



The GUILD REPORTER

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Silver Spring, Md.

August 25, 1989

Hamilton ends strike after narrowing pay-equity gap

Hamilton, Ont. — Part-time mailers ended their strike at the Hamilton Spectator after 65 days upon winning 17.4 percent wage increases and major gains on the pay-equity issue that triggered the walkout.

About 95 mailers in the Southern Ontario Guild unit, most of them women, struck the 140,000-circulation Southam-chain daily over a demand to have their wages brought into line with the pay rates

of men doing comparable work.

The June 9 walkout, supplemented by a vigorous subscription and advertising boycott campaign, led to a two-year agreement between SONG and the Spectator that provides immediate raises and an accelerated pay-equity plan.

Striking employees voted by 51-19 on Aug. 12 to approve the agreement calling for \$1.25 hourly boosts for experienced inserters by this fall and a 15-month "head

start" on equity increases that would not take effect until Jan. 1, 1991, under Ontario law.

There was "strong acceptance" of the agreement among the membership, SONG Executive Officer Paul Pelletier said. Although many hoped for a greater narrowing of the pay-equity gap, they recognized they had put up a good fight in the first Guild strike on that issue, he said.

Members of the unit, all insert-

ers or floor leaders, assembled at a plant entrance for a dramatic return to work early Aug. 15 (See photo, Page 2).

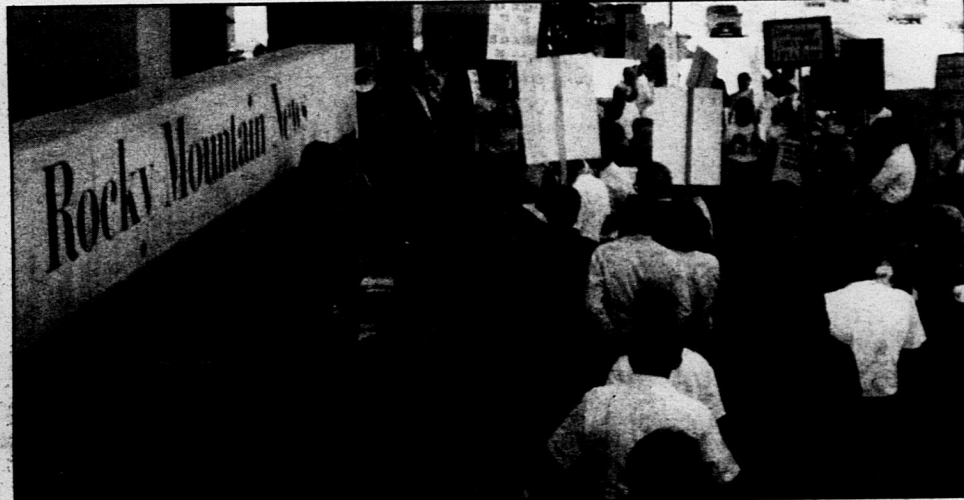
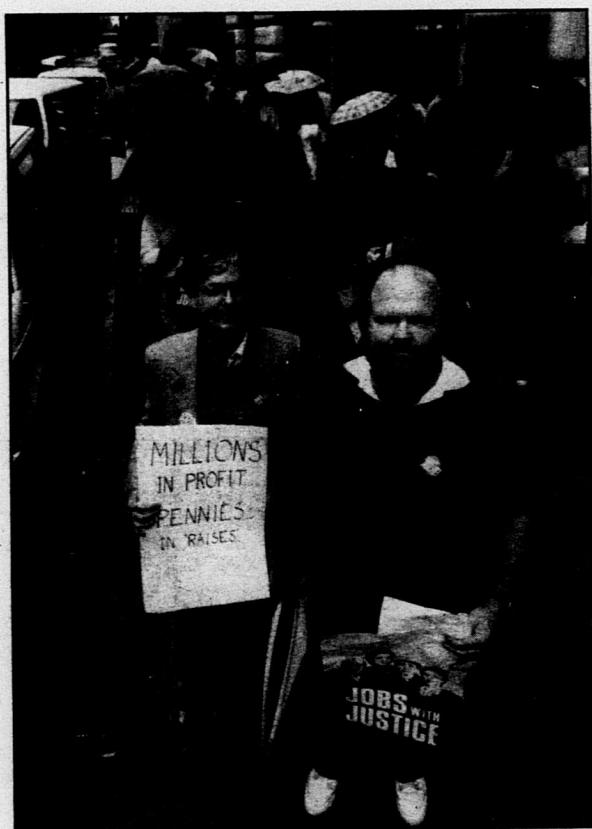
The inserters, whose top rate had been \$7.20, will be boosted to \$8.45 per hour in three tightly bunched steps by this Oct. 8, including a 39-cent hike retroactive to last Oct. 7 and a 61-cent increase that took effect upon ratification.

Leaders, whose top rate had been \$8.60, will be boosted by

\$1.47, to \$10.07, also in three steps.

The pay-equity adjustment, considered the key to the settlement, will be made in three steps—25 percent on Oct. 8, another 25 percent on Jan. 1, and the remaining 50 percent Jan. 1, 1991. Under provincial law, none of the equity increase was due until the beginning of 1991.

The exact amount of the equity (Continued on Page 2)



Guild and CWA locals, 'Justice' coalitions demonstrate for 'light' at Scripps Howard

More than 400 members and backers of the Guild and Communications Workers' printers and mailers took to the streets with signs and leaflets in Cincinnati, Denver and Memphis Aug. 21 to "shine some light" on the union relations of Scripps Howard dailies and broadcast stations. Leading about 40 demonstrators in downpour outside chain headquarters in

Cincinnati, at left, are Brian Williams, Cincinnati Guild president, and Mark Johnston, president of Communications Workers Local 4400. In Denver, above, more than 250 gather outside Rocky Mountain News. In Memphis, more than 100 demonstrated at the Commercial Appeal and WMC television and radio stations. (More details, Page 3.)

CORRECTION

CBC key top to hit \$865, up by \$105

Highest minimum-pay rate for the largest group of Guild-covered employees at the Canadian Broadcasting Corp. is increased by a total of \$105.50, to \$865 a week, under a new, 34-month Canadian Wire Service Guild-CBC contract.

Both the amount of the increase and the resultant top minimum were reported incorrectly as being lower in the Aug. 4 issue of the Guild Reporter.

First increase in the top rate for "group 5" reporters and editors—those with five years' or more experience—is \$26.58, retroactive to Nov. 23, 1988, taking it to \$786.08 a week.

This Sept. 25, the rate goes up by \$38.52 more, to \$824.60 a week, and on Sept. 24, 1990, it

(Continued on Page 2)

Milwaukeean fired for speaking on abortion

Milwaukee, Wis. — The Milwaukee Guild is seeking reinstatement of a part-time newsroom secretary fired by the Milwaukee Journal when she rejected management demands that she maintain public silence on abortion.

The firing precipitated the latest in a growing series of disputes over free-time activities between the Guild and the Milwaukee dailies.

The secretary was dismissed July 21 after she refused to sign an agreement to quit writing articles, participating in demonstrations and counseling individuals on the subject.

An abortion opponent, she was told such activities were a conflict of interest with her Journal duties and violated a code of ethics for employees involved in "news-gathering, writing or editing."

The Guild, which represents about 320 employees at the Journal and Milwaukee Sentinel, maintains that because the mandates of the code were not bargained with the Guild, they cannot legally be used to discipline employees.

In a grievance filed on the sec-

retary's behalf, the Guild accused management of religious discrimination and denying the employee her right to freely engage in activities outside work.

In separate actions, the employee filed religious discrimination complaints with the State of

Wisconsin and the federal Equal Employment Opportunity Commission.

She is being represented in the actions by the Rutherford Institute, a private organization based in Manassas, Va., specializing in the (Continued on Page 5)

TNG to focus on equity in D.C. meeting

Silver Spring, Md. — The Guild will review its long struggle to attain equitable wages for all its members and map plans for moving it forward during a one-day TNG Pay Equity Conference Oct. 20 in Washington.

All locals are being urged also to send representatives to the 10th-anniversary conference of the National Committee on Pay Equity

Oct. 21-22, immediately following TNG's meeting.

The day-long TNG conference, titled "Building from Yesterday: Pay Equity Strategies for Tomorrow," will examine how some Guild locals have achieved equity, and identify current barriers and how to overcome them. Efforts of locals in Philadelphia, St. Louis, Manchester, New York, Mem-

phis, St. Paul, Southern Ontario, Detroit, Eugene, Vancouver, San Jose and Maui will be highlighted.

