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Renewed concern, action sought for Anderson

Pleas, protests mark four years' captivity

March 16 was the fourth anniversary of the kidnapping in Beirut of Terry Anderson, the Associated Press's chief Middle East correspondent.

Unions representing journalists on both sides of the Atlantic and Pacific, journalists singly and in loosely knit groups, his family and others marked the day by seeking to rekindle public, diplomatic and private concern and activity to secure the release of Anderson and the other hostages.

Anderson's continuing captivity by the Islamic Jihad is the longest of the 14 foreign hostages in Lebanon—nine Americans, three Britons, one Irishman and one Italian.

✓ TNG President Charles Dale, representing both the Guild and the Int'l Federation of Journalists, led a delegation that met at the State Dept. with Ambassador At-Large Al Adams, who is awaiting confirmation as head of the agency's counter-terrorism office.

The delegation included Tom Kahn, director of the AFL-CIO Dept. of Int'l Affairs, Kevin Keane, president of the Wire Service Guild, Anderson's union before he left its jurisdiction; and TNG Secretary-Treasurer John C. Edgington.

A year earlier, Dale, IFJ President Mia Doornaert and leaders of British and French journalists unions met with Secretary-General Javier Perez de Cuellar at the United Nations.

✓ The ad-hoc Journalists

Witness to kidnapping asks who Anderson's jailer is 8

Committee to Free Terry Anderson and the humanitarian group, No Greater Love, again co-sponsored a memorial observance in Washington, this year on Capitol Hill in a House office building caucus room. Last year it was in a church across the city in Georgetown.

✓ A delegation led by the IFJ's Doornaert was received by the European Parliament in Strasbourg, France, and that body passed an emergency motion calling for Anderson's release.

The delegation included Jean Paul Kauffmann, a French journalist with L'Evenement du Jeudi, who last summer was released after being held three years in Lebanon.

✓ In London, a similar "all-party motion" was accepted by the House of Commons on the initiative of members with backgrounds in journalism from all political parties.

A delegation of National Union
(Continued on Page 4)

At right: Anderson from October 1988 videotape



GUILD, AFL-CIO DELEGATION MEET WITH U.S. COUNTER-TERRORISM HEAD
At the State Dept., from left: AFL-CIO Int'l Affairs Director Tom Kahn; Wire Service Guild President Kevin Keane, Ambassador-at-large Al Adams; TNG officers John Edgington and Charles Dale.

Local in York votes to fight planned JOA

York, Pa. — The York Guild voted March 9 to fight the proposed joint operating agreement between the city's two dailies and to seek the "best possible" legal counsel to help it do so.

The Daily Record and the Dispatch, two papers that were founded in the 1800s, applied Feb. 22 to the U.S. Justice Dept. for creation of the JOA, claiming "continuing losses" by the Record made it a "failing newspaper."

"We don't know if we can stop it, but we're going to try," said Guild President Theodore J. Smith, a Record employee.

The Guild planned to file for intervenor status. It has 30 days from the time notice of the application appears in the Federal Register, Smith said.

The Guild represents about 65 editorial employees at the Dispatch
(Continued on Page 6)

Gannett vetoes K-R bid to begin Detroit JOA

Detroit—Implementation of the proposed joint operating agreement between Detroit's two dailies was pushed back yet again March 21—this time until at least June and by a Gannett Co. decision, not a court order.

Creation of the JOA could result in the loss of as many as 500 jobs, most held by Guild-represented employees.

After a five-hour meeting here, Gannett executives overrode the wishes of top brass from Knight-Ridder, Inc., who wanted to proceed almost immediately with the merger of that chain's Detroit Free Press and Gannett's Detroit News.

The Supreme Court on March 20 voted 7 to 2 against continuing an order temporarily preventing

implementation of the JOA, in the process giving company officials the green light to merge all the papers' operations except their news rooms.

Gannett, which holds a 3-2 advantage on the board that is to manage the JOA, decided to wait until the Supreme Court makes a final decision on a challenge to its legality.

A group called Michigan Citizens for an Independent Press (MCIP) is preparing an appeal to the high court of earlier decisions permitting creation of the JOA under the antitrust exemptions of the Newspaper Preservation Act, intended to save financially "failing newspapers," alleged to be the Free Press in this case.

MCIP has until April 3 to file its appeal, and the publishers have until April 17 to respond. The group then is allowed a final response.

After reviewing the appeal, probably by the end of June, the Supreme Court could decide to take up the matter during its fall session, delaying the merger indefinitely under the decision of the Gannett executives in the March 21 meeting.

MCIP has agreed with the publishers to complete its appeal petition a month earlier than required, and William Schultz, a lawyer for the group, said that might have influenced Gannett's decision to wait.

In a joint statement after the

meeting, the executives of the nation's two largest newspaper chains explained their decision and did not attempt to hide their differences.

"Both Knight-Ridder and Gannett continue to be firmly committed to pursuit of final expedited approval of the Detroit JOA," the statement said.

"There was disagreement as to the timing of launching of the Detroit News Agency (the company that will run the two papers). Knight-Ridder was prepared to go forward next week, the Supreme Court having terminated the stay on Monday.

"Gannett preferred to wait until the final disposition of a petition
(Continued on Page 6)

NLRB ponders arguments on drug testing

Washington—The Twin Cities Guild and the Minneapolis Star Tribune argued their dispute over a company's legal obligation to bargain with its employees' unions on drug and alcohol testing of job applicants before the full National Labor Relations Board here March 15.

The arguments on the Minneapolis case, coupled with another involving a Machinists union local and a California firm, lasted nearly five hours. The two unions were joined by the NLRB general counsel, the AFL-CIO and the Teamsters and the two employ-

ers by the U.S. Chamber of Commerce and two other management organizations.

The board's decision in the cases is expected to set a standard for employer obligations and union and employee rights in the highly charged area of drug and alcohol testing of both current employees and job applicants throughout the private sector.

Arguments on the Minneapolis case came on the daily's appeal from an NLRB administrative law judge's decision that the Cowles Media-chain daily violated federal labor law when it refused Guild

requests for bargaining before unilaterally imposing pre-employment testing on Jan. 1, 1987.

The law judge also held that the publisher was required to bargain on a companion, unilaterally implemented policy for testing of persons already employed under some circumstances. The Star Tribune did not appeal that finding and has agreed to bargain over it, but the Machinists' case argued before the board went directly to that question.

A decision by the five-member board could take several months and possibly much longer, said at-

torney Barbara L. Camens of TNG's general counsel's office, who argued the Minneapolis case for the Guild both before the law judge and in the appeal hearings here.

"It's a very difficult legal case, but there is great interest in the subject and the board might make it a priority matter," Camens said.

With about 115 people watching in a packed room at NLRB headquarters, Guild attorney Camens joined NLRB General Counsel Rosemary Collyer in asking the board to uphold law judge Wallace
(Continued on Page 2)

NLRB hears arguments on applicant drug testing

(Continued from Page 1)
H. Nation's Nov. 3 ruling that testing of both current employees and applicants is a mandatory subject for bargaining.

In the oral arguments, both sides agreed that a "bright line" should be drawn on the issue. The phrase was used repeatedly by both sides to mean a general rule that can be used in similar cases.

Camens told the board that more than 20 years of "significant precedent" in NLRB rulings indicated that hiring practices are mandatory bargaining subjects under the National Labor Relations Act.

In a 1963 Houston case, the board required a contractor to bargain over hiring hall criteria, and in 1984 the NLRB found Lockheed Shipbuilding and Construction Co.'s unilateral imposition of medical screening examinations to be in violation of federal law, Camens pointed out.

She also pointed to a 1971 Supreme Court decision (Allied Chemical & Alkali Workers vs. Pittsburgh Plate and Glass Co.) that said mandatory bargaining extends to matters which relate to employees outside the bargaining unit if that matter "vitally affects the 'terms and conditions' of employment" of bargaining unit employees.

