat	
Librarian	810.49—5 yrs.	
Asst. librarian	537.38—2 yrs.	
St. Paul Pioneer Press Dispatch		
Head librarian	893.20—flat	
Library asst.	407.64—4 yrs.	
New York Post		
Head librarian	860.60—flat	
Asst. head librarian	728.40—3 yrs.	
Librarian	583.60—3 yrs.	
Library clerk	490.75—3 yrs.	
Toronto Star		
Librarian	822.74—5 yrs.	
Asst. librarian	681.02—3 yrs.	
Library asst.	543.93—4 yrs.	
Library clerk	505.78—3 yrs.	
Clerk in library	444.87—3 yrs.	
Montreal Gazette		
Librarian	804.00—4 yrs.	
Asst. librarian	589.00—3 yrs.	
Clerk library	530.00—3 yrs.	
New York Daily News		
Head asst. librarian	799.95—3 yrs.	
Library reader, library technician	582.34—3 yrs.	
Asst. librarian	536.53—3 yrs.	
Library file clerk	454.94—3 yrs.	
Toronto Globe & Mail		
Asst. librarian	796.07—5 yrs.	
Librarian Asst.	507.00—4 yrs.	
Library clerk	454.44—3 yrs.	
St. Louis Post-Dispatch		
Head librarian in reference dept.	794.37—5 yrs.	
Asst. librarian in reference dept.	593.45—5 yrs.	
Reference dept. librarian	459.74—4 yrs.	
Denver: Rocky Mountain News		
Librarian	783.00—5 yrs.	
Asst. librarian	439.00—4 yrs.	
Library clerk	384.00—3 yrs.	
San Francisco Chronicle and Examiner		
Head librarian	767.45—6 yrs.	
Asst. head librarian	640.57—2 yrs.	
Librarian (Chronicle)	570.78—4 yrs.	
Librarian (marker) (Examiner)	503.82—2 yrs.	
Library clerk (Examiner)	449.40—2 yrs.	
Buffalo News		
Librarian	765.02—flat	
Library asst.	376.56—5 yrs.	
Denver Post		
Librarian	738.00—5 yrs.	
Asst. librarian	579.00—3½ yrs.	
Research asst.	435.00—3½ yrs.	
Library tech. III	461.00—3½ yrs.	
Library tech. II	390.00—3½ yrs.	
Library tech. I	353.00—3½ yrs.	
Toledo Blade		
Head librarian	725.77—flat	
Librarian I	503.74—3 yrs.	
Librarian II	477.25—3 yrs.	
Victoria Times-Colonist		
Asst. librarian	712.93—1 yr.	
Library asst. II (indexing)	548.40—flat	
Library asst. I	479.86—2 yrs.	
Santa Rosa Press Democrat		
Head librarian	711.85—6 yrs.	
Asst. librarian	475.91—2 yrs.	
Long Beach Press-Telegram		
Head librarian	709.07—flat	
Library clerk	485.06—3 yrs.	
Providence Journal and Bulletin		
Asst. librarian	699.28—2 yrs.	
Library asst.	426.72—3 yrs.	
Oakland Tribune		
Librarian	696.58—flat	
Asst. librarian	590.14—2 yrs.	
Library clerk	401.93—2 yrs.	
Minneapolis Star Tribune		
Library night supervisor	695.00—flat	
Reference librarian	596.50—2 yrs.	
Library classifier & researcher	502.25—3 yrs.	
Library asst.	388.50—2 yrs.	
Akron Beacon Journal		
Chief librarian	694.00—5 yrs.	
Asst. librarian	423.50—2 yrs.	
Library clerk	385.00—2 yrs.	
Seattle Post-Intelligencer		
Chief librarian	688.12—3 yrs.	
Asst. librarian	533.33—3 yrs.	
Library indexers	475.47—3 yrs.	
Library clerk	450.13—3 yrs.	