Organized by TNG Human Rights Director Anna Padia, the conference will include discussions of the Guild's efforts at bargaining tables and in courts to achieve pay equity, and of topics such as job evaluation systems. (Continued on Page 2)

The IEB candidates state their cases 4-5

Hamilton pay-equity strikers OK pact, return to jobs

(Continued from Page 1)

raise will not be known until a job-evaluation study is completed this January. A committee of union, company and non-organized employee representatives is performing the study, with the help of consultants from the firm of Hubbard & Revo-Cohen Inc., of Reston, Va.

Some preliminary findings of the study were released during the strike and apparently convinced management that inequity indeed existed and that they could no longer "stonewall" the issue, Pelletier said. Negotiations had been deadlocked until the findings were released Aug. 3. A government mediator called both sides back to the table about that time.

The contract, bargained with the assistance of Local Representative Barry Stephens, also raises night differential to 85 cents per hour retroactive to last October and to \$1.05 this October. The previous rate had been 75 cents.

The agreement, effective from last Oct. 7 through Oct. 6, 1990, also provides for a \$50-per-year safety boot allowance, free home delivery of the newspaper after one year's service, and a \$1.50-per-hour premium rate for work outside Guild jurisdiction, such as binning of preprints, counting on the line, paper manning and skidding.

The contract also improves vacation, holiday and leave of absence benefits, including extension of maternity leave to 23 weeks.

Members also approved a "letter of understanding" between the Guild and the Spectator "to facilitate a return to work and the normalization of relations" after the strike.

That agreement, effect through the contract's term:

- ✓ Returns all employees to the jobs they held before the strike and stipulates that June 9 through Aug. 15 shall count in calculation of seniority and seniority rights.

- ✓ Stipulates that no one hired after June 8 shall be retained if that would result in the displacement of anyone employed when the strike began.

- ✓ Requires both parties "to use their full authority to ensure that no action, discipline, retribution, or process of any kind will be launched or continued against either party" in connection with the strike.

The mailers faced long odds in bringing the strike to a successful conclusion. They were part-timers in jobs easily filled by replacements; they were alone in setting up the picket line since the Guild's newsroom unit and other unions at the paper are under separate contracts and did not join the walkout.



WEARING GUILD 'UNIFORM SHIRTS', EX-STRIKERS PAUSE ON WAY BACK TO WORK
Scene is main entrance to Southam chain's Hamilton Spectator after new pact is ratified.

The part-timers, however, exhibited unwavering unity and a tenacious fighting spirit.

The strikers set up 24-hour picket line that was almost too effective: It precipitated an Ontario Supreme Court injunction limiting participation to six people at each of the plant's four major gates.

SONG leaders, sensing widespread interest in the controversial pay-equity issue, drew up a program to elicit broad-based support in the heavily pro-labor city on the western edge of Lake Ontario.

Other Guild members at the Spectator and members of units at the Globe and Mail, Toronto Star, Maclean's magazine, London Free Press and Metroland and Brabant non-dailies, plus many members of other industrial unions, responded by joining picket lines, rallies and boycott efforts.

Stephens, who co-ordinated strike activities, and Joyce McKerron, who directed the boycott and efforts to marshal support among women's and community groups, played key roles in waging the

struggle on several fronts.

Rallies at plant gates drew hundreds of supporters. TNG President Charles Dale, Ontario labor leaders and provincial officials joined a July 11 demonstration at Southam headquarters in Toronto and called for an equitable resolution of the dispute.

Boycott appeals at shopping malls and during neighborhood canvassing helped generate 300 to 500 pledges a week to cancel subscriptions or stop reading the paper. Advertisers were urged to seek other outlets.

Ontario's rigorous pay-equity law provided the final impetus in resolving the dispute.

The mailers' situation seemed to fall squarely into the purview of the new law. About 90 percent of the part-timers are women, and their wages lag well behind male-dominated, part-time positions at the Spectator, some of which pay upwards of \$12 an hour, according to SONG.

As part of its overall study of Spectator jobs, the in-plant study committee is comparing the worth of the mailer jobs with that of part-time helper/loaders and laborers, SONG officials said.

Results of the study, due Jan. 1, would not have provided any wage increase for the women mailers until a year later, on Jan. 1, 1991. The strike effectively helped advance half that raise by about a year, without disturbing orderly implementation of the law.

TNG to focus on equity during D.C. meeting

(Continued from Page 1)

political, psychological and sociological factors, and employer responses.

Linda Foley, executive secretary of TNG's Contracts Committee, and TNG counsel David Barr will discuss bargaining and legal strategies.

Almost from its inception in 1933, the Guild has sought "equal pay for equal work" and in 1978 formally broadened its bargaining program to include "equal pay for work of equal value," embracing the concept of comparable worth.

In the past decade, the union has pursued realization of that goal at the local level through grievances, arbitrations, discrimination charges to state and federal agencies, and in one case a federal lawsuit, Padia said.

In the first Guild strike based primarily on the issue of comparable worth, about 95 part-time mailers at the Hamilton (Ont.) Spectator, most of them women, left their jobs June 9 over a demand for pay equity with men doing comparable work [See story on strike settlement, Pages 1-2].

The two-day national conference also will focus on progress in the past decade. Participants will include: Eleanor Holmes Norton, former chair of the U.S. Equal Opportunity Commission and currently a Georgetown University law professor; Heidi Hartmann, director of the Institute for Women's Policy Research; Nina Rothchild, commissioner of employee rela-

3-year pact set at Amsterdam News

New York—Highest minimum-pay rate in the New York Guild's contract with the weekly Amsterdam News has been increased to \$546.84 a week, up by \$26.76, or 5 percent, under a three-year settlement reached in just two bargaining sessions earlier this year, the Guild reported.

The rate, for experienced display advertising solicitors, goes up by another 4 percent (\$21.09) next April 1, to \$567.93, and then goes up by another 5 percent (\$28.39) a year later, to \$596.32. The solicitors also are paid under a commission/bonus plan.

Top contract rate for a group that

tions for the state of Minnesota; economist Julianne Malveaux; and Gretchen Eick, national director of IMPACT, a coalition of 24 religious bodies.

"The conference will bring together the best thinking and the best experience of educators, lawyers and government and union officials who have fought for pay equity," Padia said. She noted that

the audience itself will include "many of the foremost advocates" on the issue in the United States and Canada.

The National Committee on Pay Equity, formed in 1979, is a coalition of labor, women's and civil rights organizations; professional, educational and legal associations; state and local commissions; and churches and individuals working to eliminate gender- and race-based wage discrimination.

The conferences are being held at L'Enfant Plaza Hotel, with TNG's program running from 10 a.m. until 4 p.m. Oct. 20, and NCPE's from 9 a.m. Oct. 21 through 12:30 p.m. Oct. 22. Registration forms have been sent to all locals.

includes journeyman writers, editors, classified supervisors and accountants was increased by \$23.06, to \$484.26, from April 1 and goes up by another \$19.37, to \$503.63, next April 1. It is increased by \$25.18, to \$528.81, on April 1, 1991.

Highest contract rate for stenographers, subscription clerks and classified ad takers is increased by a total of \$47.65, to \$372.70, in increments of \$16.25, \$13.65 and \$17.75.

CBC key hits \$865

(Continued from Page 1)

goes up by \$40.40 a week, to \$865.

Approximately half the 800 persons covered by the Guild-CBC contract are in the pay group, including national writers, reporter/editors, production editors and national TV editorial researchers.

The pact was ratified by the membership late in July.

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**TNG Vice President
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A RAINY DAY IN CINCINNATI DID NOT DETER 'SCRIPPS HOWARD DAY' DEMONSTRATORS
Cincinnati and Kentucky Post union members hand out leaflets at Scripps Howard headquarters.

Demonstrations seek to make Scripps Howard see the 'light'

Protesting the highly profitable Scripps Howard chain's takeback demands upon its employees and their unions, members of the Guild, the Communications Workers and its Media Workers Sector and others from the Jobs With Justice coalition took their Aug. 21 lunch breaks in the streets in Cincinnati, Denver and Memphis.

Carrying signs and passing explanatory leaflets to passersby, demonstrators in the three Scripps Howard cities totaled more than 400.

