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News top up \$177, to \$1,058, in Star pact

Toronto—In an agreement that broke the "magic 7-percent" barrier for wage hikes in Metro Toronto, Guild-represented employees at the Toronto Star achieved annual raises of 8 percent and 7 percent, and a 4 percent boost for six months, in a new 30-month contract that takes several key weekly rates past the \$1,000 mark.

The agreement, which also contains significant improvements in fringe benefits, was negotiated by the Southern Ontario Guild and four other unions during a

marathon, five-day bargaining session that concluded about 4:30 a.m. Oct. 20, after a midnight strike deadline had passed.

The Toronto Council of Newspaper Unions—the Guild, Graphic Communications press operators and mailers, Machinists and the Electrical Workers—bargained economics and other common issues jointly.

Because progress was being made as the strike hour loomed, negotiators asked employees to delay the planned walkout one

day, SONG Local Representative and lead bargainer Bill Petrie said.

In addition to the wage hikes, key provisions of the settlement include pension plan improvements that allow retirement with full benefits at age 62, double-time pay for more than 2 1/2 hours of overtime work, a leased-vehicle option for advertising salespersons, and \$500 lump-sum payments upon contract signing.

Covering 1,600 Guild members and a total of 2,400 employees represented by the five-union council, the agreement extends through Dec. 31, 1991. It was ratified by 80-20 percent margin by Guild membership Oct. 22.

The first increase (8 percent) is retroactive to July 1, and the second and third raises follow in July 1990 and July 1991. The across-the-board increases apply to all

pay categories and classifications.

The weekly top minimum advances to \$1,058.98, in three steps totaling \$177.82, for reporters, photographers, picture editors and artists with six years' experience. The increase this year is \$70.48, with raises of \$66.61 and \$40.73 (for six months) to follow.

Starting rate for those classifications moves to \$686.50 by 1991, (Continued on Page 2)

Goal of pay equity gets fresh priority in TNG conference

Washington — Modern-day wage inequities between men and women are part of a deeply ingrained tradition, the roots of which can be seen in the Old Testament.

That bit of social history, offered by TNG Human Rights Director Anna Padia, was one of the many insights shared by 38 representatives of 21 Guild locals who gathered here Oct. 20 for TNG's Pay Equity Conference.

The conference, which preceded the two-day 10th anniversary conference of the National Committee on Pay Equity, was called in response to a recommendation by TNG's 1989 Convention that local leaders meet to focus on pay-equity progress and strategy.

Organized in large part by Padia, the conference included presentations by TNG officers and staffers and wide-ranging discussion of local situations in such disparate places as Hawaii, Toronto, St. Louis, Washington and New York.

Padia, alluding to passages in the Book of Leviticus, noted that

biblical women were valued at about 60 percent of men, which roughly corresponds to the 65 percent female-to-male rate of earnings today in the United States and Canada.

In her introductory remarks, Padia emphasized that wage disparity adversely affecting women and minorities remains "an intransigent part of our wage and compensation systems, and we intend to make some changes."

TNG President Charles Dale reviewed the Guild's struggle since (Continued on Page 5)



SOME OF 600-PLUS AT OCT. 22 MEETING THAT RATIFIED TORONTO STAR PACT
Member at mike, right foreground nearly lost in sea of faces, makes a point on pension improvements.

Positives outweigh negatives, Dale tells IEB

Montreal — TNG faces a full plate of tasks yet to be satisfactorily accomplished, but positive trends far outweigh the negatives, TNG President Charles Dale told the International Executive Board here Oct. 23.

He spoke at the opening of the IEB's first meeting since its members began new two-year terms a week before.

In the first President's Report of his second term in the office, Dale said he was particularly encouraged by TNG's finances being "more manageable than two years

ago," by what he called "a high degree of 'fiestiness' returning to the union's membership and by improving relationships between and co-operation among the unions in the industry."

At the same time, he pointed to "significant trouble spots" in bargaining with the McClatchy papers and the Copley chain's San Diego dailies, to the need to "keep fighting to eliminate discrimination in

all its forms," and to the need "somehow to restore the belief that the strike is not an obsolete weapon."

Pointing to the previous weekend in Washington devoted to the problems of achieving pay equity for women employees, he cautioned those who did not attend that "it's not a rerun" of earlier battles and that it requires "an enormous amount of 'scut' work," dedication and perseverance.

