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March 10, 1989

IFJ trains sights on multi-national media operations

Sydney, Australia—The Int'l Federation of Journalists launched an international campaign here in February on dealing with the concentration of ownership of the information media and the growth of powerful international media conglomerates like Rupert Murdoch's News Limited.

The launch came with the issuance at the end of a three-day conference of an IFJ statement titled the "Sydney Declaration," a detailed outline of the need for national and international action to stem the growth of media monopolies.

The declaration calls, among other things, for defense of "full trade union rights for journalists and other media workers," "industrial and professional democracy in the media," "limits to the concentration of media ownership," and "divestiture . . . where there are unacceptable levels of concentration." [Full text of the "Declaration," Page x.]

TNG was represented at the conference, held at Wesley College of the University of Sydney, by Int'l Chairperson Peter E. McLaughlin of New York, who presented a paper compiled by TNG Research & Information Director David J. Eisen on Murdoch's plunge into



The Australian Journalist

the U.S. newspaper industry.

The paper was one of 25 presented from universities, political figures and journalists from around the world. More than 250 journalists, academics, unionists and community leaders from 15 countries attended the conference, which was sponsored jointly by the IFJ and the Australian Journalists Assn.

While the conference's main focus was Murdoch and his News Limited, as a prime example of global media concentration, papers also were presented on the situations in Spain, Sweden, Denmark and Netherlands plus the problems being faced in Europe.

(Continued on Page 4)

TNG joins pre-strike 'rolling' action at Eastern



RAYMOND CROWELL/Washington-Baltimore Guild

TNG officers and headquarters staff, with their cars, participate in two-hour 'rolling rally' at Washington National Airport in show of support for Machinists union members at Eastern Airlines 18 hours before their March 4 strike deadline. "Jobs with Justice" demonstration put estimated 300 cars into arrival-departure traffic pattern at National, a major Eastern traffic center. Rush-hour rallies at other selected Eastern centers included Denver, where participants included Denver Guild leaders. At right is Linda K. Foley, interim executive secretary of TNG's Contracts Committee. At total of six from TNG participated, including President Charles Dale and Secretary-Treasurer John C. Edgington.



York dailies seek joint publishing; Guild to meet

York, Pa.—The York Guild is studying ways to best try to protect its members against the possible effects of a proposed joint operating agreement between the Daily Record and the Dispatch, two venerable papers with roots in the 1800s.

An application for a joint operation was made Feb. 22 to the U.S. Justice Dept. claiming that "substantial and continuing losses" by the Record make it a "failing newspaper" after operating since 1815 in this southeastern Pennsylvania city of 44,000.

The application asserts that the "new" Dispatch, since it was

purchased last March 1988 by Garden State Newspapers, has assumed a dominant position in the market that makes it impossible for the Record to "break out of its position as the junior paper."

"A joint operating arrangement is the only hope for York to avoid losing its second, independent editorial voice," the application concludes.

"Most people were very shocked, surprised, saddened and dismayed" by the announcement of the application, said Dean R. Wise, treasurer of the York Guild and a Record employee.

"It just counters everything

we've been told for the past year or two" about the financial state of the Record. "It seems the snowball was halfway down the hill and picking up momentum; now it all seems to be melting away."

A Guild membership meeting was planned for Feb. 23 to discuss the situation, said Mark Pearson, unit chairperson at the Dispatch.

"We're trying to learn as much as possible because we're kind of unsure what the effect will be," Pearson said. He said the Guild was studying legal options to protect employees.

The Guild represents about 75 people at the Record; about three dozen in the news room and about 40 in the advertising, circulation and engraving departments whose

jobs might be in jeopardy in the proposed merger of the papers' non-editorial functions.

The Guild represents about 65 employees at the Dispatch, all in the editorial department. They recently ratified a new contract that runs through Oct. 6, 1990. Their jobs presumably would not be substantially changed by the merger.

York is one of the smallest markets in the nation where two separately owned and produced papers are in full, direct competition.

The Record, owned by Carlsbad Publishing Co. of Seattle since 1978, is claiming losses totaling \$3.6 million from 1978 through 1987.

However, circulation has shown (Continued on Page 2)

Detroit JOA, Guild talks still on hold

Detroit—Bargaining remained on the back burner, and Guild leaders reacted with "amazement" at the latest twist in the long-running battle over the proposed joint operating agreement for this city's two dailies.

The partial merger that this time was to have taken place March 6 was blocked yet again by Supreme Court Justice William J. Brennan, who stayed the action until the high court discusses the matter in private conference March 17.

"Three or four times, we (Continued on Page 2)

Guild okayed for 58; 30 will vote

Toronto—The Guild has been certified as bargaining representative for 58 advertising, business, circulation and editorial employees of The Nugget, the Southam chain's daily in North Bay, Ont.

An additional 30 workers in three production departments—mailroom, composing and pressroom—are tentatively scheduled to vote March 21 on certification, said John Bryant, TNG Canadian director. Approval by a simple majority of those voting is required for certification.

A petition was filed Jan. 24, and the Ontario Labour Relations Board here approved the Guild as the union for workers in the four non-production departments on the basis of the substantial majority who have applied for membership.

The Nugget is a 24,000-plus circulation evening paper about 225 miles north of Toronto.

Guild files for 190 at L.A. Daily News

Los Angeles—A petition seeking Guild representation for the 190 editorial-department employees of the Los Angeles Daily News was filed by the Los Angeles Guild March 6.

The paper has been the property since 1985 of multi-millionaire Jack Kent Cooke of Middleburg, Va., owner of the pro-football Washington Redskins and one-time owner of the pro-basketball's Los Angeles Lakers and pro-hoc-

key's Los Angeles Kings.

Since Cooke bought the News for \$176 million from the Tribune Co. of Chicago its weekday circulation has grown to 191,000 and it advertises itself as the nation's fastest-growing daily. Its circulation is concentrated in the San Fernando Valley north of Los Angeles.

The representation petition, filed with the National Labor Relations Board, seeks a secret ballot

election for all full- and part-time editorial employees, according to Jim Smith, Los Angeles Guild administrative officer.

In the culmination of a three-year organizing campaign, "a substantial majority" of the newsroom employees signed cards applying for Guild membership and designating the Guild their bargaining representative, Smith said.

The Daily News Guild Organizing (Continued on Page 2)

York Guild to meet as city's dailies seek joint operation

(Continued from Page 1)

increases over the last five years to about 41,000, some 7,000 less than the Dispatch's 48,000.

The Dispatch, established in 1876, was owned and operated by the Young family until last March when it was purchased by Garden State, a combined venture of MediaNews Group, operated by William Dean Singleton and Richard Scudder, and the Richmond-based Media General chain.

The JOA application says Garden State owns 16 dailies with a combined circulation of 470,000.

Under the JOA proposal:

- ✓ The papers would form a partnership named the York Newspaper Co., with the Dispatch having a 57.5 percent controlling interest and the Record holding a 42.5 percent interest.

- ✓ The initial term of the partnership would be 100 years.

- ✓ The president of the firm would be selected by the controlling partner.

- ✓ York Newspaper Co. would "print, produce, distribute and market (both circulation and advertising) the Record, the Dispatch

and the York Sunday News."

- ✓ Editorial and photographic staffs of the two dailies would remain independent of one another.

- ✓ The Record, which started a Sunday paper last September, would go back to publishing Monday through Saturday. The Dispatch's York Sunday News would contain a section of commentary produced by the Record staff and carrying the Record masthead.

Garden State bought the York Sunday News in September from Lancaster Newspapers, and made it the Dispatch's Sunday paper.