In Cincinnati, where Guild members have been working without a contract since March 1, 1988, some 40 persons marched in the rain in front of the building that houses the headquarters of E.W. Scripps, the company that owns Scripps Howard.

There have not even been any meetings between the Guild and management of the Cincinnati and Kentucky Post since April 5, when management reneged on a commitment to a federal mediator, the Guild reported.

In Memphis, Guild President Faye McCracken reported, more than 100 persons marched in two 30-minute shifts in sweltering heat outside the Commercial Appeal and a dozen more walked in front of the offices of the company's WMC radio and television stations down the street.

The Guild-Commercial Appeal contract expired June 10 and the company is insisting that the price of a new one includes giving it unilateral control of a pension fund that now is jointly administered by

management and the Guild, McCracken said.

In Denver, more than 250 persons directed their demonstration at the Rocky Mountain News against that paper's replacement of Guild-represented circulation employees with non-union subcontractors and the daily's imposition of a 25-percent pay cut on CWA mailers.

Denver protesters also included representatives of the city's council of churches, Administrative Officer Bruce Meachum reported.

The demonstrations also were aimed at the TeleScripps cable operations in Knoxville, where CWA-represented employees have been unable to secure an equitable

new contract since September 1987, and at the Pittsburgh Press where Media Workers members have been working with expired contracts since the end of 1988.

"Light up the lighthouse," the ralliers' leaflets were headed, referring to Scripps Howard's logo.

"These days, the beacon illuminates the gleaming state of corporate coffers," the leaflets said, pointing to the company's net last year of \$70 million.

"For Scripps Howard employees, the way has never been darker.... We want the people in our community to know about the anti-worker, union-busting tactics of this lighthouse keeper," the leaflets said.

Pressmen's leader says unity got St. Paul pact

Washington — The chief bargainer for the Pressmen's Union in talks that produced its first contract with the St. Paul Pioneer Press Dispatch in more than a year has credited support from leaders of other Twin Cities newspaper unions for the settlement being achieved without a strike.

Charles G. Ellington, vice president of the Graphic Communications Int'l Union, was especially laudatory of the unwavering solidarity shown during marathon concluding bargaining Aug. 15-16 by Bernie Lunzer, the Twin Cities Guild's interim executive secretary, and by TNG Int'l Represent-

tative Bruce R. Nelson.

Ellington was reporting Aug. 21 on the St. Paul settlement to leaders of the four international unions that comprise the Newspaper Industry Co-ordinating Committee (NICC), under the umbrella of the AFL-CIO Industrial Union Dept. NICC unions, in addition to TNG and the GCIU, are the Communications Workers and the Teamsters.

While also praising leaders of Mailers, Typographical and Platemakers locals, Ellington said Lunzer's never leaving the bargaining for the entire 19-hour session "lent a particular emphasis to the unity of the unions."

"If the company was looking for the other unions to weaken, they never saw it, especially from the Guild," Ellington said, adding that neither Lunzer nor Nelson "flinched in the slightest," though they were challenged often.

NICC brought together locals of each of the unions with contracts with Knight-Ridder dailies in June in St. Paul to encourage more joint and co-ordinated bargaining throughout the chain [Guild Reporter, July 14].

Ellington said the St. Paul Pressmen's settlement preserved the concept of unit manning and room manning and provides increases of 3 percent a year over the contract's 9½-year term.

BEAT NEWS ON STORY

Arbiter o'turns ban on clerk free-lancing for weekly in Detroit

Detroit—A part-time clerk in the sports department of the Detroit News was unjustly disciplined when management threatened to fire him if he continued to perform free-lance work for a Detroit business weekly, an arbitrator has ruled.

Rejecting the Gannett daily's argument that the 35,000-circulation Crain's Detroit Business is a "direct competitor" to the 678,000-circulation News, the arbitrator said the clerk may resume free-lancing for the weekly without interference from the daily.

Arbitrator Edwin R. Teple also ordered that two disciplinary letters, one containing a warning of possible discharge, be removed from the clerk's personnel file.

No back pay was awarded for lost free-lance work, as the Guild had asked, however, because the clerk "had been working more hours at the News" since the dispute began, Teple said. The clerk had agreed not to string for Crain's during the grievance proceeding.

The decision, issued June 16, was viewed as a strong statement in favor of the right of employees to freely engage in activities outside of working hours.

"This arbitration victory reinforces our ability to fight unjust management discipline and restrictive policies," Detroit Guild Administrative Office Donald Kummer said. "It goes well beyond the scope of affecting just one individual."

In striking down the News' "direct competition" argument, Teple noted that Crain's readership "is only a small fraction" of the daily's, that "its advertising base is different," and that the business weekly's "stories tend to be shorter and less detailed."

The News' only metropolitan-daily competitor is the Detroit Free Press, and the two papers are seeking government approval for a joint operating agreement to eliminate competition in all areas except news gathering.

The story that gave rise to the dispute was the clerk's bylined article in Crain's in mid-June 1988 on "redlining," a discriminatory practice in which financial or insurance firms refuse loans, mortgages or policies to all residents of certain neighborhoods.

The clerk, who earlier had written about redlining in the Metro Times, a Detroit weekly, and had followed the issue since the mid-1970s, beat the News in writing that the state had evidence of renewed redlining in Detroit.

Management reacted in late

June by telling him his writing for Crain's "had become a problem" and that "as a member of the Detroit News staff, you may not continue" to write for the weekly.

When he told the News he could not agree, management said refusal to obey would be rank insubordination and would result in severe disciplinary action, including possible discharge.

At the time, the sports clerk's 22-hour-a-week job consisted of doing TV listings and agate (box scores and statistics), filing photos, typing letters, compiling notes on local and college sports, and answering phones. He did not write bylined articles.

Management said his Crain's free-lancing violated an "editorial policy" it had promulgated in early June as a clarification of a unilaterally issued policy that prohibited free-lance selling of work to direct competitors of the News.

It also required that contributors to other publications be identified as News staffers, and that stories "not make news or make significant, exclusive disclosures of the kind that would normally be reported in the News."

The Guild charged that the policy was discriminatorily applied to the clerk, because other free-lancers often were not identified as News staffers and wrote about issues on their beats.

During testimony, the executive editor admitted he didn't monitor "all of this stuff" and said the ethical guidelines were based "on a spirit of trust and the belief that they can be discussed."

The editor also testified that "it was embarrassing to have one of its own employees beating the News on a major story."

Teple found no violation of the conflict-of-interest guideline "since the grievant has no beat of his own and no area of special expertise recognized by the News."

The clerk had worked as a stringer and editorial assistant for the paper since 1976 and long had sought a full-time editorial position.

In early 1985, he had been given an eight-day tryout as a reporter, "at which point he was told he should work for some other news organization to gain more experience," Teple noted.

The clerk later picked up much of that experience free-lancing for the New York Times, Christian Science Monitor, Time magazine, Detroit magazine, Michigan Business, Great Lakes Quarterly, Metro Times, Sports Detroit and Crain's.

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Faye McCracken

Region 2 Vice President



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Chattanooga Washington-Baltimore

In Region 2:
CONNIE KNOX
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Campaign forum '89 — the six VP candidates

Vice Presidents

TNG's Constitution provides that "between Conventions, the affairs of TNG shall be administered by the IEB," which is composed of the Int'l Chairperson, President, Secretary-Treasurer and 13 Vice Presidents—seven elected from geographic regions and six at large.

The IEB specifically is empowered by TNG's Constitution to interpret that document between conventions, "levy assessments, and act in other emergencies by mail or telegraphic vote" and to set the salaries of all TNG employees.

All six at-large vice presidents, the other four vice presidents elected from regions and TNG's Int'l Chairperson, President and Secretary-Treasurer were elected by acclamation at the 1989 TNG Convention, June 19-23.



Canada East

Eligible to vote in this contest are members of locals in that part of Canada that is east of the province of Manitoba, as TNG's Constitution puts it, plus all members of the Canadian Wire Service Guild.

Lee C. Clifford Canadian Wire Service

IN THE SIX years I have been on the Int'l Executive Board, I have dedicated myself to seeing that Canadian issues get a thorough hearing. I have developed a close working relationship with all members of the board and with key Guild leaders throughout our union. That has enabled me to lobby effectively on behalf of members of the Guild in Canada and especially the eastern region.