Later in the day, Dale and the 13 other members of the IEB who were here for the meeting — the

first ever by TNG's board in this city — were led in taking their oaths of office by Richard Mercier, secretary-treasurer of the Canadian Labour Congress. (The Montreal Guild's executive hosted a reception for the IEB the second evening of the board's meeting.)

Two IEB members were kept from the meeting by other obligations: Vice President Gene Turner of Northern California, by crisis bargaining with his employer, Gannett's Stockton Record; and Vice President Carol D. Rothman (Continued on Page 6)

Guild leads tally at L.I. weeklies

Farmingdale, N.Y.—The New York Guild was the apparent victor in an Oct. 26 vote among the more than 60 news-department employees of the THIS WEEK free circulation weeklies.

Tally by National Labor Relations Board agents who conducted the vote in offices here and in three other Long Island communities was 30 for the Guild, 22 for no union. There also were 11 challenged ballots. Resolution of those voters' eligibility could affect the outcome.

The weeklies, part of the Ingersoll chain, publish more than 70 editions and have circulation of more than 1 million.

Inside the Chronicle: Unbelievably, it got worse

By Michael Carmean
Northern California Guild

IT WAS SHORTLY after 5 p.m., crunch time for the San Francisco Chronicle's early three-star edition.

Wire and city desk editors had moved most of their early copy to the copy desk, and most of us were settling in to watch the beginning of the third game of the World Series.

Then the world began to shake, and shake hard. The ceiling was moving one

No injuries to Guild members 4

This is an account of how newsroom staffers at the San Francisco Chronicle produced a newspaper the evening of Oct. 17 amidst the turmoil — no electricity, few phones, fear and confusion — that followed the earthquake. The writer, Michael Carmean, works as a copy editor for the Chronicle. He knew it was "no ordinary quake" when the glare shield on his computer terminal "popped off and flew across the room."

way, the floor the other. After about five seconds, unbelievably, it got worse.

People dove under their desks or hugged the huge pillars in the newsroom. The building was having convulsions. It lurched from side to side, up and down, shaking

uncontrollably, groaning and moaning.

For a long 15 seconds, it seemed there might not be a world left for the Series. But the building, and all in it, survived.

For a few minutes, we even had power. (Continued on Page 4)

'Audiotex' work goes into Guild

Baltimore — Any permanent, non-supervisory, non-managerial employees hired to work on the Sunpapers' new Sundial telephone information service will be part of the Guild unit representing news, advertising, business and other employees at the dailies, under a ruling by the federal labor board office here.

The service, started in June 1988, provides callers recorded information on such topics as stocks, sports, news and weather.

At least two other newspapers with Guild contracts operate similar "audiotex" systems. They are the Providence Journal Bulletin and the Seattle Times.

Many publishers are considering audio-information systems as counter-moves to phone company efforts to become information suppliers in addition to handling calls.

Sunpapers publisher Reg Murphy told a publishers' meeting early in the summer that Sundial was receiving 300,000 telephone requests a month and was expected soon to become a money maker, thanks to sales of 15-second "spot ads" that open each response by the system.

Sundial had no permanent, non-supervisory employees at the time of the September 25 decision by Louis J. D'Amico, director of the National Labor Relations Board's Region 5, on a "unit clarification petition" by the Washington-Baltimore Guild.

The company is appealing D'Amico's ruling to the full NLRB in Washington.

As described in a June 21 hearing before D'Amico, the Sundial system uses audio feeds of Associated Press, Dow Jones and other reports received in the Sunpapers' newsroom.

The 15-second ad spots are sold by the papers' regular advertising salespersons; introductory messages are recorded by a Guild-covered employee of the papers' Marketing and Communications Dept. (MarCom); and an outdoor columnist for the dailies records an outdoor report for the system. Both the latter are paid extra for their Sundial work. Paid announcers record the ads.

The Guild and the Sunpapers stipulated that the head of the new Sundial department was clearly exempt from Guild coverage as a supervisor.

