



The GUILD REPORTER

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Post members ratify new 5-year contract

Top rates top \$1,000 at the CBC

Toronto, Ont.—A new, 34-month contract providing an across-the-board 3.5 percent wage increase during the first 10 months and 4.9 percent increases during the second and third years was ratified July 27 by Guild members at the Canadian Broadcasting Corp.

The contract boosts the top minimum for experienced reporters and editors in key classifications by \$92.20, to \$755.92, by Sept. 24, 1990, and takes the top rates for senior editors and senior reporters to \$1,150.68 and 1,014.26, respectively.

The Canadian Wire Service Guild represents about 800 editors, reporters, writers, assistants and clerks in CBC radio and television news departments across the country.

Negotiators reached the agreement just 21 hours before a strike deadline July 14 as the Guild prepared a "public campaign" against CBC's new, 24-hour "News-
(Continued on Page 4)

Boston members 'take run' at Herald pay proposal

Nancy Lane, of the Boston Guild unit at the Herald, heads for 7th place in women's division — 1st among 15-runner Herald staff team — in Manufacturers Hanover Corporate Challenge road race in mid-July. She was one of a half-dozen-plus Guild members on team wearing blowup of union slogan in contract talks with the Rupert Murdoch daily. Some 9,500 runners participated in 3.5-mile contest. In late June, Guild members broke out buttons proclaiming "Say no to nothing!" after company proposed average \$30 "stipend" in lieu of increase in contractual pay rates. Guild points out members gave up both wages and fringes to keep Herald from closing when Murdoch bought paper seven years ago and now need permanent increases to be competitive. Slogan is modeled on "Say no to drugs" campaign, heavily promoted by the Herald.



CURTIS ACKERMAN/Boston Herald/Boston Guild

Hope seen for return to normalcy

Washington—Just over three years after the last contract expired, Washington-Baltimore Guild members at the Washington Post by a margin of more than 13 to 1 ratified a new 5-year agreement that bargainers on both sides of the table called a basis for a return to less fractious management-union relations.

The pact guarantees pay raises over its term that will average \$162 per covered employee, contractual job security mechanisms are improved, the union security provisions of the expired contract are restored and medical, dental and retirement plan coverage is improved significantly, the Guild reported.

Increases in the experience-based contractual minimum pay rates during the pact's first three years range from \$56.30 a week to more than \$320 a week over the minimum rates that had been in effect under terms and conditions implemented unilaterally by the Post two years ago.

General increases during the same three years range from the same \$56.30 to \$115.90 a week.

General and minimum-pay increases for the contract's final two years—1992 and 1993—will be determined in May 1992 under a formula spelled out in the contract. They will be derived from the same \$33 average annual per-person economic package that produced the first three years' increases.

(When the membership ratified the settlement Aug. 2, it also voted to divert \$1 from the package in each of the first three years to a 401(k) savings plan.)

In addition, there is provision for cost-of-living increases in 1992 and 1993 if the consumer price index goes up by more than 6 per-
(Continued on Page 4)

IEB to study publishers' 'merit pay' push

Albany, N.Y.—TNG's Int'l Executive Board will undertake a comprehensive study of publishers' use of "so-called 'merit' concepts" to undermine Guild bargaining, under an action of TNG's 1989 Convention, which met here in late June.

In directing the study, the convention also re-emphasized the

Californian backs off 'merit,' returns to table for talks 8

Guild's half-century-old policy holding that substantial minimum-pay rates and increases are the foundation of fair and equitable pay structures.

The IEB also should make rec-

ommendations to next year's convention on steps to combat the publishers' assaults "including, if appropriate, changes in the Guild's Collective Bargaining Program."

The convention took the actions in adopting the report of its Collective Bargaining Committee, chaired by Lou Mleczo of Detroit.

Experience under the policy, which dates to the Guild's founding, shows that pay structures based on substantial minimum rates benefit both employees and employers, the convention pointed out.

"Discretionary increases are to acknowledge and reward individual contributions, are not substitutes for negotiated increases and are to be paid in addition to substantial" minimum-pay rates, the report said.

In addition, it charged, "merit-
(Continued on Page 5)

Curb JOA abuses, Congress urged

Washington—Congress should repeal or make major amendments to the Newspaper Preservation Act to curb publishers' abuses of joint operations, a coterie of union leaders, small publishers and journalism instructors told a congressional subcommittee July 20.

Representatives of publishers with joint operating agreements (JOAs), however, asserted the act is working well and benefits the public. The law exempts jointly

published papers from many anti-trust laws by allowing them to merge non-editorial functions, fix prices, split markets and pool profits.

Detroit Guild President Lou Mleczo, who emphasized that he was testifying as a private citizen, charged that "nationwide chains operating in monopoly markets" have made the act "obsolete." He urged repeal of the 1970 law.

Mleczo also charged that the

two leading U.S. newspaper chains used a propaganda blitz on former Attorney General Edwin Meese to gain his approval to merge the Detroit Free Press and Detroit News.

Other witnesses, including leaders of the Communications Workers, Graphic Communications and Teamsters unions, said the profit-splitting exemption should be repealed and approval of JOAs
(Continued on Page 2)

Santa Barbara group votes to join Guild

Santa Barbara, Calif.—The membership of the News-Press Employees Assn. voted by more than 10 to 1 on July 29 to affiliate their union with the Los Angeles Guild.

The vote came three days after they had ratified a new contract with the Santa Barbara News-Press, a 50,000-plus circulation daily that has been owned by the

New York Times Co. since the fall of 1985.

Tally in the secret-ballot affiliation vote was 45 to 4. The association, which now is a unit of the Los Angeles Guild, represents 56 employees in the News-Press' news room, one of its leaders reported. It is the only union that represents any employees of the paper.

The new contract, which replaces one that expired June 30, provides wage increases of 4 1/2 and 5 percent in each of its two years. There also is an increase in the publisher's contribution to health insurance to 90 percent, from 70 percent, and a provision for a joint committee on employee health and safety.
(Continued on Page 6)

**Convention
wrap-up:
Pages 5, 6, 7**



Congress takes second look at 'preservation' act

(Continued from Page 1)
should be made by someone other than the attorney general.

The oversight hearing of the House Economic and Commercial Law Subcommittee was the first major attempt to see if the law is "living up to congressional expectations and intent," which is to protect "failing papers," said Rep. Jack Brooks (D-Texas), who chairs the committee.

It was enacted after the Supreme Court ruled in 1969 that the joint operation by the Tucson Citizen and Arizona Star violated the Sherman and Clayton antitrust acts. Following a like lower court ruling, publishers had begun lobbying two years before for antitrust exemptions for the 21 joint operations then in existence and to allow new JOAs to be started.

TNG and other newspaper unions, small publishers and the Justice Dept. antitrust division opposed the measure as being far too sweeping.

"In 1970, the act was hailed as a necessary means of preventing daily newspapers from falling victim to fierce market forces, thus preserving multiple editorial voices in our local communities," Brooks said in opening the hearing, which included 11 witnesses.

Brooks noted that JOAs in Detroit and Miami currently are involved in controversial judicial proceedings, making it timely for Congress to review the law.

In Detroit, the proposed JOA for Knight-Ridder's Free Press and Gannett's News has encountered tenacious legal opposition and is under review by the Supreme Court. In Miami, the Justice Dept. is investigating allegations that a modified JOA was used to justify closing Cox's Miami News, giving Knight-Ridder's Miami Herald a monopoly and providing Cox with a share of the Herald's profits until the year 2021.

Mleccko said the law worked to encourage monopoly in Detroit, where he works as a reporter at the News. He said he was appearing as a private citizen and offering only his personal "observations and experiences." The Detroit

Guild formally withdrew its opposition to the JOA after the publishers agreed to significant benefits and job guarantees [Guild Reporter, Aug. 12, 1988].

Mleccko charged that "Knight-Ridder and Gannett used the Newspaper Preservation Act to add one more monopoly, perhaps the most lucrative, to their long list of monopoly publications."

Gannett, which publishes about 90 dailies with a combined circulation of 5.9 million, is involved with JOAs in Cincinnati, Tucson, Honolulu, Knoxville, Nashville, El Paso and Shreveport.

Knight-Ridder, which publishes about 35 dailies with 3.8 million circulation, is a JOA partner in Fort Wayne, Ind., in addition to Miami.

When the Detroit application appeared to be in trouble because of negative recommendations by the Justice Dept.'s antitrust division and an administrative law judge, the publishers "staged" a phony threat to close the Free Press and convinced Meese to give approval, Mleccko said.

