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Bee's merit-only pay demand held illegal

San Francisco — It is illegal bad-faith bargaining for the Sacramento Bee to insist that any new Guild contract give management sole and final authority over any and all pay increases for the daily's Guild-represented employees, an NLRB administrative law judge has found.

In a strongly worded opinion issued March 24 from the National Labor Relations Board's office here, David G. Heilbrun, the law judge, ruled that the Bee illegally

broke off talks with the Northern California Guild and unilaterally imposed a set of terms and conditions that included its merit-only pay-raise demand.

Even if the merit-only raise demand were not illegal, Heilbrun suggested, there was no formal impasse in the talks since both sides had continued to advance new proposals in areas central to the contract when the Bee posted conditions a little over two years ago.

The Northern California Guild

represents 400 employees of the Sacramento Bee, including reporters, photographers, copy editors and advertising salespersons.

At one point in his decision, Heilbrun described the Bee's merit-only demand as a "cleverly constructed" one that "essentially deprives the union of any meaningful role" in one of the areas central to the federal law mandating good-faith bargaining.

At another point, he characterized a management proposal to

retain the minimum pay rate for beginning reporters set in 1985 as an "almost taunting" action.

Heilbrun ordered that the McClatchy-chain flagship daily renew bargaining with the Guild at its request, bargain legally and reinstitute the terms and conditions of employment that existed before the Bee improperly declared talks at impasse.

Bee management, in a prepared statement attributed to Rick Frey, the paper's administrative direc-

tor, said it would appeal Heilbrun's decision to the full NLRB in Washington and expressed confidence it would be overturned. "We disagree with the ruling," said the statement, pointing to other, similar cases before the board.

Guild representatives hailed the decision.

Travis Brown, acting administrative officer in Sacramento for the local, said the ruling "supports our contentions that as long as Bee

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Average up \$96 in first Brabant pact

Hamilton, Ont.—Immediate increases average \$96.58 a week and range to as much as \$175 a week under the first-ever Guild contract covering the editorial-department employees of the Southam chain's group of Brabant weeklies in the Hamilton-Wentworth area.

The increases occur in the process of slotting the 19 covered employees at their appropriate levels in the experience-based minimum-pay schedule established by the contract.

The two-year pact was concluded at 4:30 a.m. March 31 to cap three days of intense bargaining in mediation following a strike vote by the group. The members of the Southern Ontario Guild's fledgling unit at the papers ratified the settlement 3 1/2 hours later.

SONG Representative Bill Petrie, chief bargainer for the unit, was joined for the final sessions by TNG Canadian Director John Bryant.

The settlement came just over 14 months after the Guild was certified as the employees' union a few months after Southam bought the seven general circulation weeklies and one financial paper late in 1987.

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\$5,000 approved for Eastern fight

Silver Spring, Md.—TNG has made a pair of special pleas for Guild locals and members to aid the Machinists, Pilots and Flight Attendants involved in the strike against Eastern Airlines—with both their feet and funds.

At the same time, TNG's Int'l Executive Board was voting via a telephone poll to contribute \$5,000 from the Int'l Defense Fund to a special "Fairness at Eastern Fund" set up by the AFL-CIO to help the airline's organized employees weather the shutdown.

Even if Eastern is sold, as ap-

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Pushing 'Justice for Janitors' at World Bank

TNG President Charles Dale, arrow right, is in thick of demonstrators at World Bank headquarters in Washington April 4 urging the international organization to bargain with Service Employees Union for fair contract for janitors at the bank's headquarters building. Demonstrators, seeking to take their message inside the bank's lobby, were met by phalanx of police, left. It was part of a rally marking 21st anniversary of the assassination of the Rev. Martin Luther King, Jr., in Memphis while supporting strike of sanitation workers. TNG headquarters staff and Washington-Baltimore Guild representatives also participated. World Bank, exempt from U.S. labor laws, has resisted recognizing union for janitors.



BILL BURKE/Washington-Baltimore Guild

St. Louis daily 'welcome'; Guild drive eyed

St. Louis—Members of the St. Louis Guild welcomed the announcement March 28 of the start-up of a new new daily in the city, and at least one Guild leader "made it clear" that it should be a Guild paper.

Ingersoll Publications, the New Jersey-based chain with more than 40 dailies and 150 non-daily papers in the United States and Great Britain, plans to begin publication of the St. Louis Sun, a seven-day morning tabloid, in September.

"By and large, they welcome the challenge," Robert C. Holt, Jr., president of the St. Louis local, said of the reaction among Post-Dispatch staffers. "They think it's healthy to have a competing paper."

The Post-Dispatch, with 378,000 daily circulation and 554,000 on Sunday, has been without a daily competitor since 1986, when the Globe-Democrat went bankrupt.

Ralph Ingersoll II, chairman and

chief executive office of the company, wasted little time in initiating competition, hiring Thomas M. Tallarico, Post-Dispatch senior vice president and general manager, as publisher of the Sun.

That move, and Ingersoll comments critical of the Post-Dispatch, operated by the Pulitzer family since its founding in 1878, indicated it could be less than friendly competition.

"It's time for a daily newspaper that is in tune with St. Louis' re-

naissance—a newspaper that won't stand on the curb watching the parade, but a newspaper which will take its place and join in," Ingersoll was quoted in the Post-Dispatch article on the announcement of the venture.

He said the new paper would be a "conservator of traditional values," which prompted a sharp reply from Post-Dispatch publisher Nicholas G. Penniman IV.

"If anyone is a conservator of values in St. Louis, it's the Post-Dispatch, not a newspaper pub-

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TNG per capita to rise by 42 cents

Silver Spring, Md.—Per-capita payments by Guild locals to TNG will increase by 42 cents May 1, to \$12.52 a month, under a formula in TNG's Constitution linking per capita to the average daily newspaper reporter top minimum being paid under Guild contracts each April 1.

That average reporter-top this year was \$645.45, up by \$21.43 a week over the year-earlier figure.

The per-capita increase is three cents more than last year's 39-cent rise in the payment and 20 cents less than the record 62-cent increase under the formula in the spring of 1981.

The per-capita increase applies only to the monthly payments made by locals to TNG. It does not affect members' dues.

The per-capita will rise by 3.47 percent, compared to a 3.33 per-

cent increase last year and an increase of 3.35 percent in 1987.

TNG's General Fund will receive \$10,286 of the new per capita, while the remaining \$2,234 will go to the Defense Fund, TNG Secretary-Treasurer John C. Edgington said in a letter to locals announcing the new per capita. That allocation takes place under another constitutional formula that

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Gary members push ESOP to buy daily 3
Former activist wins Pulitzer in Chicago 8

Raises average \$96 in first Brabant pact

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Other provisions of the contract include a Guild shop, company-paid training on new equipment, protection against unwanted transfers, a total of 10 holidays, annual vacations of as many as eight weeks (after 35 years' service), VDT-protection for pregnant employees, and the right to free lance work the employer rejects.

The contract establishes three pay groups: editors and copy editors (initial top minimum, \$475 a week for those with two years' experience); section editors (initial top minimum, \$410 for those with two years' experience); and reporters-photographers (initial top, \$375 a week for those with three years' experience).

Average immediate increase for the eight people in the first group is \$105.25 a week. Individual weekly raises for six of the eight range from \$119 to \$175 a week. Two who were already being paid more than the top minimum rate receive no weekly raise, though one receives a lump-sum payment of \$2,000 and the other receives a gas allowance of \$55 the first year and \$60 the second.

Average immediate weekly increase for the four section editors is an even \$105 a week, with individual raises ranging from \$76 to \$142 a week.

Average initial increase for the seven reporters-photographers is \$81.85 a week, with individual raises ranging from \$55 to \$112.

Increases in the second year of the contract average \$18.76. Top minimum for the editor-copy editor classification increases by \$26.13, to \$501.13 a week; for section editors, goes up by \$22.55, to \$432.55 a week; for reporters-photographers, goes up by \$20.63, to \$395.63 a week.

Other provisions of the contract include:

- ✓ Bans on increasing the use of free-lancers if it results in layoffs of employees, on making the location of a person's residence a condition of employment, and on arbitrary transfers to or from the Regional Municipality of Hamilton-Wentworth.

- ✓ Guarantees that part-timers will be considered for full-time positions ahead of non-employees, of employees' right to have a Guild steward present for disciplinary interviews, and of the right to refuse to handle work from another shop where a Guild unit is on strike or locked out.

- ✓ Severance pay of two weeks per year of service, to a maximum of 20 weeks.

- ✓ Nine schedule and one floating holiday, with a minimum of four hours at time-and-a-half and another day off for working on a holiday.

- ✓ Vacations of two weeks after one year's service (three weeks in the contract's second year), three

weeks after three years, four weeks after nine years, five after 20, six after 25, seven after 30 years, and eight after 35.

- ✓ The cost of existing and new benefits, including vision care beginning July 1, shared 50-50.

- ✓ Bereavement leave of three days for immediate family and one day for other relatives, friends and neighbors.

- ✓ A joint Guild-management health and safety committee, and employer-provided VDT glare screens.