Camens also touched on the question of "unique policy considerations" such as personal dignity and the abuse of rights to privacy.

She gave the example of a female applicant at the Star Tribune who testified before the law judge that she was required to provide a urine sample in a public restroom with the stall door open, while unclothed completely below the waist and observed for 40 minutes by a nurse who demanded that she keep her hands at her sides at all times.

(In response to questioning by the NLRB's chairman, an attorney for the company in the Machinists' case said he supposed a company could require strip searches as part of drug testing, the Bureau of National Affairs reported.)

Joseph E. Mayer, NLRB assistant general counsel, argued in the Minneapolis case that putting conditions on employment affects the makeup of the bargaining unit.

He noted that one "highly qualified applicant was rejected because he refused to take the test." Mayer said it was impossible to know how many other qualified applicants refused to take the test because the Star Tribune also refused to comply with a Guild request for information on the program.

Mayer said that a paper that insists on testing of job applicants could fail to attract top reporters who object to testing on principle.

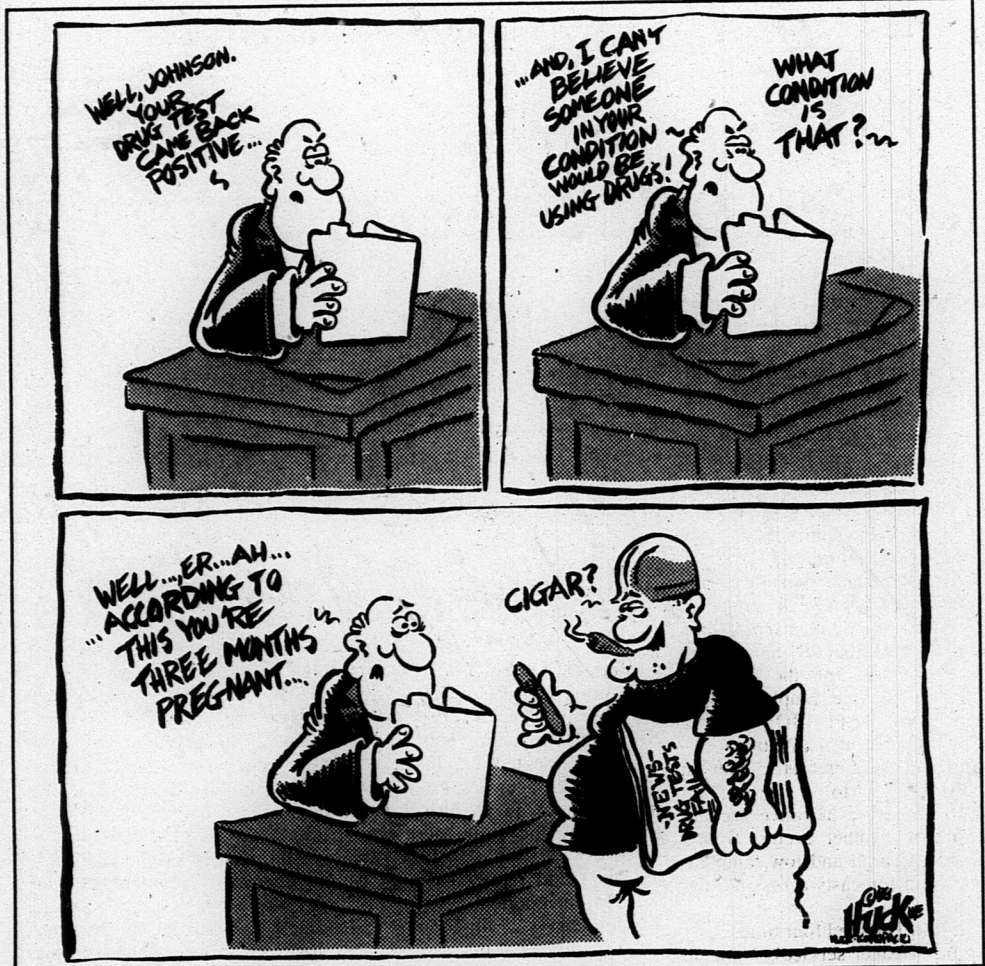
Minneapolis attorney James M. Samples, arguing for the Star Tribune, said the testing program was nothing more than an effort to "screen out illegal drug users," noting that Minnesota law allows the tests to be given only after a conditional offer of employment has been made.

He said the union's position was "stretching" the provisions of the Labor Relations Act.

Samples maintained that the screening would have only an "incidental effect" on the working conditions of bargaining unit employees and the composition of the unit.

He also said it was "speculative evidence" that the tests could adversely affect the future employment opportunities of Guild unit members.

The Guild argued that non-performance-related criteria for hiring arbitrarily compromised the



makeup of the Star Tribune staff, thus potentially lowering the quality of the paper and the reputation of the staff.

Samples also attacked as a "red herring" the Guild's contention that giving the employer unilateral control over drug/alcohol screening could pose a safety question.

The Guild position was that both sides could have a safety concern and thus both sides should be involved in bargaining on safety issues.

The Star Tribune attorney concluded that the "bright line" should be left where it was before Nation's ruling.

Guild and NLRB lawyers also argued that neither management rights clauses in contracts nor contractual work rules prohibiting the use of alcohol or drugs constituted a waiver of the union's right to bargain over testing.

AFL-CIO General Counsel Laurence Gold argued that recognition of applicant testing as a mandatory subject of bargaining would "put

the matter squarely in the hands of private parties," managements and unions, taking the issue out of the arena of the courts and the NLRB.

"People have a deep and rational interest" in whether there will be testing and what the testing might be, he said.

Teamsters attorney Wilma B. Liebman said that union's experience showed that bargaining tends to reduce employee resistance to testing and results in better testing programs.

A simple majority decision is required by the board, which includes Chairman James M. Stephens, Wilford W. Johansen, Mary Miller Cracraft, John E. Higgins Jr. and Dennis M. Devaney.

Hearings set on Dayton petition for Guild representation election

Dayton, Ohio — Hearings are scheduled to begin April 10 on a Guild petition for a new, government-supervised election to seek to require the Cox chain's Dayton Daily News to recognize the union as representative of its editorial department employees.

The petition, filed with the National Labor Relations Board Jan. 19, was the latest event in a 2 1/2-year legal battle with the Cox chain that began when the membership of the News Employees Assn. of Dayton (NEAD) voted to affiliate with the Guild.

The struggle has included the imposition of a "contract" by the company, unfair labor practice charges and hearings centered on management's refusal to recognize NEAD's Guild affiliation and NEAD's contract, and more than a year's wait for a decision following the hearings.

The petition was filed with the NLRB after the expiration of the imposed three-year "contract."

"We felt this was the quickest way to get to the bargaining table," said TNG Representative Harry L. McCormick.

Fifteen days have been set for the hearings to determine who will be included in the bargaining unit.

The Guild seeks affirmation of bargaining rights for some 135 full-time employees, plus about 60

part-timers and regularly assigned stringers, McCormick said.

The employer seeks to deny representation and voting rights to the part-timers and stringers and about 30 full-time employees it claims are managerial, supervisory or confidential.

A second issue is whether a competing group, called the "Editorial Association," will be given a spot on the election ballot, said Guild attorney David Cohen.

"We don't believe that it is a bona fide labor organization," Cohen said, calling the association basically a one-person organization. "However, the board's standard for what constitutes a labor organization has been extremely liberal," he noted.

The NLRB regional director will decide on both issues, and then schedule an election.

Rob Modic, NEAD president, expressed confidence in the election's outcome. He said a "weekend blitz" was held in mid-December to bolster the union's membership and that those signed up have been holding strong.