The Guild in Canada is alive and vibrant. Three developments illustrate that:

- Guild membership is growing rapidly across Canada.
 - Not only a new local in North Bay, but new units have been organized.
 - The Canadian membership now has a voice and a vote at meetings of the Int'l Federation of Journalists (something I have been lobbying for since I was elected to the board in 1983).
 - The Guild at the international level has produced equally impressive results:
 - The IEB has developed and implemented a vigorous, on-going organizing program.
 - TNG's strike fund has grown to a record level—\$8 million.
 - Strike benefits for members have risen to \$150 per week.
- Energetic and dynamic leadership at the local and international levels has made this progress possible. I am pleased to have played a role in many

of these developments. However, we cannot rest on our accomplishments. New challenges lie ahead. I am prepared to face those challenges if I am re-elected to the Int'l Executive Board in September. I ask for your vote and I thank you for your support in the past.

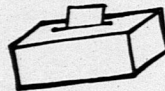
Sam Reyenga Southern Ontario

THE NEWSPAPER Guild is presently going through very difficult times. We are in a deficit position and the prospects for the future are not rosy. We have cut down on organizing, the Guild Reporter and IEB meetings. This is the time for strong, effective leadership in order to get the Guild back on track. This requires hard decisions, not just maintaining the status quo! As treasurer of S.O.N.G. for the last three years, I have acquired the experience and persistence needed to make hard decisions.

The Guild in Canada needs more communication. Frankly, the members do not know what is going on. Communication starts at the top and we're not getting it from there. I will push to make sure our members are kept up to date. I will also keep in touch with local presidents to ask for advice before IEB meetings, not after.

Finally, 25 percent of our dues go to TNG. Surely Canadians are entitled to more than just lip service with respect to education, research and resources for our members. I have been a member of the Guild for 14 years and on the S.O.N.G. executive for 10 years. I urge you to vote for hard work and change.

Remember, it's your vote and dues that count.



Canada West

Eligible to vote in this contest are all members of locals that are located in that portion of Canada that is west of the province of Ontario.

Mike Bocking Vancouver- New Westminster

THE NEWSPAPER Guild has had to take a hard look at its future in the last couple of years because of the unprecedented changes affecting this union.

Like all unions, we have had to react to a series of actions by governments in Canada, British Columbia and the United States that have steadily eroded many of the rights that unions have taken for granted.

More particularly, the newspaper industry itself has shifted dramatically, with a higher percentage of papers owned by large chains. It is certain the future will bring more of the industry under fewer global corporations.

Guild members in Eastern and Western Canada and in the U.S. South plus Puerto Rico will vote Sept. 21-26 for TNG Vice Presidents from their respective areas. Ballots in each of the three regions will contain only the names of the candidates vying in that region. The two-year terms of office begin Oct. 15.

The other 13 positions on TNG's Int'l Executive Board were filled at the conclusion of the 1989 Guild Convention in June when the incumbents were re-elected by acclamation as the sole nominees for their offices [Guild Reporter, July 14].

These statements are printed in accordance with the provision in TNG's Constitution that the Guild Reporter "not later than the third issue following the Convention . . . provide equal space for a statement by each candidate." Each of them was offered space for a statement of up to 250 words. The statements of the contestants in each of the regional races are printed in the order the candidates' names will appear on the ballot.

At the same time, the Guild has set ambitious goals for itself, such as organizing new members and a campaign for pay equity, that will test our union at all levels.

While many approaches must be examined to meet the future, my years of work at the local level in Vancouver have convinced me that the real strength of our union has always been at the membership level.

Whether a local is involved in a traditional contract dispute or developing an alternative strategy to make improvements for its members, the key has always been an active, organized and informed membership, led by a dedicated team of shop stewards.

One of my aims in running for a seat on the Int'l Executive Board is to ensure that the underlying strength of our rank and file is always at the heart of the new strategies and approaches we must develop.

Doug Louth Vancouver- New Westminster

I AM SEEKING my third term as Western Canada Vice President in order that I can continue to raise issues of importance to all members within The Newspaper Guild.

I first ran for the Int'l Executive Board because I strongly believed it needed a more independent voice. Since then there have been many occasions when I spoke out on issues of importance to Guild members. My commitments never wavered. Neither has my independence on the board.

The international is fiscally strong now and I feel my contribution in restructuring TNG's finances helped reach the position we now find ourselves in.

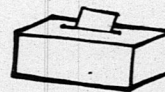
The defense funds at both the international and local levels have improved considerably during my involvement with the Guild. I am proud that because of commitments I made, in concert with others, this was achieved. Never have both funds been higher: \$8 million internationally and \$1 million in Vancouver.

The issues currently confronting us at the international level have made it

imperative that Canadian and U.S. locals band together in order to seek improvements for our members.

In organizing — in pay equity — in merger negotiations — in contract bargaining — there has never been a greater need to be unified.

There is much that still needs doing and new issues that will surface in the coming years. I want to be a part of that, and this can be achieved with your support.



Region 2 U.S. South & Puerto Rico

Eligible to vote in this contest are members of locals in Alabama, Arkansas, the District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, Puerto Rico, South Carolina, Tennessee, Texas, Virginia and West Virginia, and members of the Wire Service Guild working for bureaus located in any of those areas.

Faye McCracken Memphis

MY CONCERNS about problems women and minorities face in the news industry initially led me to take an active role in the Guild in 1971. My commitment to find solutions to these problems still exists, and long since has been expanded to include all employees the Guild represents.

I am a member of a small local in a so-called right-to-work state, but I believe I have been able to effectively serve both large and small locals in Region 2. One of the reasons is my active involvement since 1972 as a delegate and an officer in the Southern District Council.

I have worked to improve communications in the region and to know firsthand the problems of the locals so that the views and problems of each local will be properly presented to the Int'l Executive Board.

The Guild faces challenges in areas of organizing, human rights, new technology and especially in achieving contracts for our locals. We have made gains in the South but much more remains to be done.

The VP 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

Experience and dedication are necessary to meet the challenges we face. My record demonstrates I can deliver both, and I ask for your support in the forthcoming election for Region 2 Vice President.

Connie Knox Washington- Baltimore

I'M RUNNING for Region 2 Vice President because I believe Guild members deserve leaders who will treat their problems and concerns fairly, equitably and forcefully.

I believe in the future of The Newspaper Guild and that it can best provide representation for the newspaper workers of tomorrow by organizing today — new units, new departments, free riders.

I believe the Guild must do more for minorities and women: not just by guaranteeing equal opportunities to be hired, but also by fighting to ensure equal opportunities for advancement — eliminating the invisible, but all too real, barriers that keep the majority of women, blacks and Hispanics in the lower-paid job classifications.

I believe the Guild must listen carefully and respond to the concerns its members raise about endorsing political candidates.

I also believe it's time a new voice spoke for Region 2 on the Int'l Executive Board. I would like to be that voice.

As your representative, I would bring to the board 10 years' experience as a Guild activist — shop steward, unit chair, local president, Southern District Council vice president, convention delegate — as well as a sense of fair play, a knack for solving problems and a clear eye to the future.

I ask for your support.



Milwaukeean fired for outside activity; battle escalates over free-time freedom

(Continued from Page 1)

defense of religious liberty, human life and family autonomy, according to Milwaukee attorney Craig Parshall, who is handling her case.

The Guild's publication, "Fifty-One," called the firing the "most outrageous" of five recent incidents in which management has attempted to regulate employees' outside employment, free speech and political involvement.

The firing shocked the secretary, who said she was not shown the ethics code until 24 hours before being terminated. Her duties included keyboarding, filing, answering telephones and taking dictation from reporters in the paper's Metro section, but not "newsgathering, writing or reporting."

She has written op-ed articles and letters to numerous newspapers stating her opposition to abortion, but said she avoids confrontational or violent tactics. "I've never broken the law or been arrested. I'm not one that sits in front of clinics and blocks the door."

When management learned she picketed at an abortion clinic on a day off from work, they warned her to discontinue such activity. "They called me into their offices every day for a week, an hour-and-a-half at a time. I'm kind of mad at them."

High-level editors finally gave her an ultimatum: Sign an agreement to refrain from (1) picketing or otherwise demonstrating at abortion clinics, (2) counseling against abortion, and (3) submitting pro-life articles to "any publication that has a substantial circulation in Wisconsin" without first getting them approved by a Journal editor.

The prohibited publications included the Chicago Tribune, the New York Times, Time and Newsweek magazines, the Christian Science Monitor, the Catholic Herald of the Milwaukee Archdiocese, and the student newspaper at the University of Wisconsin-Milwaukee, where she planned to continue her education.