- ✓ Business-use car insurance payments of up to \$125 per year, car allowances of \$55 the first year and \$60 the second, and a camera allowance of \$5 a week.

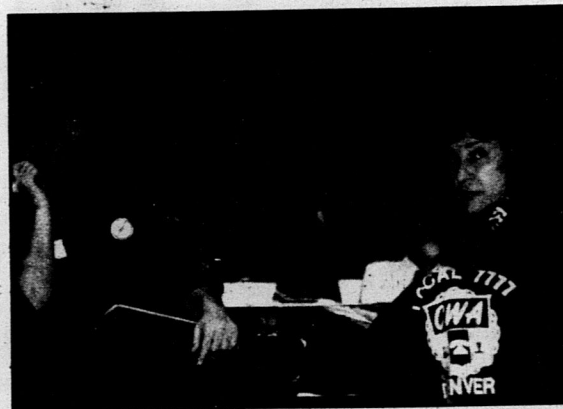
- ✓ Employer payment of two-thirds of the cost of work-related courses, to a maximum of \$300 a year.

- ✓ Protection against unwanted use of an employee's byline or credit line.

The contract is the eighth by a Guild local covering employees of Southam-chain enterprises; the SONG's third Southam contract. It runs through March 29, 1991.

Jobs With Justice maps strategy in Memphis

Bruce Meachum, Denver Guild administrative officer, and Mary Blue, president of a Denver Communication Workers local, right, report on Colorado Jobs With Justice activities to some 70 JWJ organizers at one-day strategy session in Memphis. The Denver JWJ group massed 1,000 people March 13 for a march on Public Service Power Co., the Denver Post and Continental Airlines. Meachum, a former air traffic controller and PATCO strike leader, spoke. Blue and Meachum co-chair Denver JWJ.



STEVE ROSENTHAL/Communications Workers



Copy editor all smiles over \$175 salary hike

By Brian Christmas
Hamilton Spectator

DEB DENOMY is \$175 a week richer today—and she didn't change jobs, get an inheritance or win a lottery.

She and 18 fellow editors and reporters at Brabant Newspapers Ltd. saw their salaries increase by a whopping average of 35 percent when they ratified their first collective agreement.

This article is excerpted, with permission, from the April 1 editions of the Hamilton Spectator.

Denomy stands to gain the most: her weekly pay is increasing by 58 percent, or \$175, to reach her new rate of \$475.

"It's fabulous," said Denomy, 27. "I can't stop smiling."

It's a premature wedding gift

for the six-year copy editor who plans to tie the knot in July.

"It's going to be a much happier occasion now," Denomy said. "I was operating under the premise that we were going out (on strike). Anything different was going to be a pleasant surprise."

"It was a long haul, but we did it."

Bill Petrie, Southern Ontario

Guild staff representative, said the agreement falls short of a bargaining goal of parity with Metroland newspapers in the Toronto area, but the Brabant workers can be proud of the contract, he said, and, more importantly, they can live on it.

Although the new (contract's minimum-pay rates) grid reflects pay equity, Petrie said the Guild is still pursuing a complaint through the government that Brabant paid women much less than men doing the same work.

Richard Leitner, chairman of SONG's Brabant unit, said he believed the threat of a reader and advertiser boycott of the community weeklies helped pave the way to a settlement.

"We got word that a major account was threatening to withdraw its ads," Leitner said.

But Brabant publisher Bill Findlay denied business people were planning to pull ads.

Findlay confirmed he didn't run a story written by a Brabant reporter about SONG's plans to boycott and possibly picket area business people who continued to advertise in the papers if the journalists went on strike.

He said he had questions about the legality of secondary picketing and wanted that checked before running a story.

"If somebody says they are going to do something and it's an illegal act, would you ignore the fact it was an illegal act? If you want to write a story with only half of the facts, then fine," he said. "I'm not going to allow that to happen here."

But Dave Wilson, president of the Hamilton and District Labor Council, said there is nothing illegal with secondary picketing if it is conducted peacefully and on public property.

TNG per capita to rise by 42 cents

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apportions per capita between the two funds.

Of the 42-cent increase, 33.6 cents goes to the General Fund and 8.4 cents to the Defense Fund as a result of the apportionment.

The constitutional formula for annually adjusting the per capita was first adopted by TNG's 1964 Convention. It ties the per capita to a percentage of the average reporter top minimum in effect in Guild contracts each April 1 at newspapers published at least five days a week. It was designed to provide TNG with increasing income to meet rising costs as members' incomes rise.

The new top minimum average, computed from 107 contracts, was 3.43 percent higher than the April 1988 average of \$624.02. This

year's \$645.45 average was multiplied by a factor of 0.01939 (1.939 percent), producing a figure of \$12.51524, rounded to \$12.52 under the constitutional formula.

Another constitutional formula sets the salaries of TNG's president and secretary-treasurer each April 1 at 2.16 and 2.02 times the reporter top minimum average on that date. That formula increases the president's salary to \$1,394.17 a week, and the secretary-treasurer's to \$1,303.80 a week, both 3.4 percent above the salaries called for by the formula last year, when, because of TNG's tight finances, both officers declined to take the 3.33 percent increases due then under the formula. As a result, both have been receiving the 1987 constitutional pay rate since

their terms began.

Under a formula in the Federation of Guild Representatives-TNG contract which also is based on the April 1 reporter average, most top minimums for administrative staffers are increased by 3.437 percent retroactive to March 1. This puts the top rate for the pay group that includes international representatives at \$1,064.99, up by \$35.39, and that for the lowest-paid pay group, covering research and bargaining assistants, at \$760.07, up by \$25.26.

Computations made in determining the new reporter top minimum average showed that 50 (46 percent) of the 107 reporter top minimums in effect April 1 had increased by more than the \$21.43 increase in the average. Thirty were up by \$30 or more a week, 17 were up by \$40 or more, eight were up by \$50 or more and five by \$70 or more.

The same compilations showed:

- ✓ 106 daily newspaper contracts with top reporter minimums of \$400 or more a week;

- ✓ 91 contracts with top minimums of \$500 or more;

- ✓ 62 contracts with top minimums of \$600 or more;

- ✓ 35 contracts with top minimums of \$700 or more.

One reporter top minimum was between \$300 and \$399 a week; no contract had a reporter top minimum of less than \$300 a week.

Petition filed for 40 on Long Island

Farmingdale, N.Y.—The New York Guild has petitioned the National Labor Relations Board for certification as bargaining representative for the approximately 40 editorial employees of Chanry Communications, which publishes more than 50 editions of a weekly under two titles here on Long Island.

The petition, filed March 27, is backed by membership application cards designating the Guild as the group's union signed by a substan-

tial majority of the group, reported Barry Lipton, president of the Guild local.

The weekly—with some editions bearing the name "Chanry's Weekender," and others, "Penny-Saver," is now owned by the Ingersoll chain. It claims a free circulation of more than a million in Nassau and Suffolk counties.

A pre-election conference has been scheduled by the NLRB for mid-April.

Majority of women held jobs in 1987

Washington—In 1987, when 44.8 percent of the U.S. civilian labor force was made up of women, 58 percent of all black women, 55.7 percent of white women and 52 percent of Hispanic women were in the labor force, the U.S. Labor Dept. reports.

Emotions, energy high in Gary on plan to buy daily

Gary, Ind. — Guild members are leading an ambitious effort by employees to purchase the Post-Tribune, which the Knight-Ridder chain put up for sale Jan. 12.

Enthusiasm for the project is high among many of the 250 full-time employees, with "everyone working together—union, non-union and management," said Barbara Thomas, immediate past president of the Gary Guild and a features copy editor.

Miami-based Knight-Ridder is selling the paper, founded in 1909 and purchased by the chain in 1966, to reduce its nearly \$1 billion debt and to fund repurchase of its stock. Also put up for sale the same day was the Pasadena Star-News in California.

The Gary employees are nearing their goal of raising \$15,000 in contributions for an "Exploratory Fund" that will serve as matching money for up to \$75,000 in state and county economic development "forgivable loans," Thomas said.

The group seeks to put together a 100 percent leveraged Employee Stock Ownership Plan, in which all the money for the purchase would be borrowed, said Joe Conn, who has been spearheading the effort with Thomas and business reporter Chris Isidore.

If the venture succeeds, it would be the nation's first fully leveraged buyout of a daily newspaper that gave employees immediate control, said Conn, a general assignment reporter and a Gary native who wants to maintain the tradition of his home-town paper.

"We have a shot," Isidore said. "We have a lot better shot than some others who have tried this. I just hope we have the best offer."

He said longstanding rumors of a sale helped the group "get right out of the blocks the hour the (sale) announcement was made."

The ESOP concept is not unique, with an estimated 10,000 such arrangements in the nation, 2,000 with employees as the majority owner, Conn said.

Knight-Ridder apparently has no objection to selling the 76,000 circulation morning daily to an employee group.

"That would suit us just fine, if they can come up with the money," said Gus Harwell, vice president in charge of operations for 18 of the chain's 30 dailies, adding that he had "no idea" how many bids might be forthcoming.