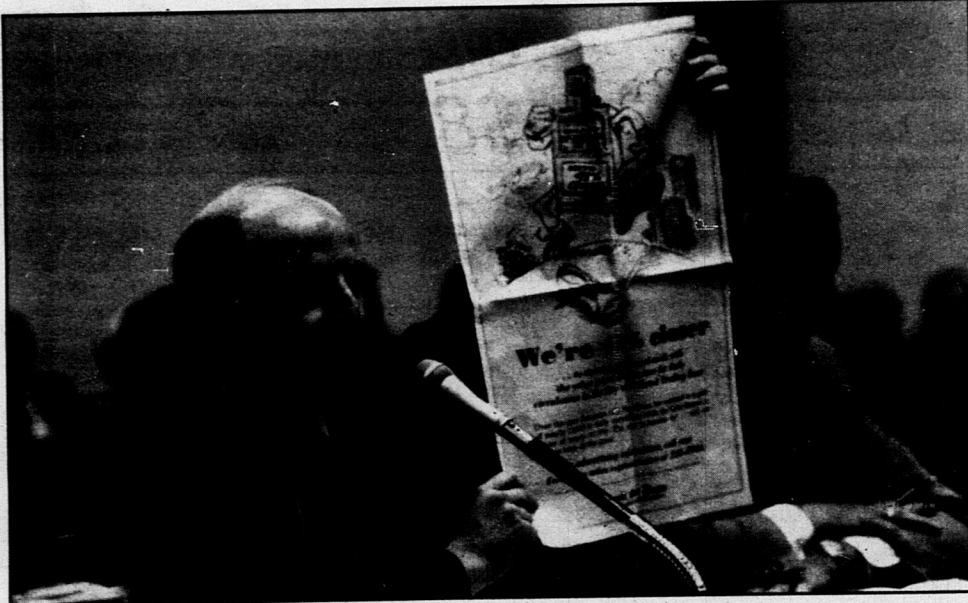
He said repeal of the act was necessary to foster competition in cities like Detroit and curb the "raw corporate power" of the chains.

"Newspapers are more than just businesses, only concerned with the bottom line. They are a public trust," Mleccko said in closing.

"Instead, media giants such as Gannett, Knight-Ridder, Newhouse and the foreign-owned Thompson chain have become omnipotent trusts of the 1990s, as Standard Oil and J.P. Morgan were in the 1890s.

"The Robber Barons live. It's time for Congress to break up the trusts again. If Congress does nothing, who will be the 'Voice of the lowly and oppressed ... advocate of the friendless ... righter of public and private wrongs'?" Mleccko said, drawing the words from an inscription in the stone facade of the Detroit News.

Another witness, suburban Detroit publisher W. Edward Wendover, strongly urged Congress to repeal or at least amend the act



RAYMOND CROWELL/Washington-Baltimore Guild

LOU MLECCKO DISPLAYS DETROIT FREE PRESS PROMO-AD TOUTING GAINS ON NEWS
Looking on at House subcommittee hearing is Graphic Communications Union President James Norton.

because it is "too crude a device, too broad in its powers, to accomplish what Congress intended."

Wendover is co-chair of Michigan Citizens for an Independent Press, a group of 1,400 readers, advertisers and employees of the Free Press and News that filed suit last August to try to block the JOA and has carried the case to the Supreme Court.

Wendover, editor and publisher of the suburban Community Crier, said the merger would be "the largest unregulated monopoly ever approved by the United States government."

Educator Robert Picard testified that the Newspaper Preservation Act "has been a dismal public policy failure" in saving smaller "mom and pop" papers.

About 200 U.S. dailies have closed in the past 20 years, while competing papers have formed new JOAs in just four cities—Anchorage, Cincinnati, Seattle and Chattanooga. The Anchorage agreement in 1974 lasted only four years, and the News and Times

resumed full competition in 1978. In Chattanooga a JOA had previously existed, been terminated and then was renewed in 1980.

"Proponents of the act argued it would halt newspaper mortality by allowing competing papers to achieve economies of scale," said Picard, director of a communications management program at Emerson College in Boston.

"Mortality has continued unabated because the legislation can do nothing to alleviate the basic problem that certain types of newspapers no longer appeal to readers and advertisers as they did in the past," he said.

The law has been more effective in preserving papers in the original JOAs, but even that success has been limited, he said. Papers in three joint operations legalized by the act (Columbus Citizen-Journal, St. Louis Globe-Democrat and Miami News) have since been folded, and observers expect that a half-dozen more may be closed within a decade, Picard testified.

"Such developments are hardly what the Congress had in mind

when it enacted the Newspaper Preservation Act, and these problems point out the need to alter it today," he said.

Picard recommended amending the law to require agreements between unions and employee representatives on employment transition, retraining and reassignments, buyouts and layoffs.

Jerry Friedheim, president of the American Newspaper Publishers Assoc., testified that the law had "helped the marketplace evolve and prosper" and suggested no changes.

He said 1,526 American communities have daily newspapers, 10 more than in 1970. "Absent the act, there would be 18 fewer newspapers and 18 fewer cities with editorially competitive papers."

Noting the proliferation of "weeklies, specialized publications, broadcast media, cable, shoppers, direct mail and electronic information providers," Friedheim said: "Diversity reigns. Competition abounds. Commerce is served. Our citizens benefit."

Morris J. Levin, a Washington attorney who directed the publishers' lobbying campaign when they sought the law, testified that the growth of newspapers in JOAs "has paled in comparison" to the growth of suburban and weekly papers "even in areas where joint operating agreements existed or came into being." He urged Congress not to repeal or amend it.

James J. Norton, president of the GCIU, recommended several changes, including greatly increased worker protections during implementation of JOAs.

William J. Boorman, president-elect of the Media Workers Sector of the CWA, said Congress should make it more difficult for JOA partners to terminate agreements.

Thomas J. McGrath, director of the Teamsters' Newspaper Drivers Division, urged Congress to take the final decisions on JOAs out of the attorney general's hands.

49 to share \$12,316 in S.D. overtime dispute

San Diego, Calif.—In partial resolution of a long, bitter overtime compensation dispute, 49 current and former Guild-represented circulation employees of the San Diego Union and Tribune must be paid a total of \$12,316, a federal judge has ordered.

The June 20 consent judgment, in which the Copley-chain papers admit no wrong but agree to follow the order, was the result of a complaint by the U.S. Labor Dept. alleging violations of the Fair Labor Standards Act requirement of premium pay for work in excess of 40 hours per week.

Copley management agreed June 8 not to contest the judgment, to pay the back wages, and in the future to abide by the hour and wage provisions of the law for 180 circulation district managers and relief district managers at the two papers.

One employee was to receive \$812, the largest single sum, and 17 other employees were to receive more than \$300 each for overtime work during the three-month period from March 9 through June 8, 1986.

The lengthy battle over overtime pay dates to the late 1960s and has led to four major arbitration rulings on a so-called "flexible work week" for circulation employees.

A fifth arbitration is pending and could eventually settle claims dating from 1982 through early June 1986. Continuing pressure resulted in more accurate record-keeping of hours and an "acceptable system" of paying for overtime work beginning in mid-1986, according to San Diego Guild Administrative Officer Robert Kemp.

The U.S. judgment overlaps only a small portion of the 1982-86 period under scrutiny by the arbitrator, Kemp said. The Guild filed its complaint with the Labor Dept. in 1987, but by the time the case was advanced in 1988 a two-year statute of limitations prevented the agency from seeking redress on violations earlier than 1986.

Kemp welcomed the judgment and noted that it "certainly can't hurt the chances" of the arbitration.

In that case, which has consumed nearly 30 days in hearings, the Guild is seeking some

\$180,000 in back overtime pay for 39 employees, most of whom also were covered by the federal decree. Copley management has sought to limit the scope of the arbitration to only six employees, and a decision on that motion is expected in late August.

The seven-year old grievance has been marked by long delays, including a three-year wait before arbitration began in 1985 and the death of a Copley circulation executive that delayed hearings for another full year.

"If we can ever get to the merits of the case, I think we will prevail," Kemp said. "Now the federal government says management must follow the wage and hour provisions, and that's what this arbitration is all about."

About half those named in the federal judgment are still employed at the Union or Tribune, and some already have received their back payment, Kemp said.

In a related matter, Copley filed a unit-clarification petition in March 1988 seeking to have district managers classified as "man-

agerial" employees and thus exempt from overtime.

The Guild filed an unfair labor practice charge in August 1988 and amended it several times before the end of the year. It alleges 14 violations of the National Labor Relations Act, including, among other things:

- ✓ Refusal to provide information on unit members' rates of pay, incentive programs in circulation and advertising, and disciplinary actions and a discharge.

- ✓ Implementation of a goal-based incentive system and direct dealing with employees.

- ✓ Abuse of the contractual grievance procedure, including "burying" the Guild under "a mountain of paper."

- ✓ Discrimination against union activists and bargaining committee members.

The National Labor Relations Board has given priority to resolving the Guild charges before considering the unit-clarification petition, and a hearing on them is scheduled in September, Kemp said.

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St. Paul settlement comes early, raises key day top to \$857

St. Paul—By a 15-to-1 margin, Twin Cities Guild members at the Pioneer Press Dispatch have ratified an early, 30-month renewal of the Guild's contract with the Knight-Ridder daily that will take top minimum-pay for key news and ad-sales jobs to \$857 a week for day work and to \$921.28 a week for night work.

At the same time, the contract's highest minimums — night rates for an assortment of desk editors and for co-op advertising supervisors — will go to \$1,013.40 a week, the first minimums in a Twin Cities contract to surpass \$1,000. The day rates will go to \$942.70.

Meanwhile, at the Minneapolis Star Tribune, where the Guild's other major contract expired July 31, the company has made no increase offer but has indicated it will propose a three-year freeze, as agreed to by other unions there.