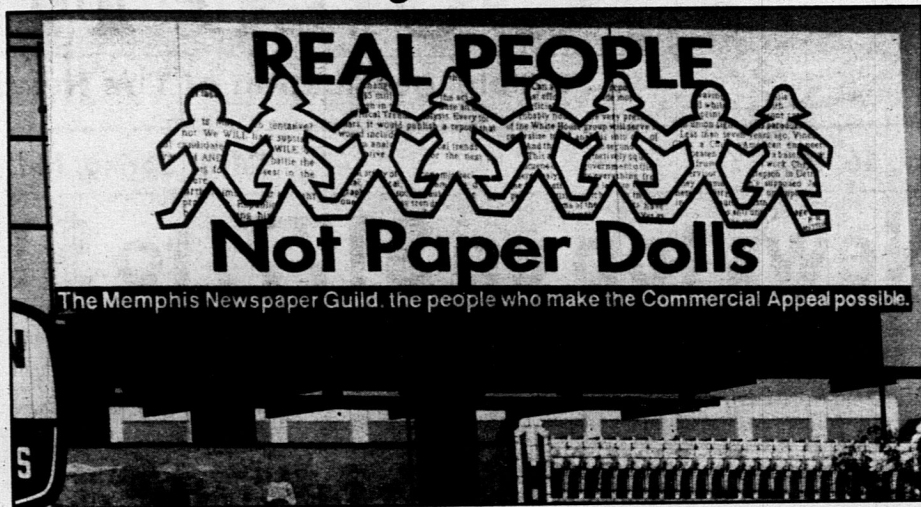
D'Amico ruled that, contrary to the Guild's assertion, the "Sundial services manager," a position then held by a person transferred from the Guild-covered MarCom Dept., also was exempt as a supervisor. She resigned after the hearing.

He also ruled, however, that the only other position, a clerical and administrative job held by a temporary agency employee at the time of the hearing, was properly part of the larger Guild unit.

When the position was held by a Sunpapers employee—under the title "applications co-ordinator"—there was an "obvious community of interest" and necessary interaction with employees of the papers' other departments that make the position a natural accretion to the existing bargaining unit, D'Amico said.

Memphis Guild billboard sends message to bosses, public

This billboard, facing the Commercial Appeal's plant and the heavily traveled Union Avenue thoroughfare in downtown Memphis, has been put up by the Memphis Guild as it seeks an equitable agreement to replace its contract with the Scripps-Howard daily that expired June 10. "We want to let people know the Guild is here and in negotiations," said Faye McCracken, a TNG vice president and president of the local.



Injunction sought on Sacramento dispute

Sacramento, Calif. — The Northern California Guild is seeking an injunction to force publisher Richard Mellon Scaife to satisfy \$4 million in financial obligations to union members before dissolving the publishing company that runs the Sacramento Union.

Scaife, an heir to the wealthy Mellon banking family in Pennsylvania, has announced plans to sell the assets of the 80,000-circulation daily to a pair of local real estate developers by Dec. 1.

The Guild and a printers union, however, have been locked with Scaife's Sierra Publishing Co. in long-running, unresolved contract disputes going back to the early 1980s.

The NLRB ordered Scaife last October to correct a series of unfair labor practices, including the imposition of contract terms and conditions that included 15 percent pay cuts for 180 Guild-represented employees in 1986 and the firing of the four-member Guild bargaining team in October 1987. That order is under review in federal appeals court.

Scaife's obligation to Guild members totals about \$2.5 million in back pay and interest, said Ana Sandoval, the Guild unit co-chair at the Union and one of the fired bargainers.

Printers represented by a local of the Media Workers Sector of the Communication Workers are

owed an additional \$1.5 million from an agreement negotiated in 1983 but never fulfilled, Sandoval said.

About 300 Union employees received layoff notices recently informing them Sierra Publishing would close Nov. 30. The notices are a federal requirement when one company is dissolved and a new one formed.

The developers, Danny Benvenuti and David Kassis, have announced they will continue publishing the paper and have suggested they will rehire the entire staff.

In an assets sale, all contracts with the dissolved company are canceled, forcing employees to re-

apply for their jobs, Sandoval said.

Since the Guild contract dispute is not expected to be resolved before the sale date, the union is asking the appeals court to order Scaife to put \$4 million in escrow to cover obligations to employees, Sandoval said.

The prospective new owners have said they would not assume any of Scaife's obligations, Sandoval said.

The Union property is considered prime downtown real estate, and some observers believe the developers want the land more than the paper, which lost an estimated \$5 million last year.

Meanwhile, recruitment ads for employees in all Union departments have been appearing in West Coast publications, including the Los Angeles Times and San Francisco Chronicle, Sandoval said.

Key newsroom rate to hit \$1,058 in 30-month Toronto Star accord

(Continued from Page 1)

an increase of \$115.26 from the old rate.

Top minimum for outside advertising salespersons (after three years) and circulation district representatives (after four years) advances by \$169.98 in three steps, to \$1,012.23. The increases are \$67.38, \$63.67 and \$38.93.