Still, the obstacles for the ESOP group are formidable, and it will cost nearly \$50,000 for a "feasibility study" just to determine if the purchase is possible.

Knight-Ridder has not set an asking price, but estimates have ranged from \$14 million to \$80 million, and Conn has heard there might be four other interested buyers, including William Dean Singleton's MediaNews group.

Bids are due by April 10, and at press time members of the group said "preliminary indications are that it is feasible to proceed."

A Seattle-area financial analyst, Charles W. Jacob, was preparing the study, which was to be completed by April 7.

Thomas described the study as being "a very sophisticated loan application." In essence, the consultant outlines the financial structure of the ESOP, finds lenders and prepares a purchase offer with an appropriate bid.

Some factors he must consider are potential cash flow, the local economy, area growth, and even wage concessions, said Wanda Jones, an attorney who is advising the group.

A tax break on both ESOP profits and lender income is a major factor in making the plan work,

Jones said, adding that it could take 10 years to transfer all stock from lenders to the employee-owners.

If the group's purchase offer is not accepted, the contributors likely will lose their money, Thomas said.

The Indiana Department of Commerce and Lake County Economic Development Commission have committed \$25,000 each to the project, and the county Economic Development Authority has promised an additional \$10,000 grant, Thomas said.

The Gary Guild is not directly involved in organizing the ESOP, but it has contributed \$1,000 to the Exploratory Fund, which has reached \$12,000, Conn said.

The Guild also is bargaining for 63 editorial and maintenance department employees who have been without a contract since October 1986. If wage concessions are sought in the ESOP, the Guild then would become directly involved.

Although the Post-Tribune remained profitable through a slump that cut circulation from 81,000 in 1980 to 74,000 by 1987, rumors persisted that the media giant might unload the paper because its return (estimated to be about 10 percent) was below the 22 percent sought by chain owners.

"The joke has been that if we had a dollar for every sale rumor, we'd buy the paper outright," said Thomas. Non-replacement of departing employees and recent renovation of the building fueled the speculation.

That spurred Conn, Thomas and Isidore to begin investigating employee-ownership options well before the rumors came true Jan. 12.

From their perspective, Knight-Ridder was "the best chain in the country to work for" and they

feared another chain might "gut the paper" and "terrorize the people financially," Thomas said. "Rather than take a chance on who would buy the paper, we just decided to buy it ourselves."

With the help of Jones, who is Isidore's wife, the trio set up an "inactive corporation" called NWI/ESOP Publishing Inc. and proceeded to look for someone to help with the purchase.

Jacob was selected because he had a reputation for making rank-and-file ESOPs work in the steel industry, notably the purchase of Republic Containers Corp. from Republic Steel in Nitro, W. Va.

While Jacob prepares the purchase plan, the employee group is working in other areas. For example, current publisher Jane Scholz and other managers have been offered their old jobs under ESOP ownership.

The top executive of the ESOP is undetermined as yet, but a board of directors would include lenders, union leaders and independent

voices, Conn said.

At a meeting April 2 of all contributors to the Exploratory Fund, a steering committee of about 15 people was elected. Officers also were elected, including Isidore, chairperson; Mary Ellen McGrain, head of the data processing department, vice chairperson; Thomas, secretary; Conn, treasurer; and Bud Johnston, head computer technician, trustee.

One thing the employees and Knight-Ridder have in common in this transaction is inexperience: "We're not very experienced at selling; we more experienced at buying," Harwell said.

He said the firm hoped to complete the sale "as soon as practicable," with a June closing as the target. A New York firm is aiding in the sale.

As for the trio with the ESOP dream, they harbor no ambitions about being executives if the venture succeeds: "We just want to go back to being reporters," Conn says.

NLRB sets April 26 vote by 190 in L.A.

Los Angeles—A secret-ballot election has been scheduled for April 26 on Guild representation for the 190 editorial-department employees of the Los Angeles Daily News.

Owned since 1985 by multi-millionaire Jack Kent Cooke, the paper advertises itself as the nation's fastest growing daily, with its 191,000 circulation concentrated in the San Fernando Valley.

The National Labor Relations Board will supervise in-person voting by full- and part-time employees at the paper's main office on the 26th from 2 to 4 p.m. and from 5 to 7 p.m.

Absentee ballots will be mailed by the NLRB April 12 to employees at bureaus in Glendale, Lancaster, Palmdale, Sacramento, Santa Clarita, Simi Valley, Thousand Oaks, and Washington, D.C. Those ballots must be received by the NLRB by 5 p.m. April 26.

The ballot count will be held at 10 a.m. April 27 at the NLRB Los Angeles office.

The election brings to a climax a three-year Guild organizing ef-

fort among Daily News employees which led to the March 6 filing of a petition for representation, according to Jim Smith, Los Angeles Guild administrative officer.

Currently, Daily News employees in the composing room and dispatch department are represented by a local of the Media Workers-CWA and press room employees are represented by a local of the Graphic Communications Int'l Union.

Cooke, of Middleburg, Va.,

Red Cross' \$2,000 settles VDT firing

Saskatoon, Sask.—The Canadian Red Cross has agreed to pay \$2,000 to a woman it fired last year after she refused to work at a VDT because she was pregnant, Canadian Press reports.

It also assured the provincial human rights commission it henceforth will accommodate pregnant employees who do not want to work at the terminals and will provide lead aprons to those willing to work at them despite fears of possible ill effects from emissions.

The woman who brought the case said she did not seek reinstatement because she had planned to quit working two months after she was fired.

She brought it, she said, to help other women. "There's enough stress in being pregnant without having to worry about your job," she said.

also owns pro-football's Washington Redskins and is former owner of the pro-basketball Los Angeles Lakers and pro-hockey Los Angeles Kings.

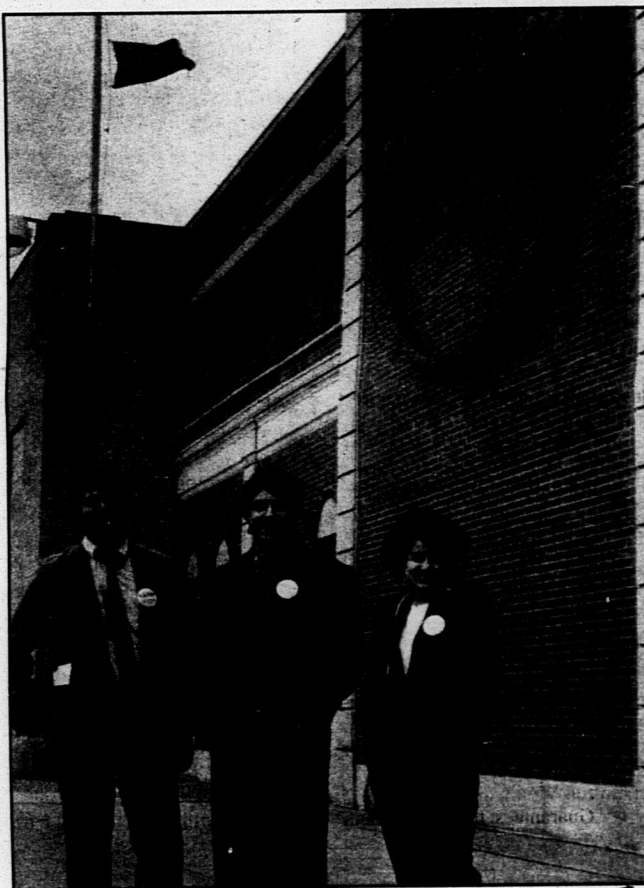
He holds numerous other properties, among them Cooke CableVision Inc., which was to be sold for \$1.5 billion before the deal was stalled in late March, reportedly by a Cooke demand for a higher bid in the face of higher per-customer prices being realized in other cable-systems sales.

TNG joins brief in gag case

Washington—TNG has joined five other organizations in asking the Supreme Court to rule on First Amendment grounds against a provision of a Missouri law that prohibits state-subsidized health professionals from "encouraging or counseling a woman to have an abortion not necessary to save her life."

A federal court in Missouri and a federal appeals court declared unconstitutional most provisions of the 1986 law that also places obstacles to abortions after the 20th week of pregnancy.

In the Webster vs. Reproductive Health Services case, Missouri is appealing those decisions and also asking the Supreme Court to overturn the 1973 Roe vs. Wade decision legalizing abortion in the United States.



GARY TRIO POSES BY DAILY THEY SEE ESOP BUYING
From left: Chris Isidore, Joe Conn and Barbara Thomas.

Reporter start exceeds \$400

Washington—Average minimum pay rate for beginning reporters in Guild contracts with daily newspapers in the U.S., Canada and Puerto Rico has passed \$400 a week for the first time, TNG's Collective Bargaining Dept. reports.

The average—for reporters with no previous experience—as of April 1 was \$402.78 a week. With no overtime, that would produce \$20,944.56 a year.

Starting rates closest to the average as of April 1 were in contracts with the Fall River (Mass.) Herald-News, \$402.28, and with the Brantford (Ont.) Expositor, \$402.42.