"Support for the Guild has grown both in the original unit and among part-timers," Modic said.

McCormick said it was "an ongoing decision" to file for the election as the wait grew longer for a decision on the NLRB's unfair

labor practices complaint.

The complaint, arising from events in the fall of 1986, was heard by an administrative law judge during nine days in August and September 1987, but no ruling had been issued by January, nor since.

The membership of NEAD, which had been an unaffiliated association for about 40 years, ratified a three-year contract with the Cox daily on Sept. 12, 1986, and later the same day voted for Guild affiliation.

A week later, the employer refused to recognize the Guild or honor the contract, choosing instead to implement terms of the contract, except for arbitration, dues checkoff and Guild shop clauses. The Guild filed an unfair labor practice charge, and in 1987 the National Labor Relation Board issued a complaint.

With 180,000 circulation, the Daily News is the only daily in Dayton, following Cox's closure of the afternoon Journal Herald.

The Cox family, which founded the Daily News, had purchased the Journal Herald in the 1940s, and the papers competed editorially until 1982 when the staffs were merged. The Journal Herald name was retained for several years, but by Oct. 31, 1987, the title had disappeared.

U.S. agency drug screening fails to pass the privacy test

Washington—Concern for the privacy of 17,000 Interior Dept. employees has prompted a federal judge to block the agency's plan to conduct random drug screenings, the Bureau of National Affairs reported in its "Daily Labor Report" newsletter.

In granting an injunction, Judge Harold H. Greene expressed concern that the following scene might unfold under the plan:

"As the tourists view the majestic Interior buildings from the outside, there being lectured by their tour guides on the freedoms under our system of government, on the inside of these buildings platoons of bureaucrats will march in unending streams toward the department's toilets for their next urination procedure under the steady gaze of the government's urination inspectors."

The National Federation of Federal Employees, which represents 18,000 Interior workers, chal-

lenged the random testing, instituted under former President Reagan's executive order for a drug-free federal workplace.

Greene agreed that urinalysis is an unreasonable search unless government interests outweigh an individual's Fourth Amendment rights to privacy.

"There are few, if any, concentrations of individuals... that are freer of illegal drugs than the faithful, loyal, perhaps somewhat stolid, not very 'hip' members of the federal bureaucracy," Green said.

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Storm is brewing on weather service trims in 'summary'

Silver Spring, Md. — Guild locals and members are being urged to help try to stop the U.S. National Weather Service from severely cutting back one of its operations that long has been a primary source of information for weather stories.

Guild people should urge publishers also to join the effort to stop the planned cutback in the National Weather Summary, used by thousands of newspapers and broadcast outlets every day, said TNG President Charles Dale, who once did weather stories himself for both newspapers and radio.

The summary probably is the single most widely disseminated product of the weather service, according to William R. Sammler, a shop steward for the National Weather Service Employees Organization, AFL-CIO, and a meteorologist at the National Severe Storms Forecast Center in Kansas City, Mo.

It provides a narrative account of major weather events, frontal positions, high and low temperatures and forecasts across the nation.

It now is issued four times daily by the weather service's National Public Service Unit, which is targeted for elimination under recently announced weather service budget cuts.

The unit, Sammler said, also is "the primary liaison" between reporters and the weather service, available around the clock for live telephone interviews for both print and broadcast news.

Under the cuts, scheduled to take place no later than Oct. 1, current 24-hour staffing would be cut to a single afternoon-evening shift, the national summary would be cut back to twice a day (3 p.m. and 8 p.m.) and would be done by forecasters in another unit. In addition, live phone interviews would be eliminated.

Important information long provided to reporters and the public would be "seriously diminished," Sammler said.

"Just imagine a day without the information in those national weather summaries," wrote Hugh Crowther, a meteorologist with the targeted unit. "On television the national weather map is blank. . . . If you have plans to travel . . . how do you find out what clothing to pack? . . . How do you find out if there is a major snowstorm . . . and where it is headed? If a tornado hit the town of a friend or relative that day, how are you going to know?"

TNG's Dale joined Sammler in

Locals, councils get survey on leadership

Silver Spring, Md. — Top officers and human rights chairpersons of all Guild locals and district councils have been sent forms for the annual survey to measure progress for women and minorities in Guild leadership and staff positions.

Results of the survey will be reported to the Human Rights Committee of the 1989 Guild Convention, June 19-23 in Albany.

urging that the cuts be brought to the public's attention and that they be protested both to members of the U.S. House and Senate and to top officials of the weather service.

They include:

Elbert W. Friday, Ass't Administrator for Weather Services, National Oceanic and Atmospheric Administration, Silver Spring, Md. 20910, and;

Fred Ostby, Director, National Severe Storm Forecast Center, 601 E. 12th St., Kansas City, Mo. 64106.

'Merit pay' at Fresno Bee prompts bias complaint

Fresno, Calif. — The Northern California Guild has charged the McClatchy chain's Fresno Bee with discriminating against its Guild-represented employees on the basis of age, national origin, race and sex in its hiring, pay, promotion and assignment practices.

The Guild represents approximately 130 reporters, copy editors, photographers, librarians and editorial artists at the Bee.

Six months before taking the action here Feb. 23, the union filed similar charges against McClatchy's flagship Sacramento Bee.

In both instances, the Guild charged in complaints filed with the U.S. Equal Employment Opportunity Commission and its state agency counterpart, much of the pay discrimination results from the company's basing all increases on what it calls "merit pay."

The company instituted the increase system unilaterally after declaring bargaining for new contracts to be at impasse and terminating the old contracts' experi-

ence-based increase schedules.

"We long have held that the company's so-called merit pay plan is discriminatory," Larkie Gildersleeve, an administrative officer of the Guild local, told a press conference at which she and Denise Rios, Guild Fresno unit chairperson, announced the charges.

"Subjective judgments by managers at the newspaper have resulted in dramatic pay disparity" that favors young white men over women, minorities, especially Hispanics, and those more than 40 years old, Gildersleeve said.

The Bee's business manager, Ray Steele, Jr., issued a statement accusing the Guild of "trying to achieve through publicity and litigation what it has not been able to accomplish" at the bargaining table and asserting that "the Bee's merit review system has been administered with full impartiality."

The Guild's complaint to the federal and state agencies, citing an analysis of payroll data from August 1988, alleges that the Fresno Bee "pays its white male employees an average of \$710 per

week," while paying "Hispanic employees \$492 per week on average, its Asians an average of \$535 and its black employees \$339 per week."

"Even when age and job tenure are held constant," the complaint continues, "Hispanic employees are paid \$147.32 (or 26.12 percent) less per week than white employees," with Hispanic reporters paid \$93.69 (or 14.9 percent) less per week than white employees "doing substantially similar work."

The same payroll analysis shows that women reporters receive "approximately \$39 less per week than male reporters" and that "overall, female employees . . . receive an average of approximately \$613 per week as compared to the \$687 it pays to its male employees or . . . the \$710 per week it pays its white male employees on the average."

Each of the groups covered in its complaint, the Guild charged, has received lesser increases under the Bee's merit-pay system. Between 1985 and 1988, the union

said, this meant that the mean increase for over-40 employees was \$26.40 a week less than the mean increase for under-40 employees; \$27.53 a week less for over-40 reporters than for under-40 reporters.

The complaint charges that the Bee's use of "subjective factors unrelated to job performance" also has resulted in women, minorities and employees over 40 getting less desirable assignments and positions.

It alleges that women have been given a disproportionately high number of weekend and night shifts and also points to more night shifts and other less desirable work shifts and assignments for older employees, particularly photographers.

The complaint also charges the Bee with failing to hire "equally qualified blacks, Hispanics and other minorities in proportion to their representation in the community" and segregating those it does hire in "less desirable, lower paying positions and job assignments."