Starting rate for salesperson goes to \$730.48, up by \$122.67, while district representative starting pay goes to \$690.68, up by \$115.99.

A 6.2-percent inflation rate in Toronto, average home cost of \$277,000 and extremely high car insurance rates were some of the economic realities that generated "enough militancy for our members to stand up and fight," Petrie said.

"People needed a hefty increase just to keep up with living costs," he said, noting that a proposed national 9-percent general services tax could increase inflation within the next couple of years.

"There's no question the strike

deadline was an important factor in our favor," Petrie said. "They knew the union was prepared to strike."

Prior to reaching a legal strike position at midnight Oct. 19, union members had set up a strike headquarters and reporters conducted "byline strikes" during the last three days of negotiations. Also, the paper was delayed in publication for three days because of press problems that cropped up during the final days of talks.

Earlier, during a strike-authorization ballot, members of the Star unit voted in the affirmative by a 36-1 margin. The Guild struck the Star for five days in October 1983.

Other top minimum pay improvements included:

Commercial telephone salesperson—Up by 141.15 (in steps of \$55.95, \$52.87 and \$32.33), to \$840.57.

Librarian—Up by \$172.69 (steps of \$68.45, \$64.69 and \$39.55), to \$1,028.34 a week; **library assistants**—Up by \$114.17 (steps of \$45.26, \$42.76 and

\$26.15), to \$679.86 a week.

Messenger—Up by \$82.35 (steps of \$32.64, \$30.85 and \$18.86), to \$490.37.

Pension improvements were especially important in the new agreement, Petrie said. In addition to full-benefit, age-62 retirement, the Guild gained language recognizing its right to negotiate future changes in the plan.

Also, the base year for calculating benefits will be moved up to 1987, effective Jan. 1, and the employer agreed to match employee contributions on a cumulative basis.

"There was a general awareness among the membership that the pension plan was lacking," Petrie said. "We're looking forward to negotiating this in the future."

Other contract improvements include:

✓ The addition of Boxing Day (day after Christmas) as a paid holiday.

✓ Expansion of maternity leave to 12 months, six months with benefits; one day of paid paternity leave for the birth or adoption of a child.

✓ Travel reimbursement rate increases to 31 cents for first 5,000 kilometers and 25 cents after that.

✓ Vision care benefit increases to \$150, and VDT workers receive an additional pair of glasses every two years to a maximum of \$150.

✓ Language prohibiting the employer from relying solely on computer clocks or other electronic monitoring devices to assess performance or record hours worked.

3-year pact set at B.C. weekly

Mission, B.C. — A new three-year contract between the Vancouver-New Westminster Guild and the Fraser Valley Record provides annual increases of 4 percent, 4.5 percent and 5 percent in minimum wage rates.

The agreement, which runs through March 1992, covers nine employees in the advertising, circulation, editorial and accounting departments of the 5,400-circulation weekly in this farming community east of Vancouver. Members ratified the agreement five months after the previous pact expired March 31.

The weekly top minimum for reporters, photographers and ad sales representatives with three years' experience is raised by about \$21, to \$532.06, retroactive to April 1; by \$23.94, to \$556, on April 1, 1990; and by \$27.80, to \$583.80, on April 1, 1991.

Top minimum for clerical workers with two years' experience increases by about \$16, to \$416.81, on April 1; then by \$18.75, to \$435.56; and by \$21.77 to \$457.33.

Firing is challenged at Sunpapers

Baltimore — The Washington-Baltimore Guild is challenging the Sunpapers dismissal of the "applications co-ordinator" of its Sundial telephone-information service on two fronts, alleging that her firing was discriminatory.

She was "let go," a Guild representative explained, when in the late stages of pregnancy her doctor ordered bed rest for successful com-

pletion of the period before birth. Her child, subsequently, weighed in at 10 pounds.

The Guild is contesting the dismissal through the grievance machinery of its contract with the Sunpapers and assisted the new mother in filing a charge with the U.S. Equal Employment Opportunity Commission, and state human relations commission.

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LLOYD WHITE, LEFT, HONORED AS GUILD PIONEER
Scene is ceremony at U.S. Labor Dept. Sept. 7, 1988.

Lloyd White, a 'founding father' of TNG, Cleveland local, at 92

Denver—Lloyd White, one of the founding fathers of the Newspaper Guild nearly 56 years ago and a pioneering member in Cleveland of the union's first local, died here Sept. 25. He was 92.