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McClatchy merit-only pay demand held illegal

(Continued from Page 1) employees are organized, the company has a legal obligation to bargain wages and other important issues in good faith." He said the Guild would propose reopening talks immediately.

A press release by the Guild local pointed to the decision as "solid evidence that the anti-union actions in recent years by McClatchy Newspapers . . . are not only unethical, but illegal as well."

David J. Cohen, of TNG counsel's office in Washington, who represented the Guild in hearings before Heilbrun in November, praised him for having "acknowledged the industrial reality" that it is illegal to insist to impose on a demand for an employer-controlled, merit-only pay system.

Cohen expressed hope that Heilbrun's decision would signal similar findings in another Guild case awaiting resolution. That is a 1½-year-old complaint by the NLRB against the Gannett chain's Cincinnati Enquirer for its insistence that any contract with the Guild there be devoid of minimum-pay provisions.

Similar demands have been

made by managements of other dailies, including by McClatchy's Fresno Bee and Tacoma News Tribune, which also included merit-only increases in currently posted terms and conditions, and in current proposals by Gannett's Stockton Record.

The full board in the summer of 1987 heard arguments on a case involving the Electrical Workers and a Colorado utility company, but no decision has yet been issued.

One Guild observer suggested that since there has been extensive change in the membership of the NLRB since the Colorado case was argued, current board members might see the Sacramento case as an opportunity to gain firsthand knowledge of the issue.

In his decision on the Sacramento case, Heilbrun points to the argument by the NLRB general counsel that the Bee's insistence that the Guild give up all rights to bargain for employees on merit pay, as well as minimum rates, "would muzzle employees relative to their income aspirations or chill effective protest."

"The vice" of the Bee's demand,

Heilbrun said, is its "radically . . . significant intention" of "separating the union from any input regarding employee income."

In support, Heilbrun cites several authorities and earlier NLRB decisions, including one in 1973 holding that:

"Because so substantial a portion of the remaining aspects of a

bargaining contract are dependent upon the wage rate provision, it seems obvious that a clear repudiation of the contract's wage provision . . . amounts, as a practical matter, to the striking of a death blow to the contract as a whole, and is thus . . . a basic repudiation of the bargaining relationship."

Noting that the Bee's demand

would deny recourse to the grievance and arbitration mechanism to resolve any disagreements over raises and pay rates, Heilbrun himself observed that "plainly, the grievance and arbitration avenue of relief as to contract disputes over compensation is a standard pillar of any respectable collective bargaining relationship."

TNG urges aid to Eastern unions

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peared possible by April 6, new, more fair management would only be the first step toward settling the Machinists' strike and the members of all three unions returning to work, TNG President Charles Dale told the Guild Reporter. "It definitely would not wipe out Eastern employees' need of assistance from their brothers and sisters in other unions."

Earlier, in a March 29 letter to locals, Dale pointed out, for example, that the Flight Attendants "not only has no strike fund" from which to provide benefits to members, the union also "must purchase health insurance coverage" for them. Eastern cut them off when they refused to cross the Machinists' picket lines.

Dale also pointed to widespread agreement that "the entire labor movement in the United States and Canada will be impacted by the success or failure" of the Eastern strike, which is backed by the Canadian Labour Congress and the Int'l Confederation of Free Trade Unions, as well as the AFL-CIO.

"If Frank Lorenzo can bust the unions, then other employers will be tempted to follow suit," Dale added. Lorenzo heads Texas Air Corp., which owns both Eastern and Continental Airlines.

Dale pointed out that in addition to direct contributions to the AFL-CIO Fairness at Eastern Fund (Room 703, 815 16th St. NW., Washington, D.C. 20006), purchases of "Stop Lorenzo" T-shirts and buttons also will provide aid

STAND UP TO LORENZO, AMERICA



DON'T FLY CONTINENTAL

AFL-CIO EXTENDS CAMPAIGN BEYOND EASTERN
Frank Lorenzo heads Texas Air Corp., which also owns Eastern.

to affected members of the three unions. (T-shirts: 202-842-7845; buttons: 305-591-8550).

Dale also pointed out that all three unions welcome—and in many locations need—members of other unions on their picket lines.

In a second letter, Dale urged Guild locals in cities with air service from Continental to make sure their members are aware that

"every ticket purchased on Continental is like contributing to Lorenzo's defense fund to help his fight against the unions."

He encouraged Guild locals and members to participate in demonstrations at Eastern and Continental terminals and ticket counters in both the U.S. and Canada on April 7, when the AFL-CIO was kicking off a nation-wide "Stand Up To Lorenzo" campaign.

Clerk ordered reinstated in 'impasse' arbitration

Sacramento — A circulation clerk at the Sacramento Union was improperly discharged last July after the company alleged she took "excessive" sick leave throughout 9 1/2 years' employment, an arbitrator ruled March 9.

A lump sum payment for 33 weeks of lost wages and insurance premiums amounted to about \$9,500, according to Ana Sandoval, co-chairperson of the Northern California Guild unit at the paper.

Under the ruling by arbitrator Leo Kanowitz, the employee returned to her job March 22, but then resigned, Sandoval said.

The case was arbitrated under a "contract" imposed by the Scaife-chain daily when it unilaterally declared a bargaining impasse and posted conditions in August 1986.

Sandoval said the Guild has continued to file grievances since the last bona fide contract expired May 6, 1986, and the company has met with the union on matters covered in the posted conditions, which slashed wages by 15 percent and eliminated union security and severance pay clauses.

In the arbitration, the company said the clerk's use of sick leave made her "an undependable employee" and suggested "the proximity of her sick leave days to other scheduled off days indicates that she was not really sick on the days she claimed she was."

At one point, the employee was hospitalized for her illness, which includes stress-related problems such as diverticulosis, a colon disorder.

Language in both the old contract and the posted conditions provides for 25 days of paid sick leave per year. The employee averaged 18.6 days of leave from 1979 through 1987 and had taken 10 days in the seven months prior to discharge. The most days taken was 26, in 1987.

In his ruling, Kanowitz wrote that the employer's failure to question the frequency of her sick leave from 1979 until 1987 constituted a waiver of any right to discharge her based on those leaves.

He noted she followed instructions in providing doctors' certificates starting in January 1987 and that no evidence was presented to refute her testimony that she was being treated for diverticulosis.

He said it was "irrelevant" that some sick leave preceded or followed other scheduled off days, since the employer failed to challenge the leave when it was taken.

The arbitrator also ruled that the paper did not give the Guild advance notice of the discharge, as required by the posted conditions.

Erie dailies to abide by ruling on drug tests

Erie, Pa.—Management of the Times and News here has agreed to abide by the final decision in a Minneapolis test case on mandatory bargaining for pre-employment drug testing that currently is before the National Labor Relations Board.

The agreement stems from the discovery by the Erie Guild last July that the publisher of the morning News and evening Times "was

conducting drug tests for years" on applicants, according to TNG Int'l Representative Harry McCormick.

As part of the agreement, the Guild withdrew an unfair labor practice charge that the employer had refused to bargain on drug testing.

The NLRB had issued a complaint, and the settlement came before a scheduled hearing March 28 before an administrative law judge.

The employer will continue to test applicants at the Erie dailies until the NLRB, or an appeal in a higher court, decides if pre-employment screening at the Minneapolis Star Tribune is a mandatory subject of bargaining under the National Labor Relations Act.

The full labor board heard oral arguments in March in Washington on a case brought by the Twin Cities Guild.

The NLRB ruling is expected to set a standard for employer obligations and employee rights in the highly charged issue of drug testing in private industry [Guild Reporter, March 24].

In addition to Erie, the decision will immediately affect both the

Minneapolis paper, where all drug testing has been suspended, and the neighboring St. Paul Pioneer Press and Dispatch, where pre-employment screening continues and both sides have agreed to abide by the NLRB ruling.

In the Erie agreement, the employer says it does not test current employees and that it would bargain with the Guild if management were to proposed random testing.

The Erie Guild first filed the unfair labor practice charge last September.

It was amended in March to include an allegation that a probationary employee was discharged for union activity after the drug testing came to light.

McCormick said the pre-employment testing apparently had been done without union knowledge through bargaining for at least two contracts, including the most recent three-year agreement, which extends to March 1, 1991.

The Guild represents employees in the advertising, business, circulation, editorial and maintenance departments at the commonly owned papers, which jointly publish Saturday and Sunday editions.

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Money, influence drive Murdoch, TNG tells IFJ

EXPERIENCES OF FOUR Guild locals with Rupert Murdoch at four U.S. daily newspapers show that "money and influence, in that order," drive the Australian native who has become one of the world's most acquisitive media barons.

That was one of the conclusions in a paper presented by TNG Int'l Chairperson Peter E. McLaughlin to an international conference on the growth of multi-national communications conglomerates in Sydney, Australia, Feb. 8-10 [IFJ trains sights on multi-national media operations, Guild Reporter, March 10].

The conference's main focus was on the operations of Australian-native Murdoch and his News Limited as a prime example of globe-wide media concentration. Papers also were presented on the situations in Denmark, Netherlands, Spain and Sweden, and Europe as a whole.