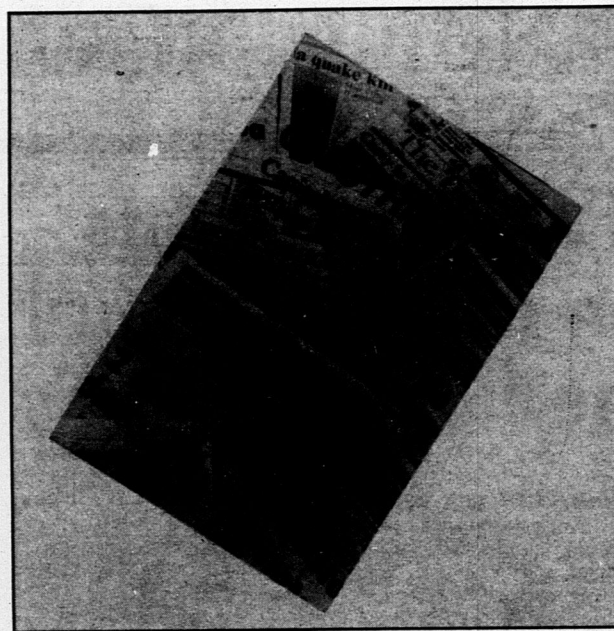
The Dispatch, which had attained a measure of newspaper fame as "The Old Gray Lady" for its no-front-page-pictures format, has become a more slick publication under its new owners.

Despite its assertion of market dominance, by the Dispatch, figures in the JOA application show that the Dispatch has experienced fluctuations in total advertising over a five-year period along with circulation losses, from 50,000 in 1983 to 48,000 in 1988.

Although the application attempts to paint a gloomy financial

Book probes Wilkes-Barre strike, Citizens' Voice

University of Alabama Press has published the first book devoted to analyzing the Wilkes-Barre newspaper unions' 10-year strike against Capital Cities' Times Leader and their starting and running the Citizens' Voice as a strike paper. (The middle of this February, it became a for-profit operation owned by the strikers [Guild Reporter, Feb. 24].) Author Thomas J. Keil, a professor of sociology at the University of Louisville, grew up in the Wilkes-Barre area and began studying the strike and the Citizens' Voice from their beginnings. One Guild leader described Keil's book as "an even-handed, objective, somewhat dry account" of events, "as you would expect from an academic."



picture of the Record, the document also shows the Record has made steady gains both in circulation and in advertising lineage, and in both circulation and advertising revenues.

The document also describes Garden State as "a significantly more powerful, sophisticated and aggressive competitor" than the Dispatch's previous owners.

Guild petitions for 190 at Daily News in L.A.

(Continued from Page 1)

ing Committee voted unanimously March 2 to seek an election and collective bargaining, Smith said.

Working conditions, "democracy on the job" and inequitable and low pay were among the issues that fueled the organizing campaign, he said.

Printers and press operators currently are the only Daily News employees with union representation.

The Guild meanwhile called upon Daily News management to join it in a "Fair Election Pledge" in which both sides would agree to observe "the highest possible professional standards" during the period leading up to the NLRB-supervised election.

The pledge would ban threats of job or benefits loss because of sup-

port or opposition to the Guild, special treatment to influence voters and "captive-audience" meetings." Employees also would be encouraged by both sides to fully utilize their rights to free speech and free association.

Publisher of the paper is Steve Morris, a high-profile former advertising executive at the Denver Post, Detroit Free Press and other dailies in the East, who has announced his intention to make the Daily News the dominant paper in Los Angeles County.

The paper, once named the Valley News and Green Sheet, formerly was located in Van Nuys, but Cooke moved its offices to a modern facility in Woodland Hills that also is the corporate home of Jack Kent Cooke Inc. enterprises.

Merger, Guild talks still on hold

(Continued from Page 1)

thought it was the end of the line," said Donald Kummer, administrative officer of the Detroit Guild. "Now, we'll just wait until the justices meet."

With "the eternal JOA" (as Kummer called it) still in court, no Guild bargaining sessions with Knight-Ridder's Free Press and Gannett's Detroit News, have been held since early February.

As soon as a final resolution is made on the JOA, bargaining efforts should "gear up" on Guild contracts that expired June 17, 1987, Kummer said. There have been no contract raises in more than 2 1/2 years.

Chief Justice William H. Rehnquist refused March 3 to postpone the partial merger of the papers, and Brennan's help then was sought by the Michigan group that

still is trying to stop the joint agreement.

Brennan granted a temporary stay until the full court could discuss weather to hear the case.

"It's anybody's guess what they will do," Kummer said. "But the chances are very remote it will go any farther than this."

The justices are meeting between now and June to decide what cases they will hear in next fall's session, which starts in October.

Word on the Detroit question might be announced immediately after the March 17 meeting or as late as March 20, when the Supreme Court is on the bench.

If the court decides not to hear the full case, the Detroit Newspaper Agency, which would run the non-editorial operations of the two dailies, could be in business in about two weeks, Kummer said.

Raise is 'prize' they seek

Detroit—As bargaining remained stalled, a petition drive protesting cash awards for selected editorial employees is "off and running" at the Detroit News, and a parallel effort is under way at the Free Press.

"We signed up about 70 people in two days out of 208 in the editorial department" at the News, said Lou Mleccko, president of the Detroit Guild and a reporter at the News. "The initial response has been excellent."

The response at the Free Press also has been good, said Luther Jackson, local treasurer and a TNG vice president. A reporter at the Free Press, he helped launch the protest there in late February.

Guild contracts at the two papers expired in June 1987, and the Free Press petition calls it "an insult for the company to dole out gratuities

to selected staff members when all of us have been working without pay raises since 1986."

Negotiations have been stalled during the long legal battle over the proposed joint operating agreement between the two papers.

One of the News awards was a \$25 weekly prize for the best written story, although that program is being changed to provide \$100 monthly awards in three categories, Mleccko said.

"We refuse to compete with one another for crumbs," says the Free Press petition, which concludes: "Keep the small change. We demand fair competition."

In conjunction with the petition drive, News staffers are wearing buttons jointly produced by the Guild and other unions that say, "Publisher, back the praise with a fair raise."

"That is, unless some intergalactic court convenes by then," he added.

The effect of Brennan's decision was to halt temporarily the effect of a 2-1 ruling Jan. 27 by a federal appeals court panel upholding the decision by former Attorney General Edwin Meese to allow the Detroit papers to operate jointly under the 1970 Newspaper Preservation Act, designed to help "failing newspapers."

In a 5-4 vote Feb. 27, the full appeals court refused to reconsider the panel's ruling, but gave the JOA's opponents until March 6 to carry their quest to the High Court.

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

A new intervenor group, Michigan Citizens for an Independent Press, has carried on the fight, contending the Free Press is not a failing newspaper even though it reportedly lost \$10 million a year between 1981 and 1986. It did so by maintaining unrealistically low advertising and circulation prices, as did the News, in a suicidal struggle for market dominance, the group maintains.

That echoes the law judge who recommended that Meese reject the application for exemption from antitrust prosecution for the profit-pooling, price fixing and market splitting inherent in joint publishing.

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This Union Privilege Services benefit now is available to Guild members in the United States through TNG's affiliation with the AFL-CIO. Each U.S. local has been provided with a directory listing by city the names, addresses and phone numbers of attorneys participating in the program. More complete details were carried in a previous Guild Reporter.

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PACIFIC NORTHWEST NEWSPAPER GUILD

BULLETIN

PNNB BULLETIN, VOL. 52, No. 10 - Wayne Cahill & Laura Leon Davies Editors - NOV. - DEC. 1988

above the fold



DECEMBER
1988

Locals start, upgrade newsletters

At least three Guild locals have launched or improved the appearance or frequency of their newsletters. The flags of each are reproduced here. At top is that of the second edition of the "NONG News," started last year by the Northern Ontario Guild in Sudbury. The Pacific

Northwest Guild's "Bulletin," has been upgraded to a three-column, typeset format. Previously, it had been a paste-up of copy produced on a typewriter. The Windsor Guild's "above the fold," promised at the end of 1988 to make its way monthly to members.

Board aide affirms Guild for 52, cuts 29

Baltimore — After long and costly proceedings, Guild representation has been affirmed for 52 employees in 11 jobs at the Washington Post in a decision by the head of the National Labor Relations Board's office here.