It also charges that the Bee refuses to hire and promote older employees who have "equivalent or better credentials, experience and ability."

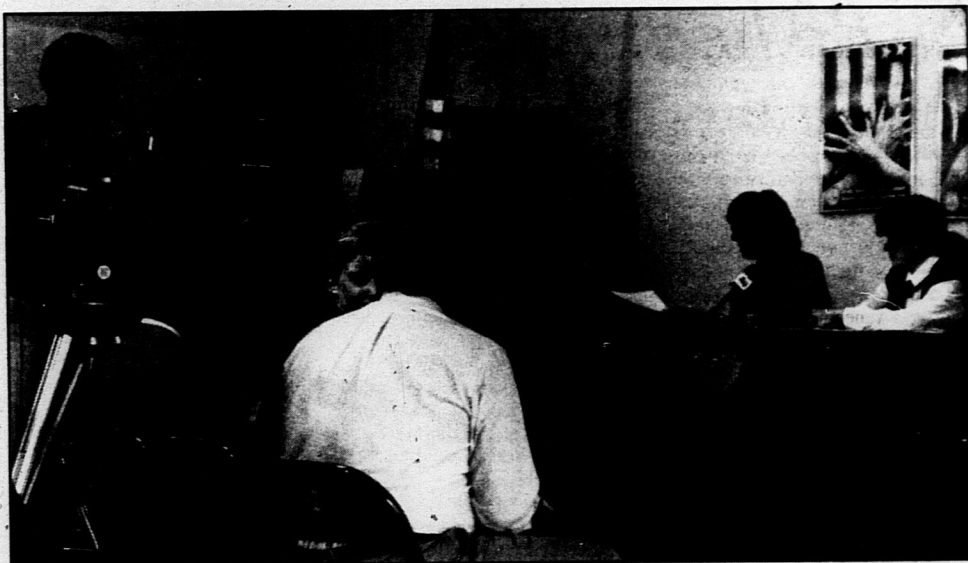
The Guild's charges will be investigated by the agencies with which it filed the complaints. The state unit, the California Dept. of Fair Employment and Housing, also is investigating a charge of sex discrimination in pay and evaluations filed in July 1988 by a reporter who since has left the Bee's staff. The Guild is assisting her with the charges, Gildersleeve said.

GR late to press; next is April 7

This issue of the Guild Reporter was closed out on schedule but did not go to press until March 27 due to press workers' pre-Easter holidays.

The next six issues will be published on the first and third Fridays of April, May and June, rather than the customary second and fourth Fridays.

This means that the next issue will be published on April 7, and subsequent issues on April 21, May 5 and 19, and June 2 and 16.



SIGRID HAWKES/Northern California Guild

GUILD LEADERS OUTLINE DISCRIMINATION COMPLAINT TO FRESNO REPORTERS
Right background: Larkie Gildersleeve, administrative officer; Denise Rios, Fresno unit chairperson.

Age discrimination can hit 30-year-olds

By Marg Zack

Minneapolis — Age discrimination can hit much earlier than most people think—when a person is in his/her late 30s or early 40s, Minnesota Human Rights Commissioner Stephen Cooper told a meeting of Guild members in February.

Several factors have caused age discrimination to be one of the most common types of discrimination in the workplace today, he said. These include consolidation of companies, down sizing and a reduced number of employees with union protection.

"Age discrimination happens in a takeover climate when there is a real desire to get rid of existing staff," he said.

He said his department had about 2,000 cases last year, and age discrimination was one of the leading causes of discrimination.

Cooper's talk was organized by the Twin Cities Guild's Human Rights Committee. The committee, which was started last fall, has determined that age discrimination is a major concern of Guild employees.

An employer usually won't

admit to discriminating against someone because of age so it is necessary to look at patterns and statistics, Cooper said.

With hiring, it's often difficult to tell if there's discrimination. It's easier with promotions and terminations," he said.

Discrimination can be intentional—as it was with one employer who said he never hired anyone with experience—or it can be unintentional, but the impact is the same, discrimination.

When investigating alleged age discrimination in promotions, there is no magic number of years between the person who got the promotion and the one who didn't, Cooper said. The closer the age of the two individuals, however, the tougher it is to show discrimination.

Cooper said someone concerned about discrimination of any kind in the workplace should document the evidence. Write it down, record it, make sure others hear comments and save memos, he said.

Cooper's department finds probable cause to believe discrimination occurred in about 30 percent of the cases it investigates.

Adapted from "Shoptalk,"
Twin Cities Guild publication.

Twin Cities OKs appointing leader

Minneapolis — Membership of the Twin Cities Guild has approved an amendment to the local's bylaws that changes the position of executive secretary to an appointed one, from one elected by the membership.

Vote tally in the referendum conducted in members' workplaces over three days in mid-February was 336 yes, 126 no.

The local's executive secretary, a full-time post, now will be appointed by the representative as-

sembly for terms of up to two years. A membership vote on an appointment or reappointment can be called by a petition of at least 15 percent of the membership within three weeks of the representative assembly's action.

Earlier, in December, the local's representative assembly accepted the resignation of John Kailin, the local's executive secretary since the fall of 1987. Bernie Lunzer, local representative, is serving as interim local administrator.

Renewed concern, action urged on Anderson

(Continued from Page 1)
of Journalists President Barbara Gunnell and General Secretary Harry Conroy plus IFJ General Secretary Aidan White submitted a letter to President Bush during a call on the U.S. Embassy in London.

The letter urged that Bush's new administration "take fresh action to encourage the release" of Anderson and British journalist John McCarthy, who has been held since April 17, 1986, and the others.

✓ The IFJ, which had called upon all its affiliated unions to make March 16 a "day of action" on Anderson's behalf, said initial reports were that the unions in at least 14 other countries also sent letters or organized events that day.

They were: Australia, Belgium, Denmark, France, Germany, Italy, Ireland, Netherlands, New Zealand, Norway, Portugal, South Africa, Spain and Sweden. It said it expected later reports from more.

TNG's Dale reported that while much of his delegation's hour-long meeting with the ambassador had been off the record, Adams had responded to concerns expressed by Dale with the assurance that the Bush administration assigns high priority to the release of Anderson and the other hostages.

At the same time, Dale reported, the administration wants to take no action that will be interpreted as encouraging hostage taking.

Earlier in the day, what Marjorie

Williams described in the Washington Post as "the ruminative tone" of the Capitol Hill observance, was broken by the chief diplomatic correspondent of the New York Times, Thomas L. Friedman, when he said he wanted to confess that "I rarely think about Terry Anderson."

When he does, he said, "I am filled with such anger and bile to those who are holding him."

"It was, finally, an explicit statement of the helplessness implicit in all the affectionate solemnity that Anderson's colleagues lavish on him at this time every year," wrote Williams.