Reached in mid-July, the new contract in St. Paul is effective the day after the current pact expires at the end of September. A lump-sum payment of \$200 will go to all full-time employees on Oct. 1 — part-timers' lump sums will be prorated — with the minimums to be increased on Jan. 1 and March 1, 1991.

Most other contract minimum rates will be increased by 3.5 percent and by 3 percent, respectively, on the same dates.

The top day-rate for experienced reporters, copy editors, photographers, rewrite persons, outside ad sales persons, promotion writers and artists will go up first by \$23 a week, to \$835, and then by \$22, to \$857.

The same increases on the same dates will produce the following top minimums for other jobs:

✓ **Circulation district supervisors**, \$790 and \$812.

✓ **Classified telephone solicitors**, \$682.78 and \$704.78.

✓ **Display phone sales**, \$754.53 and \$776.53.

✓ **Programmer-analysts**, \$686.47 and \$708.47.

✓ **Senior programmer-analysts**, \$819.97 and \$841.97.

Night rates, for all but circulation supervisors, are maintained at 107.5 percent of day rates.

In addition, the company's payment to the Guild Pension Plan Fund will be increased to \$29 a week per employee on Jan. 1, from \$28.38, and to \$30 a week on March 1, 1991.

The company will continue to pay 80 percent of the premium for the medical insurance plan selected by the employee and 100 percent of the dental premium, the local reported.

Under the settlement, the Knight-Ridder Model Plan replaces an indemnity insurance plan that was canceled by another carrier earlier in the year. Employees

TNG's Dale joins Hamilton strikers at Southam HQ



SUE CRAIG/Southern Ontario Guild

Striking part-time Hamilton Spectator mailroom inserters cheer pledge by TNG President Charles Dale, foreground center, of continued support for their push for pay equity. Scene is July 11 rally outside Southam-chain headquarters in Toronto. The unit of 95 persons, mostly women, struck the Spectator June 9 over dis-

satisfaction with the its response to Guild proposals for pay and benefits levels comparable to those of men doing comparable work. There have been no substantive talks since. Picketing has been restricted by courts, but strikers have stepped up a circulation boycott and are producing 300-500 cancellation cards per week.

who opt for the new plan also will be eligible for a "flexible spending account" through which they can set aside a pre-tax portion of their pay for expenses not covered by the insurance, with the company putting \$100 a year into each employee's account. Such expenses as eye glasses, contact lenses and hearing aids could be paid from the account, the local said.

The company also agreed that it will not seek to exclude employees

from contract coverage through the National Labor Relations Board's unit-clarification procedures at least for the duration of this and the next Guild-Pioneer Press Dispatch contract.

The Guild, in turn, agreed to the exclusion of an additional eight positions from contract coverage in the news, advertising, circulation, business and warehouse departments.

The company also agreed that any new position created during the contract's term will be considered in a neutral state until the Guild and the company agree on its status under the pact, or an arbitrator makes a decision.

Under the agreement, the Guild withdrew objections to exclusion of several jobs in the news, advertising, circulation and business departments, the local reported.

Alleging spying in Glens Falls, Guild appeals to NLRB

Glens Falls, N.Y.—Alleging the Glens Falls Post-Star acted illegally by using a private detective to spy on the personal life of a female employee, the Albany Guild has asked the National Labor Relations Board's general counsel to issue an unfair labor practice complaint.

During the alleged surveillance, the woman reportedly was followed in her automobile and her neighbors received phone calls inquiring about her marital status and living arrangements.

The employee, a mailroom worker, earlier filed a \$4 million suit in federal court against the

Post-Star, claiming the company failed to enforce Guild contract provisions prohibiting sexual harassment.

On June 26, Federal Judge C.G. Cholakis ordered that the lawsuit, claiming violations of Title VII of the 1964 Civil Rights Act and of the New York Human Rights Act, may proceed to trial. No date has been set.

The Post-Star has not denied hiring the detective to investigate the employee, but denies she has been put under surveillance.

Earlier, the NLRB regional director in Albany refused to issue a complaint on the alleged spying,

saying management of the Howard-chain daily was within its rights in using a private investigator to "develop information related to their defense of a lawsuit brought by the employee" and that the detective "was not hired for any retaliatory or discriminatory motive."

The Guild is asking the NLRB general counsel to overturn that decision, while also demanding information from the company to determine whether the alleged surveillance constituted violations of the union's contract with the Post-Star.

In its original charge May 11,

the Guild said the company "interfered with, restrained and coerced" the woman and other employees "in the exercise of their rights ... by using a private investigator to conduct surveillance."

The woman, currently on medical leave for a wrist injury, had been the victim in two incidents of harassment by a former mailroom supervisor, who was convicted in municipal court of sexual abuse.

In one of the incidents, the supervisor used a fork lift to partially raise and drop a car in which she and a companion were sitting.

A background statement accompanying the Guild's charge says the Post-Star hired the investigator to "trail" the woman and cause her "fear and alarm" and "to intimidate and scare" her and other employees from concerted activity.

The statement also says the employee has "repeatedly observed a car following her," once for 20 miles from Glens Falls to Saratoga Springs.

The Guild learned of the alleged surveillance in mid-April from Glens Falls police, Albany Guild President Tim Schick said.

"At first, police thought the phone calls [to neighbors] might be related to the harassment case, but then they traced them to agents of the newspaper," Schick said.

The woman was laid off in January and recalled in February, but did not return because of her injury. Her layoff, the layoff of another mailroom worker and the termination of 16 circulation workers resulted in the issuance April 14 of an unfair labor practice complaint by the NLRB.

City editor leaves in row over sex case

Glens Falls, N.Y.—The city editor of the Glens Falls Post-Star was suspended for three days and then forced to resign after directing a reporter to write about a \$4-million, sexual-harassment lawsuit by an employee and the Albany Guild against the paper.

The editor, a union-exempt employee who had been with the Howard-chain daily about three years, was dismissed for "stealing personal mail" after copying a federal judge's ruling that had arrived via the newsroom FAX machine, a source told the Guild Reporter.

The FAX copy of the ruling, a public document, was addressed to Post-Star Publisher James G. Marshall, who is named in the employee's suit. The suit claims management failed to enforce Guild contract provisions prohibiting sexual

harassment. In a June 26 decision, Federal Judge C.G. Cholakis denied the company's motions to dismiss the suit and ordered a trial.

The city editor apparently had been acting on the "best of motives" since the paper regularly reported on developments in the two-year-old case involving a woman mailroom employee and a former supervisor, the source said.

After initially squelching the story, management allowed it to run about a week later. Post-Star reporters staged a byline strike for several days "to show their disgust" with the handling of the incident, the source said.

The suit alleges that the woman "was subjected to unwelcome sexual harassment" by the supervisor and that management violated Title VII of the U.S. Civil Rights

Act and the New York Human Rights Law by not taking "sufficiently prompt" remedial action.

The suit seeks damages for the woman's pain and suffering under the New York law and attorney's fees under the federal law, according to Brian J. O'Donnell, counsel for the Albany Guild.

The suit alleges the supervisor made unwanted sexual advances to her, once pulled off part of her clothing and physically attacked her in a warehouse, lifted her car with a fork lift while she was sitting in the auto, and gave her more difficult assignments than other female employees.

The supervisor was fired following a June 1988 incident in which he disabled a safety switch on a machine while the woman's hand was in it, according to statements in the judge's order.

Boarman is new CWA sector head

Washington—Bill Boarman has been elected to be the new — and last — president of the Communications Workers' Printing, Publishing & Media Workers Sector (formerly the Int'l Typographical Union).

Running from a sector vice presidency, he was elected by 13,968 to 9,615 over James N. Woods, who has been an assistant to the sector president.

Incumbent Sector President Robert S. McMichen did not seek re-election.

Re-elected in June 28-July 19 mail balloting were Secretary-Treasurer Thomas W. Kopeck (by 17,556 to 6,159 over Al Rudy, a

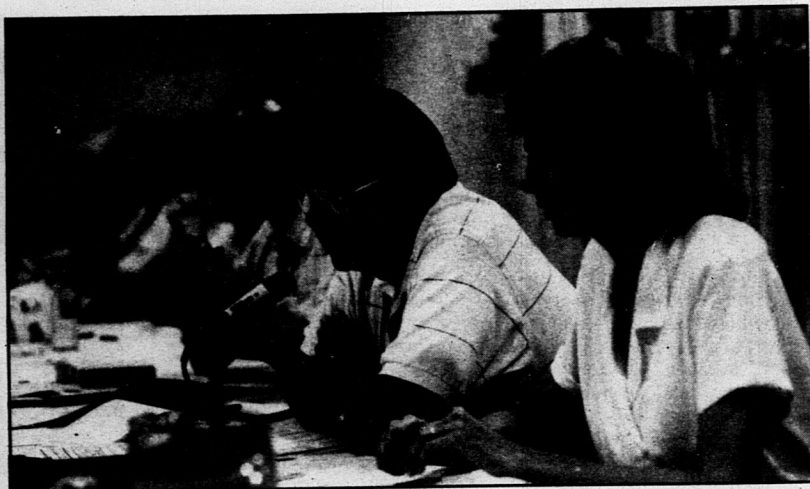
sector field representative), and Vice President Billy Joe Austin (by 12,145 to 11,501 over George E. McDonald, president of the New York Mailers Union).