She told management she wanted "time to think about it and pray about it," Guild Vice President Dave Hendrickson said. One editor reportedly asked how quickly God might reply.

Washington — The general counsel of the National Labor Relations Board has refused to issue an unfair labor practice complaint against the Glens Falls Post-Star in the alleged surveillance of a female employee who has filed a \$4 million sexual-harassment lawsuit against the company.

Upholding a decision by the NLRB regional director, the general counsel said July 31 that the company was acting within its rights and not "in a retaliatory or discriminating manner" when it hired a private investigator to gather information about the mailroom employee by making inquiries among her neighbors.

The Albany Guild charged the detective was employed to cause the woman "fear and alarm" and to "intimidate and scare" her from concerted activity. The regional director, however, said it was legal

Detroit wins arbitration on outside employment Page 3

A day later, she told management she would not sign, and immediately was fired.

"You can't sign away your free-speech rights," she said. "Can they tell me what church I can't go to on my own time? I can't even picket in Madison [the state capital 70 miles away]. How would anyone recognize me, a part-time secretary, as a Journal employee in Madison?"

"They told me I was an invaluable employee. I type 95 words a minute. I was an 'A' student. I've never given them any reason to dump me."

After discussion with the Guild, management offered her a less-attractive job in another department. She turned it down.

"She's a very principled person," Hendrickson said. "She wants her newsroom job back."

Her firing surprised even leaders of the Guild, which has been involved in a gradually escalating battle with management over outside employment and other off-duty activities.

In four other cases that have developed in the past year, editors at the two papers has attempted to prevent:

✓ A Sentinel sports reporter and his wife from speaking against a proposed dog-racing track in their neighborhood. Records of warnings and threats of discipline were placed in his files. The Guild alleges the Sentinel instructed other reporters covering public hearings to note if he spoke.

✓ A Journal restaurant reviewer from teaching a class at a local cooking school. He has not taught the course.

✓ A photo filer in the newsroom morgue from free-lancing for a non-competing weekly publication. He quit the morgue job and chose to free lance.

✓ A Journal reporter from selling a column on computer software to any local publications, even though the Journal once used the column and then dropped it. He has not sold the column.

The Guild has pursued grievances in all four, and the free-lancing dispute has been moved to ar-

bitration, Hendrickson said.

The Guild local considers its contract language on outside activities to be clear and balanced. It says:

"Employees shall be free to engage in activities or other employment outside of working hours in conformance with the established policies and procedures of the employer."

"Questions of interpretation of such established policies and procedures shall be resolved through the application of the following standards: Employees may engage in those outside activities that do not pose a conflict of interest, or a reasonable appearance of such a conflict, so as to interfere with the proper and impartial performance of their duties as employees; or do not compromise the credibility or reputation of the employer."

The problem, says Guild President Mike Kuchta, is "trying to get the company to adhere to the contract. We're perfectly happy with the language the way it is. But they want their ethics codes to be supreme."

There's no shortage of codes. They include a company-wide code, promulgated in 1986 for all employees; a "Rules and Guidelines" code for the Journal newsroom staff, which was cited in the secretary's firing; and a "Code of Ethics" and "Supplementary Guidelines" for the Sentinel.

The company-wide code contains everything from fatherly advice to threats of firing. It says employees "must apply old-fashioned honesty and decency to every aspect" of their jobs. It also says "a serious violation of the code may bring immediate dismissal for cause."

The Journal newsroom code is published from time to time in the paper. Some Guild members maintain it is used as a "filler" and serves only to mystify readers.

The Sentinel code is a hodgepodge of universal ideals ("The newspaper and its editors and reporters shall be accessible and open to all points of view"), obvious practices ("The Sentinel will pay employee expenses on assignment") and blunt prohibitions ("Participation in politics is forbidden").

Journal Co. executives have not always held themselves to the same strict conflict-of-interest standard required of employees.

The company chairman, for example, has on occasion urged employees to pressure state legislators to continue tax breaks for employee stock ownership plans. The Journal has had such a plan since the 1930s.

Journal-Sentinel management is not alone in demanding that staffers avoid abortion activism. Editors at the New York Times, Washington Post, and Baltimore Sunpapers advised reporters in April not to write about abortion if they had attended a massive pro-choice rally in Washington.

In Vero Beach, Fla., a reporter for the Press-Journal was fired recently after she sent letters to 160 state legislators, stating her position on abortion and enclosing a small copper-wire coat hanger in each.

The Guild challenged her layoff as being discriminatory, and the NLRB issued a complaint regarding that layoff, the layoff of another mailroom worker and the termination of 16 circulation department employees.

Meanwhile, the company has refused to return the woman to her job after several months of medical leave. Management said she abandoned the position when she refused to report back to work in February from a January layoff, Albany Guild President Tim Schick said.

The woman suffered a wrist injury during 1988 and underwent surgery in spring 1989, Schick said. She was under a doctor's care when the return-to-work call came and only recently was given med-

Before the recent flurry of disputes, Journal-Sentinel management had established a pattern of interference in outside activities, including union involvement.

Shortly after employees organized their Guild local in 1974, editors declared it a conflict of interest for the local's first president, Jack Norman, to continue to be a business reporter because he was a union officer. He was transferred to the Metro section.

The National Labor Relations Board ruled the transfer was illegal discrimination and ordered Norman returned to his former job, in which he remains.

In spring 1987, employees were threatened with discipline if they participated in public rallies for striking Patrick Cudahy workers. A part-time Sentinel suburban reporter attended and then was removed from her beat, editors alleging a conflict existed because the beat occasionally included coverage of negotiations for police and firefighter contracts. Once again, the NLRB disagreed and reinstated her.

In January 1987 editors revealed they maintained secret records on employee sexual indiscretions, marital and emotional problems, drug and alcohol use and police citations. They testified in NLRB hearings that the highly sensitive information was used in considering merit raises.

The Guild filed invasion-of-privacy suits and eventually reached a settlement in which employees were allowed to inspect all files and request that irrelevant documents be destroyed.

As more and more disputes outside activities are settled, Kuchta sees hope that "some boundaries for both sides" can be drawn through arbitration.

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San Antonio, Memphis, Hampton Roads, Peninsula, Lexington, Knoxville, Puerto Rico
Chattanooga Washington-Baltimore

In Region 2:
CONNIE KNOX
... It's time for a change.

NLRB mandates raises for 35 in Waterville

Washington — The National Labor Relations Board has upheld a law judge's decision that the Central Maine Morning Sentinel must grant the 4-percent wage increases it denied to Guild-represented employees in February 1988 during bargaining for an initial Guild contract.

The decision covers about 35 newsroom employees of the 27,000-circulation daily published in Waterville by Guy Gannett Publishing, a small chain with most of its holdings in Maine.

Organized in May 1986, the Waterville unit of the Portland Guild has been meeting with management negotiators for three years in an effort to reach a settlement, TNG representative Leo Ducharme said.

The employer, which had an established practice of granting annual wage increase to employees not covered by collective bargaining agreements, gave 4-percent raises in 1987 and 1988 as bargaining proceeded.

Guild-represented employees were included in 1987, but not in 1988, when the company claimed the raises were "discretionary and subjective."

Upholding unfair labor practice charges brought by the Guild, Administrative Law Judge Arline Pacht ruled in December 1988 that withholding the annual raise was illegal because it had become "a fixed condition of employment."

A three-member panel of the NLRB, acting for the full board, said June 15 that Pacht had ruled correctly. The panel said newsroom employees "reasonably expected that the wage increase

would continue to be a part of their ongoing conditions of employment, at least until an initial collective-bargaining agreement was in place ... or until the parties had bargained to impasse."

NLRB Chairman James Stephens and member John Higgins voted together in the 2-1 decision. Member Wilford Johansen dissented, saying the 1988 raises were not "automatic increases to which the employer has already committed himself."

The company has informed the Guild it will not appeal the ruling and will grant the raise plus interest retroactive to February 1988. "Essentially, they're complying with everything," Ducharme said.

Employees began receiving most of their back pay after Pacht's decision was announced, but interest was withheld during the appeal to the NLRB.

Agreement also had been reached during bargaining that the 1989 raise would be given to employees in the Guild unit.

Contract bargaining, has continued, Ducharme said, and has narrowed to "economics and a handful of significant issues." Despite the negotiating marathon that has included nearly 80 sessions, the unit has "more strength today than when we won the election," Ducharme said.