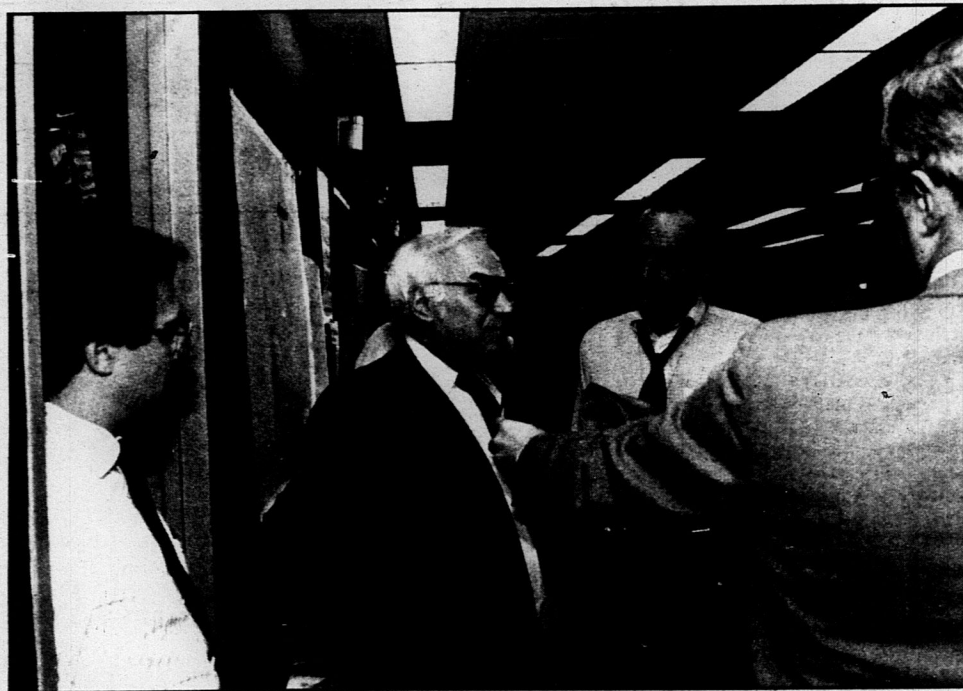
Meanwhile, writing in the newspaper LeMonde, Kauffmann, the released French journalist, made an impassioned appeal for renewed public interest in the hostages' fate, the Associated Press reported.

"They have become the damned of the West," Kauffmann wrote.

"Without hope of being saved, imprisoned in silence and darkness . . . forgotten, they no longer represent anything."

"The most tragic thing is that this torment is administered as much from the outside by countries and people indifferent to their fate as on the inside by their captors."

At the Capitol Hill observance, one of the speakers again was the Rev. Lawrence M. Jenco, who had been Anderson's roommate until Jenco was released by their captors on July 26, 1986. He had come, he said, to "body lobby" and to lead a prayer.



RAYMOND CROWELL/Washington-Baltimore Guild

TNG PRESIDENT CHARLES DALE TELLS REPORTERS OF STATE DEPARTMENT MEETING
Visit to Foggy Bottom press office followed session with acting ambassador for counter-terrorism.

Court orders 200 back at CBC

Toronto — Several hundred Canadian Wire Service Guild members were ordered back to work by a federal court March 18 after staying away from their jobs in support of striking CBC announcers and production workers.

About 2,600 members of the Canadian Union of Public Employees struck the Canadian Broadcasting Corp. March 16 in a dispute over terms of a new CUPE contract.

Guild reporters and editors spontaneously honored the strikers' picket lines for two days at stations across the country, said David Gersovitz, Guild local representative.

Cease-and-desist orders from

the federal government to the Guild and three other unions followed. Gersovitz said he knew of no Guild members who refused to return to work.

"It was a very spontaneous gesture on the part of many people acting out of individual conscience," Gersovitz said of the actions by Guild members. "The union did not in any way organize, order or support" the actions. "It was totally, spontaneously generated by the people."

He said Guild members observed picket lines at CBC stations in Vancouver, Edmonton, Regina, Windsor and Halifax, among others.

Although the Guild's contract,

covering about 600 people, also is expired, since November, Guild members are not allowed by federal law to strike until conciliation efforts have been exhausted, Gersovitz said. Conciliation talks are scheduled the weeks of March 27 and April 10, he added.

The strike by CUPE has forced the CBC to use management people to read the news and perform other functions.

Most regional morning hosts are CUPE members, and a national morning radio show containing mostly music has replaced some regional shows.

Gersovitz said speculation is that the CUPE strike could be a long one.

Guild prepares for new Post talks

Washington — The Washington-Baltimore Guild is preparing to resume bargaining with the Washington Post after a "settlement agreement" was reached Feb. 27 on litigation stemming from 1985-88 negotiations.

The agreement contains a mechanism for the union to have access to payroll information on bargaining unit employees, and the Guild agreed to withdraw several unfair labor practice charges against the company.

Guild-covered employees have been without a contract since July 1986 and have been working under company-imposed conditions since Aug. 18, 1987.

The settlement stipulates that negotiations are to begin May 1.

"We're preparing full steam for negotiations," said Guild Administrative Officer Sandra Polaski, who helped work out the resolution of legal disputes that had blocked serious bargaining since the Post declared impasse in 1987.

"We are going to do everything we can to reach an agreement as smoothly as possible," Polaski said.

The first step in the renewed process will be a meeting March 29 to elect the Guild bargaining committee of about 10 people.

The Guild represents some 1,400 Post employees in advertising, business, circulation and editorial departments.

The membership is being surveyed, and Guild contract proposals will be drafted during April.

Polaski said some of the issues likely would be "the ones that led to a breakdown in [the earlier] talks: the two-tier wage structure, race and sex discrimination, overtime problems and proposed changes in the medical plan."

The dispute has been marked by heated words from both sides, and some dramatic Guild activity, including "byline strikes" in 1987 and 1988 on the anniversary of expiration of the last contract.

Participation in both "strikes" was nearly 100 percent by artists, columnists, critics, interns, photographers and reporters, including those in the Post's overseas bureaus.

In December 1986 and in January and September 1987, the Guild filed charges with the National Labor Relations Board, alleging the Post had engaged in various unfair labor practices. The NLRB later issued complaints against the daily, including one that it had illegally declared impasse in bargaining.

The charges are being dropped

in exchange for agreement by the Post to provide comprehensive wage information.

The Guild agreed to use the wage data solely for the purpose of collective bargaining, saying it would not "disclose, disseminate, publicize or release . . . such information."

The dispute over payroll information had been a long-running secondary issue in the overall disagreement and had become so sensitive an issue that the February agreement originally bound both parties to secrecy about the content of the agreement itself.

The confidentiality clause was later dropped by mutual agreement.

Other than some unproductive discussions in early 1988, the two sides have not been engaged in serious bargaining since the Post's declaration of impasse.

Three of 10 part time

Washington—Nearly three of every 10 women (28 percent) working in nonagricultural U.S. industries in 1987 held part-time jobs (less than 35 hours a week), the U.S. Labor Dept. reports. Nearly two of every three part-time workers (65.2 percent) were women.

IFJ, NUJ set session for Helsinki meeting

London — Britain's National Union of Journalists and the Int'l Federation of Journalists are inviting to a special meeting April 18 delegates to a conference of 34 countries associated with the Helsinki Declaration of Human Rights.

The day is the opening one of the conference and the day after the third anniversary of the kidnapping in Lebanon of British journalist John McCarthy.

The conference agenda calls for special attention to the issue of information and the rights of journalists.

The IFJ and NUJ therefore are organizing a session on "Reporting Reality—Human Rights and Journalist Victims," said the IFJ's Aidan White and the NUJ's Harry Conroy, general secretaries of the respective organizations.

Former hostage Jean Paul Kauffmann of France is being invited to join IFJ President Mia Doornaert in leading the sessions.

It will give the political leaders an opportunity to "turn their attention from the sweet words of declarations and good intentions towards the hard life facing journalists on the ground," he said.

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 February to 120.2, up 5.5 points from February 1988, and 9.7 points from February 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 February 1987. The Urban Wage-Earners' and Clerical Workers' Index (CPI-W) is the source.

	Index*	Percentage over	
		Same month prior year	February 1987†
March 1988	115.1	3.7	4.2
April	115.7	3.7	4.7
May	116.2	3.8	5.2
June	116.7	3.8	5.6
July	117.2	4.0	6.1
August	117.7	3.9	6.5
September	118.5	4.1	7.2
October	118.9	4.2	7.6
November	119.0	4.1	7.7
December	119.2	4.4	7.9
January 1989	119.7	4.5	8.3
February	120.2	4.8	8.8

*1982-84 = 100

†Index = 110.5

HAMMOND TALLY, 38-13

Times actions rapped after Guild loses vote

Chicago — News and display advertising employees of the Hammond Times voted 38 to 13 against keeping the Chicago Guild as their union March 15, and the Guild moved almost immediately to have this election also invalidated on grounds management actions again had made a fair vote impossible.