TOP AND FLAT minimum pay rates for a variety of Guild-covered jobs in libraries of dailies and wire services in the United States, Canada and Puerto Rico ranged to as much as \$1,101.46 a week (\$57,275 a year) as of Dec. 1, according to TNG's Collective Bargaining Dept.

The \$1,101.46 rate was for the chief librarian at the New York Times, after six months' experience. The lowest rate was \$220 a week (\$11,440 a year), after three years' experience, at Gannett's Rochester (N.Y.) Democrat & Chronicle and Times Union, once the chain's flagship dailies.

Two-thirds of the 207 rates were \$400 a week (\$20,800 a year) or higher; just over half were \$450 a week (\$23,400 a year) or higher.

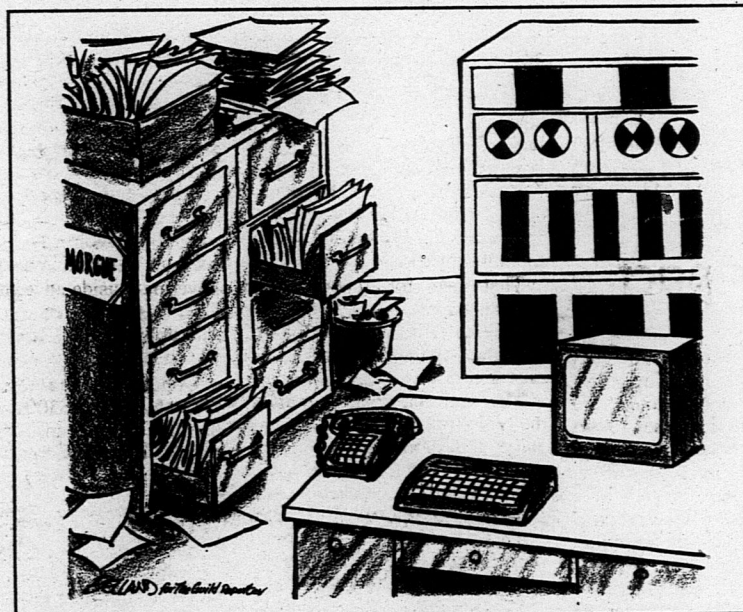
Rates are listed for 114 dailies and two wire services.

Contracts and job titles Minimum After

Boston Herald		
Librarian	682.22—1 yr.	
Clerk	403.82—3 yrs.	
Vancouver Sun and Province		
Jr. librarian	674.38—flat	
Library asst.	618.43—flat	
Library clerk II	537.72—1½ yrs.	
Library clerk I	501.93—1 yr.	
Chicago Sun-Times		
Reference librarian	664.44—5 yrs.	
Library classifier, library asst.	564.13—4 yrs.	
Washington Post		
Librarian	664.35—2 yrs.	
Asst. librarian (night)	448.85—3 yrs.	
Asst. librarian, and researcher	376.50—3 yrs.	
Library asst.	321.00—2 yrs.	

Contracts and job titles Minimum After

Monterey Herald		
Librarian	505.00—4 yrs.	
Library clerk	442.00—3 yrs.	
Pittsburgh Post-Gazette		
Librarian	504.00—2 yrs.	
Asst. librarian	471.00—2 yrs.	
Library clerk	404.00—3 yrs.	
Scranton Times		
Head librarian	502.43—3 yrs.	
Asst. librarian	384.21—3 yrs.	
Library clerk	325.10—3 yrs.	
Associated Press		
Head librarians (news and photo)	500.76—flat	
Head asst. photo librarians	452.95—flat	
Librarian	447.20—3 yrs.	