White, who for many years had lived in Centralia, Ill., contracted pneumonia early this year and was in poor health for several months, said a great-niece, Leslie Hahn, of Littleton, Colo. Relatives recently moved White from Centralia to a nursing home in Denver.

Although he was first president in 1933 of both the Cleveland Editorial Employees Assn. and its successor, Guild Local No. 1, White had not been in contact with the local for many years.

During the Guild's early years, however, White was a vigorous organizer and played a key role as the national organization took shape. One of 37 delegates to the convention at which the American Newspaper Guild was founded Dec. 15, 1933, in Washington, he was elected First Vice President—the only time that position existed—and chair of the ANG's organizing effort.

"William Lloyd Garrison White, a man of quiet dignity and diligent work, was a key figure in the beginnings of this union," TNG President Charles Dale said after learning of White's death.

"Present and succeeding generations of newspaper employees

and Guild members owe him a tremendous debt, and we are truly saddened by his passing. We were fortunate a year ago to have been able to meet and give him the recognition that was his due."

Last September during ceremonies in Washington, TNG presented to White an honorary 50-year membership pin and a certificate recognizing him as a "Pioneer and Founder" of the Guild.

At the same reception, White was honored by the U.S. Labor Department for 17 years of government service after his newspapering career. From 1947-49, he was a consultant to the Army and later worked as a labor attaché, serving at U.S. embassies in Germany, Sweden and Vienna before retiring in 1964.

During the 1988 ceremony, Dale recalled White's early work as leader of the National Executive Board's organizing committee in 1933-34. It was "a position he took to heart," personally helping new groups organize in cities like Detroit, Columbus and Toledo, often traveling to speak to them on his own time and at his own expense, Dale noted.

White also played a leading role in the fight against attempts by publishers to exempt most reporters, photographers and copy editors from New Deal legislation setting the regular work week at 40 hours.

After months of tough sledding, Norwalk unit finally sees Santa

Norwalk, Conn.—Santa Claus is arriving a little late, but 29 newsroom employees who have endured the Scrooge-like practices of the Norwalk Hour for 10 months undoubtedly are heralding his presence.

The employees, who voted for Guild representation, 25-4, last December and then were denied traditional Christmas bonuses and February pay raises, soon will be dividing \$47,000 as the result of an agreement by management to settle unfair labor practice charges brought by the New York Guild.

Under a settlement agreement worked out with the National Labor Relations Board, the Hour

will pay the employees the yuletide bonuses—\$150 per year of employment to a maximum of \$3,000—plus 4 percent interest, plus 35 weeks' back pay on 5 percent raises retroactive to Feb. 5.

Management refused to give the raises until now, claiming that ongoing bargaining on a first Guild contract precluded such increases. The remainder of the 130 employees of the 20,000-circulation daily received both the bonuses and February raises.

Responding to charges filed by the Guild in February, the NLRB agreed that withholding the bonuses and raises violated company "past practice" and constituted "punitive action against employees involved in union activity," said Bill O'Meara, a service representative for the New York Guild.

Two employees will receive more than \$4,300, several will get sums exceeding \$3,000, and many will get about \$1,000, O'Meara said.

The Hour also agreed to extend other new benefits denied to Guild-represented employees. The bene-

fits, retroactive to Jan. 1, include disability pay of up to 60 percent of salary for 26 weeks, two personal holidays a year, tuition reimbursement of up to \$1,000 per year and a fourth week of vacation after 15 years' employment.

The company also agreed to junk a new "employee evaluation" system it had implemented without first bargaining with the Guild.

Contract negotiations are not directly affected by the settlement, but O'Meara said it was "a real good shot in the arm" to the fledgling Guild unit.

Because of the settlement, the Guild agreed to drop a multitude of unfair labor practice charges against the Hour, and the NLRB canceled a scheduled trial on the charges.

In a final Scrooge-like gesture, management tried to deny the 5-percent retroactive raises to four employees who had received other raises this year. The NLRB said that also violated the settlement agreement—and, presumably, the Christmas spirit now prevalent at the Hour.

Cut in benefits by UPI spurs charge by Guild

New York—The Wire Service Guild filed an unfair labor practice charge against United Press Int'l after management unilaterally imposed two compensation cuts on employees during ongoing talks on a new contract.

The imposed concessions, effective Oct. 1, would slice dismissal pay in half, slash mileage-expense reimbursement from 36 cents to 24 cents and eliminate daily and weekend minimums of \$8 and \$40, respectively, for authorized employee car use.