The March 15 vote was a rerun of an election held Jan. 6, 1988, in which the ballot tally was 29 to 27 against retaining Guild representation.

The National Labor Relations Board ordered the new election after finding that the daily from 1984-87 coercively interrogated job applicants to weed out those who might be pro-Guild, making it impossible for the 1988 vote to have been a fair one [Guild Reporter, March 10].

The NLRB in Washington on Feb. 2 issued its decision ordering the new election, subsequently set for March 15 by the NLRB regional director here despite requests by the Guild that it be given more time to contact employees in the unit.

Gerald J. Minkinen, the Guild's executive director, said the union sought the delay because there had been a 50 percent turnover of employees in the unit since the 1988 election and few of them had been contacted by the Guild. All but one of the leaders of the Hammond unit had left the paper by mid-1988, and the unit chairperson left the first of 1989, he explained.

In fact, Minkinen said, the circumstances under which those unit leaders left form much of the basis for the Guild's objections to the company's conduct before the March 15 election. (If the labor board upholds the objections, it could order yet another election, or it could order the publisher to bargain with the Guild without any more voting by the employees.)

Minkinen said that the Guild has learned from a former Times supervisor who was there, that immediately after the 1988 election the company called all its exempt managers to a meeting to examine

the close result of the vote.

The names of the employees management decided must have cast the 27 pro-Guild votes were listed in one column on a chalkboard; the names of the 29 others were listed in another column, Minkinen said.

A campaign was launched to weed out both the leaders of the unit and those listed as supporters of the union, he said, adding that it involved harassment, "corrective" actions and transfers from desirable assignments, beats and offices to those viewed as less desirable.

One employee who had testified for the Guild following the 1988 election was transferred from a bureau to the main office and the first day there was warned by a supervisor that "you have a bad attitude."

"It quickly became painfully obvious to all employees what would happen if any of them openly supported the union," Minkinen charged. "It also was painfully obvious what kind of toothless protections the law provides the individuals" as it is being enforced in the NLRB region, he added.

Employees in the unit voted for the Guild by 39 to 16 in May 1983 but it took the NLRB until the fall of 1987 to dispose of company objections. It then almost immediately ordered a vote on a decertification petition that had been filed in the interim—the vote held Jan. 6, 1988, and then March 15.

25, 40 and . . . pins in Detroit



BOB SASSANELLA/Detroit Guild

Veteran Detroit Guild members pose after receiving pins marking long membership in the union. Recipients of 40-year pins, above: Phil Madison, Detroit News; Aldo Vagnozzi, Detroit Labor News; Al Coffman, News; Tony Spina and Dominic Trupiano, Detroit Free Press; Don Constantineau, Detroit Building Tradesman; and (not present) Jon Buechel,

Free Press. Thirty-plus receiving 25-year pins included, below: Edith Davis, Free Press; James Plater, News; Irene Kielasa, Louis Abalos, Robert Kocian, Mary Hagler and Anne Lazurek, all of the Free Press; Karl Mantyla, UAW Solidarity; Georgia Gianoplos, Guild office; Genevieve Monahan, Free Press, and Lois Vagnozzi, Detroit Teacher.



Raises total 8.3% in 20-month Brantford pact

Brantford, Ont. — Southern Ontario Guild members at the Expositor ratified new 20-month contracts March 9 that provide 5 percent increases in most minimums this January and 3.3 percent increases in January 1990.

The settlements come in the midst of a plan in the Southam chain to cut 900 jobs. At the Expositor, three Guild employees have been laid off and four jobs reportedly were cut through attrition in the past six months [Guild Reporter, March 10].

The new contracts provide a \$7.88 per week upgrading raise for

senior circulation clerks and \$10.50 upgrading for advertising clerks, classified advisers and data entry clerks.

Also, advertising creative artists' minimum-pay rates are raised to parity with outside sales persons from March 9.

Another new provision allows male employees a day off with pay when their child is born or arrives home.

The contracts cover about 75 people: editorial and mailroom employees in one, advertising employees in the second and circulation employees in the third.

The top minimum for wire, feature and assistant city editors, editorial writer/desk person, sports editor-columnist and chief photographer moves to \$749.37 from this Jan. 12, and goes to \$772.93 on Jan. 12, 1990.

Top minimum for reporters and photographers is raised to \$714.01 retroactively and goes to \$737.57 next Jan. 12.

The top rate for librarians goes to \$455.43 retroactively and to \$470.46 next January.

In the mailroom, top minimum for maintenance technician and assistant foreman goes to \$495.82 and then to \$512.18 next year.

The top rate for mailroom clerks and route drivers moves first to \$453.67 and to \$468.64 next year.

Circulation district managers' top minimum moves to \$714.01 retroactively and to \$737.57 next January; the top for canvassers

moves to \$491.98 and then to \$508.22, and their commissions are raised 5 percent this year and 3.3 percent in 1990.

In advertising, outside salespersons' top moves to \$713.78 retroactively to Jan 1 and to \$737.33 in 1990; classified advisers' top is raised to \$429.14 in 1989 and then to \$454.15 in 1990.

The contracts also cut the length of required service from 17 years to 16 for five weeks' vacation and from 28 years to 27 for six weeks this year.

2nd Nugget unit goes for Guild

North Bay, Ont. — The fledgling North Bay Guild won its second unit of employees at this city's daily, The Nugget, March 21 when those in its production departments voted 20 to 6 for the union.

A few weeks earlier the Ontario Labour Relations Board certified the Guild for the paper's 58 advertising, business, circulation and editorial employees on the basis of the strong majority supporting a petition filed Jan. 24.

TNG Canadian Director John Bryant, who assisted both groups in organizing, also will aid in bargaining for the first contract with the 24,000-circulation paper, the eighth in the Southam chain with Guild represented employees.

WANTED:

WWII reporters,
photographers,
editors, etc.

The Overseas Press Club of America is planning a salute to the reporters, photographers, broadcasters, writers, editors and others who were involved with coverage of World War II. The club plans to hold the gathering in September in New York City in collaboration with the annual meeting of the U.S. Marine Corps Combat Correspondents Assn. Journalists from Germany, Italy and Japan also will be invited. For information:

H.L. Stevenson, Chair
50th Anniversary Comm.
Overseas Press Club
Suite 2116
510 Madison Ave.
New York, N.Y. 10017
(212) 955-4655

3 hikes at racing form total \$93

Toronto — Weekly wage rates in all categories will increase \$31 per year under terms of a three-year contract ratified Jan. 31 by the eight Guild-covered employees of the Daily Racing Form of Canada Ltd.

The top rate for assistant statistical editors with three years' experience goes to \$674.38 this year, to \$705.38 on Jan. 1, 1990, and to \$736.38 on Jan. 1, 1991.

Senior clerks at the top of the scale move to \$658.42 this year, to \$689.42 in 1990, and to \$720.42 in the final year.

Intermediate clerks at the top will reach \$667.15 by the final year; file clerks, junior clerk stenographers, returns room clerks and teletype operators will reach \$617.60.

Janitors and night watchmen move to \$597 by Jan. 1, 1991.

The employer also agreed to in-

crease pension contributions for each employee from \$4.50 per shift worked under the old contract to \$6 per shift this year, to \$7 in 1990, and to \$8 in 1991.



Guild Service Award entries deadline, March 31, TNG headquarters, Silver Spring, Md.
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.
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.

Units urged to observe worker victims' day April 28

Silver Spring, Md. — Guild units in the United States and Canada are being urged to join in twin observances April 28 in memory of workers killed or injured or made ill on the job.