Ruling in late February, the NLRB's regional director at the same time also allowed removal of 29 persons in about 20 jobs from union coverage on grounds the jobs are either supervisory or managerial, or both.

The Post has said it will appeal the ruling on the 52. The union, however, does not plan an appeal on the 29, said Sandy Polaski, Washington-Baltimore Guild administrative officer. She said the company has until April 13 for the

appeal, and expressed optimism that it would not change the ruling.

Guild leaders estimated the Post spent approximately \$1 million and the union about \$150,000 on the 30-month exemptions dispute, initiated by the company in August 1986.

"If union estimates are correct, the Post paid ... approximately \$30,000 each for ... the workers it succeeded in removing from union jurisdiction," wrote Martha Hamilton in the Post Unit News, a Guild newsletter.

"Not that these workers are going to see the money. Being exempt means a shift from the weekly payroll to the monthly payroll, a change in health and pension coverage, and the loss of

contractually provided security. That's it," Hamilton wrote.

The 1986 petition was the second in a decade through which the Post has tried to remove large numbers of jobs and employees from Guild coverage. In the late 1970s, the company sought to remove 156, and the labor board, in a 1981 ruling on that petition, granted the company 46.

This time around, the Post initially sought 104 exclusions, a number subsequently reduced to 79 in bargaining. Many were those the NLRB had left in the Guild unit in 1981.

Post unit Guild leaders expressed hope that the latest NLRB decision would pave the way for improved union-management relations.

"Recently, the Post has indicated an interest in more normal labor relations: Our hope is that we're describing an era that's drawing to an overdue close," Hamilton wrote in the Post Unit News.

Here are the job classifications the NLRB kept under union jurisdiction:

Accounting—ad-accounts receivable supervisor, budget analyst; advertising—department personnel administrator, assistant ad-art manager, classified phone room systems supervisor; circulation—suburban and country traveling representatives, home delivery zone managers, newsstand street sales zone managers, assistant dispatch operations managers; data processing—senior systems research consultant; news—photo assignment editor.

Here are the jobs the NLRB excluded:

Accounting—payroll supervisor, commercial credit supervisor, transient credit

NLRB raps WPIX on illegal 'impasse' in talks with Guild

Washington — The National Labor Relations Board here has found that WPIX-TV violated federal labor law nearly two years ago when it declared bargaining with the New York Guild for the station's news department employees to be at "impasse" and imposed terms and conditions that included a de facto pay cut.

In addition, the NLRB held that the station, owned by the Tribune Company of Chicago, also has been violating labor law for nearly 2 1/2 years by refusing to pay experience-step increases called for in the terms of the Guild's previous contract, which expired June 24, 1986. (The terms remained in force under the pact's "evergreen" clause.)

Acting through a unanimous three-member panel, the NLRB issued the decisions in a Feb. 28 ruling that upheld the same findings last May by an administrative law judge. The case was before the NLRB on appeal.

The board's order, signed by NLRB Chairman James M. Stephens and members Wilford W. Johansen and Mary Miller Cracraft, directs WPIX to "make whole," with interest, all employees who suffered losses because of the unilateral changes by the company.

It also orders the station, on request from the Guild, to reinstate the terms and conditions of the contract and to resume bargaining with the Guild for a new contract.

The company declared "impasse" on April 1, 1987—April Fool's Day, the local points out—following a bargaining session in which progress had been made toward bringing the parties' positions closer, the law judge noted in her decision.

"The conclusion seems clear there was no true impasse," the law judge wrote May 12.

The terms and conditions then implemented unilaterally by WPIX included the elimination of a half-hour's overtime payment for employees who worked a regular shift without a meal break, as many did. The "skipped meal" payment added an average of 6 percent to unit employees' pay. The imposed terms included a 2 percent increase.

New York Guild President Barry Lipton expressed the hope that the ruling by the NLRB will "convince the management of WPIX to return to the bargaining table and negotiate a fair contract," rather than initiate a further appeal to the federal courts.

The Guild local, meanwhile, will notify the Federal Communications Commission of the latest NLRB ruling against WPIX. Earlier it had lodged an informal challenge to renewal of the station's broadcasting license, which expires in June.

Correction

The Guild Reporter erred in its Feb. 10 issue when it reported that Copley's San Diego Union and Tribune has declared "impasse" in bargaining for renewal of a contract with the San Diego Guild that expired June 5, 1988 ["Pre-dawn practice(s) in San Diego," photos' caption, Page 3].

The publisher unilaterally has terminated the old contract's provisions for arbitration of grievances and for union security, including checkoff of Guild dues, but has not declared "impasse." Talks are continuing.

Flyer Force votes are put on hold

Vancouver—The results of a March 2 election on Guild representation for 36 employees of the Flyer Force, an advertising distribution service in the Vancouver area, have been sealed, pending a decision by the Industrial Relations Council on their status.

The Guild holds the 36, who work as area supervisors for the Southam-chain operation, are dependent contractors and eligible for Guild coverage, said Mike Bocking, president of the Vancouver-New Westminster Guild.

About 25 other Flyer Force employees, mostly office workers, currently have Guild representation and are covered by a contract that runs through Dec. 31.

The company has challenged the dependent contractor designation for the new group, claiming the workers are independent contractors. The IRC will conduct a hearing on the issue in late March.

A majority of the area supervisors signed Guild membership cards during a three-week period in February, Bocking said.

Temporary organizers Jan O'Brien and Jan Cook assisted in the organizing effort, which was supported by the TNG Special Organizing Fund.

Flyer Force is an arm of the Vancouver Sun and Province which distributes advertising material to homes which do not have paid subscriptions to the dailies.

Sac'to Victims Fund tops \$95,000

Sacramento—The Northern California Guild reports receipt of contributions totaling \$95,800 for its Sacramento Union Victims' Fund through Feb. 25.

The fund was established to replace wages and benefits lost to the four-member Guild bargaining committee fired by the Richard Mellon Scaife-daily in mid-October of 1987. The company is appealing to federal court a ruling by the National Labor Relations Board Oct. 31, 1988, upholding an earlier finding by an administrative law judge that the firings were illegal and ordering the four rehired.

Previously unreported contributions to the fund include:

Boston Guild	\$ 20.00	Retired members	\$ 249.00
Bristol Guild	20.00	Sacramento Union	
Brockton Guild	100.00	unit	202.00
Canadian Wire Service		Peoria Guild	50.00
Guild	793.50	Philadelphia Guild	500.00
Cincinnati Guild	50.00	Pittsburgh Guild	300.00
Denver Guild	220.00	Providence Guild	500.00
Great Falls Guild	25.00	San Diego Guild	60.00
Hawaii Guild	750.00	San Jose Guild	700.00
Lehigh Valley Guild	20.00	Southern Ontario Guild	988.52
Montreal Guild	158.49	Terre Haute Guild	100.00
New York Guild	1,000.00	TNG staff (checkoff)	1,015.00
Northern California		Windsor Guild	300.00
Guild	1,202.00	Wire Service Guild	300.00
Chronicle unit	218.00	Western District	
Modesto Bee unit	239.00	Council	400.00
Newspaper Agency		Wormssock Guild	25.00
unit	69.00	Youngstown Guild	300.00

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

IFJ sets sights at multi-national media owners

(Continued from Page 1)

The Guild paper, "Murdoch in America—Trail of an Empire Builder"—dealt with Murdoch's attempts to build his newspaper chain in the United States. It recounted his dealings with the Guild at the New York Post, the Boston Herald, the Chicago Sun-Times and his attempt to take over a daily in Buffalo, N.Y.

It presented insiders' views of his dealings, his successes and losses, and his impact upon the U.S. newspaper industry. The fact that in Buffalo, Guild workers rejected his demands for concessions to keep the Courier-Express in operation was explained, as were his bargaining tactics at the New York Post.

"In a short period of time," explained TNG's McLaughlin, "Murdoch had acquired newspapers in three major cities—New York, Boston and Chicago. I am convinced he would have acquired more if he had not turned his eyes to television."