Those were two "of the more onerous proposals" of a string of 26 drastic concessions sought by management in a new contract for about 530 employees in 130 domestic bureaus, according to a WSG spokesperson.

The charge, filed Oct. 2 with the National Labor Relations Board, alleges UPI "refused to bargain in good faith" on a contract to replace one that expired June 30.

UPI also is seeking a three-year wage freeze, deep cuts in sick leave, elimination of four paid personal holidays and overtime pay for holiday work, a freeze on pension benefits and elimination of radio fees for employees performing broadcast functions.

Management has backed off from an opening offer to eliminate Christmas, July Fourth and Labor Day as paid holidays, the spokesperson said. Protesting staffers sang Jingle Bells and sent Christmas cards to UPI president Paul Steinle at headquarters in Wash-

ington when the idea was floated in late May.

Agreement has been reached on some issues, including employee transfers, job postings, advancement opportunities, non-discrimination, and part-time and temporary employees.

Progress has been slow, however, and "progress can be measured in baby steps so far," the spokesperson said.

The news service, founded 82 years ago by E.W. Scripps, has undergone a series of ownership and management changes and bankruptcy proceedings since 1982. Employees took voluntary 25 percent pay cuts in 1984.

More than 400 jobs have been eliminated in the past 18 months, and Steinle told Los Angeles staffers recently that "losses running at \$6 million a year had not improved." Editor & Publisher reported Oct. 14.

In 1988, management of UPI was taken over by Infotechnology Inc., an investor group led by Earl Brian, from Mexican publisher Mario Vasquez Rana, who had purchased the news service from bankruptcy in 1986.

Infotech acquired majority control of UPI in September, a move that essentially ends Vasquez Rana's involvement, E&P reported Oct. 21.

Brian was chief executive of the cable television Financial News Network and a member of former California Gov. Ronald Reagan's "Kitchen Cabinet" in the 1970s.

Contract raises union writers by 6.4%

Washington—A new two-year contract negotiated by the Washington-Baltimore Guild provides a 6.4 percent increase in the minimum yearly rate for experienced employees of the public relations and publications department of the International Union of Electronic Workers (IUE).

The contract, covering three employees in the IUE office here, raises the top-minimum yearly rate by \$1,166 (22.42 a week), to \$38,770 (\$745.57 a week), effective Sept. 1. The rate increases by another \$1,240 (\$23.84 a week), to \$40,010 (\$769.42 a week), on Sept. 1, 1990.

Names, numbers of 101st Congress

Top officers and political action committee chairpersons of all U.S. Guild locals have been supplied new directories by TNG listing the names, addresses and phone numbers of all members and key staffers of the 101st Congress (cover at right). In distributing the directory, TNG also sent summaries of several legislative proposals addressed by TNG's 1989 Convention and in need of "grass-roots" communications to Congress. They include capital-gains taxes, the minimum wage, child care, South Africa sanctions, strikebreaker curbs and electronic monitoring.



Members apparently uninjured, but not unscathed

San Francisco—Guild members in the area stricken by the earthquake Oct. 17 apparently escaped serious physical injury, but many suffered property damage, some have been forced from their homes, and at least one was caught in the terror of the Bay Bridge.

Staffers at Guild local offices here and in San Jose reported no serious injuries to members. A Teamsters delivery driver who worked at the Oakland Tribune, however, was among the dozens killed in the mile-long collapsed section of the Nimitz Freeway.

At least a half dozen members of the San Jose Guild, most of them living in the Santa Cruz Mountains, suffered severe damage to their homes and have taken shelter elsewhere, Administrative Officer Bill Davis said.

The residence of former TNG Vice President Lou Calvert was one of those "trashed" by the quake, which displaced an estimated 13,000 people and caused more than \$7 billion damage.

A car owned by Tribune sports copy editor Charles Tonelli and the cars of two executives were destroyed when a brick building fell on autos in the company parking lot, Guild Unit Chairperson Carol Tady reported.

Alta Bates Hospital in Oakland has offered group counseling seminars for Tribune reporters suffering emotional trauma from the disaster, Tady said.

One person who received a severe shock from the quake's horrifying jolt was Diane Bryant, a staffer in the Northern California Guild's San Francisco office.

Shortly after leaving work about 4:45 that afternoon, she found herself running in terror on the lower deck of the San Francisco-Oakland Bay Bridge, just a mile from the spot where

a 50-foot section of the upper span collapsed, killing one motorist.