When Boarman begins a three-year term in his new office Jan. 1, he also will become the last president of the union that was the oldest in North America (134 years) when it was merged into the CWA Jan. 1, 1987.

Under the merger's terms, the membership of the old ITU will elect but one international officer in 1992: a vice president to represent the sector on the CWA's executive board.



MEMBERSHIP HAS MANY QUESTIONS IN RATIFICATION MEETING
Directing one to bargainers is Eugene Meyer, center, standing.



RAYMOND CROWELL/Washington-Baltimore Guild

POST GUILD UNIT BARGAINERS EXPLAIN THE SETTLEMENT
From right: Sandra Polaski, administrative officer; Frank Swoboda, unit chairperson; and Lance Compa, local representative.

Members at Post ratify new 5-year contract

(Continued from Page 1)
cent over the previous year, with a 4-percent cap in each year.

Frank Swoboda, Guild Post unit chairperson, said he is convinced the contract "lays the foundation for a return to normal labor relations" at the daily.

Sandra Polaski, the Guild local's administrative officer, said that the "basic structure" of the new contract is "probably better" than any Guild-Post contract since the Pressmen's strike of 1975. In addition, she said, economic and other provisions "are livable."

The Post's chief bargainer, Frank Havlicek, told Post reporter Paul Farhi that management believes the contract "will mark a new era" in employee-management relations; that the Post "will be a different place than it was."

Top minimum-pay rate for those with four years' experience in key news and other jobs goes up by a total of \$93.65 in the contract's first three years, to \$860.70 a week, in increments of \$31.55 (to \$798.60) retroactive to July 10;

\$30.50 (to \$829.10) on next July 9; and \$31.60 on July 8, 1991.

The increases and minimums are those for librarians, outside ad salespersons, news and advertising artists, reporters, photographers, ad layout and makeup persons and "T-5 data processing programmer analysts."

In addition, the minimum-pay rate for beginners in those jobs is set at 80 percent of the top, resulting in an initial raise of \$219.55 a week (to \$640.75) retroactive to July 10. The rate goes up by \$26.05 (to \$666.80) and \$27.45 (to \$694.25) the next two years, for a three-year total increase of \$321.41 a week. Polaski said the initial raise will go to 22 employees in the news room and to 33 in the other departments.

The minimums for those with one, two and three years' experience also are "compressed," as the Guild described it, producing immediate increases of \$186.65, \$138.15 and \$89.05 a week respectively and retroactively.

The same 80 percent formula

was applied to the step increases for classified-ad telephone salespersons after the top rate, also for those with four years' experience, was increased by \$24.95, to \$533.95 a week.

The starting minimum went up by \$63.35 (to \$427.55) while the other five step rates were increased by as much as \$92.55 a week.

The first year's general increases range from \$18.20 (for those paid \$350 or less a week) to \$38.30 (for those paid more than \$950 a week). Second and third year general increases range from \$19.30 and \$18.80 (for those paid \$425 or less) to \$39.40 and \$38.20 (for those paid more than \$1,025 a week).

The settlement also restores the differential for copy editors to 10 percent above the corresponding reporter minimum, in recognition of an arbitrator's finding several years ago that the addition of computerized area makeup to copy editors' duties entitled them to at least an extra 5 percent above the existing 5 percent differential.

The addition of the 5 percent to their differential pushes the copy editors' top minimum up by \$141.37 during the first three years, to \$946.77 a week. Initial increase is \$73.06, to \$878.46.

The rate for starting copy editors is increased by a total of \$321.41 a week, to \$763.67 in 1991. Initial increase is \$262.56, to \$704.82.

A beginning copy editor who started just before the new contract's effective date at the minimum rate would, through experience and annual increases receive raises totaling \$433.88 a week in just over two years, going from the old beginner's rate of \$421.20 a week to the third-year rate of \$855.08 effective July 8, 1991.

Other improvements include:

✓ Addition of an expedited arbitration procedure for resolution of disputes over discharges or suspensions.

✓ Provision for the use of up to 10 days' vacation for paternity leave.

✓ Emissions tests for VDTs that will cover low frequency radi-

ation.

✓ Adoption reimbursement of 50 percent of associated expenses, to a maximum of \$4,000 (\$5,000 if the child has a disability).

Swoboda pointed out, however, that not everything in the settlement is an improvement, explaining, for example, that while health and dental coverage is improved, employees now for the first time will be charged for dependent coverage. Premiums, however, will be pegged to each employee's income level, with the highest paid paying the highest rates.

The Guild also agreed to exclusion of some 100 more employees from contract coverage, while the Post agreed to withdraw actions it has filed with the NLRB seeking to have the board exclude even more from contract coverage.

The Guild and Post were unable to resolve disagreements over the paper's legal obligations to pay overtime to reporters, and over pay and employment practices the Guild has alleged discriminate against minorities and women. The settlement provides, however, for continuing efforts to resolve the disputes.

Highest rates in new CBC pact top \$1,000

(Continued from Page 1)
world" cable channel, CWSG Executive Officer Jerry McDonald said.

CBC has struggled to put together the all-news operation, estimated to cost \$20 million annually, and the Guild had serious concerns about how it would affect its members. The channel began a one-month free operation July 31. Target for offering it as a paid service is Sept. 1.

"We were very leery about it," McDonald said. "We wanted some guarantees about not transferring people back and forth from morning shifts to overnight shifts."

He said CBC had hired "only 17 or 18" new employees to handle the entire operation, which will

utilize reports by current CBC staffers at various times of the day from Halifax, Winnipeg, Ottawa, Toronto and Calgary.

Reporters and editors had begun wearing "Guild by Association" buttons, and Guild members were ready to implement job actions such as withholding oral bylines at the end of news reports, McDonald said.

A few days before the deadline, the Guild showed to CBC management in Ottawa a button bearing the slogan "ALL NEWS is Bad News." The union said it expected hundreds of employees to wear the buttons, some during on-air television reports.

"We wanted to let people know our people were together and that we weren't kidding about a News-world campaign," McDonald said.

The tactics helped the Guild attain a commitment that no employee would be assigned to News-world in a capricious manner and that nobody presently working for the regular news service would be assigned to overnight shifts, McDonald said.

The 3.5 percent raise is retroactive to the Nov. 23 expiration date of the old contract. The first 4.9 percent increase takes effect Sept. 25 and the second becomes effective Sept. 24, 1990.

About half the employees covered by the contract are in the classification that includes national writers, reporters/editors, production editors and national TV editorial researchers. Top minimum for those with three years' experience advances retroactively by \$23.23, to \$686.95; then by \$33.66, to \$720.61, on Sept. 25; and by \$35.31, to \$755.92, on Sept. 24, 1990.

The starting rate goes up retroactively by \$18.99, to \$561.71; by \$27.52, to \$589.23, in September; and by \$28.87, to \$618.10, in September 1990.

Top rate for senior editors is advanced by \$140.34, retroactively to \$1,045.70; then to \$1,096.93 and \$1,150.68. Top rate for senior reporters advances by \$123.69 retroactively, to \$921.73; then to \$966.89 and \$1,014.26.

Top minimum for a general group of reporters and editors—including national, parliamentary and newsmagazine reporters, and editors handling national assignments, TV weekend assignments, TV supper hour lineups and assignments, midday assignments and Moncton French TV assignments—advances by \$118.72, to \$973.47, in increments of \$29.91, \$43.34 and \$45.47.

Top minimum for senior copy clerks advances by \$54.47, to \$446.93, in steps of \$13.72, \$19.89 and \$20.86.

The contract also for the first time sets basic working conditions and provides Guild wage scales for about 25 contract employees of CBC's French Current Affairs section.

Those non-staff employees, formerly represented by another union, were first represented by the Guild in an agreement reached in July 1987. In the current pact, their increases are slightly higher than those of other employees because of implementation of the wage scale, McDonald said.

Other improvements include:

✓ An Early Morning Radio Lineup premium increase to \$9 per day.

✓ A sixth week of vacation after 27 years of employment.

✓ Overtime pay for the French Current Affairs group.

✓ Standardization of medical benefits for all members of the bargaining unit from coast to coast, effective Aug. 1.

✓ An agreement to implement a benefits package for French Current Affairs members and all newsroom temporaries who are employed for three months or more.

Peoria conducts 1st byline strike

Peoria, Ill.—Dozens of bylines were withheld from a mid-July day's editions of the Peoria Journal Star as the Peoria Guild conducted the first "byline strike" in its 30-year history at the daily.

All but two of the union's 45 editorial-department members participated July 14 "to show our support for the Teamsters newspaper drivers and to call attention to our filing an unfair labor practice charge that day" with the National Labor Relations Board, said Bill Knight, president of the Guild local. Three TV and six area radio stations carried stories about the drivers' situation and the Guild charge, he added.

Two days later, the drivers unanimously rejected a company offer that included 3-percent wage increases and a tripling of the health-medical insurance deductible, to \$300.