In the U.S., a "Workers Memorial Day" is being organized by the AFL-CIO, with activities planned at six sites where numerous workers died or "significant safety and health problems" exist," according to federation Vice President Lynn R. Williams.

The date coincides with a "Day of Mourning" being organized by the Canadian Labour Congress.

Both union federations plan to make the observances annual events in their respective nations.

In letters to all U.S. and Canadian locals, TNG President Charles Dale asked Guild members to help make the events in both countries successful.

"We in the Guild have not had many deaths on the job, but our list of wounded is long and growing," Dale said. "It would well repay every local to take time out for this observance."

The U.S. observance also marks the 19th anniversary of the enactment of the federal Occupational Safety and Health Act in 1970.

By emphasizing prevention of accidents and illnesses, the landmark legislation was intended to reverse the precedent of providing workers with remedies only after workplace tragedies.

Activities will include memorial services, candlelight vigils, rallies, marches and government proclamations to remember the victims of occupational accidents and to spur action for tougher laws and enforcement, Williams said.

The AFL-CIO has organized events in Austin, Tex.; Cincinnati,

Ohio; Omaha, Neb.; Kansas City, Mo.; Henderson, Nev.; and Bridgeport, Conn.

Elsewhere, state and local central labor councils are organizing activities at sites reflecting local concerns. Dale asked Guild locals to join in those events.

Every year, more than 10,000 American workers are killed on the job and another 100,000 die from cancer, lung disease and other diseases related to exposure to toxic chemicals, the AFL-CIO said.

In Canada, workplace accidents kill nearly 1,000 people and injure 1 million annually, the CLC said.

One of the goals of the Canadian observance is to pressure governments to enact stricter regulations over health and safety committees; noise and vibration; chemicals and radiation; and workplace stress, the CLC said.

MOURN THE DEAD.

**Fight
for the
living!**

**WORKERS MEMORIAL DAY
APRIL 28**

Twin Cities panelists see decline in reliance on unnamed sources

By Marilyn J. Taylor
Twin Cities Guild

MINNEAPOLIS — Watergate may have made journalists lazy in their use of anonymous sources, but that's changing now as the practice comes under new and intense scrutiny.

Such was the consensus of a panel of journalists, news industry managers and others who considered the role of the unnamed source in newsgathering at a March 16 seminar held by the Minnesota Press Club.

Confidentiality of sources has been a center of debate in the Twin Cities since last summer, when a jury told the Minneapolis and St. Paul daily newspapers to pay \$700,000 to a source whose identity they had revealed. The source, Dan Cohen, was fired from his public relations job after editors at the Star Tribune and the St. Paul Pioneer Press Dispatch reneged on promises of anonymity made by their reporters and identified him as the supplier of damaging information to reporters during a 1982 political campaign.

The Cohen case led the Star Tribune to issue a set of guidelines that essentially says its reporters cannot guarantee that a promise of

anonymity will be honored. That policy has been challenged by the Twin Cities Guild under the contractual grievance procedure as a unilateral change in working conditions.

Since the Cohen verdict, "we've all become more cautious about anonymous sources," said Dennis McGrath, a reporter for the Minneapolis daily who represented the Twin Cities Guild on the Press Club panel.

There are times when using unnamed sources is essential, but such sources are used much too frequently, he said.

"It's shameful how we let Washington, D.C., sources shed their names except when they're making campaign speeches," McGrath said. "Sometimes I think D.C. reporters have to get their editors' permission to use names."

Debra Flemming, editor of the People's Press of Owatonna, Minn., agreed that journalists have relied too much on unnamed sources.

"Watergate made us lazy. It was easier to attribute information to anonymous sources than to dig for it," she said. "But the times are changing. We are no longer so willing to be manipulated by anonymous sources."

At stake is a newspaper's credibility. "If we don't say where we go it, our readers will believe what they heard on the street," Flemming said.

Ron Handberg, vice president and general manager of the CBS-affiliate WCCO-TV, surveyed several area broadcasters and was surprised to find that none had written guidelines and most did not seem particularly concerned about confidentiality issues.

"One news director suggested that may be because there's not much investigative reporting going on," Handberg reported.

Nevertheless, broadcasters are reluctant to deal with anonymous sources in the first place. Using them is "a last resort—not just because of possible legal repercussions, but because the audience deserves to know where the information is coming from," he said.

Beyond renewing the debate over anonymous sources, the Cohen case has cast a new shadow over the critical working relationships between reporters, their sources and editors. Sources are wary of talking to reporters and reporters are wary of sharing the identity of their sources with their editors, McGrath said.

AFL-CIO IS DISTRIBUTING 'MEMORIAL DAY' POSTERS
"Fight..." lines are in red, others are in black.

In response to the Star Tribune policy and the Cohen verdict, the Twin Cities Guild has urged reporters not to disclose the name of a source to their editors unless the source has agreed to that being done and understands the possible ramifications, including public disclosure.

If reporters are faced with the choice of revealing a source or having their story killed, "the Guild urges them to let the story be killed," McGrath said.

That has already happened, he added. Stories have been lost because sources were reluctant to risk disclosure or reporters were unwilling to reveal their sources.

Handberg argued that editors and news directors must have a say in whether confidentiality should be granted.

"If the reporter does not have enough trust in the editor or news

director to confer in that decision, something is fundamentally wrong with the relationship," he said.

"If the distrust this has seemed to have spawned between reporters and editors at the Star Tribune means important stories are going to be lost," he added, "that's a lasting consequence" of the Cohen case "and one that has scary potential."

McGrath said, however, that he doesn't think there is a lack of trust between reporters and editors at the Minneapolis daily.

"I trust they're going to adhere to the guidelines" on anonymous sources, he said. "It's not a matter of trust, it's what they're promising."

"Editors have the right to know who the source is, but reporters have the right to promise their name won't be revealed."

The Cohen case is on appeal.

Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period. The February index was 147.8, up 6.5 points from February 1988, and 12.0 points from February 1987. The first column lists the index for each of the last 12 months, the second the percentage increase over the same month of the preceding year and the third, the percentage increase over February 1987.

	Index*	Percentage over Same month prior year	February 1987†
March 1988	142.0	4.1	4.6
April	142.5	4.0	4.9
May	143.4	4.1	5.6
June	143.6	3.9	5.7
July	144.5	3.8	6.4
August	144.9	4.0	6.7
September	145.0	4.1	6.8
October	145.7	4.2	7.3
November	146.1	4.1	7.6
December	146.1	4.0	7.6
January 1989	146.8	4.3	8.1
February	147.8	4.6	8.8

*1981 = 100

†Index = 135.8

Monterey clerk wins fight for artist job

Adapted from "The Guild's Paper,"
San Jose Guild publication.

Monterey, Calif.—The Monterey Herald violated its contract with the San Jose Guild when it failed to reclassify a copy service clerk as an artist after the sole staff artist retired.

That was the decision of arbitrator Joseph F. Gentile, who found that the copy service clerk was entitled to the higher-paid job because "he was performing the work and there was work to be performed."

Gentile ordered that the clerk immediately be reclassified as an artist, but declined to award back pay. Contract minimum for copy service clerks ranges from \$383 to \$505 a week, depending on experience. The range for artists is \$425 to \$707.

Gentile rejected the company's contention that it did not have to

fill the vacant artist position. The Herald argued that technology had changed the need for a skilled artist and that the work the clerk performed was that of an ad designer, not an artist.

"The employer has the right not to populate or fill a position if the duties, tasks or functions attendant to the position no longer exist or have significantly and substantially changed; however, these were not the facts in this case," Gentile wrote.

He said he did not award back pay because the company had attempted in good faith to settle the issue in contract negotiations and because the grievant had received artist-pay for the hours he performed artist work.