San Jose Mercury News		
Asst. chief librarian	638.59—3 yrs.	
Librarian	570.78—4 yrs.	
Manchester Union Leader		
Chief librarian	634.75—1 yr.	
Librarian	461.80—2 yrs.	
Canadian Press		
Librarian	611.38—3 yrs.	
Picture librarian	488.74—3 yrs.	
Asst. librarian	409.50—2 yrs.	
Library asst.	376.61—2 yrs.	
Philadelphia Inquirer and Daily News		
Library classifier	608.24—4 yrs.	
Library asst.	484.63—5 yrs.	
Detroit News		
Degree librarian	594.29—4 yrs.	
Reference clerk	362.91—3 yrs.	
Scrantonian Tribune		
Librarian	591.58—3 yrs.	
Library clerk	259.00—flat	
Detroit Free Press		
Librarian	568.23—4 yrs.	
Library reference clerk	423.61—4 yrs.	
Cleveland Plain Dealer		
Librarian	560.30—3 yrs.	
Library clerk	399.45—3 yrs.	
Albany Times-Union		
Librarian	557.20—4 yrs.	
Asst. librarian	442.90—3 yrs.	
Lansing State Journal		
Chief librarian	567.10—5 yrs.	
Sacramento Union		
Librarian	553.60—4 yrs.	
Library clerk	295.08—1½ yrs.	
Lowell Sun		
Librarian	551.00—4 yrs.	
Library aide	339.60—3 yrs.	
Eugene Register-Guard		
Librarian	540.90—5 yrs.	
Windsor Star		
Library asst.	508.51—3 yrs.	

Honolulu Advertiser and Star-Bulletin		
Asst. librarian	500.41—2 yrs.	
Library classifiers	462.82—4 yrs.	
Library clerk	427.56—4 yrs.	
Seattle Times		
Library indexer & research specialist	498.25—4 yrs.	
Library asst. and information clerk	473.00—4 yrs.	
Baltimore Sun and Evening Sun		
Asst. librarian	493.00—5 yrs.	
Sr. library clerk	420.00—5 yrs.	
Asst. sr. library clerk	382.00—5 yrs.	
Library marker	360.00—5 yrs.	
Library asst.	330.00—5 yrs.	
Waukegan News-Sun		
Librarian	491.42—3 yrs.	
Asst. librarian	480.76—3 yrs.	
Modesto Bee		
Asst. librarian	486.00—4 yrs.	
Primos, Pa.: Delaware County Times		
Librarian	475.71—4 yrs.	
San Mateo Times		
Head librarian	474.96—3 yrs.	
Librarian	464.96—3 yrs.	
Hamilton Spectator		
Asst. librarian	467.00—2 yrs.	
Library clerk	361.00—2 yrs.	
Harrisburg Patriot and News		
Librarian	463.68—2 yrs.	
Library clerk	322.06—2 yrs.	
San Diego Union and Tribune		
Library asst.	462.12—4 yrs.	
Lexington Herald-Leader		
Librarian	460.00—4 yrs.	
Sacramento Bee		
Asst. librarian	455.49—flat	
Library clerk I	426.94—4 yrs.	
Library clerk II	364.17—3 yrs.	
York Dispatch		
Librarian	452.89—2½ yrs.	