"Acquiring 20th Century Fox, and then starting the Fox TV network with the hope of competing with CBS, NBC and ABC as the fourth major network displays what we call in my country chutzpah," McLaughlin said.

IFJ reports reaction, 'sour note'

Brussels, Belgium—The Int'l Federation of Journalists "Sydney Declaration" on global concentration of information media ownership "was generally welcomed," the IFJ reported from its headquarters here following the meeting in Australia that produced it.

There was, however, "one sour note," the IFJ reported in its newsletter, Direct Line. That came in "an intemperate leading article" in Murdoch's flagship newspaper, The Australian, which called its recommended actions "the Pravda solution" and "described the IFJ as a 'mysterious and shadowy' organization."

At the same time, however, the biennial Congress of the Australian Journalists Assn. unanimously endorsed the declaration, the IFJ reported, and IFJ President Mia Doornaert issued a sharp reply to The Australian's article.

"Comparing regulatory legislation to maintain plurality of the press with direct government control is a fallacy," Doornaert said.

"In the matter of such an essential democratic freedom as freedom of the press, regulatory legislation is meant to prevent a 'Pravda solution,' not to create it," she concluded.

The Guild report provided a link with those of others on Murdoch's activities in Australia and Great Britain, as well as the United States.

(One paper was presented defending the company—by Gerard Henderson, who writes a weekly column on the media for Murdoch's flagship here, "The Australian." It was titled, "The Nine Myths of Murdochphobia.")

New Limited's international business, political and legal strategies were examined in detail during the three-day meeting.

Barry Porter, president of the Australian journalists' union, called it "highly appropriate" that the conference be centered on Murdoch's News group, pointing out that it is the News group "that is setting the pattern of a highly integrated, diverse international media conglomerate."

"That model, built by the group by trial and error over the past 35 years, is now being imitated by others around the world, from the Alan Bonds in Australia, the Maxwells in Britain or the Berlusconi in Italy."

"It is this distinction," Porter continued, "that entitles the News group to this, the first international conference of its sort. It is a conference designed to help us as journalists, as trade unionists and as consumers to understand what this growing international concentration of ownership means and will mean in our working lives."

Murdoch's growth, from his inheriting a debt-free, strong daily newspaper in Adelaide, Australia, to his multinational conglomerate of today was traced and examined during the conference.

One report noted that in the late '50s the group broke into Sydney with the purchase of Cumberland Press and the Daily Mirror; in the late '60s broke into Britain, beginning with the News of the World; in the mid-'70s, into the United States; and since has gone into Asia, the Pacific and, with SkyChannel, into Europe.

Murdoch also is in book publishing, through William Collins and Harper & Row, the report continued; in films and distribution, through 20th Century Fox; in mass distribution magazines, through Triangle Publications; in wire services and screen-based financial data, through the Australian Associated Press and Reuters; and in trans-national satellite pay television, through SkyChannel.

"The growth has left the group and Rupert Murdoch as the dominant media figure throughout the world of his chosen medium, the English language. In Australia, he controls 70 percent of metropolitan daily newspaper circulation and in Britain, 36 percent," the report said.

The financing of his News Corp. also came under study. One report pointed out that it has assets of some \$14 billion and last year made profits of \$464 million and employed 28,000 persons around the world. Its debt also has grown

Sydney Declaration

Following is the text of the Int'l Federation of Journalists declaration, issued at the conclusion of an international conference on trans-national multi-media ownership in Sydney, Australia, Feb. 8-10:

✓ A free, independent media reflecting diversity of opinion is a precondition of democratic societies;

✓ The free flow of information is the lifeblood of communities whether they be based on geography, ethnic origins, shared values or common language;

✓ Trans-national multi-media enterprises threaten the diversity of information sources necessary for the practice of democracy at the level of the individual, the community, the nation or the world;

✓ Information and cultural material that recognize the worth of national identity should be protected from attempts by trans-national media companies to promote global integration of language, culture and information. New media technologies should promote diversity;

✓ The treatment of news and information as a commodity must not override the duty of journalists to inform their audience;

✓ The commercial activities of trans-national media enterprises have increased pressure on journalists to reflect corporate objectives in their work. This leads to forms of censorship, including self censorship. Journalists must ensure that the media is not used by proprietors for their own narrow political advantage.

THEREFORE, THE Int'l Federation of Journalists calls upon other trade unions, the United Nations and its agencies, consumer and public interest groups, political parties and individual citizens to:

• Recognize that the dissemination of information is a unique commercial activity carrying with it a duty to the public interest;

• Preserve professional standards and ethics among journalists;

• Protect the right of journalists to act according to their conscience;

• Defend full trade union rights for journalists and other media workers;

• Guarantee diversity of written and audio-visual information media;

• Maintain media systems outside the framework of commercial funding, for instance public broadcasting;

GOVERNMENTS MUST reaffirm their obligation to regulate commercial activity to prevent monopolization. There is an urgent need for the re-regulation of the international media by international conventions and national legislation that define:

✓ The obligation of trans-national media enterprises to disclose the full extent of their global holdings in each of the countries in which they operate;

✓ Industrial and professional democracy in the media, such as the appointment of external independent directors as guardians of editorial integrity;

✓ Limits to the concentration of media ownership;

✓ Divestiture of existing media properties where there are unacceptable levels of concentration;

✓ The creation of alternative publishing and distribution networks.

Finally, the Int'l Federation of Journalists calls on other organizations, trade unions and individuals to join it in a global campaign to alert public opinion of the dangers of concentration of media ownership.

The declaration concludes with a five-point program for the IFJ to carry out that final point. It includes: an information network on trans-nationals' activities; an effort to encourage co-operation among unions in the information media; a worldwide survey of industrial democracy in journalism; and a pair of follow-up conferences. The first will be in Washington this summer in conjunction with the international secretariats of unions in other industries.

rapidly, from \$400 million in 1984 to a reported \$5 billion last June and currently more than \$7 billion, according to the Wall Street Journal.

Since 1983, the report said, Murdoch's purchases have totaled \$13 billion, including such major properties and 20th Century Fox, six Metromedia television stations and newspapers.

IFJ General Secretary Aidan White told the conference that "through our contact with other

trade unions in the media we have detected a common concern about the dangers" to workers' rights and to press freedom posed by the development of media multinationalals.

"We have also sensed the need for a new vigorous approach from the workers' side to meet the challenges of the media revolution," he said, expressing the hope that the conference "will provide a starting point for concrete activity to achieve this objective."



Reprinted from The Australian Journalist

First impact minimal from Southam plan to cut jobs by 900

A plan to eliminate 900 jobs by the Canadian publishing giant Southam Inc. has resulted in "only a few layoffs," unfilled vacancies and increased overtime for some employees of the seven papers in the chain with Guild contracts.

"Actual layoffs seem to have hit management people more," said TNG Canadian Director John Bryant. He added that most cuts among Guild-covered employees seem to be occurring when workers who retire or quit are not replaced.

The most prominent example was at the Hamilton Spectator, where 50 to 60 part-time mailroom workers were not replaced in recent months, according to Southern Ontario Guild Executive Officer Paul Pelletier.

A new automated inserting machine prompted the cut, from about 150 mailroom part-timers to about 90, Pelletier said. Heavy turnover in the department speeded the attrition rate, he added.

An additional eight or nine editorial full-timers at the Spectator have not been replaced in the last year, he said.

Southam, which publishes 15 Canadian dailies, announced in late January that half the cuts had been made in a plan to reduce its work force by 10 percent.

Speculation by business analysts attributed the Southam staff cuts to fear of a hostile takeover by a buyer who would expect to boost profits by operating the conglomerate more tightly. The theory was that Southam would be in a better position to fight takeover if it could bounce back from what it considered disappointing 1988 profits.

At the Brantford Expositor, another Southern Ontario daily, three employees were laid off—one full-time circulation manager and two part-time advertising clerks.