Sixteen of the Guild paper's 18, single-space-typed pages were given over to reports from each of the four Guild locals, three of them written by members of those locals with first-hand experiences of encounters with Murdoch's operations in their cities.

As TNG Research & Information Director David J. Eisen put it in an introduction to the four accounts: Each of those experiences "has a story to tell about Murdoch, as both employer and media magnate."

Eisen continued: "For employees at two newspapers, it was a brief encounter."

"In one [the Buffalo Courier-Express], he came, issued a 14-point ultimatum to the staff and took his leave when it was rejected. Behind him, he left the corpse of a paper."

"In a second [the Chicago Sun-Times], he tarried for a time, did his best to degrade the paper's quality and left when forced to choose between the newspaper and a segment of his newly acquired television network."

"In a third [the New York Post], he stayed longer—long enough to traumatize the staff and tarnish the image of a long-respected paper. He remains in only one [of the Guild situations]."

"Significantly, Murdoch today retains, in all, only two of the four U.S. dailies that have passed into his hands—the Boston Herald and the non-Guild San Antonio Express-News. He has 20 magazines, as well, including the newly acquired TV Guide. But his heart belongs to television."

"His seven television stations bought from Metromedia in 1986 form the nucleus of a broadcasting network Murdoch hopes will rival CBS, NBC and ABC, with the aid of a vast film library acquired with his purchase of 20th Century Fox and, some have been so cynical as to suggest, TV Guide."

"When confronted with the alternative of abandoning his newspaper or his television station in three cities where Federal Communications Commission (FCC) rules forbade him to retain both, he gave up the newspaper in two, New York and Chicago. Only in Boston . . . has he kept his paper. . . ."

"Murdoch, while staunchly right wing, is no ideologue. Nor is he a latter-day William Randolph Hearst, using his newspapers as levers on the machinery of political power."

"He is not above using his papers as political weapons. But their influence is exerted largely for narrow rather than broader purposes: his own."

As in the war waged by the Boston Herald against Sen. Edward (Ted) Kennedy for initiating legislation to prevent an FCC waiver of its rule against joint newspaper-broadcasting ownership following his Metromedia purchase. . . .

"There is a pattern to Murdoch's U.S. newspaper behavior, but it is a pattern shaped by the guiding principle of economic opportunism and modified as needed."

"The pattern: Look for one in the dwindling number of competitive newspaper cities, acquire the weaker paper at a bargain price, cut expenses to the marrow by firing a sizable por-

'Danger: Murdoch at Work'."

THE NEW YORK Post's purchase from Murdoch early in 1988 by real estate magnate Peter S. Kalikow "marked the end of a remarkable 11 years of Post history . . . and its most turbulent and bitter period of union-management relations," wrote Gene Ruffini at the beginning of his account of those years.

Murdoch's years as the paper's publisher made New Yorkers "witness [to] a phenomenon which kept them entertained and enthralled for more than a decade," Ruffini wrote. "But in the end, as so often happens when the party

unions for concessions before the paper's sale. A \$3-million "contribution" from Murdoch toward Kalikow's wage obligations was credited with keeping the talks from breaking off."

One union leader speculated that "it was maybe a sentimental gesture to the unions," Ruffini reported.

Nonsense, said the New York Guild's Barry Lipton. "He has a soft heart for Rupert Murdoch. By putting up that money, he guaranteed himself a completion of sale," for \$37.8 million when the alternative was being left with an empty Post publishing plant and the full brunt of the paper's losses during his ownership.

THE BUFFALO Guild's Marian Needham recounted that city's newspaper unions persuading Murdoch to re-open talks with the unions on buying the Courier-Express after, as it turned out, his company already had decided in talks with the paper's management that buying it was too big a risk, even for Murdoch.

She described the meeting on Sept. 17, 1982, in which Guild members overwhelmingly rejected the demands of Murdoch executives for sweeping and non-negotiable contract concessions as a condition of the purchase.

"Almost without exception" the unit's 300 members echoed the sentiments of the Guild's bargainers: "To let the Courier-Express be sold . . . under those terms would be to sell the principles we had nurtured for the 49 years of the Guild's existence in Buffalo."

"'Death with dignity' became the rallying cry, and it was uttered with pride, pain and with sorrow," Needham wrote.

When the paper was closed, "the Guild endured a lot of criticism for the stand it took. After all, some people reasoned, any job is better than no job at all. . . . We took pride in ourselves and in our paper. We were proud of our principles and of the union that helped to carve them, and that, we felt, could not be for sale."

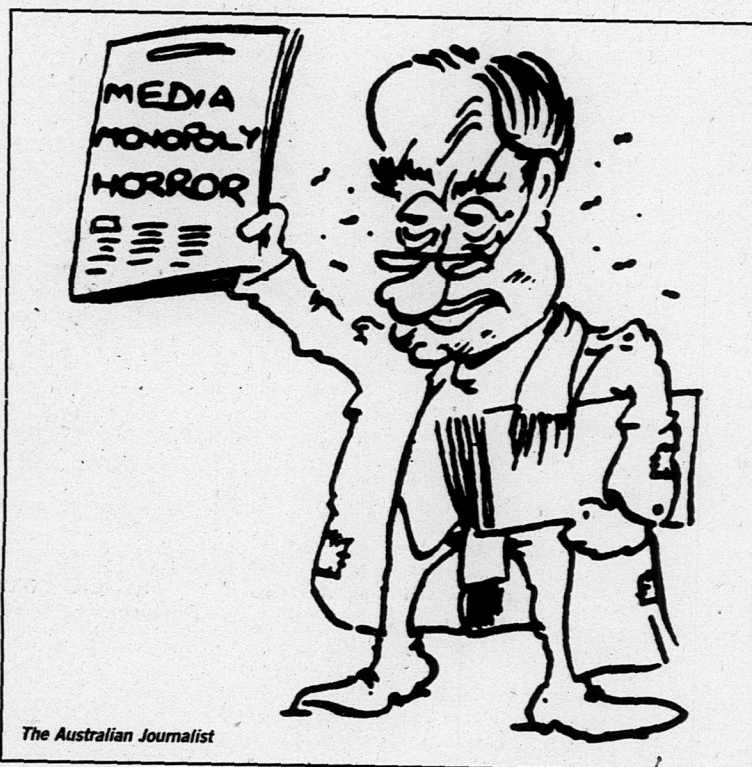
"Murdoch had come and gone," she concluded. "With him went the Courier-Express."

TO BOSTON'S Herald, Murdoch brought a willingness to invest money, the feistiness to take on the Globe and a flare for headlines and cash-prize contests aimed at building readership, wrote the Boston Guild's Gerry Maraghy.

"But all of this did not come without cost" as "each of the 11 unions that represented employees at the paper made concessions to Murdoch to save the Herald," Maraghy added. Their impact fell most heavily on the editorial department, where the staff was cut substantially and pay rates dropped as much as \$80 a week behind the Guild-covered ad solicitors.

When the editorial employees moved in 1985 to affiliate their union with the Guild, "Murdoch's people took a hands-off position" and ensuing bargaining has begun to close the wage gap while staffing has been returned to pre-Murdoch levels.

While the Herald under Murdoch has engaged in a political crusade or two, and more-than-splashed candidate endorsements, Maraghy said he sees Murdoch's interest in Boston as being in "influencing sales, not politics," i.e. the bottom line, while trying to make the paper at the same time fun and taken seriously by the public.



tion of the staff and similar benefices, and go down-market as far as possible by converting it into a cross between a daily newspaper and Murdoch's supermarket tabloid, the Star.

"'Killer Bees Head North,' that immortal headline hatched in San Antonio, has become the symbol of Murdoch's journalistic style. For the epitome of his economic style, one need go no further than the 14-point ultimatum to newspaper unions in Buffalo. At the top of the list: a 40-percent reduction in the work force."

"But where these formulas had to be modified, Murdoch was ready to trim his sails. As in Chicago, where public sentiment forced a retrenchment of Murdoch's journalistic flash and competitive considerations induced a less aggressive collective-bargaining stance. Or in New York, where the balance of bargaining power diluted his economic harshness."

"The formula has worked economic magic for Murdoch everywhere but New York. His Express-News has a clear circulation lead in San Antonio, the Herald has turned losses into profits in Boston and the Sun-Times yielded record profits and a substantial capital gain upon his exit from Chicago."

"Only the New York Post, a sort of loss leader, failed to turn dross into gold. Murdoch held onto it as his flagship for 12 years until government, not economic, compulsion forced his departure in 1988."

"The picture that emerges," Eisen concluded, "might well be captioned

is over, many were sick to their stomachs and there was a sour taste in the mouth."

He recalled Murdoch's assuring Post Guild unit leaders 11 days after buying the paper Dec. 30, 1976, that he would live up to the contract and not attack their union.

"There were ominous signs" even then, however, Ruffini wrote, pointing to new editorial material already rolling into the newsrooms, written by non-Guild "contributors," "special contractors" and "special correspondents" from other Murdoch papers.