Subsequently, by 13-7, the drivers ratified a revised contract proposal providing four 4-percent raises over four years.

The Guild's charge to the NLRB alleges that the Journal Star is violating federal law by refusing to give the union information it needs to bargain.



Delegates stamp it '40 and out' for Mr. Outside

Albany, N.Y.—Delegates and guests at TNG's 1989 Convention paid tribute formally and informally to J. William Blatz who retired late last year after more than 40 years on TNG's staff as a mover and shaper of the union's policies, programs, leaders and members.

Formally, as a special order of business on its opening day the convention adopted a resolution declaring that Blatz' name "has been virtually synonymous with TNG's organizing and bargaining achievements" for more than four decades.

Informally, delegates and guests used the traditional convention banquet to "wish him every happiness" in his "richly earned" retirement (as the resolution put it), and to present him with more tangible tokens of appreciation.

From the early '50s, under a variety of titles — director of field operations from late 1969 through last September — Blatz, now 71, directed the Guild's bargaining and organizing efforts, supervised its field staff and served as advisor and confidant to the union's top officers.

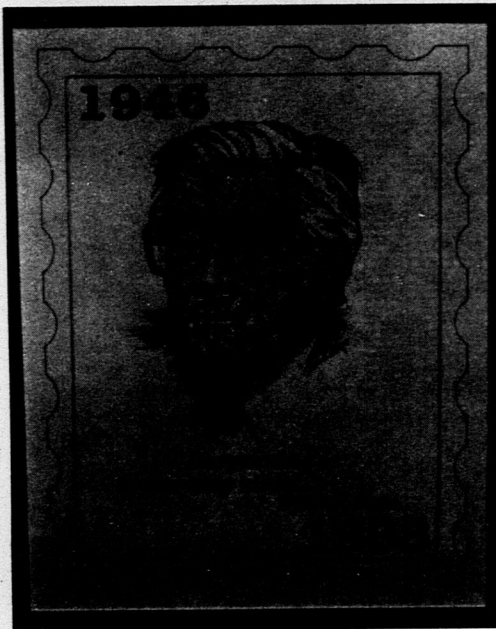
He was, as the convention's "Farewell to Mr. Outside" put it: "The architect of much of the Guild's negotiating credo, TNG's Collective Bargaining Program — and the man behind its conversion into contract provisions across the United States and Canada."

He also was, it continued, long "an apostle of interunion co-operation" and "deeply involved in cementing Guild relationships with craft unions in the industry."

Calling him "a model of steely determination at the bargaining table" clothed in a genial exterior, the convention also recalled Blatz' instruction to generations of Guild bargainers: "Don't give up a comma!"

His explanation: "The publisher has everything. All we have is our contract. Don't give up any of it."

Retired TNG President Charles A. Perlik, Jr., recalled for delegates and other banquet guests Blatz' explanation of bargaining as a process of "give and take: They give; we take."



POSTAGE-STAMP PORTRAIT IS GIFT TO BLATZ
Dates mark parameters of years on TNG staff.

Another Blatz-ism, "Bargaining is a one-way street," was inscribed on one of the gifts to Blatz: a portrait of Blatz, a longtime stamp collector, done as a postage stamp in which his visage appears over the quotation. The piece was done by Steve Lee, a member of the Washington-Baltimore Guild.

Perlik, who was hired by Blatz as a field representative in 1952, also told delegates that Blatz' perseverance resulted in a series of contract settlements in the '60s and '70s that "were jewels."

Ellis T. Baker who, until his retirement in 1985

was the "Mr. Inside" to Blatz' "Mr. Outside," said he thinks Blatz' "greatest achievement was the introduction of a new sophistication into the Guild's bargaining and into its relations with other unions."

With tongue only partly in cheek, Baker called 1951 the beginning of the Guild's "modern age," pointing to his and Blatz going into the field staff to TNG headquarters and, among other things, helping create the "Kitchen Cabinet." The latter, he revealed, "became a front through which Blatz—and I—undertook to run the union, and very nearly succeeded," but for presidents like Perlik who were "not as malleable as we would have liked."

The evening also saw tributes from others, including TNG President Charles Dale, who also once worked under Blatz' supervision, and TNG's current clerical and professional staffs. The former's was delivered in verse; the latter's, in song.

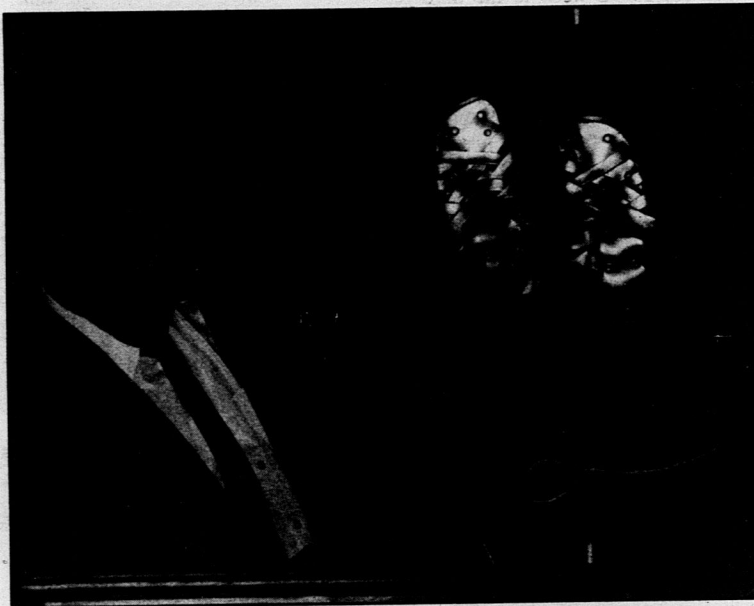
Gifts also included a pair of bronzed sandals, a reminder that Blatz frequently wore sandals on the job, on a plaque proclaiming that "his 'shoes' ain't made for filling," from Blatz' successor, William H. McLeman.

There also was an 1840-41 "Penny Black" English postage stamp and round-trip tickets and hotel accommodations for a vacation in Mexico for Blatz and his spouse, Betty — and a new TNG cap.

Blatz told the assemblage that until he saw the cap he had feared that somehow he mistakenly had stumbled into the "56th annual meeting of the liars' club."

He thanked current and former TNG and local officers, staffers and members and had special plaudits of his own for Betty who, he said, made it possible for him to devote so many years to the Guild. "She gave," he said, "not 110 percent, not 200 percent, but 300 percent."

Since retiring, he concluded, several have asked him if he would spend so many years with the Guild again. "You bet I would; all over again; with enthusiasm!"



PLAQUE SAYS THESE "SHOES AIN'T MADE FOR FILLING"
Presenting bronzed sandals, William H. McLeman, Blatz' successor.



BILL BLATZ, LEFT, AND WIFE, BETTY, APPEAR SKEPTICAL
Bearing gifts, serious and otherwise, TNG Sec'y-Treasurer John Edgington.

IEB to study publishers' 'merit pay' push

(Continued from Page 1)

pay, lump-sum, commission/bonus or incentive-pay schemes unilaterally controlled by the employer or depending on the employer's evaluation of performance are discrimination traps."

At the same time, the convention emphasized that locals should

bargain increases in minimum rates that are "no less than negotiated general increases," keep minimums ahead of rising living costs "and in pace with productivity gains" and that will aid the Guild's efforts to advance pay standards throughout the newspaper industry.

"It is extremely difficult to negotiate fair and objective criteria for measuring individual performance," the convention said. "The term 'merit' is too frequently applied to instances where wage increases are purely discretionary on the part of the employer," the report said.

"Such increases frequently have the effect of weakening and destroying collective bargaining" and "can lead to discrimination on the basis of races, sex, age, union activity and other prejudices," the report charged.

Additional recommendations adopted on recommendation of the convention's Collective Bargaining Committee included:

✓ Addition to the Guild's bargaining goals of expedited arbitration that includes limitations on post-hearing briefs and recognition that the decisions on when to use expedited procedures should rest with the Guild.

✓ Addition also to the Guild's bargaining recommendations of contractual provisions for at least 60 days' notice of plant closures or massive lay-offs "and any additional protections that may be required" under law.

✓ A call for locals to seek prohibitions against mandatory testing for AIDS, AIDS-related complex or HIV infection, alcohol and drugs "as an intrusion into privacy and irrelevant to assessing employee job performance or an applicant's qualifications."

✓ A call for TNG to "continue to investigate employee ownership as an alternative to the corporate terrorism that often arises from the sale of newspaper companies, as well as a tool to fight the growing monopolies of chain ownership."

'89 convention advocates video introduction to Guild

Albany, N.Y.—As finances permit, TNG should develop a video introduction to the Guild for use by locals and others in explaining how the union functions and the benefits of belonging, TNG's

1989 Convention said.

Acting on the report of its Education Committee, chaired by Carol Przybyszewski of Erie, the convention also urged that whenever possible, TNG, locals

and district councils videotape seminars and programs.

The taped seminars would be included in a TNG video library where they would be available to locals and district councils.

JWJ forum stresses mobilization, coalitions

Albany, N.Y.—Delegates seeking innovative tactics for organizing and bargaining were bombarded with some fresh ideas—and some tried-and-true ones—in a forum on Jobs With Justice during TNG's 1989 Convention here in June.