Bryant was riding in a bus across the bridge to her home in Oakland when "all traffic suddenly stopped and everybody started running for Treasure Island," she said.

"Everybody was saying part of the bridge went down, and many feared the remainder might collapse under them," said Bryant, a San Francisco native. So they ran for their lives to the rocky isle in the middle of the bay. "I've never seen anything like it; I'm still scared."

Meanwhile, the Northern California Guild office on Natoma St. was "rocking and rolling" but suffered only minor damage as books tumbled, the Xerox machine "hopped across the floor," plant pots shattered, and a large container of bottled water broke and flooded, staffers said.

The mostly brick building, however, stood solid, possibly because it had been "earthquake-proofed" in the past three years, said local representative Larkie Gildersleeve.

The San Jose Guild office on the sprawling city's northwest side sustained no major damage, Davis said, although "drawers popped out, books flew around and sprinkler heads popped down," but did not activate.

Davis, the only person in the office, took refuge in a door frame, from where he could see "the parking lot tarmac rolling like an ocean wave" and "six inches of space under my car tires" as the vehicle "bounced" on the lot.

Davis noted that San Jose, although only 10 miles from the quake's epicenter, suffered relatively light damage—about \$3 million compared to \$300 million in Santa Cruz—because

it sits somewhat east of the San Andreas fault, along which the quake ran.

The San Jose Guild donated \$1,000 to AFL-CIO earthquake relief funds in Santa Clara County and San Francisco, Davis reported. Earlier, it donated \$500 to the Puerto Rico Guild's fund for victims of Hurricane Hugo.

Many Tribune reporters and editors worked frantic 15- to 20-hour days covering destruction of much of downtown Oakland, a story not widely reported in national media, Tady said.

The Tribune's own tower, city hall, the Amtrak station and many historic buildings were heavily damaged.

Operations, however, were not interrupted at the paper, which had an edition on the streets by 12:15 the night of the quake.

The Mercury News, where production facilities remained intact, put out a 118-page paper with an 8-page special on the disaster the morning after.

Many workers who live in the Santa Cruz area, however, were stranded by

collapsed roads and bridges, creating a shortage of personnel at the paper the day after the quake, Davis said.

The Monterey Herald, which was without power for one day, was unable to publish an Oct. 18 edition.

One bizarre incident at the Mercury News was the flooding of a parking lot when half the water in a moat partially circling the building "splashed out in gigantic waves," Davis said.

Like most Bay Area residents, Guild members became locked in traffic jams almost too massive even for freeway-conscious Californians to comprehend.

With the Bay Bridge disabled, Gildersleeve's normal 30-minute commute from San Francisco to Berkeley became a 70-mile, seven-hour horse-shoe-shaped odyssey around the San Francisco Bay—south past suburban Daly City, San Mateo and Palo Alto, east and north through Hayward, Castro Valley and Walnut Creek, and finally west through Lafayette and Orinda to Berkeley, just seven miles from where she started.

In the newsroom, 'ceiling one way, floor the other'

(Continued from Page 1)

Then the computers began to flicker. The lights went out. The phones went dead. Sirens wailed. One of the Chronicle's news editors shouted, "I don't know about you, but I'm getting the f— out of here." Many did. Terrified people, residents and visitors, poured into the streets.

In the Chronicle newsroom, reporters scrambled to phones that still worked in the features department, down on the second floor.

Those with transistor radios searched madly for a station that wasn't knocked off the air. Others, clearly stunned, sat at their desks or stared into space.

On the street, many people stopped by to ask us what we knew. Then came the rumors:

Part of the Bay Bridge had collapsed. We laughed nervously. A highway had collapsed in Oakland. We laughed nervously. Buildings had collapsed just blocks from the Chronicle's South of Market location. We stopped laughing.

A Chronicle reporter ran out of the building and noticed I was listening to my Walkman. He asked what the radio stations had on the Bay Bridge and the Nimitz Freeway. He already knew, somehow, that the rumors were true.

Other reporters ran out, chasing reports of huge fires in San Francisco's beautiful Marina District and in Berkeley.

Dozens of people milled about in front of the Chronicle building, hoping

to get any news they could of the huge crowd at Candlestick Park, news of their loved ones, their suburban towns or city neighborhoods, news of any kind.

Back on the copy desk, there was initial optimism that power might be restored early enough to get some kind of paper out. But as darkness approached, we heard that practically the entire city was in the dark — and likely to stay that way for a while.

The powers that be at the Chronicle, which had no backup source of power, began to discuss contingency plans.