Contracts and job titles Minimum After

Woodbridge News Tribune		
Librarian	443.18—3 yrs.	
Cincinnati and Kentucky Post		
Librarian	435.00—2 yrs.	
Asst. librarian	382.00—3 yrs.	
Allentown Call		
Librarian	433.78—4 yrs.	
Library asst.	385.59—2½ yrs.	
Library clerk	289.19—2 yrs.	
Brantford Expositor		
Librarian	433.74—3 yrs.	
Lynn Item		
Librarian	426.79—3 yrs.	
New Brunswick Home News		
Chief librarian	424.90—1 yr.	
Library clerk	316.55—1 yr.	
Free Press		
Library asst.	423.84—4 yrs.	
Tacoma, Wash., News Tribune		
Library asst.	415.85—4 yrs.	
Sheboygan Press		
Head librarian	414.40—flat	
Librarian	313.10—3 yrs.	
Salem News		
Librarian	411.25—4 yrs.	
San Juan Star		
Librarian	411.00—4 yrs.	
Asst. Librarian	277.00—4 yrs.	
Memphis Commercial Appeal		
Librarian	405.55—5 yrs.	
Morgue asst.	388.85—5 yrs.	
Great Falls Tribune		
Librarian	394.63—5 yrs.	
Portland Press Herald and Express		
Asst. librarian	389.54—3 yrs.	
Mt. Clemens Macomb Daily and Royal Oak Tribune		
Librarian	380.00—2 yrs.	
Brockton Enterprise		
Librarian	371.81—4 yrs.	
Gary Post-Tribune		
Librarian	368.17—3 yrs.	
Waterbury Republican and American		
Librarian	367.25—2 yrs.	
Asst. librarian	303.46—2 yrs.	
Fall River Herald-News		
Librarian	366.75—2 yrs.	
Duluth News-Tribune		
Librarian	364.24—4 yrs.	
Library clerk	200.59—2 yrs.	
Indianapolis Star		
Library asst.	361.15—3 yrs.	
Woonsocket Call		
Librarian	358.88—2 yrs.	
Norristown Herald		
Librarian	355.14—4 yrs.	
Pawtucket Times		
Librarian	351.64—2 yrs.	
Peoria Journal Star		
Head librarian	350.00—flat	
Library clerk	298.00—2 yrs.	
Oshawa Times		
Librarian	346.93—2 yrs.	
San Antonio Light		
Librarian	345.80—2 yrs.	
Milwaukee Journal and Sentinel		
Group leader	345.00—flat	
Classifier, photo group leader	275.00—flat	
Filer	230.00—flat	
Microfilmer, clipper	210.00—flat	
Kingston Daily Freeman		
Librarian	342.95—3 yrs.	
Kenosha News		
Librarian	336.00—5 yrs.	
Asst. librarian	306.00—5 yrs.	
Sudbury Star		
Librarian	329.97—3 yrs.	
Pueblo Chieftain		
Librarian	329.76—3 yrs.	
Stockton Record		
Library clerk	329.39—2 yrs.	
Yakima Herald-Republic		
Librarian	294.25—4 yrs.	
Knoxville News-Sentinel		
Head librarian	292.00—3 yrs.	
Youngstown Vindicator		
Library clerk	272.35—2 yrs.	
Bristol Press		
Library clerk	263.32—4 yrs.	
Canton Repository		
Librarian	255.48—3 yrs.	
Sioux City Journal		
Librarian-clerk	254.12—2 yrs.	
Newport News Daily Press and Times-Herald		
Librarian	240.00—2 yrs.	
Chattanooga Times		
Librarian	230.00—5 yrs.	
Terre Haute Tribune-Star		
Editorial clerk	222.70—2 yrs.	
Rochester Democrat & Chronicle and Times Union		
Library asst.	220.00—3 yrs.	

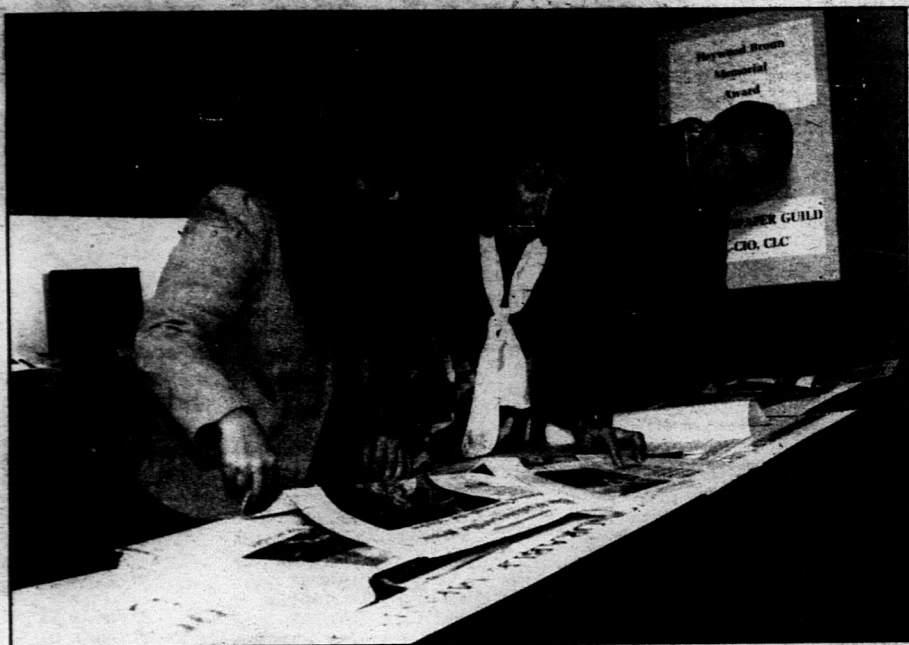
* Hired on or after March 31, 1982.