Then came Murdoch's demands for contract concessions, a "hit list" of 135 employees ticketed for firing because they were "incompatible with the new management's publishing philosophy," the 43-day strike for a new contract in 1978, the two-day strike in 1984 and, surrounding it all, firings, job harassment, chiseling on overtime and the use of temporary employees, and more, Ruffini wrote.

The three years following Murdoch's purchase of Metromedia's TV stations in May 1985, Ruffini wrote, kicked off "a cynical and carefully orchestrated gavel in which Murdoch sought to manipulate his workers, their unions and a horde of dignitaries and the U.S. government" to try to keep both the Post and his new TV station in the New York market despite the FCC's rules against it.

In the end, when that effort had failed, Murdoch personally ended up bargaining with Post employees'

St. Louis ponders organizing effort for Ingersoll daily

(Continued from Page 1)
lished by a company from New Jersey," Penniman said. "We'll beat the pants off them."
Holt reported that some Guild members agreed the Post-Dispatch would prevail. "They're pessimistic that it (the Sun) can survive. Newhouse, with all its resources, couldn't make the Globe go. I think Ingersoll could have a rocky row to hoe."

Ingersoll joins 89 on ad for junk bond king

Ralph Ingersoll II, chairman of Ingersoll Publications, and Hank Greenspun, publisher of the Las Vegas Sun, are two of the 90 people who recently declared their support in full-page ads for Michael Milken, the indicted king of "junk bonds."

The ads, proclaiming "Mike Milken, we believe in you," ran March 31 in the New York Times, Washington Post, Wall Street Journal and Los Angeles Times.

Milken, who revolutionized corporate financing by marketing high-yield, high-risk junk bonds for Drexel Burnham Lambert Inc., has been charged by a federal grand jury with 98 counts of racketeering and fraud.

The ads do not assert Milken's innocence but say he "has lived up to every commitment he made to us."

Ingersoll told the Wall Street Journal earlier this month that more than \$500 million in junk bonds underwritten by Drexel Burnham have been used to finance rapid expansion by Ingersoll Publications in the past five years. The company owns 190 daily and weekly newspapers, including 41 in England.

The Wall Street Journal said Ingersoll and Milken, both 42, are close personal friends.

Ingersoll plans to publish a new newspaper in St. Louis in September. He told the St. Louis Post-Dispatch most of the money to start the daily Sun will come from Warburg, Pincus & Co., a venture capital firm that owns 45 percent of company's non-voting stock.

Other investors in the Sun include American Telephone and Telegraph Co., General Motors Corp., Prudential Life Insurance Co., General Electric Co. and the IBM pension fund, Ingersoll said.

Holt said there had been speculation that Ingersoll would try to run it as a non-union paper to cut costs. "But that's just rumors so far."

Herb Goodrick, executive secretary of the St. Louis local, said he already has contacted Tallarico about organization of the Sun workforce, which will include an editorial staff of between 75 and 100 and about 50 advertising salespersons.

"I made it clear we are dedicated, to put it mildly, to organizing employees in our jurisdiction," Goodrick said.

Guild locals currently represent employees on 10 Ingersoll papers, among them the Delaware County Times and the Pottstown Mercury in suburban Philadelphia, the Fall River (Mass.) Herald-News, the Pawtucket (R.I.) Times, the Sheboygan (Wis.) Press, the Woonsocket (R.I.) Call and the Kingston (N.Y.) Daily Freeman.

Ingersoll, who will be moving his family to the St. Louis area, plans to directly oversee the rising of the Sun, in planning since 1985. He has called the paper "my personal invention" and has promised it will be "a great, great newspaper."

The Ingersoll chain is not unfamiliar with the St. Louis market, publishing 43 weekly Suburban Journals, which were acquired for \$80 million in 1984.

Revenue from all company operations last year topped \$700 million, and Ingersoll says he has \$100 million cash in reserve.

Robert M. Jelenic, current executive vice president for Ingersoll operations and reportedly a longtime friend of Tallarico, has been named president of the Sun.

Tallarico, who has said he will be paid more than the \$235,000 he earned at the Post-Dispatch last year, said he would have an ownership in the new paper.

There was speculation that he might use his inside knowledge of Post-Dispatch operations since June 1986 to plot strategy to woo readers and advertisers. Ingersoll replied that "there is very little about the internal operations ... of which I have not been personally conversant in great detail since 1984."

Ingersoll, 42, is the son of the late Ralph McAllister Ingersoll, who was managing editor of The New Yorker and later published Fortune, Life and Time magazines. He founded the liberal New York daily PM, the last paper started by an Ingersoll.

B.C. court denies appeal on 'hot goods'

Vancouver — The British Columbia Court of Appeal has become the latest body to reject efforts by Vancouver's dailies to have declared illegal provisions in newspaper unions' contracts that allow employees to refuse to handle "hot goods" from companies whose labor practices have been declared "unfair."

The court Feb. 16 dismissed an appeal by Pacific Press Ltd., publisher of the Sun and Province, from earlier rulings by the B.C.

Industrial Relations Council and the B.C. Supreme Court in the case growing out of an attempt by Canada Post in mid-1987 to advertise for replacement workers during a postal-workers' strike.

In two other cases, the IRC held last September that unions can invoke "hot goods" clauses to cause employers to "refrain" from doing business with an "unfair" firm but not to cause them to "cease" doing business with a company.

The unions involved, including

Service to union, poor honored by St. Louis Guild



Service to both the community and the union are honored by the St. Louis Guild during its annual dinner meeting. Above, the local's annual community service Page One Award goes to Carol and John DeGuire, at right, of the "Feed My People" program for the needy of the St. Louis area. Making the presentation are Theresa Coyle, left, of the Guild's Review unit, who headed the selection committee, and St. Louis President and TNG Vice President Robert C. Holt, Jr. At right, Wayne Leeman becomes the first St. Louis Guild member to receive a 50-year TNG membership pin. Pins also went to six others in absentia. A dozen 25- and 40-year membership pins also were awarded, and Robert A. Steinke, who retired last year as the local's executive secretary, was named "Guilder of the Year" for his 30 years' service to the union at the local and international levels.



Knoxville pact to put news top at \$550

Knoxville, Tenn.—Top minimum pay rate for artists, copy editors, photographers and reporters is increased by \$35 a week and wages above the minimum are increased by as much \$40.50 under a new, two-year Knoxville Guild contract with Scripps-Howard's News-Sentinel.

The increase in the top minimum, for those with four years' experience, comes in two increments, \$17 retroactive to Feb. 9, to \$532.50, and \$18 next Feb. 8, to \$550.50.

The Guild represents newsroom and maintenance employees of the paper.

Rated by the membership late in February, the contract also increases the publisher's contribu-

tion to the Guild pension plan by a total of \$3.10, to \$25.57 a week. If the Guild notifies the company by next Dec. 31, it also could divert a portion of the second-year increase to the plan.

The agreement also formalizes resolution of a smoldering dispute over the location of a smoking area for news-room employees worked out between the Guild and the paper last year. It provides that as long as smoking is permitted anywhere in the daily's building, "there will be a designated smoking area in or close to the editorial department."

Knoxville Guild President Bill Dockery said that the agreement was reached in bargaining instituted by the Guild after the company had said it wanted to ban all smoking by employees. The area is a small room located between the editorial and advertising departments, he said.

The new contract also provides for Guild-covered employees to be covered by the chain-wide Scripps-Howard Media Choice "cafeteria" health and dental plan, with the company paying roughly 80 percent of the cost, to a maximum of \$264.97 a month.

The company also is to pick up the cost of the first increase in the premiums, to a maximum of 10 percent and the employees are to pay the next 5 percent of any in-

crease that might exceed 10 percent. If the increase exceeds 15 percent, the company will pick up the first 5 percent in excess of 15, and employees the portion that might exceed 20 percent.

Top minimums for other jobs covered by the contract are increased as follows:

Head librarian and senior clerical assistants: Up a total of \$29, to \$361 a week, in increments of \$14 and \$15.

Clerical assistants: Up a total of \$24.50, to \$298.50 a week, in increments of \$12 and \$12.50.

Meanwhile, Dockery reported, a strike by 6-to-8 of the paper's 116 circulation drivers was called off March 17 after 27 days.

The small group was all that responded to a strike call Feb. 18 by the Teamsters union local that has been seeking a first contract for the drivers. The strike was called with only the briefest notice to the drivers and no notice to other unions at the paper, Dockery said.

The company and the Teamsters local agreed that the strikers would receive severance payments and that the union and management would resume talks.

Dockery noted that while there were reports during the strike of gunshots at nonstrikers' vehicles and homes, there had been nothing formal or official linking the incidents to the strike.

Tables list top minimums for clerks, data entry

A RATE OF \$551.58 a week leads the April 1 listing by TNG's Collective Bargaining Dept. of top minimums for clerks under Guild contracts with daily newspapers in the United States, Canada and Puerto Rico (three columns at right).

A weekly rate of \$681.61 leads the corresponding list for data entry employees, key punch operators and related jobs covered by Guild contracts (three columns below).