Guy Gannett, which is not affiliated with the giant Gannett Newspapers chain, also publishes the morning Press Herald, Evening Express and Sunday Telegram in Portland, and the Daily Kennebec Journal in Augusta.

Most to get \$800 in Wilkes-Barre

Wilkes-Barre, Pa. — Guild members at the Sunday Independent have approved a one-year extension of the local's contract with the paper that makes the agreement effective through the end of the year.

All rates of pay and benefits provided by the previous contract remain in effect during the extension. Additionally, full-time employees who were on the payroll as of July 18 receive \$800 in lump-sum payments. The first half was due by July 30 and the second half was due by Dec. 25. Part-timers

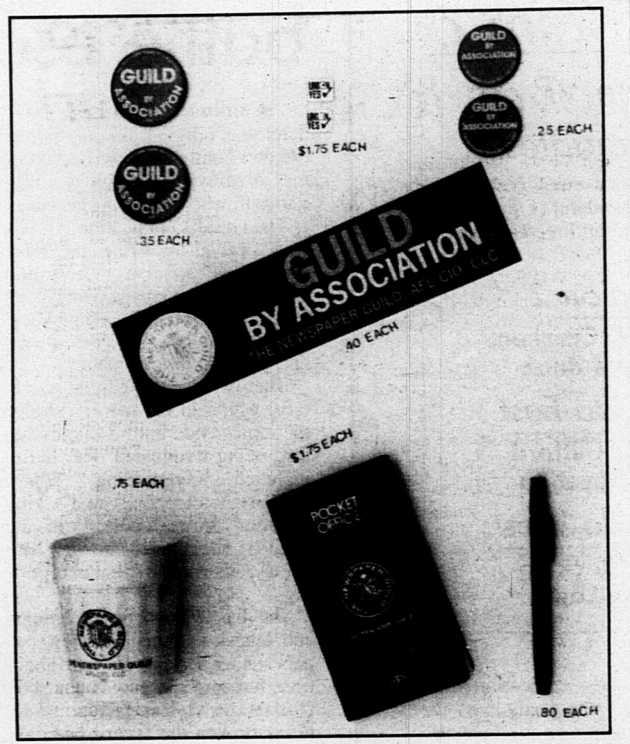
are to receive prorated amounts.

Minimum weekly rates for experienced employees include \$619.75 for copy editors, \$612.24 for reporters and outside salespersons, \$501.25 for bookkeepers, \$487.10 for chief dispatcher, \$478.60 for clerks and typists, and \$461.35 for copy and office persons.

The agreement covers 25 employees in the advertising, business and editorial departments of the 65,000-circulation Sunday-only paper in northeastern Pennsylvania.

Buttons, stickers, cups, calendars, pens . . .

TNG is making bumper stickers, pocket-size 1990 appointment calendars, stadium cups, pens/highlighters, Guild buttons and "Union Yes" lapel pins available to members for the cost of production and distribution. The bumper stickers (\$0.40 each), Guild buttons (\$0.25 each for the 10 1/2-pica model, \$0.35 for the 13 1/4-pica version) and calendars (\$1.75 each) are a deep blue with yellow imprints. The cups (\$0.75 each) are white with a blue imprint. The pens are 80 cents and the "Union Yes" pins, \$1.75 each. The items, unveiled at TNG's 1989 Convention, are available through Mary Aldrich, office manager, at TNG headquarters.



IT



SEEMS TO US

Experience of Clifford cited in re-election call

TORONTO, ONT.

Editor:

I'm writing to encourage Canadians to vote for a man who has worked hard for Guild members for more than 17 years.

Lee Clifford is seeking another term as IEB vice president for Eastern Canada. He deserves reelection. During the past three terms Lee has served as chairperson of the IEB's Collective Bargaining Committee. He was part of the Guild's special finance committee and has also been a member of the Human Rights and Constitution committees. As Eastern Vice President, Lee has served his union well.

In his own local, Lee Clifford's record is just as distinguished. He's served as local president for the Canadian Wire Service Guild. He's been a vice president, branch director and has been a key part of five bargaining committees. He's also been elected as a delegate to 14 international conventions.

His commitment is unquestioned. His dedication is unmatched and his experience is invaluable. As a member of his

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.

local, I have no hesitation in urging Guild members throughout Eastern Canada to re-elect Lee Clifford.

DAN OLDFIELD
CBC Branch
Canadian Wire Service
Guild

Member urges support for newsprint recycling

HAMILTON, ONT.

Editor:

Environmental authorities are urging newspapers to use recycled newsprint. They deserve support. While I'm not familiar with conditions in the United States, most Ontario newspapers — including the Hamilton Spectator — don't order newsprint from suppliers of

recycled paper.

What kind of example is this by an industry which should be a leader in supporting recycling? Newspapers are responsible for up to 75 percent of the collection burden faced by curbside waste recycling organizations. Our industry should act to facilitate recycling, cut newsprint consumption and save trees in the process. The only supplier of recycled paper in Ontario — Quebec and Ontario Paper Co. — saves more than three million trees annually.

The publishers of Toronto's two largest dailies have publicly recognized that newspapers are part of the environmental problem and must be part of the solution. David Jolley of the Star has been quoted as saying the Star will insist on recycled newsprint in future contracts. However, we have yet to hear from Southam Inc. in this regard.

Unless newspapers put their houses in order, legislation will be inevitable. Newspaper executives should realize the present level of waste in the industry is unacceptable.

GORDON McNULTY
Spectator unit
Southern Ontario Guild

RE-ELECT DOUG LOUTH



Vice President Western Canada for:

- Accountability to members
- Fiscal Responsibility
- Effective Leadership

Independent Member of the I.E.B.

11 Years of commitment, hardwork and experience to the local and 4 years to T.N.G.
Winner of the Percy Zimmerman Award for outstanding service to the local

HE CARES



VOTE MIKE BOCKING for

Western Canadian Vice President

THE NEWSPAPER Guild is at a crossroads. At every important Guild gathering recently, debate has centred on the prospect of substantial change in our union.

Proposals have ranged from reorganization of the Guild itself to the possibility of merger with another union.

At this time, Western Canadian Guild members need a strong presence at the international

level to ensure that our goals and needs are heard.

Mike Bocking, currently president of the Vancouver-New Westminster Local, has a solid record of leadership at the local, national and international level.

To give the Western Canadian vice-presidency a higher, more active presence, vote for Mike Bocking.

Claim on *Il Progresso* moves to Italian court

New York—Guild and printers' union employees who struck the now-defunct Italian-language daily *Il Progresso* last summer will pursue in an Italian court a claim for lost wages after winning two legal victories in the United States that effectively prevent the paper's being revived.

The dispute is being moved to the overseas court, because the publisher, Sedint USA, has ceased doing business in the U.S. and has no assets except the *Il Progresso* masthead, according to ex-employee Andrea Mantineo, who now is publisher of a paper started by some of the strikers.

About 40 employees represented by the New York Guild and New York Typographical Union/CWA struck *Il Progresso* June 20, 1988, over management's refusal to sign contracts it had agreed to several months earlier.

The employees later were fired, and Sedint moved *Il Progresso* operations from Emerson, N.J., to Queens, N.Y. The paper stopped publishing this March when circulate since October 1987; and pay to the Typographical Union pension fund contributions withheld since August 1987.

Total unpaid dues and pension fund contributions was estimated at \$1.2 million, running to \$2 million when back wages and interest are included.

In a separate decision Aug. 16 in Brooklyn, Federal Judge John Dearie refused a Guild motion to

lation dwindled to 6,000 after strikers picketed both sites.

Five months into the strike, Mantineo and 22 other strikers pooled more than \$100,000 of their own money and started another Italian-language paper, *America Oggi* (*America Today*), which now circulates 35,000 copies daily from its base in Emerson.

A National Labor Relations Board law judge, ruling July 12 on unfair labor practice charges filed by the unions, held that Sedint acted illegally in closing the New Jersey operation, firing the employees, failing to make payments to benefit funds required by the unions' contracts and by not remitting union dues deducted from employees' wages.

Administrative Law Judge Joel Biblowitz ordered Sedint to reinstate the employees and compensate them for back pay, with interest; pay to the Guild dues deducted from employees' wages since late September 1987; transmit to the Guild pension payments order Sedint to take substantially the same measures as ordered by Biblowitz, according to New York Guild representative Bill O'Meara.