** Plus \$5.00 per shift for acting supervisor;

\$6.50 per shift for asst. librarian.

Plus \$5.00 after 10 years, plus \$2.00 after 15 years.

Broun winners at H.L. Mencken Library



RAYMOND CROWELL/Washington-Baltimore Guild

Three students from the University of Missouri journalism school's Washington reporting program look over the series that won TNG's 1988 Heywood Broun Award on display in the National Press Club's H.L. Mencken Library, where

it is on display along with the five honorable mention submissions. The award went to John McCarron of the Chicago Tribune [Guild Reporter, Jan. 27]. Above, from left, are Betty Chen, Karen Dillon and Brent Hannon.

Canada court's ruling on picketing labeled new nail in labor's coffin

By Allan Hutchinson

THE SUPREME Court of Canada recently rather silently hammered another nail into the constitutional coffin of unions.

That the court should make a decision against the interests of organized labor is, unfortunately, no surprise. But that it does so in the name of greater justice for all, under the Charter of Rights and Freedoms, deserves comment.

The central issue for the court was the extent of the constitutional freedom to picket. While it had decided in an earlier case that freedom of expression covered a worker's right to picket, the court had not determined the limits or reach of that privilege.

In British Columbia (and separately in Newfoundland), court workers went on a legal strike, setting up a picket line around the central courthouse. The picketing was peaceful and organized. No attempt was made to prevent people from entering the building. Moreover, as a sign of good intent, the union organized a system whereby a person could obtain a pass and cross the picket line and nevertheless be taken to have honored it and supported the union.

ALMOST IMMEDIATELY, the Chief Justice of British Columbia, on his own motion, issued an injunction restraining any further picketing. The union challenged this as infringing its constitutional right to picket. The challenge was rejected by a unanimous B.C. Court of Appeal and by the Supreme Court of Canada.

In a judgment steeped in high-flying rhetoric, federal Chief Justice Brian Dickson declared that the picketing of courts was entirely contrary to the hallowed traditions of the rule of law. It threatened the foundations of commitment to law and constitutional order—"the rule of law . . . can only be maintained if persons have unimpeded, unin-

Allan Hutchinson teaches at the Osgoode Hall Law School of York University in Toronto. This column first was published on the OpEd Page of the Globe and Mail of Dec. 8.

hibited access to the courts."

In more technical terms, he conceded that the pickets' right to free expression had been breached by the injunction. However, constitutionality was preserved by the charter's Section 1, which permits such official action where it would be "reasonable" in "a free and democratic society."

For many, this decision will strike an intuitive chord of approval. But on closer listening, the decision will be heard for what it is—a resounding blast against the legitimate interests of ordinary Canadians in their struggle for social justice. Unfortunately, the rule of law often sings in the upper-class register of the powerful, especially in economic matters.

Picketing is a crucial form of collective action in labor relations. It serves the public interest by enabling workers to bargain on relatively equal terms with their more powerful employers. Judge Dickson concluded that "all that is beyond dispute."

Yet this is emphatically not the case. If anything, the opposite is almost beyond dispute. Lip service to democratic ideals is often a cover for their neglect.