The tabulations are among several issued by the bargaining department three times a year for a variety of jobs covered in Guild contracts with newspapers, wire services and magazines. (The department recently reduced the frequency of the lists, distributed to Guild locals and many colleges and universities, from six times a year.)

The clerk table includes the top minimum rates for the lowest-paid clerical positions in 116 contracts covering employees at 126 newspapers.

The data-entry table lists top minimum rates for those job classifications in 31 contracts with 38 newspapers.

All listings are rates in effect April 1, according to the Collective Bargaining Dept. Results of settlements since and deferred increases effective in the interim are not included.

	Minimum	After
Maui (Hawaii) News	\$551.58—3 yrs.	
Ottawa Citizen	502.09—2 yrs.	
New York Times	499.08—2 yrs.	
Montreal Gazette	490.00—3 yrs.	
Vancouver Sun and Province	488.72—1 yr.	
Wilkes-Barre Sunday Independent	478.60—2 yrs.	
Manchester Union Leader	476.73—3 yrs.	
Hilo (Hawaii) Tribune-Herald	458.57—1½ yrs.	
Brantford Expositor (circulation)	453.67—1½ yrs.	
San Mateo Times	446.71—3 yrs.	
Toronto Star	439.56—3 yrs.	
Honolulu Star-Bulletin	438.20—1½ yrs.	
Toronto Globe & Mail (editorial)	436.49—2 yrs.	
Brantford Expositor (editorial, mailroom)	432.05—2 yrs.	
Toronto Globe & Mail (circulation)	429.94—3 yrs.	
Honolulu Advertiser	429.27—3 yrs.	
Windsor Star	429.11—2 yrs.	
Toronto Globe & Mail (advertising)	429.10—3 yrs.	
Primos, Pa., Delaware County Times	428.00—4 yrs.	
Woodbridge News Tribune	427.65—3 yrs.	
Detroit Free Press	423.61—4 yrs.	
Cleveland Plain Dealer	422.73—3 yrs.	
Victoria Times-Colonist	416.47—flat	
Long Beach Press-Telegram	416.26—3 yrs.	
Pittsburgh Post-Gazette	414.00—3 yrs.	
San Jose Mercury-News	413.36—2 yrs.	
New York Daily News	411.15—3 yrs.	
Monterey Herald	409.00—3 yrs.	
San Francisco Chronicle and Examiner	404.56—2 yrs.	
Minneapolis Star Tribune	399.50—4 yrs.	
Boston Herald (commercial)	394.24—3 yrs.	
San Diego Union and Tribune	391.23—3 yrs.	
Toledo Blade	391.03—2 yrs.	
Chicago Sun-Times	390.40—3 yrs.	
Lynn Item	385.56—2 yrs.	
Philadelphia Inquirer and Daily News	385.40—4 yrs.	

	Minimum	After
Akron Beacon Journal	385.00—2 yrs.	
New York Post	382.20—3 yrs.	
Cincinnati and Kentucky Post	382.00—3 yrs.	
Brantford Expositor (advertising)	381.78—2 yrs.	
Mt. Clemens, Mich., Macomb Daily and Royal Oak Tribune	380.00—1 yr.	
Woonsocket Call	379.91—2 yrs.	
Honolulu Advertiser and Star-Bulletin	375.68—1½ yrs.	
Oshawa Times	374.28—2 yrs.	
Erie News and Times	370.63—3 yrs.	
St. Louis Post-Dispatch	367.68—3 yrs.	
Detroit News	365.61—3 yrs.	
Portland Press Herald and Express	359.39—3 yrs.	
Providence Journal and Bulletin	356.79—2 yrs.	
Tacoma News Tribune	355.75—2 yrs.	
Dayton Daily News	354.50—3 yrs.	
Waukegan News-Sun	354.34—flat	
Buffalo News	352.73—3 yrs.	
Oakland Tribune	351.11—2 yrs.	
Wilmington News and Journal	348.97—3 yrs.	
Norristown Times Herald	348.79—4 yrs.	
Salem News	347.50—2 yrs.	
Fall River Herald-News	347.09—2 yrs.	
Denver: Rocky Mountain News	347.00—3 yrs.	
San Juan: El Vocero	347.00—5 yrs.	
St. Paul Pioneer Press Dispatch	342.43—1 yr.	
Denver Post	338.00—3½ yrs.	
Sacramento Bee	331.68—3 yrs.	
Sacramento Union	330.87—2 yrs.	
Sudbury Star	329.97—3 yrs.	
Stockton Record	329.38—4 yrs.	
Pawtucket Times	325.58—1 yr.	
Seattle Times	324.00—2 yrs.	
Sheboygan Press	320.60—3 yrs.	
Brookton Enterprise	319.87—2 yrs.	
Kenosha News	318.00—5 yrs.	
Indianapolis Star	317.25—3 yrs.	
Baltimore Sun and Evening Sun	316.00—5 yrs.	
Seattle Post-Intelligencer	312.24—3 yrs.	
Peoria Journal Star	309.00—2 yrs.	
York Dispatch	306.37—4 yrs.	
York Daily Record	306.37—4 yrs.	

	Minimum	After
Memphis Commercial Appeal	306.00—2 yrs.	
Washington Post	304.75—2 yrs.	
Harrisburg Patriot and News	301.43—2 yrs.	
Joliet Herald-News	293.65—3 yrs.	
Kingston Daily Freeman	292.20—3 yrs.	
Bellevue Journal-American	290.84—3 yrs.	
Milwaukee Journal and Sentinel	290.00—flat	
Allentown Call	289.19—2 yrs.	
Knoxville News-Sentinel	286.00—4 yrs.	
Eugene Register Guard	284.35—4 yrs.	
Gary Post-Tribune	283.51—2 yrs.	
Pottstown Mercury	283.13—flat	
Massillon Independent	280.19—3 yrs.	
Great Falls Tribune	**276.75—4 yrs.	
Canton Repository	273.67—3 yrs.	
Youngstown Vindicator	272.30—2 yrs.	
Bristol Press	269.75—5 yrs.	
Tonawanda News	269.34—4 yrs.	
San Antonio Light	269.00—2 yrs.	
Scrantonian Tribune	268.28—flat	
Waterbury Republican and American	263.37—1 yr.	
Pueblo Chieftain	262.91—1 yr.	
Lowell Sun	262.84—2 yrs.	
Boston Herald (editorial)	262.16—2 yrs.	
New Brunswick Home News	260.40—1 yr.	
Lexington Herald-Leader	260.00—4 yrs.	
Sioux City Journal	254.16—2 yrs.	
Malden News, Medford Mercury, Melrose News	254.00—2 yrs.	
Monessen Valley Independent	252.75—1 yr.	
Albany Times-Union	248.80—1 yr.	
Yakima Herald-Republic	244.50—4 yrs.	
San Juan Star	243.00—4 yrs.	
Utica Observer-Dispatch	230.00—4 yrs.	
Terre Haute Tribune-Star	222.70—2 yrs.	
Battle Creek Enquirer	222.00—3 yrs.	
Scranton Times	212.00—flat	
Duluth News-Tribune	206.61—2 yrs.	
Glens Falls Post-Star	195.00—1 yr.	
Chattanooga Times	190.00—4 yrs.	

* If hired after March 30, 1982.
If hired before Dec. 31, 1988, \$436.85.
** If hired before June 23, 1984, \$324.93.

DATA ENTRY RATES

	Minimum	After
Ottawa Citizen		
TTS perforator operator	\$681.61—1 yr.	
Vancouver Sun and Province		
Key station operator	549.69—1½ yrs.	
Data entry supervisor	687.12—1 yr.	
Toronto Star		
Key punch operator	537.66—3 yrs.	
Senior key punch operator	595.36—4 yrs.	
New York Times		
Data entry operator	526.70—2 yrs.	
San Mateo Times		
Key punch operator	477.47—3 yrs.	
San Francisco Chronicle and Examiner		
Key punch operator	473.58—2 yrs.	
Supervising key punch operator	485.58—2 yrs.	
San Jose Mercury-News		
Key punch operator	473.58—2 yrs.	
Supervising key punch operator	485.58—2 yrs.	
Toledo Blade		
Data entry operator	458.20—1 yr.	
San Diego Union and Tribune		
Key punch operator	457.21—3 yrs.	

	Minimum	After
Honolulu Advertiser and Star-Bulletin		
Data entry operator	452.08—3 yrs.	
New York Daily News		
Key punch operator	443.58—3 yrs.	
Seattle Times		
Key punch operator	431.25—3 yrs.	
Boston Herald		
Key punch operator	430.41—3 yrs.	
New York Post		
Key punch operator	* 417.65—3 yrs.	
Memphis Commercial Appeal		
Key punch & verifier clerk	409.65—5 yrs.	
Philadelphia Inquirer and Daily News		
Key punch operator	408.87—4 yrs.	
Providence Journal and Bulletin		
Data entry clerk	395.70—2 yrs.	
Lead data entry clerk	446.66—3 yrs.	
St. Louis Post-Dispatch		
Key punch operator/verifier operator	392.56—3 yrs.	
Denver Post		
Key tape operator	390.00—3½ yrs.	
Brantford Expositor		
Data entry	381.78—2 yrs.	