In addition, in the editorial department, four jobs were cut through attrition in the past six months, Pelletier said.

The Guild is grieving the three Brantford layoffs, questioning whether they were necessary.

Southam said that 500 full- and part-time jobs were eliminated in the first nine months of 1988 and that a one-time charge of \$11 million was taken against 1988 profits to cover the termination costs. An additional 400 cuts were projected.

One place not feeling the jobs crunch was the 185,000-circulation Ottawa Citizen, which added 20 people to the editorial staff in 1988 to help produce a new Sunday edition. The Citizen is facing direct competition for the first time in several years from the new daily, the Sun, started last year.

"Nothing drastic has happened," said Ottawa Guild Administrative Officer Sharlan Clark. "We might be one of the least affected, because of the Sun."

She said there had been no layoffs of Guild employees, although some part-time workers had their hours reduced.

At the Montreal Gazette, the cuts took a heavy toll among management employees, but the Guild was able to use the company belt-tightening to gain full-time status for nine part-time inside circulation and inside sales workers, according to Montreal Guild President Larry McInnis.

He said a contract clause allows part-timers to demand full-time status if they have been working the equivalent of a full-time schedule for six months. The Southam austerity program apparently pushed the nine employees into the increased work.

McInnis said the effect of the cuts was apparent on management jobs, but much of the push seemed to be "a lot of blue smoke and mirrors."

He said 14 managers lost their jobs in one day, but that attrition among Guild members claimed just three people, all of whom took early retirement.

"We have no problem at all" with efforts at more efficient management, McInnis said. "We agree that it's a needed thing. We want to assist the employer in avoiding a hostile takeover."

The Windsor Star also avoided layoffs, either of Guild or management employees, according to Guild President Julie Rowe.

However, the copy desk was under-staffed by five people, partially because of some long-term disability leaves. Rowe said some copy editors were working a lot of overtime, but that there had been no major complaints.

She said the paper had announced a "hiring freeze" in which no new positions were created but which allowed replacement of employees who quit.



WHAT NO PSYCHOLOGICAL TESTING?

NO! WHY?



Huck (US: Wack/Kimpeck)



NOTE: The National Labor Relations Board will hear oral arguments March 15 in Washington on the Minneapolis Star Tribune's appeal from a law judge's ruling that the daily broke the law when it refused to bargain with the Twin Cities Guild on a drug-testing program before putting it into effect.

TNG's Bryant said there seemed to be a consensus that everybody was "feeling the pinch" of having to work harder, an observation echoed by Mike Bocking, president of the Vancouver-New Westminster Guild.

"The result (of the job cuts) is a speedup for many, although it's an intangible thing," Bocking said. "Management has alleged there is no increase in workload" and that priorities have been set to perform only necessary work.

"It's frustrating, because people want to do a good job," Bocking said.

He said cuts at the Vancouver Sun and Province had been achieved through "attrition, rather than layoffs; slowness in filling permanent vacancies; early retirement packages; and non-replacement of people away on a short-term basis."

The issue of increased workloads has been raised several times in grievance meetings, he said.

One other effect of Southam's cut in Brantford was the closing of the company cafeteria, with the loss of two jobs. That means employees will be eating more vending-machine food.

Murdoch would create new global media giant

New York—Rupert Murdoch has told the Wall Street Journal that his News Corp. is considering what the Journal describes as "a novel plan" to "create a new global media giant" to buy more properties while also reducing News Corp.'s heavy debt.

The new company would have \$2 billion-\$3 billion available to buy and develop businesses in the world-wide communications industry, Journal staffer Laura Landro reported in the paper's March 3 editions.

Murdoch told Landro that his primary aim in the venture is to in effect "start a second News Corp.," she reported. "The main purpose is not be stopped from

expanding," he said. If his plan to raise the money for the new company goes forward "it means we aren't tapped out . . . we can go on with everything."

Speculation in some circles has been that because of the outstanding debt Murdoch has run up in a five-year buying streak, he cannot continue as an aggressive acquirer.

An investment banker who is a director of News Corp. told the Journal that the plan would permit Murdoch to "continue to be as aggressive as ever without losing time," adding that the "media business" is restructuring world-wide "and Murdoch doesn't want to be sitting on the sidelines."

Small, Milwaukee, joins Reporter staff

Silver Spring, Md.—John R. Small, who has worked for newspapers coast to coast, has joined the Guild Reporter as assistant editor.

He replaces former associate editor Barbara E. Nelson, who in November took a position with the Bureau of National Affairs, Inc., a Washington, D.C., firm that specializes in legal, economic and industrial relations reporting.

Small's move to the East Coast



follows a 5 1/2 year stint as a copy editor at the Milwaukee Sentinel, where he was active in the Milwaukee Guild since its rebirth in June 1984.

The Milwaukee unit, Local 51, was formed by Sentinel and Milwaukee Journal newsroom and library workers after the city had been without a Guild local since 1962, when the Hearst-owned Sentinel was sold to the Journal during a Guild strike at the Sentinel.

Small, 44, served four years on the new Local 51 executive board, three of them as treasurer.

Prior to his work in Milwaukee, he worked on the West Coast for seven years with Leshner Com-

munications Inc., a San Francisco-area suburban chain.

While with Leshner, he spent three years as sports editor of the Antioch Daily Ledger, three years as city editor and editor of the Concord Transcript, and stints on the copy desks of the Contra Costa Times in Walnut Creek and Valley Times in Pleasanton. He was active in an unsuccessful effort by employees to organize as a unit of the then-San Francisco-Oakland Guild in 1982.

Small also spent two years as editor of a weekly in Ripon, Wis., and as an information specialist in the U.S. Air Force, working on base newspapers in San Antonio, Tex., and Woodbridge, England.

The U.S. price elevator

The table below records the ascent of the Consumer Price Index in the United States over a 24-month period following a 0.5-point increase in the index in January to 119.7, up 5.2 points from January 1988, and 9.7 points from January 1987. 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 January 1987. The Urban Wage-Earners' and Clerical Workers' Index (CPI-W) is the source.

	Index*	Percentage over	
		Same month prior year	January 1987
February 1988	114.7	3.8	4.3
March	115.1	3.7	4.6
April	115.7	3.7	5.2
May	116.2	3.8	5.6
June	116.7	3.8	6.1
July	117.2	4.0	6.5
August	117.7	3.9	7.0
September	118.5	4.1	7.7
October	118.9	4.2	8.1
November	119.0	4.1	8.2
December	119.2	4.4	8.4
January 1989	119.7	4.5	8.8

*1982-84 = 100

+index = 110.0

Some to top \$600 under Oshawa pact

Oshawa, Ont. — Increases totaling 10.25 percent over two years will push weekly top-minimum pay rates over the \$600 mark for several jobs in a new contract ratified by Southern Ontario Guild members at the Oshawa Times.

In addition, employees in several categories at the Thomson-chain daily will receive "catch-up raises" of 16-26 percent under the agreement approved Jan. 31.

Other gains in the two-year pact, retroactive to Aug. 4, include full payment of premiums for health care and life insurance, a new vision care benefit of \$75 every two years for glasses for both employees and dependents, and a ban on sexual harassment.

Minimum-pay for editorial-page and wire editors with at least three years' experience is raised first to \$588.62 a week, up by \$28.03, and then to \$618.05 this Aug. 4, up another \$29.43.

The top minimum for district editors, reporters, photographers, sports and family editors is raised first to \$577.29, up by \$27.49, and to \$606.15 on this Aug. 4, up by an additional \$28.66.

Top minimum for display salespersons is raised first to \$557.22, up by \$26.53, and will go to \$585.09 in August, up by \$27.87.

The "catch-up" raises help move top-minimum pay for classified salespersons from \$346.93 to \$402.99 during the life of the contract, a 16.2 percent hike.

Starting minimum for circulation representatives is raised by 26.1 percent, from \$322.54 to \$406.85. Their top minimum will go from \$417.66 to \$511.72, a 22.5 percent boost.