Reclassification was sought by the Guild because as long as the grievant was classified as a copy service clerk, he could not advance

on the artist experience ladder and was financially disadvantaged when on vacation and during other periods of paid time off. Future pension benefits also were affected adversely.

Thrust of the Guild's case was that the grievant performed the same type of work as that of the retired artist and did so more than 50 percent of his work time.

U.S. women in 44.8% of private sector jobs

Washington—Women comprised 44.8 percent of all non-governmental workers in the United States in 1987, according to the U.S. Labor Dept.

Half of all black workers were women; 44.1 percent of all white workers were women; and 39.5 percent of all Hispanic workers were women.



SAYS FRIEND, WITNESS TO KIDNAPPING

'For Terry, silence is shame'

By Don Mell

THE LAST TIME I saw my friend Terry Anderson, chief Middle-East correspondent for the Associated Press, was March 16, 1985. We had just finished an early morning game of tennis and Terry was dropping me off in front of my apartment.

We were chatting when suddenly a green Mercedes pulled up in front of us.

Three bearded gunmen jumped out of the car. They approached slowly at first, then like cats going for the kill. "I don't like this," I yelled at Terry. "Get out of here." I thought they were after me.

The first gunman leveled his 9-millimeter pistol at my forehead. I started to back away as the others raced up to Terry's car. One dragged Terry out of the car and into the street, holding him in a bear hug. I was frozen in terror. This wasn't part of the deal. Kidnappings happened to "other" people, not journalists. We were telling these people's story to the world.

I wanted to rescue Terry, but I couldn't. I just stood there on a street so familiar to me, staring at a black pistol. Not a word was spoken.

At that moment Terry's eyes met mine. They said, "Don, do something." Mine said, "Terry, I can't." Terry had the look of a man who knew he was doomed.

The gunmen pushed Terry into the Mercedes. They sped toward the ruins of Beirut's green line, the line dividing East and West Beirut, and into hell.

FOUR YEARS later, Terry Anderson is still a hostage.

He spends most of his time in a small room chained to his bed. As he gets thinner his shackles are tightened. He has not seen daylight since his abduction. He is allowed 12 minutes, once a day, in the bathroom—no more, no less.

Terry Anderson and his fellow captives have simply slipped into obscurity.

Terry Anderson has been forgotten by his country and abandoned by his profession. His frustration has driven him to beat his head against the wall of his cell until blood pours down his face.

At the same time that threats

This article is reprinted with permission from the Op-Ed Page of the New York Times of March 17, the 1,462nd day of Terry Anderson's captivity in Beirut. Don Mell is a photo editor for the Associated Press, based in New York, and is a founder of the ad-hoc Journalists Committee to Free Terry Anderson.

against Salman Rushdie are condemned, no mention is made of Terry Anderson and his ordeal, least of all by those who should be most concerned: journalists, writers and intellectuals. There are exceptions, but as a rule, these people—and the institutions they represent—just aren't interested.

Is Terry Anderson under any less of a death threat than Mr. Rushdie? While a price has been put on Mr. Rushdie's head, Terry Anderson lives out another day on borrowed time, constantly under the threat of immediate execution. Another hostage, William Buckley, was allowed to die barely an arm's length from him.

Is the incarceration of a journalist for 1,462 days any less a violation of the principles of freedom of thought and expression than a threat against an author for his work?

The front line against this terrorism is not at Barnes and Noble in New York or with book publishers in Britain. It lies in the Abdul Azziz barracks in Beirut in a filthy, rat-infested basement where Terry Anderson is kept prisoner—his pen silenced.

When the subject of the Beirut hostages comes up, those who do nothing hide behind a veil of not knowing who holds the hostages or why, and claim they do not know to whom to protest.

There is no phone number, no address, no one to deal with, they say. Well, if there's no one to deal with, then with whom did Oliver North deal to secure the release of some of Terry's earlier cell mates?

TERRY ANDERSON is held captive by a man named Imad Mughniyah, no stranger to Americans when it comes to terrorism. He played a major role in the 1985 hijacking of TWA Flight 847 from Athens to Rome. He also helped hijack a Kuwaiti plane last year. He has been indicted by the U.S. government for his role in the TWA affair, but the indictment has

been sealed and kept from the public.

What does he hope to gain? His brother in law made the bomb that blew up the American Embassy in Kuwait in 1983. The Kuwaitis captured him and he is now sentenced to die. Mr. Mughniyah kidnapped Terry Anderson in hopes of gaining freedom for his relative.

Mr. Mughniyah calls his organization Islamic Jihad, or Islamic Holy War. It is part of Hezbollah, a fundamentalist Shiite organization armed, financed and supported by elements in Iran. It is an organization that is barely tolerated by Syria, whose troops patrol much of the area where the hostages are being held. Nevertheless, the Syrians have never dared move against these fundamentalists. They want to avoid upsetting their tenuous alliance with Iran and they are afraid that any moves against the terrorists might result in harm to the hostages.

IT WOULD BE simple to just point a finger at Iran as the guilty party, but this is not a simple situation. There are plenty of people in the Iranian leadership who see the hostage situation as a detriment to Iran's interests. Unfortunately, however, those forces in Iran who influence the hostage takers of Beirut have the upper hand in Teheran at the moment. The hostage affair is very much part of the domestic political intrigue in Teheran.

Nevertheless, until freedom is secured for Terry Anderson and his fellow captives, it is inexcusable that their lives should be swept under the rug.

I challenge those who profess to be the keepers of the freedoms that Terry Anderson represents to stand up and speak out resolutely and in solidarity with his plight. It is unconscionable that this man has been allowed to suffer for so long. For Terry Anderson, silence equals shame.

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As they put it

Solidarity revisited

This is reprinted from a four-page section in the AFL-CIO News on the strike against Eastern Airlines by 8,000 Machinists, backed by 7,000 flight attendants and 3,600 pilots.

FOR EMPLOYEES like senior pilot Thomas Hopp, the Eastern strike is much more than a fight over wages; it is a struggle for self-respect.

Eastern had become an airline of "intimidation," Hopp recently complained. "They took pride and dignity away from the job." He said the airline questioned his decisions, took away much of his authority and even questioned why he was four minutes late getting a plane into an airport.

Hopp's complaints were not unlike those of many other Eastern employees, including other members of Hopp's union, the Air Line Pilots Assn. In fact, the whole strike was rooted in [Eastern Chairman Frank] Lorenzo's assault on his workers and their families and communities. He ran Eastern as if the company was merely a set of assets that could be dismantled. He had no intention of understanding the human factor involved.

Since he didn't understand humans, he didn't understand the solidarity that followed. The company could not operate.

Flight attendants from the Transport Workers took a 20 percent pay reduction in 1986 and watched that money go into Frank Lorenzo's hands. "There was no feeling that you should go to work to keep the airline alive if (Lorenzo) was going to just drain the company," said TWU member Cathy Nelson.

Flight attendants had also seen Eastern's management use its firing power to intimidate employees. Lorenzo hired auditors to secretly watch flight attendants sell beverages and movie headphones. Two flight attendants were fired for being \$2 short.

"You come to work every day and you say, 'Why do I want to work for this company?'" Nelson said.

Nelson also reported that the support from the general public and from union members at other airlines has been overwhelming.

"When you worked first class and you spoke to business travelers, they were almost always on our side," she said. "These people had read up on the situation and understood."

The support from other unions "has been tremendous. You go to the picket line and you always see representatives from other airlines out there," she said.

And, at a time when Lorenzo is fighting the types of charges coming from employees, the moral implications of his efforts have come under criticism.

"There is every evidence that he simply is out to break the union, milk the company for what it is worth, insulate his own financial interests from ruin, and move on to further conquests," said theologian J. Philip Wogaman.

"When labor is reduced to being nothing more than a product, the very roots of our common life are called into question."

The Guild Reporter



JAMES M. CESNIK, Editor

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