Dearie said an injunction would be unnecessary because Sedint no longer operates in the U.S. However, he retained jurisdiction.

If Sedint were to renew operations in the U.S., application of

Baseball after 'brats' and beer in Milwaukee



Kent Lowry, left, Kathy Stokebrand and Mike Jarboe of the Milwaukee Guild enjoy beer and bratwurst Aug. 19 during the local's annual outing to County Stadium for "tailgate party"

and Milwaukee Brewers baseball game. About 50 members of the local fired up grills and munched German potato salad during party preceding game against the Boston Red Sox.

the injunction would allow the unions and other creditors to pursue their claims, said Barry Lipton, president of the New York local.

The threat of the injunction also protects *America Oggi* from a revival by *Il Progresso*, which had a well-established reputation after publishing for 109 years, O'Meara said.

The Oggi group, meanwhile, has petitioned the Italian labor court for the *Il Progresso* masthead and for financial incentives the government gives to publishers of Italian-language papers abroad,

Mantineo said. Sedint had been promised those grants and some of the money may have been seized by Italian authorities, Mantineo said.

Sedint USA is a subsidiary of Rome-based Sedint S.P.A., which sought to convince Biblowitz that *Il Progresso* was published by a separate firm called Italo Americano Publishing Co. The law judge ruled that Sedint and Italo Americano are one and the same.

The decisions in the U.S. are expected to bolster Oggi's case in Italy, which the Guild supports. It

will be heard in November. Oggi employees are covered by a Guild contract similar to one that *Il Progresso* refused to sign.

"We feel confident they will give us the masthead," Mantineo said, noting that Oggi does not need it to be successful but wants it as a protection.

Oggi is a general information newspaper, with an emphasis on international, local and sports news of interest to Italian-American readers, Mantineo said. It circulates primarily in the Northeast, but Midwest and West Coast editions are being considered, he said.

Phone operators', stenographers' rates are listed

TELEPHONE OPERATORS

	Minimum	After
Maui News, Hawaii	599.72	4½ yrs.
Toronto Star	555.91	3 yrs.
Ottawa Citizen	540.77	2 yrs.
New York Times	526.70	2 yrs.
Vancouver Sun and Province	513.98	1½ yrs.
Victoria Times-Colonist	505.75	flat
San Francisco Chronicle and Examiner	497.76	2 yrs.
Hilo: Hawaii Tribune-Herald	495.73	3 yrs.
Monterey Herald	493.00	4 yrs.
Boston Herald	480.74	3 yrs.
Manchester Union Leader	476.73	3 yrs.
Philadelphia Inquirer and Daily News	464.56	4 yrs.
San Mateo Times	460.44	3 yrs.
San Jose Mercury-News	449.96	2 yrs.
Honolulu Advertiser and Star-Bulletin	448.84	3 yrs.
New York Daily News	443.58	3 yrs.
Delaware County Times (Primos, Pa.)	443.30	3 yrs.
St. Paul Pioneer Press	435.73	2 yrs.
San Diego Union and Tribune	433.64	3 yrs.
Cleveland Plain Dealer	426.24	2 yrs.
Long Beach Press-Telegram	425.91	3 yrs.
New York Post	417.65	3 yrs.
Seattle Times	413.25	2 yrs.
Denver Post	413.00	3½ yrs.
Detroit Free Press	407.45	3 yrs.
Sudbury Star	407.03	3 yrs.
Denver: Rocky Mountain News	407.00	4 yrs.
Oakland Tribune	401.93	2 yrs.
Buffalo News	395.24	5 yrs.
St. Louis Post-Dispatch	392.56	3 yrs.
Salem News	390.27	3 yrs.
Portland Press Herald and Express	386.06	2 yrs.
Sacramento Bee	384.28	4 yrs.
Memphis Commercial Appeal	384.25	4 yrs.

	Minimum	After
Macomb Daily and Royal Oak Tribune (Mt. Clemens, Mich.)	380.00	2 yrs.
Lowell Sun	374.73	3 yrs.
Oshawa Times	374.28	2 yrs.
Pottstown Mercury	372.23	3 yrs.
Erie News and Times	370.63	3 yrs.
Baltimore Sun and Evening Sun	368.00	5 yrs.
Pawtucket Times	365.71	2 yrs.
San Juan: El Vocero	362.00	5 yrs.
Sacramento Union	356.35	2 yrs.
Fall River Herald-News	356.21	2 yrs.
Stockton Record	340.15	2 yrs.
Brockton Enterprise	332.66	2 yrs.
Washington Post	322.75	2 yrs.
Sheboygan Press	320.60	3 yrs.
San Antonio Light	320.00	2 yrs.
Eugene Register Guard	314.20	4 yrs.
Bellevue Journal-American	310.05	4 yrs.
Harrisburg Patriot and News	306.72	2 yrs.
Kingston Daily Freeman	306.15	2 yrs.
Yakima Herald-Republic	306.00	4 yrs.
Allentown Call	280.80	2 yrs.
Pueblo Chieftain	277.68	3 yrs.
Great Falls Tribune	276.75	4 yrs.
Canton Repository	273.67	3 yrs.
Bristol Press	269.75	5 yrs.
Tonawanda News	269.34	4 yrs.
San Juan Star	260.00	4 yrs.
Terre Haute Tribune-Star	235.12	2 yrs.
Glens Falls Post-Star	195.00	1 yr.

STENOGRAPHERS

	Minimum	After
Vancouver Sun and Province	549.69	1½ yrs.
Ottawa Citizen	538.89	2 yrs.
New York Times	526.70	3 yrs.
Victoria Times-Colonist	518.27	1 yr.
Toronto Star	510.10	3 yrs.
San Jose Mercury-News	510.00	15 mos.
Manchester Union Leader	505.00	2 yrs.

	Minimum	After
Boston Herald (Commercial)	480.74	3 yrs.
San Francisco Chronicle and Examiner	469.92	15 mos.
Toledo Blade	461.82	3 yrs.
San Diego Union and Tribune	457.21	3 yrs.
Philadelphia Inquirer and Daily News	456.07	3 yrs.
Delaware County Times (Primos, Pa.)	446.59	4 yrs.
Detroit Free Press	445.61	3 yrs.
Honolulu Advertiser and Star-Bulletin	445.42	3 yrs.
New York Daily News	443.58	3 yrs.
Cleveland Plain Dealer	441.01	3 yrs.
Denver: Rocky Mountain News	439.00	4 yrs.
New York Post	417.65	3 yrs.
Seattle Times	409.50	2 yrs.
Oakland Tribune	401.93	2 yrs.
Boston Herald (Edit.)	401.82	3 yrs.
Seattle Post-Intelligencer	397.47	2 yrs.
Providence Journal and Bulletin	395.70	3 yrs.
Fresno Bee	394.41	4 yrs.
St. Louis Post-Dispatch	392.56	3 yrs.
Chicago Sun-Times	390.40	3 yrs.
Buffalo News	390.38	5 yrs.
Memphis Commercial Appeal	387.25	5 yrs.
Erie News and Times	386.01	3 yrs.
Sacramento Bee	384.35	4 yrs.
Detroit News	381.41	3 yrs.
Baltimore Sun and Evening Sun	368.00	5 yrs.
Denver Post	366.00	3½ yrs.
Kingston Daily Freeman	342.95	3 yrs.
Washington Post	322.75	3 yrs.
Peoria Journal Star	320.00	3 yrs.
Great Falls Tribune	276.75	4 yrs.
Sioux City Journal	254.16	4 yrs.
Battle Creek Enquirer	222.00	3 yrs.

¹ Applies to persons hired after March 31, 1982.
² If hired before June 23, 1984: \$324.93.

AVERAGE OF the top minimum-pay rates for telephone operators under 57 Guild contracts at 66 daily newspapers in the United States and Puerto Rico was \$379.28 a week as of Aug. 1, according to TNG's Collective Bargaining Dept.

In six Guild contracts covering employees of seven Canadian dailies the average was \$482.95 a week.

At the same time, the average of top minimum-pay rates for stenographers under 36 contracts at 42 U.S. dailies was \$403.67 a week, while the average was \$529.24 under four contracts at five dailies in Canada.

Highest of the minimums for the two jobs was \$599.72, for telephone operators with 4½ years' experience, under the Hawaii Guild's contract with the Maui News.