Senior clerks in classified, payroll, circulation and bookkeeping departments; machine operators; and clerks and receptionists receive increases of 16 to 17 percent, both in starting and top-minimum levels.

Bill Petrie, Southern Ontario Guild representative served as spokesperson in the Oshawa bargaining.

Full employer-payment of medical, dental and life insurance premiums replaces a provision under which employees paid roughly 30 percent of the costs, he said.

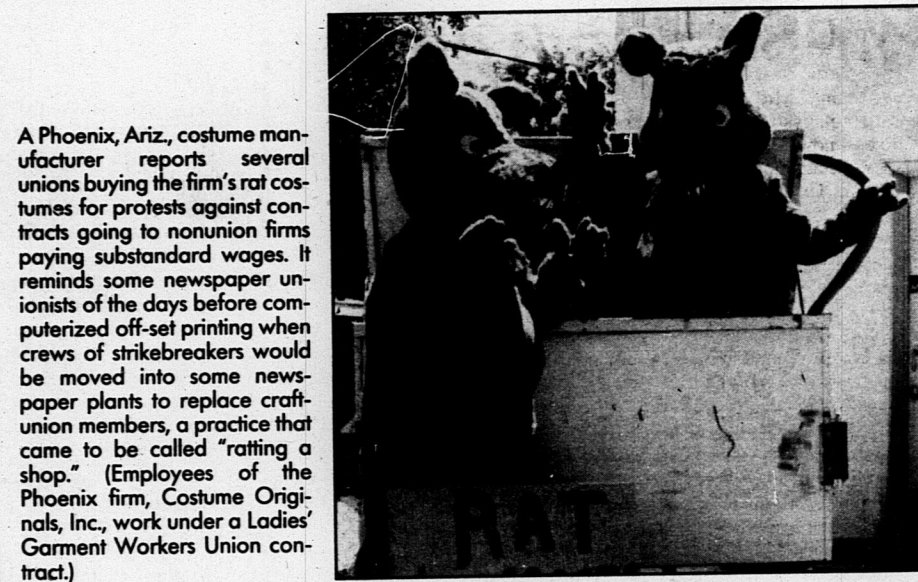
Another new provision recognizes "the right of employees to work in an environment free from sexual harassment."

The new contract also allows pregnant women working on VDTs to request reassignment, or early leaves of absence if suitable non-VDT work is not available.

Also, the employer agreed to provide VDT glare screens for any employee upon request.

The settlement also adds the following to the contract's list of banned bases of employment discrimination: ancestry, place of origin, ethnic origin, citizenship, sexual orientation, record of offenses, and handicap.

Costumes make 'statement' on union busting



A Phoenix, Ariz., costume manufacturer reports several unions buying the firm's rat costumes for protests against contracts going to nonunion firms paying substandard wages. It reminds some newspaper unionists of the days before computerized off-set printing when crews of strikebreakers would be moved into some newspaper plants to replace craft-union members, a practice that came to be called "ratting a shop." (Employees of the Phoenix firm, Costume Originals, Inc., work under a Ladies' Garment Workers Union contract.)

Group at Light ratifies agreement

San Antonio, Texas — Members of the San Antonio Guild in the news room, business office, delivery and maintenance departments of the San Antonio Light by a 2-to-1 margin have ratified a new two-year contract with the Hearst paper that is retroactive to March 19 of last year.

Bargainers for the Guild and the Light, meanwhile, were continuing to meet on a new contract to cover circulation district managers, who have been without one since 1980, and the paper's recently organized inside circulation employees.

The settlement, a "final offer" package from management approved on Feb. 12, increases top-minimum pay rates by as much as \$38 over its term, with roughly half retroactive.

It also provides "signing bonuses" of \$450 and \$550 for those covered employees not yet at "top scale" for their jobs, sets up one joint Guild-management committee to study child-care needs and another, on a 90-day trial basis, to conduct monthly safety inspections of the circulation truck fleet and make recommendations for correction of "deficiencies."

In addition, the pension benefit for future retirees is improved by a third and, in keeping with requirements of federal law, vesting is halved, to five years. An eighth holiday—the second "floating" day—also is added.

The company withdrew a proposal for a pre- and post-employment drug testing program.

Key news top \$635 at Kenosha News

Kenosha, Wis. — Guild-covered employees of the Kenosha News receive increases of up to \$26 a week under a new 13-month contract ratified late in 1988.

The pact, effective from April 26, 1988, through May 28, 1989, raises the top minimum for reporters and photographers to \$635, a \$24 increase. Top pay for sub-editors goes to \$692, a \$26 hike.

Top pay for librarians goes to \$349, up by \$13; darkroom technicians, assistant librarians and clerk-typists were raised to \$318, up by \$12. Sub-editors, reporters and photographer reach the top minimum in 5½ years; all others reach the top in 5 years.

Top minimum for reporters, photographers and artists is increased to \$556 a week, up a total of \$35.01, with \$17.51 retroactive and the remaining \$17.50 effective this March 19.

The \$550 signing bonus goes to persons on the experience step-ups in the same key news-room pay group. The \$450 signing bonus goes to all others on the step-ups. In both cases, the bonuses are prorated for those who joined the paper after March 18, 1988.

Top minimum for the highest-paid clerk classifications is increased to \$390 a week, up a total of \$26.31, with \$13.31 retroactive.

Senior collectors' top minimum goes to \$446, up a total of \$28.96, with \$13.96 retroactive.

Circulation truck drivers' flat minimum is raised to \$318 a week, up a total of \$20.02, with \$10.12 retroactive.

The flat minimum for a middle group of editors—art, assistant city, assistant sports, society and wire editors—goes to \$580 this March 19, up a total of \$38.04, with \$19.04 retroactive.

There are meaningful ways to protect fetuses and embryos," the report quoted Stellman as saying. But people should not be "devising new ways to push women out" of the work place.

Tamke re-elected council president

Memphis, Tenn. — Beth Tamke of the Memphis Guild was re-elected president of the Southern District Council and Bill Melton of the Peninsula (Newport News, Va.) Guild was re-elected treasurer during the council's winter meeting here March 4-5.

At the same time, Connie Knox

of the Washington-Baltimore Guild was elected vice president of the council and Bill Dockery of the Knoxville Guild was elected secretary. The vice presidency had been vacant for several months.

Lois R. Munday of Washington-Baltimore did not seek re-election as secretary.

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CapCities adapts tactics to ABC

New York—It's not taking Tom Murphy, chief of the Capital Cities/ABC publishing-broadcast combine, long to apply some of the bare-knuckle bargaining tactics he helped develop in the newspaper industry to contract talks at the ABC-TV network, according to at least one report.

Murphy, who added the network to Capital Cities' holdings a little over three years ago, has ordered ABC-TV management people to class to learn how to operate cameras and other equipment, according to the Gallagher Report newsletter.

The National Assn. of Broadcast Employees & Technicians' contract covering some 2,750 ABC-TV employees expires March 31, and chances for a strike are about 70 percent, the newsletter said.

The broadcast giant is demanding lower pay rates for new employees, an increase in the use of daily hires and realignment of the job responsibilities of technicians, Gallagher reported.

New TNG advisory on stress in workplace goes to all locals

Silver Spring, Md.—Worker compensation claims for stress-induced illness now constitute 14 percent of all occupational-disease claims, a new TNG advisory on workplace stress points out.

The statistic comes from the National Council on Compensation Insurance, which also says the percentage of successful stress claims is increasing.

Other information in the advisory includes:

✓ The National Institute on Workers Compensation includes

journalists on its list of the 10 most stressful jobs.

✓ Female journalists suffer from stress at a higher rate than males, according to a survey by a Kansas University professor.

✓ Two researchers in a study 18 years ago found the mortality rate for journalists to be twice that of the general population.

✓ Another study found that 1 of every 20 journalists who died in 1950 committed suicide; only artists and art teachers had a higher suicide rate.