In three cases, the Supreme Court has held that the charter does not protect the right to strike or bargain collectively: governments and courts are free to curtail such activities. In an earlier case, the court decided that, although there was a constitutionally recognized right to picket, it could not be relied upon in disputes with private employers; the charter applies only to government action and the public sector.

Picketing thus did not receive charter protection in the vast majority of labor disputes. Now the court has begun to place substantial restrictions on picketing by public employees.

WHILE THE Newfoundland and B.C. cases concern the picketing of courts, it is a small step from outlawing the picketing of courts to forbidding picketing of any government or legislative building.

Inconvenience (from picketing or other lawful behavior) is often the price of democracy; it ought to be tolerated with fortitude and not dismissed by force.

Also, the Supreme Court's justification of its decision by resorting to "the public right to have absolute, free and unrestricted access to the courts" rings a little hollow. If the courts were truly committed to such a worthy objective, they would question the less obvious barriers that restrict access.

The cost of litigation is prohibitive. While government-financed schemes aid less wealthy litigants, they operate only at the margins. Like a luxury hotel, the courts are open to any who can pay the going rate.

THE EFFECT is to allow corporate and wealthy interests to dominate and define the courts' agenda. For some Canadians, picketing on the steps of the nation's courthouses is the closest they will get to exercising their charter rights.

What is it, in light of the court's decision, that the courts are to be kept open and accessible for? Even when workers and unions can afford to take their grievances to court, on the evidence to date they are likely to receive a cold and unfriendly reception. The rule of law can too easily become the rule of lawyers. Democracy demands and deserves more.

Canada labor hails dues decision by Ontario high court

Toronto — Organized labor in Canada is savoring an Ontario Supreme Court ruling upholding the right of unions to spend dues from non-members on political and social causes.

In a unanimous ruling released Jan. 30, a three judge panel held that the spending of union dues is a private, internal matter not covered by the Charter of Rights and Freedoms in the Canadian Constitution. The charter, it said, is addressed only to government activities.

The ruling overturns a lower court on a case brought more than three years ago by a junior college teacher with backing from the National Citizens Coalition, an anti-union lobbying group.

The teacher, Mervyn Lavigne, is not a union member but is required to pay dues to the Ontario Public Service Employees Union by a provision in the contract between the union and Ontario's junior colleges that covers his job.

The requirement that employees covered by a union contract must pay dues to the union, but are not obliged to join the union, is known as the Rand formula and is common across Canada under federal and provincial jurisdictions.

The teacher, who is appealing to the Supreme Court of Canada, objected to the union's support of the New Democratic Party and striking British coal miners, as well as its opposition to Toronto's building a domed stadium and its sponsorship of a Canadian tour by two Nicaraguan unionists.

The union calculated that the amount of his \$338 in dues in 1985 that went to those causes totaled

approximately 14 cents.

Said the Ontario court in its verdict: "The employee remains patently free to oppose the union and causes which it may support, to seek to have the union's bargaining rights terminated, and to join with others for such purposes."

The union's spending a portion of the objector's dues on social and political issues does not mean that he personally is identified with such stands, the judges added.

Jeffrey Sack, the lawyer representing the Canadian Labour Congress and the Ontario Federation of Labour in the case, called it significant that the provincial court did not emulate recent rulings by U.S. courts in similar cases.

TNG Canadian Director John Bryant called it a "super decision" and expressed hope that the Supreme Court also is "ready to let unions run their own affairs as long as they do it democratically."

New AP pact ratified; news top to hit \$720

New York — Wire Service Guild members at Associated Press have ratified a new contract that increases the top minimum pay rate for newsmen and others by \$52 a week, to \$720, over its two-year term.

Tally of the vote on the ratification was 348 in favor to 127 opposed, the Wire Service Guild announced Jan. 27 from its offices here.

The settlement was reached as the Guild's old contract was about to expire on Nov. 30. [Detailed report, Guild Reporter, Dec. 16.]

The Guild Reporter



JAMES M. CESNIK, Editor

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