Organized two years ago to build coalitions and mobilize community support, JWJ is "putting the movement back in the labor movement," TNG President Charles Dale told delegates. TNG is affiliated with JWJ at the national level and several Guild locals are active in their locales.

The national coalition includes supporters from a broad spectrum of unions, community groups, elected officials, and religious, civil rights and women's organizations.

Larry Cohen, director of organization for the Communications Workers of America and national co-ordinator of JWJ, said the coalition operates on the premise that "workers' rights ... have been crushed" and that unions cannot fight the battle alone.

"We have to say in pretty simple terms (to the public) what it is we're fighting for and how that affects everybody else's life and why the people in a given community should be on our side," Cohen said.

"We start from the point of view that no matter how large we are, the only real hope is in massive

mobilization, not only of our own members ... but of the labor movement and our natural allies."

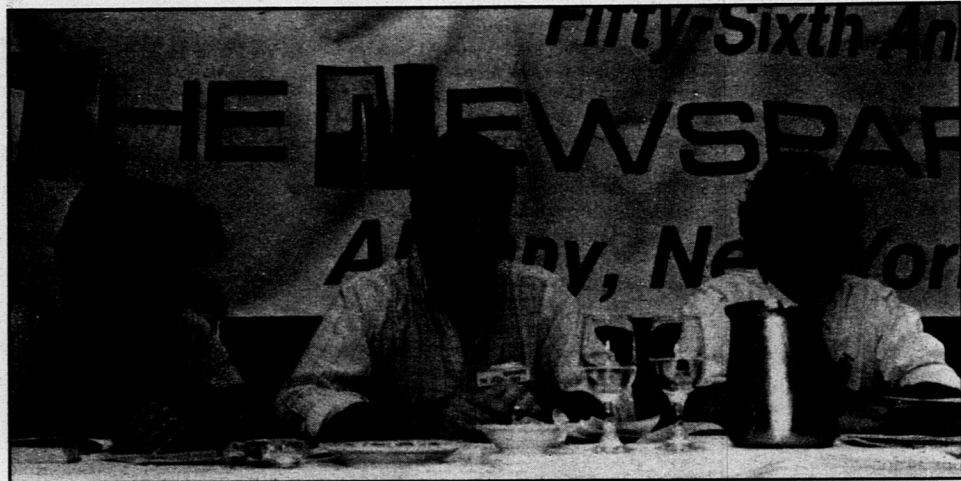
As an example of mobilization, Cohen pointed to a rally of 12,000 at the state house in Charlestown, W.Va., for coal miners seeking a new contract with the Pittston company.

Cohen emphasized, however, that such large-scale activities are possible only after there has been "total mobilization" of the union members who are being victimized in their workplaces. Only then can outside mobilization and confrontational tactics succeed.

He described an "electronic picket line" that was organized by the CWA and Electrical Workers as negotiations with AT&T came down to the wire in late May. An agreement was reached without using the boycott tactic, but it loomed large in the background in the latest stages of bargaining for 130,000 affected communications workers.

Had the "electronic strike" been called, AT&T long-distance customers would have been urged to use competing carriers simply by dialing a five-digit access code. It promised to be an easy, effective way to make AT&T feel an economic pinch, Cohen said.

During its two-year existence, JWJ has conducted major activities in 100 cities in more than 20 states, especially in Colorado, Florida, Tennessee, Iowa, Texas and California, Cohen said.



LEADERS OF 'JOBS WITH JUSTICE' FORUM REACT TO COMMENT FROM AUDIENCE
From left: TNG's Linda Foley, Denver Guild's Bruce Meachum, Communications Workers' Larry Cohen.

JWJ, however, has no staff of its own and relies entirely on volunteers.

Bruce Meachum, Denver Guild administrative officer who is one such JWJ leader, said the Denver coalition was mobilized in mid-1988, in part to help CWA mailers whose wages were cut by 42-52 percent at Dean Singleton's Denver Post.

Central tactic of the Colorado JWJ is to "stay in their face until you win, and it doesn't matter if you stay in their face with little stuff or big stuff or whatever," Meachum said.

He told of a wide range of actions to draw attention to the mailers' plight, especially during the World Alpine Skiing Championships, which included the Post among its sponsors.

JWJ organized rallies in which marchers carried signs with picket signs; a band of "guerrilla pickets" leafleted at a posh ball where the Post publisher spoke; a large march was held in Vail; ski-related radio ads told of the mailers' slashed wages; and all JWJ press releases were FAXed to ski officials in Vail. Meachum said that so infuriated the ski crowd they threatened "to put an injunction on CWA's FAX machine."

Meachum said the community has responded well. "The amount of impact we have been able to insure in the community and the amount of esteem we have been able to get out of the rest of the labor movement in Colorado ... has been, in my mind, priceless."

In addition to the Guild and CWA, groups active in the Denver coalition include the Catholic Archdiocese of Denver, the Colorado Council of Churches, the Rainbow Coalition, the American Friends Service Committee, the National Lawyers Guild, the New Jewish Agenda and United Seniors of Colorado.

Linda Foley, executive sec'y of

TNG's Contracts Committee, told delegates about JWJ involvement by Guild members in several other cities and called the coalition a positive force in Guild members' learning to act collectively.

"In our society, in both the United States and Canada, there is this trend toward individualism, and we are taught and sold messages pushing us away from collective action. We have to teach our people to act collectively again. We have to teach them that collective action is the only way to really make a difference in our working lives," Foley said.

Santa Barbara group votes to join Guild

(Continued from Page 1)

Highest pay rate for reporters in the expired contract, for those with six years' experience, was \$659.88 a week. Application of the percentage increases would produce increases of \$29.69 and \$34.48 a week, "more than enough to cover Guild dues," said a leader of the new unit.

The company had brought in a "hired-gun negotiator" and the union's contract proposals had been "stone-walled and treated with contempt" until it gave seven-days' notice of the vote on Guild affiliation, making it clear that it "was not a [bargaining] chip," as one of the leaders put it.

Immediately the company's outside bargainer was replaced by the publisher and executive editor who improved the company's offer. When that was rejected, they

Canton mailers in Cleveland fold

Canton, Ohio—Mailers at the Thomson chain's Repository here voted by 19 to 3 on Aug. 2 for the Cleveland Guild to be their union.

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

On June 16, after a substantial majority of the mailers had signed Guild cards during a campaign managed by TNG Representative Luis Montanez and Canton-unit Chairperson Bob Young, the local asked the National Labor Relations Board to conduct an election among the 27-employee mailers group.

Montanez reported that the mailers' pay rate—the federal minimum wage of \$3.35 an hour—was a major issue in their organizing.

quickly made a second improved offer, which was ratified.

The association, one of its leaders said, was organized nearly 20 years ago on the issue of equal pay for women. Since then there have been several moves to affiliate it with the Guild, but none succeeded.

"Some of our people are real old timers," said a unit leader. Some were "crying for joy" when they signed their Guild card.

Vancouver-area group rejects union

North Vancouver, B.C.—Employees in several departments of the North Shore News voted against the Guild becoming their union by 48-20 in an election here July 10.

The Vancouver-New Westminster Guild petitioned the British Columbia Industrial Relations Board June 7 for the election at the thrice-weekly paper, which circulates about 59,000 free copies.

Jan O'Brien, an organizer for the Guild local, called the results "disappointing," noting the employer conducted an emotional campaign among employees in the 10 days preceding the election.

"We're glad that we were able to spark a debate about the working conditions and wages at the North Shore News," O'Brien wrote to

The News-Press unit is the third new group to join the Los Angeles Guild in four months. Editorial department employees of the Los Angeles Daily News voted by 114-60 for the Guild on April 26 and at the end of March the local, acting under a provision of its contract, requested bargaining for advertising employees at the Long Beach Press Telegram after a majority of the 80 signed Guild cards.

employees after the election. "A lot of promises have been made. Now we will see if management lives up to them."

The Guild had sought bargaining rights for all full- and part-time employees in editorial, inside circulation, display advertising, photographic and general office.

The six candidates

Here, in ballot order, is the official list of candidates in the Sept. 21-26 elections for three TNG vice presidencies:

Region 2
Faye McCracken
Connie Knox
Canada East
Lee C. Clifford
Sam Reyenga
Canada West
Mike Bocking
Doug Louth

IT	SEEMS
TO US	TO US

Editor invokes Gompers to defend 'elegant' promo

SILVER SPRING, MD.

Editor:

It was Mr. Gompers who said "there is nothing too precious, there is nothing too beautiful, too ennobling unless it is within the scope and comprehension of labor's aspirations and wants ..."

Mr. Baker, writing in the May 26 Guild Reporter [It Seems To Us, "Slick 'Labor's Heritage' ignites puff of indignation"], seems to think that characterizing *Labor's Heritage* as "fresh and elegant" is somehow inappropriate for a labor movement publication. It may be that Mr. Baker is committed to dishing out the alternative, whatever that is—"stale and dull"?

We line up with Mr. Gompers, and Mr. Meany, too, who thought

By TNG convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue.

Deadline for letters is the Friday before publication.