	Minimum	After
Detroit Free Press		
Key punch operator	381.64—3 yrs.	
Baltimore Sun and Evening Sun		
Data entry clerk	362.00—5 yrs.	
Buffalo News		
Data collection/entry clerk	340.24—3 yrs.	
Duluth News-Tribune		
Data entry clerks	326.23—4 yrs.	
Washington Post		
T-1 key punch operator	322.75—2 yrs.	
Albany Times-Union		
Key punch operator	317.00—3 yrs.	
Pueblo Chieftain		
Key punch operator	305.25—3 yrs.	
Great Falls Tribune		
Data entry clerk	**276.75—4 yrs.	
San Juan Star		
Data entry operator	258.00—4 yrs.	

* Applies to persons hired after March 30, 1982.
** If hired before June 23, 1984, rate is \$324.93.

Foreign control of U.S. papers feared

Washington—The profitability of the U.S. newspaper industry and the concentration of circulation among chains is attracting foreign investment and that raises the specter of a foreign government gaining control of a significant part of it, members of Congress and union leaders were told here March 22.

James J. Norton, president of the Graphic Communications Int'l Union, drew the picture before a legislative conference held by the AFL-CIO Industrial Union Department as he urged support for the Foreign Ownership Disclosure bill, introduced in the House by Rep. John Bryant (D-Texas).

Norton pointed to figures showing that more than 80 percent of U.S. circulation is controlled by chains, at least two of them—Thomson and Hollinger/American

Publishing—foreign-owned.

Bryant's controversial bill would require foreign investors to disclose more information to the U.S. government than current law and has drawn fire from business and the Bush administration. They view it as a damper to outside investment.

Presumably, the bill would allow the United States to better keep tabs on any nation attempting to control a segment of U.S. business, such as publishing.

Norton said the bill is important to "insure the integrity of newspaper ownership" and called it "a first step to meaningful legislation that, in time, would equitably limit ownership concentration."

He did not indicate if any foreign government had, in fact, attempted to purchase a large publishing company, but said that the

printing industry has attracted several private foreign investors.

Conference participants also were urged by TNG Research & Information Director David J. Eisen to seek congressional support for a bill to limit newspaper chain ownership.

The bill, as proposed by TNG and other unions in the newspaper industry, would limit chains to 30 newspapers each and 3 percent of the nation's circulation.

Eisen charged that unabated growth of concentration of newspaper ownership opens the U.S. press to an increasing risk of abuse for political and other purposes. Noting that the Southam and Thomson chains control more than 50 percent of daily, English-language circulation in Canada, he warned: "We don't want to see that happen in the United States."



GRAPHIC COMMUNICATIONS PRESIDENT JAMES J. NORTON Represents Newspaper Industry Co-ordinating Committee at Industrial Union Dept. legislative conference on Capitol Hill.



N.Y. POST GUILD PEOPLE CHECK OUT THE PAPER'S FIRST NEW SUNDAY EDITION
From left: Harry Leykis, unit vice chairperson; Gene Ferrante, shop steward at the daily; Marilyn Fox; and Bill Noonan, chairperson Post Guild unit. Scene is entrance to the Post.

Chicago ex-activist wins 2nd Pulitzer

Lois Wille, who was active in the Chicago Guild for 20 years while on the staff of the former Chicago Daily News, has won her second Pulitzer prize in journalism—25 years after her first.

"I'm delighted. This one means more because I didn't think I would ever have another chance," said Wille, who was honored this year for local editorials in the Chicago Tribune on city and state politics.

Now editorial page editor at the Tribune, Wille helped the Daily News win the 1963 Pulitzer in public service for a series she wrote on the refusal of public agencies in Illinois to make birth control services available to the poor.

"It's not unexpected," Robert Gruenberg, a former associate, said of her latest award. "She was a top-notch reporter and she knows the social fabric of Chicago very well. She writes effectively and beautifully."

Wille and Gruenberg, a former Guild unit chairperson and a 30-year reporter at the Daily News, helped negotiate numerous contracts at the paper.

Wille recalled some "primitive contracts" and "tough bargaining sessions" after she joined the Chicago Guild in 1957. She served as secretary during the early 1960s and on bargaining committees for more than a decade.

"It was a wonderful, rewarding experience," she said of her work with the Guild. "Some of my best friends are from those days."

Wille left the Guild in 1977 when she became associate editor in charge of the editorial page of the Daily News. She moved to the Chicago Sun-Times in 1978 when the Daily News was closed and then to the Tribune in 1984.

She was born in Chicago and



Lois Wille

attended Northwestern University in nearby Evanston.

Several other current and former Guild members also won journalism Pulitzer prizes this year.

✓ Donald Bartlett and James Steele, of the Philadelphia Guild's Inquirer unit, a national reporting prize for their series on targeted tax breaks in the 1986 provisions of the Tax Reform Act.

The two have been partners at the paper since 1971 and also won a Pulitzer in 1975 for articles on the Internal Revenue Service.

✓ David Zucchini, also of the Inquirer unit, a feature writing prize for a series on the day-to-day lives of blacks in South Africa.

✓ Manny Crisostomo, of the Detroit Guild's Free Press unit, a feature photography prize for a 12-page section on life at Southwestern High School in Detroit.

✓ Bill Keller, of the New York Guild's Times unit, an international reporting prize for his coverage of the Soviet Union during a year of historic change.

Guild is pulling for Sunday Post after dispute on new work settled

New York — When the New York Post launched its new Sunday edition March 5, it did so with the New York Guild's best wishes after the union and the company resolved several disputes over Post proposals to contract out Guild-covered work on the new undertaking.

The Sunday Post was launched just a year after real estate developer Peter S. Kalikow bought the daily from Rupert Murdoch for \$37.6 million after its employees' unions, including the Guild, agreed to \$22 million in contract concessions.

It became the fourth major-daily Sunday paper competing in the New York market. The others are the New York Times, the Daily News and New York Newsday. Post publisher Peter O. Price told the New York Times that start-up costs for the Sunday paper came to \$25 million. Its newsstand price was set at \$1.

Price later resigned, and Kalikow assumed the publisher title.

"It's crazy not to have a Sunday, because that's where you make your money," Kalikow told Howard Kurtz of the Washington Post staff. More than 40 cents of every newspaper-advertising dollar now goes to Sunday papers.

Kalikow, who bought the Post after Murdoch lost more than \$100

million operating it for 11 years, also said he is confident the Post can be returned to profitability.

"I'm not going out of business. Whatever it takes, I'm prepared to do. . . . If I'd listened to what the experts said, I'd still be in Queens counting refrigerators," he told Kurtz.

After printing 535,000 copies of the first edition, however, it was reported that subsequent Sundays saw the press runs reduced progressively to just over 400,000 by the end of March because of slow sales.

The Guild, meanwhile, reported that after two long meetings of leaders of the local and its Post unit with management before the

first Sunday edition, it was agreed that the Post will use staff members on a regular basis to write for the Sunday Post's new book review section while the section's editor will be exempt from the contract. The Post had proposed contracting out all the non-ad content of the section.

During the Guild-Post meetings, the company also dropped a proposal to contract-out to a non-union firm work in the circulation returns room associated with the Sunday paper, the Guild said.

The Post published a Sunday edition once before in its 188-year history, for three months in 1978 when New York's other dailies were closed by strikes.

Ad group seeks L.A. talks

Long Beach, Calif.—The Los Angeles Guild has informed management of the Long Beach Press Telegram that most of the 80 employees in the paper's advertising department have asked the Guild to represent them and has demanded that the paper enter talks for a contract covering them.

The Guild made the demand March 31 under a provision in its contract covering other employees of the Knight-Ridder daily that commits management to bargain with the Guild for a contract for a new group "upon a showing by the Guild that it has obtained a majority."

The local has for many years represented the paper's circulation, delivery, editorial and maintenance employees.

Guild Administrative Officer Jim Smith suggested to the company that it agree to have a neutral, third party conduct a confidential check of the signed Guild application cards from advertising employees to verify the Guild's majority. As of April 4, the Guild had received no reply.

Smith said that latent interest in Guild representation among employees in inside and outside classified and display advertising was revived in January when the company reduced unrepresented employees' health benefits and started deducting part of the premiums from their paychecks. It also recently has abandoned a former practice of passing union-negotiated pay increases on to unrepresented employees, he said.

Dates changed through June

The Guild Reporter is being published on the first and third Fridays of April, May and June, rather than the customary second and fourth Fridays.

The adjustment in the schedule has been made to maintain a minimum two-week interval between editions and to enable the paper's staff to cover the 1989 Guild Convention, the fourth week in June.

This means that the next issue will be published on April 21, and subsequent issues on May 5 and 19, and June 2 and 16. Deadlines remain as listed in the mast-box at right.



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.

The Guild Reporter



JAMES M. CESNIK, Editor

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The Newspaper Guild

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