Highest rate under a Canadian contract was \$555.91, for telephone operators with three years' experience, under the Southern Ontario Guild contract at the Toronto Star.

The accompanying tables list the rates in effect as of Aug. 1, and do not reflect deferred increases or contract settlements that have gone into effect since, TNG's Collective Bargaining Dept. reports.

After 7 years, NLRB says Guild wins in Phoenix

Washington—As TNG counsel David S. Barr wrote in a report to TNG President Charles Dale:

"Nine years, three months after the ... charges were filed, eight years, three months after the hearing ... and seven and one-half years after the decision by the administrative law judge," the National Labor Relations Board has upheld the Guild in a series of labor-law charges against the Arizona Republic and Phoenix Gazette.

The Guild, however, Dale said, would rather have a vital, functioning local union with a contract providing benefits and protections for members at the papers. Had the labor board action been timely, he speculated, there likely would be both.

Dale spoke Aug. 22 upon receiving a check for \$34,666.61 from the dailies to reimburse the union for expenses incurred in defense against one of the Pulliam-chain papers' actions held illegal by the three-member panel that ruled for the full NLRB.

That action — a \$10 million libel and "tortious interference" suit against TNG, a TNG representative, the local and its officers — not only "lacked a reasonable basis in law or fact," but also violated federal labor law, the NLRB said in its May 23 ruling.

It violated the law because it was filed in retaliation for the union's describing to its members in a newsletter the basis of other unfair practice charges it had filed against the papers, the NLRB said. Such communication, it said, is legally protected even when the charges

subsequently are dismissed, as these were.

Jack LaValle, still technically president of the now dormant Phoenix Guild, agreed with Dale. "Unless you can get a timely decision" from the government, it's "not worth much."

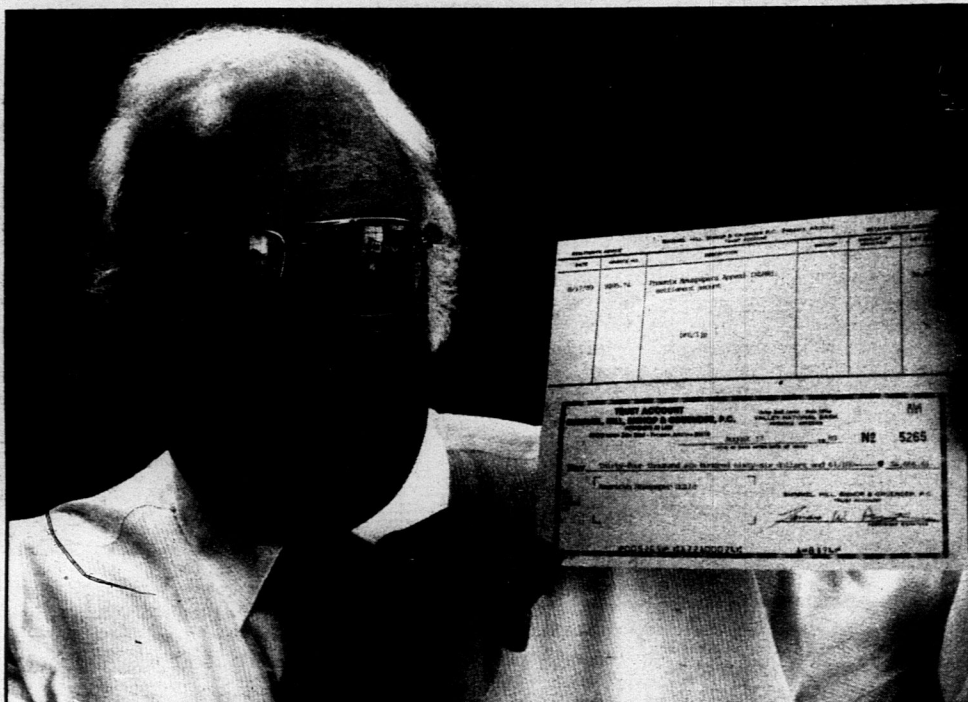
Now covering the Arizona legislature for the papers, LaValle also said that because of the delay "the suit appears to have done what management intended: scare employees away from the Guild."

The law judge in his ruling of Oct. 6, 1981, said there was insufficient evidence to hold that the libel suit had been filed in retaliation against the Guild or its leaders for having filed the unfair labor practice charges which, among other things, alleged illegal surveillance of Guild leaders and members. The newsletter's report, the company charged, could damage the papers' relations with news sources.

A year later, a state court summarily dismissed the newspapers' suit which, the NLRB said, under a May 1983 decision by the U.S. Supreme Court, showed that it was groundless.

In addition, the NLRB said that "in pursuing its meritless suit," the company "admittedly sought large punitive damages ... solely because" the local officers sued were responsible for the membership newsletter that reported on the Guild's charges against the company.

Such a report is protected by federal labor law "even if the article failed to distinguish precisely between ... the contents of the ac-



TNG PRESIDENT DALE DISPLAYS CHECK FOR \$34,666.61 FROM PHOENIX DAILIES

Stub of draft on law firm's trust account says it results from appeal decision by U.S. labor board.

tual charge and ... the union's stated basis for the charge or in some other manner might be said to reflect bias or hyperbole," the labor board pointed out.

The NLRB's May 23 ruling also upheld the law judge on one finding and indicated strongly that it would have upheld him on a second if the company's appeal had not been withdrawn as part of a negotiated settlement of that charge.

The NLRB agreed with the law judge's finding that the company had violated labor law by firing the Republic's economics editor, John G. Mayne, a Guild-exempt supervisor, for "failing to co-operate with" the company's "unlawful scheme to manufacture a case" that would justify its April 1980 firing of the Guild local's secretary, Bonnie Bartak, who now is the press secretary to Phoenix's mayor.

The board ordered the company to offer Mayne his job back and make him whole for any pay he

has lost since being fired in January 1980. Mayne reportedly now is working for a book publisher in California.

The company's appeal from the law judge's finding that it had illegally fired Bartak in retaliation for her leadership activity was withdrawn in September 1983 as part of a negotiated settlement made after she decided not to return to the paper.

The NLRB said, however, that "we adopt the judge's finding that ... treatment of Bartak was unlawful insofar as those findings form a necessary part of his conclusion that supervisor Mayne's discharge" was illegal.

A seven-year veteran on the Republic's staff at the time, Bartak was fired for acting as spokesperson for women employees in the paper's newsroom who were attacking discriminatory employment practices, the judge found.

It was the kind of concerted activity that is protected from retaliation by the National Labor Relations Act, he held, but dismissed a companion allegation that her firing also was motivated by her union activity.

The Phoenix dailies were supported in their appeal to the NLRB by an amicus brief by the American Newspaper Publishers Assn.

Committee to Protect Journalists extends discount to Guild people

★ ★ ★ ★ ★

ADDRESS SNAFU CONFUSES JUNE SIGN-UP

Silver Spring, Md.—The U.S. Committee to Protect Journalists (CPJ) has extended a special dues-discount offer it made to Guild members in June following discovery that a coupon it provided the June 16 Guild Reporter contained an error in the address to which the coupon was to be mailed.

At least one Guild member had the coupon and accompanying dues check returned by the U.S. Postal Service because of the address error.

Under the extended offer, Guild members can join the committee for \$35, instead of the usual annual dues of \$50.

TNG for many years has worked closely with the committee, often joining efforts to aid reporters and photographers who have been beaten, arrested or abducted simply because they were doing their jobs, TNG President Charles Dale pointed out earlier in encouraging Guild members to support the committee.

Committee members receive the CPJ's periodicals, including the widely acclaimed annual report on "Attacks on the Press," the quarterly "CPJ Update," which reports on individual journalists' travails, and "Backgrounders," published every six weeks and featuring press conditions in individual countries.

The corrected coupon appears below.

Committee to Protect Journalists GUILD-MEMBER MEMBERSHIP COUPON

I want to join U.S.-CPJ for one year at the special \$35 rate being made available to members of The Newspaper Guild.

Name _____

Mailing Address _____

City/State/Zip _____

Guild Local _____

*Make check or money order for \$35 payable to:
Committee to Protect Journalists
16 East 42nd St., New York, N.Y. 10017*



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.

TNG Pay Equity Conference, Oct. 20, L'Enfant Plaza Hotel, Washington, D.C.

National Committee on Pay Equity, 10th anniversary conference, Oct. 21-22, L'Enfant Plaza Hotel, Washington.

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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