Letters relating to elections or referenda to appear in the issue immediately preceding distribution of ballots and subsequent issues preceding the official voting period shall contain no new charges.

we all could do better.

STUART KAUFMAN
Editor

Labor's Heritage

Editor's note: Brother Ellis T. Baker was reacting to the text in a notice promoting the new quarterly "Labor's Heritage" magazine, published by the George Meany Memorial Archives. The notice also touted "fascinating stories" and "beautiful photos."



Delegates dig deep for 'victims,' Hamilton strikers

Albany, N.Y.—Participants in TNG's 1989 Convention reached into their pockets for more than \$3,200 to aid two groups of besieged members — the part-time mailers who struck the Hamilton Spectator June 9 and the bargaining committee fired in October 1987 by the Sacramento Union.

Delegates also pledged nearly \$16,000 from their locals' treasuries to aid the two groups.

To supplement the Hamilton strikers' weekly benefits from TNG's Defense Fund, a floor collection produced just over \$955, while pledges from 22 locals totaled \$4,850.

The Sacramento Union Victim's Fund garnered \$11,100 in pledges from 34 locals, more than \$1,300 in a floor collection, some \$900 in a raffle for an (empty) ceramic "Elvis" whiskey bottle (atop a music box playing "Blue Hawaii"), and then \$400 more when the raffle winner had the work offered in auction.

TNG Int'l Representative Eugene Bryant, the winner of the raffle, announced to the convention's final session that he was putting "Elvis" on the block "for the greater good of the Guild and ... the Sacramento Union victims" despite the fact it would "seriously

deplete my collection."

After the figure was brought from the hotel vault by security guards and an attack Chihuahua, Bryant explained that he had grown attached to it during the "two years or thereabouts" it had been ensconced in the Sacramento Guild office, where he has spent much time on assignment for TNG.

"Each time I entered ... I would see it and look longingly at it. You can imagine what a surprise it was to me to find out that I would see it again" when his name was drawn in the raffle.

He was "actually ... so distraught over this" he asked another TNG representative, G. Richard Pattison, to serve as auctioneer.

Winning bidder was William T. Davis of the San Jose Guild, who paid \$300. It was "something I've always wanted," he said, and promised to put it in a "position of great prominence" in the local's office.

Davis then accepted the proposal of the last unsuccessful bidder, Sam Reyenga of Southern Ontario (he dropped out at \$201), to contribute \$100 to the fund "on the condition that I can come and feel it [the figure] sometime."

One of the victims, Ana San-

doval, chairperson of the Guild unit at the Union, thanked delegates and members throughout the Guild for their continuing support of the fund, to a total of more than \$100,000 before the convention. The fund replaces wages and benefits of those fired by the Scaife daily.

The discharges have been held illegal by the National Labor Relations Board, but the company has appealed that finding to federal court.

Sandoval, while reporting that one of the four discharged now has retired and a second has taken another job, told the convention that she and Bob Saucerman, Union-unit vice chair, have been able to stay active for the Guild because of the fund's support.

That, she said, "sends a real strong signal to the company that the Guild isn't dead at the Sacramento Union." It also tells Guild members there that they have a union "that is willing to back people" as long as it takes to win.

Convention participants also dug into their own pockets and/or pledged contributions from their locals to at least three other causes:

✓ Individuals gave a total of \$937.99 to the AFL-CIO Committee on Political Education in a floor

collection [Guild Reporter, July 14];

✓ Delegates from five locals pledged a total of \$2,600 to the Small Locals Action Network by their locals, while SLANT representatives netted \$220 from the sale of T-shirts bearing the legend *Guild and Proud* [Guild Reporter, July 14];

✓ A representative of the United Farm Workers, who set up a stand outside the general session room, reported that conventioners bought UFW shirts, posters and other paraphernalia for a total of more than \$800. The last two T-shirts were sold in auction for \$32.

Many delegates also bought Lake Superior (Duluth) Guild T-shirts from Darren Carroll, that local's delegate.



SANDOVAL: 'THANKS'
Sacramento Union 'victim.'

Guild discusses sale of Sacramento Union

Sacramento, Calif. — The Northern California Guild and the Sacramento Typographical Union/CWA have had "exploratory" and "preliminary" discussions with the owners of the Sacramento Union following announcement in early July that the owners have signed a letter of intent to sell the daily to two real estate developers.

Doug Cuthbertson, Guild executive officer, said that it clearly is in the interests of both the seller, Richard Mellon Scaife, and the buyers, who said they intend to keep publishing the financially troubled paper, to resolve several litigations involving the unions.

Cuthbertson was referring to National Labor Relations Board determinations, still in litigation, that the paper under Scaife illegally declared a bargaining impasse and cut Guild-covered em-

ployees' pay by 15 percent three years ago, illegally fired the Guild's four-member bargaining committee nearly two years ago and has illegally denied Guild representatives access to its premises.

The Typographical Union also has a longstanding dispute with the Union that carries a large back-pay liability, Cuthbertson said. The Graphic Communications Pressmen's contract is coming open and the Teamsters recently filed a petition for bargaining rights for the paper's mailers after the Union refused to voluntarily recognize the union.

One of the prospective buyers, Daniel Benvenuti, Jr., told the Sacramento Bee it is the responsibility of the current management to resolve its disputes with unions. He expressed the hope that the purchase would be completed by November.

Book workers raised 31% as strike nets initial pact

Toronto—Raises average 31.6 percent for 19 employees at the Oxford University Press book-distribution center here in an initial contract won in a 16-day strike by the recently certified unit of the Southern Ontario Guild.

The 14½-month agreement, effective through Aug. 31, 1990, sets hourly minimum wage rates for warehouse clerks, cafeteria staff and an in-house printer, with initial rates retroactive to May 1 and step increases taking effect Sept. 1.

The initial top minimum for full-time cooks and warehouse clerks is \$10.75 an hour, going to \$11 in September. The starting rate is \$9. Employees in those categories had been earning between \$7.98 and \$9.91.

The printer top minimum starts at \$13.25 and moves to \$13.50 in September. The printer had been earning \$12.25. Top minimum for asst. cooks is \$8.75, with an increase to \$9 on Sept. 1; starting rate is \$8.

Five employees also received one-time, lump-sum payments of \$750 upon ratification.

The agreement also provides employer-paid health, dental and life insurance, a 35-hour week (over four days from May to October), a union shop, grievance

and arbitration procedures, a joint union-management health and safety committee, discrimination protection, discounts on book purchases, and an agreement that no work will be assigned to outside contractors if that would result in layoffs.

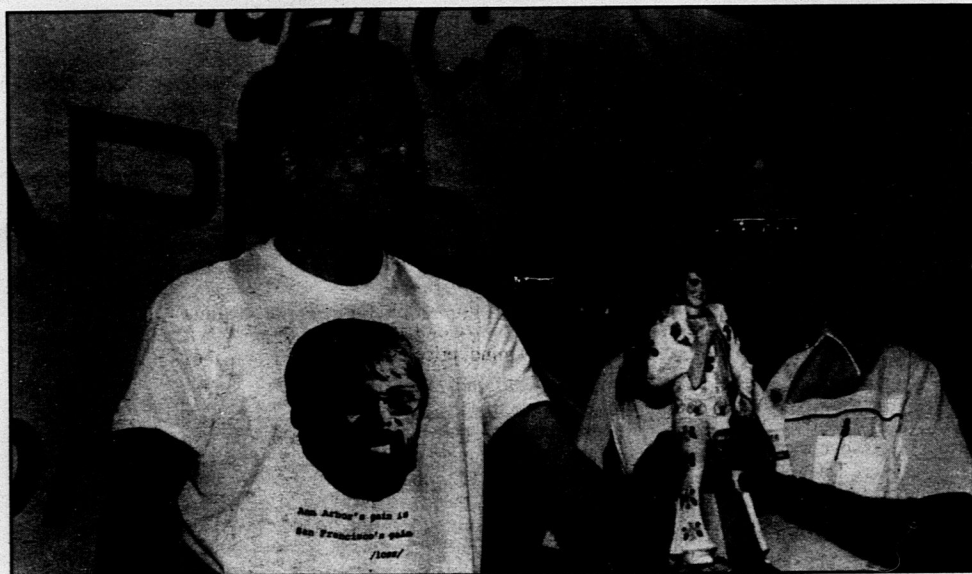
SONG was certified as bargaining agent for the unit last October. Employees struck June 28 after negotiations broke down. SONG local representative Barry Stephens assisted in negotiations and strike co-ordination.

The center distributes textbooks to university bookstores across Canada.

Data Entry Clerk-Typist

Full-time at TNG headquarters. Word processing exp., 75-wpm required. Updating Guild Reporter & mbrshp records. Statistical typing exp. preferred. Mailings, general clerical support included. \$1,760/mo., excellent benefits. Resumes to: Mary Aldrich, office manager.

An Equal Opportunity Employer



TOP BIDDER, WILLIAM T. DAVIS OF SAN JOSE, COLLECTS HIS ELVIS
TNG staffer Luis Montanez, right, and his attack Chihuahua provided pre-auction security.

Convention gets merger 'essentials'

Albany, N.Y.—A list of 19 "essential ingredients" for any merger or affiliation of the Guild with another union was presented to TNG's 1989 Convention here in June.