The stress advisory, prepared TNG Research and Information Director David J. Eisen, is being sent to all Guild locals to fill a need that became apparent in a 1986 membership poll, Eisen said.

The poll showed that stress was the No. 1 complaint about jobs. With no mention of stress in the question, 38 percent of the respondents gave stress-related answers when asked what they liked least about their jobs.

In response to a specific question on stress, 20 percent reported

Why unions? Here's one answer

Great Falls, Mont.—"Bread and Butter," publication of the Great Falls Guild, reports that news-room employees of a local television station recently voted for representation by the Int'l Brotherhood of Electrical Workers.

Main reason: pay rates. Average pay at the station is less than \$12,000 a year (just over \$230 a week). The news anchor, with 25 years experience, makes less than \$20,000 (just over \$384 a week), the Guild local reported.

By contrast, the Great Falls Guild contract at the Cowles-chain's Great Falls Tribune provides a minimum of \$520.70 a week for reporters with five years' experience (\$27,000-plus a year). That ranks 90th among Guild contracts with dailies.

severe stress and 36 percent said they suffered "somewhat" from it.

The advisory outlines what can be done in the workplace to deal with it, beyond just "coping."

"A union's primary job is to eliminate its members' stress, as far as possible, not teach them how to live with it," the advisory says.

A chart notes the danger signs (tension headaches, back aches, accident proneness, anxiety, absenteeism, and others) and some effects on the body (increased blood pressure and metabolism, decreased protein synthesis, increased stomach acids).

The advisory notes that a TNG questionnaire distributed by eight locals in 1987 added to the available information.

High-speed work and lack of control over work pace were frequently cited factors in those questionnaires. Overcrowding, computer delays, office temperature, noise and uncomfortable work areas were other factors.

The advisory also notes that additional information is needed, and points out that locals can use the enclosed TNG Occupational Stress Questionnaire to collect it.

"Stress is where you find it," the advisory says. "It is not peculiar to any single job or department. . . . But you won't find it unless you look."

The advisory points out how to proceed if results of the questionnaire indicate a serious level of stress in any job or department.



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\$1,001-a-week tops TNG list of top, flat minimum rates for variety of computer jobs

HIGHEST MINIMUM among 108 top and flat rates for a wide variety of computer-related jobs under Guild contracts with daily newspapers and wire services in the United States, Canada and Puerto Rico was \$1,001.37 a week as of March 1, according to a compilation by TNG's Collective Bargaining Dept.

That rate is for senior programmers, systems analysts and senior systems programmers at the New York Times.

Overall, 42 percent, or 46, of the minimums on the list exceeded \$600 a week, and 65 percent of them (71) were \$500 a week or more. Twenty were \$700 a week or more, and 13 or them topped \$800 a week.

The minimum-pay rates listed here were those in effect March 1 under 40 contracts, the bargaining department reported. Results of settlements since or deferred increases effective since are not included.

	Minimum	After
New York Times		
Senior programmer, systems analyst, senior systems programmer	1,001.37—4 yrs.	
Systems programmer, programmer	687.64—3 yrs.	
Computer operator	867.16—4 yrs.	
EDP control clerk	649.54—3 yrs.	
EDP posting clerk	529.17—3 yrs.	
EDP tape library clerk	497.91—2 yrs.	
New York Daily News		
Systems analyst, senior programmer, computer operations supervisor	946.78—1 yr.	
Programmer, senior computer operator, data control supervisor	799.95—6 yrs.	
Computer operator	625.16—3 yrs.	
Ass't computer operator, head data control clerk	582.34—3 yrs.	
Data control clerk	454.94—2 yrs.	
Systems and data processing clerk	392.49—3 yrs.	
Vancouver Sun and Province		
System administration	926.32—flat	
Programmer	911.53—5 yrs.	
Programmer analyst/operations supervisor	911.53—flat	
Computer operator	814.99—2½ yrs.	
Toronto Star		
Senior programmer	858.21—1 yr.	
Intermediate programmer	817.03—2 yrs.	
Junior programmer	706.12—2 yrs.	
Programmer trainee	557.10—1 yr.	
Senior computer operator	686.91—2 yrs.	
Computer operator	607.73—4 yrs.	
Machine tender	526.01—3 yrs.	

	Minimum	After
Ass't supervisor data processing	662.91—flat	
Supervisor data processing	842.25—2 yrs.	
Senior supervisor	850.54—flat	
St. Louis Post-Dispatch		
Senior programmer, senior systems analyst	830.12—5 yrs.	
Junior programmer, junior systems analyst	620.16—5 yrs.	
Machine operator	576.70—4 yrs.	
Ottawa Citizen		
Supervisor of operations	823.96—flat	
Operator	674.83—5 yrs.	
St. Paul Pioneer Press Dispatch		
Senior programmer-analyst	796.97—5 yrs.	
Programmer-analyst	663.47—4 yrs.	
Programmer	631.87—4 yrs.	
Junior programmer	474.48—2 yrs.	
Computer room shift supervisor	688.78—5 yrs.	
Senior operator	602.62—4 yrs.	
Operator	573.92—4 yrs.	
Junior operator	591.19—1 yr.	
San Francisco Chronicle and Examiner		
Computer programmer	787.34—6 yrs.	
Senior computer operator	571.01—2 yrs.	
Computer operator	517.38—2 yrs.	
EDP machine room supervisor	642.32—2 yrs.	
San Jose Mercury News		
Computer programmer A	787.34—6 yrs.	
Computer programmer B	655.14—3 yrs.	
Senior computer operator	621.89—2 yrs.	
Computer operator	517.38—2 yrs.	
Detroit Free Press		
Systems Programmer	758.60—3 yrs.	
Programmer-analyst	631.19—3 yrs.	
Computer programmer trainee	432.75—2 yrs.	
Computer operator	614.54—4 yrs.	
Computer operator trainee	341.50—1 yr.	
New York Post		
Ass't data processing supervisor	728.40—3 yrs.	
Machine operator-data processing	514.05—3 yrs.	
Head machine operator-data processing	583.60—3 yrs.	
Associated Press		
Programmer	2,695.00—5 yrs.	
Computer maintenance controller	515.74—1 yr.	
Toledo Blade		
Programmer	673.03—4 yrs.	
Computer operator	572.78—3 yrs.	
Washington Post		
T-5 data processing programmer analyst	664.35—4 yrs.	
T-4 data processing programmer	463.35—3 yrs.	
T-3 senior processing machine operator	401.10—1½ yrs.	
T-2 data processing machine operator	351.75—3 yrs.	
Honolulu Advertiser and Star-Bulletin and Hawaii Newspaper Agency		
Senior programmer	657.76—4 yrs.	
Computer operator/junior programmer	574.83—3½ yrs.	