The recommendations were developed by a four-person subcommittee of TNG's standing merger committee, which includes the 16 elected officers of the Guild plus

the Canadian director and field operations director.

The essentials include proposals that:

✓ TNG remain a separate division within an affiliate, with its own budget, convention, executive board (to include separate seats for representatives elected in Canada), geographic district councils, legal counsel and publication.

✓ Any partner be an AFL-CIO and CLC affiliate and be in compliance with CLC Guidelines-Standards of Self-Government.

✓ The Guild's role be clearly defined in decision-making on matters outside its own division.

✓ TNG maintain its own strike fund and rules regarding strikes and payment of benefits.

✓ A separate Guild collective bargaining program be maintained and TNG's human rights program be maintained or satisfactorily merged with that of the partner.

✓ TNG's education, research and information programs be blended with those of the partner.

✓ Locals be encouraged but not required to merge with proximate locals of the affiliate.

Subcommittee members drafting the list were TNG President Charles Dale, Secretary-Treasurer John Edgington, Canadian Director John Bryant and Field Operations Director William McLeman.

The merger committee, acting during the Int'l Executive Board's pre-convention meeting, accepted the proposals and presented them to convention delegates.

Acting separately, the convention's Collective Bargaining Committee rejected a motion that the Guild abandon all merger efforts.

The Guild has been wrestling with the question of merger ever since a six-year effort to merge with the Int'l Typographical Union failed in 1983. At a specially called "Futures Forum" in April, local and TNG leaders discussed numerous aspects of the question and suggested the merger committee draft the essential ingredients guidelines.

ADMINISTRATIVE OFFICER

The Providence Guild seeks an administrative officer. Applicant should have experience at contract bargaining and enforcement, grievance handling, arbitration and organizing. Send applications to: Frank Santafede, president, Providence Newspaper Guild, 150 Washington St., Providence, R.I. 02903. (401) 421-9466.

An Equal Opportunity Employer

Bakersfield daily rescinds system of imposed merit pay

Bakersfield, Calif. — Management at the Bakersfield Californian has backed off its insistence on a merit-only system of pay increases for Guild-represented employees and has resumed negotiations with the union two years after declaring contract talks at impasse.

The turnabout came on the eve of scheduled hearings by the National Labor Relations Board on several unfair labor practice charges filed by the Bakersfield Guild in late 1987 after management unilaterally imposed its own terms and conditions, including the pay-raise system.

In a July 18 "settlement agreement," the Guild agreed to drop all charges, and the employer agreed to bargain over wage increases, rescind the imposed conditions, and restore terms of the Guild contract that expired May 16, 1987.

The paper also agreed to reinstitute experience-step pay increases, restore cuts in night differentials and holiday pay, and fully compensate employees for all lost wages. Guild Vice President Peter Tittl estimated that "some employees will receive hundreds of dollars, and others might receive thousands."

The most controversial imposed condition was a pay system in which management unilaterally rated employees as "excellent, very good, good, fair or poor," and adjusted their pay rates accordingly.

There was "great dissatisfaction" with the highly subjective system, Bakersfield Guild President Cynthia Cheski said. "Some people received two or three raises over two years under that system, and they were always below inflation."

She said employees were optimistic that a new contract could

be attained providing a fairer structure than the arbitrary merit plan.

The Guild represents about 200 employees in advertising, business, circulation, editorial and maintenance departments at the 81,000-circulation daily. All were subject to the evaluation-based system, except advertising sales people who worked under incentive plans, Cheski said.

The merit-only pay scheme is not original with management of the Californian, an independent, family-owned paper that operates in relative isolation on the lower edge of California's great Central Valley.

A neighbor to the north, the Sacramento Bee, also imposed a merit-only system for its 400 Guild-represented employees, but an NLRB administrative law judge said in March that unilateral implementation of the plan was illegal [Guild Reporter, April 7].

The McClatchy chain, which also has put merit-only wage systems into effect at the Fresno Bee and Tacoma News Tribune, has appealed the ALJ's finding to the full NLRB.

Another case awaiting resolution is a 2-year-old complaint by

'Hard bargaining' for '91 in Montreal



ALLEN McINNIS/Montreal Guild

TNG and Montreal Guild leaders teamed up in July for some hard bargaining in the Quebec city — with several hotels for a site for TNG's 1991 Convention there. Above, from left: John Belcarz, the local's 1st vice president and chair-

person of its convention committee; TNG Secretary-Treasurer John C. Edgington; Marie-Josée Labonte, of Le Meridien hotel in downtown Montreal; and Larry McInnis, president of the Montreal Guild.

the NLRB against the Gannett chain's Cincinnati Enquirer for its insistence that any contract with the Guild not include minimum pay rates.

The case that prodded the Californian to relent, however, appeared to be one involving a Colorado utility and the Electrical Workers union. In June, the full NLRB ruled that the employer could bargain to impasse over merit-pay proposals; but may not

unilaterally put into practice a specific merit-raise program, which the Californian did.

In a memo to employees, Personnel Director W.A. Keever alluded to the ruling when he said the company decided to return to the bargaining table "in light of a very recent decision" of the NLRB "in another case involving merit pay."

Five bargaining sessions already have been held, said Tittl, who leads the Guild bargaining team. He noted that the paper's latest offer, of course, included a merit-only proposal.

Tittl welcomed management's return to the table "after many, many months" of anti-union activity, which he likened to a basketball "full-court press."

"They thought the Guild would

go away," Tittl said. "Well, it's been two years of this stuff, and we haven't gone away."

The unfair labor practice charges, which the NLRB had rolled together into one complaint, reflected a string of day-to-day disputes.

Some involved serious matters, such as Guild requests for information on disciplinary actions and terminations. Others were touched off by less weighty activities, such as the wearing of pro-Guild buttons or the writing of graffiti on Guild bulletin board items.

Management agreed to rescind the "overly broad rule" prohibiting the wearing of union buttons and to discontinue issuing "written warnings" to employees "for writing comments on articles" on the bulletin board.

Plan fought to privatize Canadian safety center

Silver Spring, Md. — Guild members in Canada are being urged to push the federal government to reconsider its decision to phase out funding for the Canadian Centre for Occupational Health and Safety.

The center, located in Hamilton, was created in 1978 to provide a free health and safety information service for the nation. Governed by representatives from labor, business and federal, provincial and territorial governments, it maintains a huge computerized storehouse of information from around the world.

The center has played a major role in carrying out government's Workplace Hazardous Materials Information System, a product labeling program launched last year, and in alerting labor and management to VDT radiation hazards.

The Treasury Board, which wants the center to be self-support-

ing, has announced plans to eliminate \$9.4 million in annual government funding by 1992. Labor leaders believe a full cut would force the center into private hands, thus limiting free access to information.

In a letter to Canadian locals, TNG Research & Information Director David J. Eisen urged that pressure be put on Prime Minister Brian Mulroney, Labour Minister Jean Corbeil and provincial premiers to keep the center operating at full strength.

Writing to Mulroney, Canadian Labour Congress President Shirley G.E. Carr said that "workplace health and safety is a right, not something to be bought by the rich while the rest go to the wall."

"Without the unrestricted access to high-quality and impartial information, the efforts of all parties to improve Canada's record of death, injury and disease at work will be drastically eroded," Carr said.



Int'l Election & Referendum Committee, certify eligible voters and distribute election materials to locals in Region 2 (U.S. South and Puerto Rico), Canada East and Canada West, Aug. 31, TNG headquarters, Silver Spring, Md. (Ballots to be mailed Sept. 1.)
Voting period, for TNG vice presidents from Region 2 (U.S. South & Puerto Rico), Canada East and Canada West, any or all of six days, Sept. 21-26, all locals in those regions.
Ballot counting by Local Election Committees, all locals in Region 2, Canada East and Canada West, Sept. 27 or 28.
Last date for postmark on locals' returns of ballots and associated materials to TNG IERC, Sept. 30.
Int'l Election & Referendum Committee, tabulate and certify results of elections, Oct. 11, TNG headquarters, Silver Spring.

Int'l Executive Board, fall meeting, Oct. 23-25, Montreal.
Western District Council, fall meeting, Oct. 28-29, Eugene, Ore.
Southern Council of Guild Locals, fall meeting, Nov. 3, Delta Hotel, Ottawa.
Canadian District Council, fall meeting, Nov. 4-5, Delta Hotel, Ottawa.
Great Lakes District Council, fall meeting, Nov. 4-5 (tentative), Indianapolis.
Midwest District Council, fall meeting, Nov. 11-12, Denver.
Knight-Ridder Council, fall meeting, Nov. 18-19, Philadelphia.
57th Annual Convention, June 25-29, 1990, Sheraton Centre Hotel, New York City.
58th Annual Convention, Montreal, 1991.
59th Annual Convention, Chicago, 1992.
60th Annual Convention, Hawaii, 1993.

The Guild Reporter



JAMES M. CESNIK, Editor
JOHN R. SMALL, Assistant Editor

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8611 Second Avenue
Silver Spring, Md. 20910-3327
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INTERNATIONAL CHAIRPERSON: PETER E. McLAUGH

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