	Minimum	After
Boston Herald		
Programmer	649.50—3 yrs.	
Computer operator	532.87—3 yrs.	
Memphis Commercial Appeal		
Senior programmer	638.10—5 yrs.	
Computer programmer	528.95—5 yrs.	
Computer operator	427.00—5 yrs.	
Monterey Herald		
Computer operator	625.00—4 yrs.	
Eugene Register-Guard		
Programmer/operator	590.00—5 yrs.	
Programmer/operator on call	621.80—5 yrs.	
Data processing B	388.70—5 yrs.	
Data processing A	354.30—4 yrs.	
Philadelphia Inquirer and Daily News		
Computer operator	582.08—4 yrs.	
IBM programmer	499.58—4 yrs.	
Providence Journal and Bulletin		
Computer operator	580.97—3 yrs.	
Computer room supervisor	617.54—2 yrs.	
Lowell Sun		
Computer operator-programmer	579.00—4 yrs.	
Baltimore Sun and Evening Sun		
Programmer	575.00—5 yrs.	
Computer operator/data control A	465.00—5 yrs.	
Head computer operator	480.00—flat	
Programmer librarian	382.00—5 yrs.	
Victoria Times-Colonist		
Computer operator	573.86—flat	
Portland Press Herald and Express		
Computer programmer	556.02—3 yrs.	
Computer operator A	505.68—1 yr.	
Computer operator B	415.07—1 yr.	
Clerk-computer input	391.82—1 yr.	
United Press International		
ADP programmer	515.00—5 yrs.	
ADP operator	410.00—3 yrs.	
Denver Post		
Computer operator	461.00—3½ yrs.	
San Mateo Times		
Computer operator	458.05—4 yrs.	
San Juan Star		
Programmer, EDP office operations supervisor	433.10—5 yrs.	
Computer operator	306.00—4 yrs.	
Salem News		
Computer applications specialist	428.72—flat	
Computer operator	403.34—3 yrs.	
Mt. Clemens: Macomb Daily, and Royal Oak Tribune		
Data processing operator	414.00—2 yrs.	
Duluth News-Tribune		
Computer operator	375.17—4 yrs.	
Brockton Enterprise		
Computer operator	371.81—4 yrs.	
Allentown Call		
Computer operator	361.49—2½ yrs.	
Albany Times-Union		
Computer operator	359.00—2 yrs.	
Bristol Press		
Computer operator	333.97—5 yrs.	
Pueblo Chieftain		
Computer operator	329.76—3 yrs.	
Yakima Herald-Republic		
Computer operator	326.75—4 yrs.	
Computer trainee	238.25—1 yr.	
Great Falls Tribune		
IBM machine operator	324.93—4 yrs.	
Glens Falls Post-Star		
Computer technician	260.00—1 yr.	

¹ For those hired after March 30, 1982.
² Plus \$15 to \$65 geographic differential.



NLRB orders 3rd vote in six years at Times

Hammond, Ind.—News and display advertising employees of the Hammond Times were to vote once more March 15 on whether to keep the Chicago Guild as their bargaining representative.

It will be a vote, in effect, on whether the union should maintain its nearly six-year effort to get to the bargaining table to seek a new contract for the group at the Howard-Publications daily.

The employee group's third vote on Guild representation since April of 1983, it was ordered by the National Labor Relations Board in Washington when it dismissed the paper's appeal from a hearing officer's finding last summer that Times management had used the four years from 1984-87 to illegally "weed out" pro-union job applicants.

The hearing officer last July held that the Times used deliberately "coercive interrogations" to make a fair choice impossible in an NLRB-supervised election held six months earlier. Ballot tally was 27 votes for the Guild and 29 for "no union."

In a decision dated Feb. 2, a three-member panel acting unanimously for the full NLRB dismissed in one sentence and two footnotes the substance of the Times' appeal and agreed with the hearing officer that "the election must be set aside and a new election held."

Pointing in one footnote to the company's taking exception to "some of the hearing officer's credibility findings," the board panel said it could find "no basis" for reversing them.

Relying in large part on testimony during six days of hearings from a former managing editor of the Times, the hearing officer in her findings discredited much of the counter testimony by executive editor William Nangle as "vacillating, contradictory and evasive" and, in contrast to the former managing editor's, neither "forthright" nor "straightforward."

The hearing officer also characterized the questions to Nangle by the company's lawyer from the firm of Seyfarth, Shaw, Fairweather & Geraldson as "very carefully constructed, self-serving questions."

In addition, the NLRB panel said in the same footnote, after "careful examination of the entire record" of the hearings "we are satisfied" that the company's allegation that the hearing officer's findings were the result of bias "is without merit."

The NLRB panel also adopted as its own the hearing officer's finding that the "informal conversation" portions of the employer's interviews [of job applicants] were tantamount to coercive interrogations, and that this conduct, as well as the warnings by management officials to certain prospective employees not to appear pro-union during their interviews, reasonably tended to interfere with employee free choice in the election.

Chicago Guild Executive Director Gerald J. Minkinen said that since the January 1988 election, there has been a turnover of nearly 50 percent in the unit.

That vote came on a petition to decertify the Guild that was filed in September 1984.

Earlier, in May 1983, employees in the unit had voted by 39-16 to affiliate with the Chicago Guild and dissolve an unaffiliated union that had represented them. The company had appealed the Guild's subsequent certification to the full board. The board held a series of hearings on the appeal in 1984 but did not issue its ruling upholding the certification until the fall of 1987. The first vote on the decertification petition filed three years before was then scheduled.

'Futures forum' set April 22-23

Silver Spring, Md.—The forum on the Guild's future called for by the Int'l Executive Board during its January meeting, will be held April 22-23 at the George Meany Center for Labor Studies in this Washington suburb, TNG President Charles Dale has notified leaders of all locals.

Topics will include "whether the Guild's future should involve merger with another union and, if so, which one, or what, if any, restructuring TNG may have to do down the road in order to stand alone," Dale said in a March 9 letter of invitation.

The dates are the weekend before the IEB's spring meeting, when it traditionally formulates its

recommendations to TNG's annual convention.

The board called for the forum at the same time it constituted itself, along with TNG's Canadian director and director of field operations, as the committee called for by the 1988 convention to continue exploration of merger "with appropriate unions." [Guild Reporter, Feb. 10.]

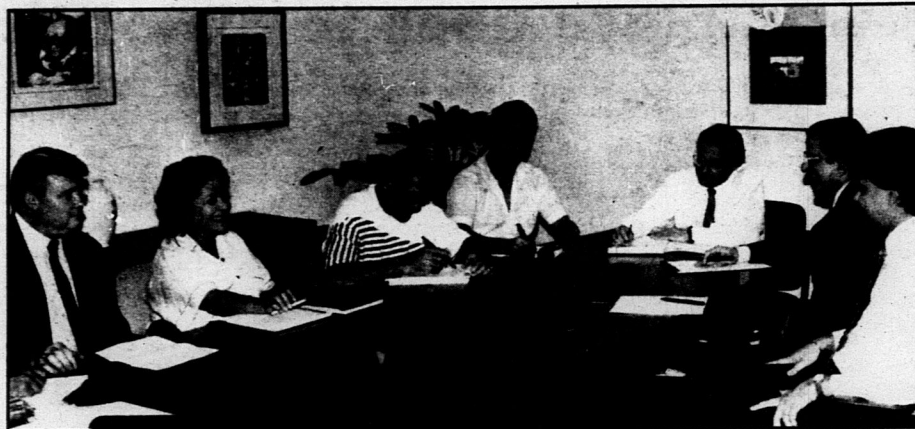
While participation of local leaders in the forum will be at locals' expense, all locals will be sent questionnaires on the forum topics in advance and those unable to send representatives can be heard through their responses, the IEB noted in calling for the forum.



Guild Service Award entries deadline, March 31, TNG headquarters, Silver Spring.
Ingersoll Council of Guild Locals, spring meeting, April 1-2, Philadelphia.
Guild Futures Forum, April 22-23, George Meany Center for Labor Studies, Silver Spring, Md.
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.

Middle-Atlantic District Council, spring meeting, May 20-21 (tentative), Wilkes-Barre, Pa.
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.
57th Annual Convention, June 25-29, 1990, New York City.

UPAGRA (Puerto Rico Guild) is back at El Mundo



Representatives of UPAGRA, the Puerto Rico Guild, and TNG pause (below) in the lobby of El Mundo on their way to meet with the new management of the daily (above) to work out details of the paper's compliance with a federal judge's order that it, among other things, rehire scores of members victimized by the company's efforts to end Guild representation of the paper's employees [Guild Reporter, Feb. 10]. Recall of more than 100, including the entire

editorial staff, was to begin immediately. Below are, from left: Delegate Lydia Perez; attorney Genoris Vizcarra; President Charlie Ramis; Executive Secretary Angel Baez; Secretary-Treasurer Israel Rodriguez; TNG Representative Harry L. McCormick; Vice Delegate Luis Rivera. Management people, above, from right, are: William Cuebas, personnel director; attorney Miguel Palan; and Eduard Figueroa, president.



The Guild Reporter



JAMES M. CESNIK, Editor

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The Newspaper Guild

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