Several hours after the quake, we were asked if we would go to San Jose, about 45 miles south, where we could use San Jose Mercury News facilities, under a disaster agreement between Northern California's two biggest papers. There was plenty of groaning, but no one begged off.

A few minutes later, it became clear that driving 45 miles probably would take four or five hours. It would be too late to get out a paper.

By that time, generators arrived, and a decision was made to hook up the Macintosh computers to the generators and put the paper out on the Macs.

There were nine battery-powered lap-top computers in the newsroom, and reporters, while waiting their turn, held flashlights for those who were writing their stories.

The stories were then transferred to the Macs, which were manned by the Chronicle's designers.

Eventually, proofs were given to the



copy desk where editors found themselves in the uncomfortable position of writing headlines on half sheets and counting characters to see if they would fit—nearly a lost art in this computer age. Because the copy was "camera-ready," we could do no editing.

The process was slow and painful. The copy moved in fits and starts. Some of it disappeared.

Photographs were printed on an enlarger hooked into the generators, but extra power was not available to shoot veloxes. So the photographs were made camera-ready by means of a high-quality office photocopier.

By 3:30 a.m., we were able to put together an eight-page "extra" with nothing but quake news and photos. The 3 1/2-inch banner said: "HUNDREDS DEAD IN HUGE QUAKE."

The Chronicle's Army St. and Union City printing plants, which had

power, were able to run off about 620,000 copies. They sold very quickly. Some lucky readers even got home delivery.

There wouldn't be much sleep this night. Reporters and editors started wandering in early Wednesday morning. Some never left.

Still, we had no power. And we were fairly certain we wouldn't have any. So a decision was made to use the Macs a second night. It wasn't much easier, but by 11 p.m. or so, we had put a 16-pager to bed. That, too, was a brisk seller.

The scene was pretty much repeated next door at the afternoon San Francisco Examiner, which is joined to the Chronicle by a hallway and a joint operating agreement. Without power, they, too, used their Macintosh computers to get out abbreviated Wednesday and Thursday papers.

TNG, local reps review options to cut pay disparities

(Continued from Page 1)
1935 to achieve equity for its members and stated the issue now has a new "priority."

"We in the Guild are fully aware that the forces arrayed against economic equality are formidable and deeply imbedded," Dale said.

To accelerate change, he stressed, "we must bring greater attention to the way jobs are organized, valued and paid, and the division of responsibility in the workforce. These will determine to a great degree if and when equality and tolerance between the sexes, the races and the ages will be achieved."

Padia emphasized that the Guild, "using negotiation, arbitration, unfair-labor-practice charges and litigation, has moved the pay issue forward" faster than some other unions and "certainly faster than employees without union representation."

For example, Hawaii Guild Administration Officer Roy Kruse explained how vigorous bargaining helped achieve parity about nine years ago for inside ad salespersons (mostly women) with outside salespersons (mostly men) at the Maui News.

He said the gap had been \$80 to \$90, but the Guild, bolstered by strong support from other unions, wiped out the entire difference in one stroke. "We didn't go for half a loaf," he said.

Using a double-barreled attack, the Guild is seeking similar parity at the Honolulu Advertiser and Star Bulletin, he said. "We're going the arbitration route now, but if that fails, we'll try bargaining," Kruse said.

The situation is somewhat different at the Washington Post, where management gained the upper hand on unions during a bitter struggle with press operators in the mid-1970s, said Sandra Polaski, Washington-Baltimore Guild administrative officer.

The result has been imposition of the "most prevalent merit-pay system of any Guild unit," Polaski said. In the two-tier pay plan that

management gained, disparity grew until "enormous gaps had evolved between whites and blacks, males and females."

Black women formed a caucus independent of the Guild, Polaski said, and gained ground for one year "while they had management's attention." After that, when executives felt they had satisfied the demands, the group "slipped farther behind than they had been before," Polaski said.

Linda Foley, executive secretary of TNG's Contracts Committee, also attacked the practice that numerous employers are calling "merit pay."

"Actually, this is discretionary pay, favoritism pay," Foley said, adding that it's a "discriminatory device that tends to exacerbate the cultural and societal biases that come into play in the news industry."

Merit pay is no solution to pay disparity and can be a divisive factor among employees, because the "newsroom stars" usually get the merit, thus widening the gaps between the "stars and the regulars," Foley said.

"Often, the editors are white males and the majority of merit goes to white males" because performance evaluations are affected by an "undeniable buddy factor," she said.

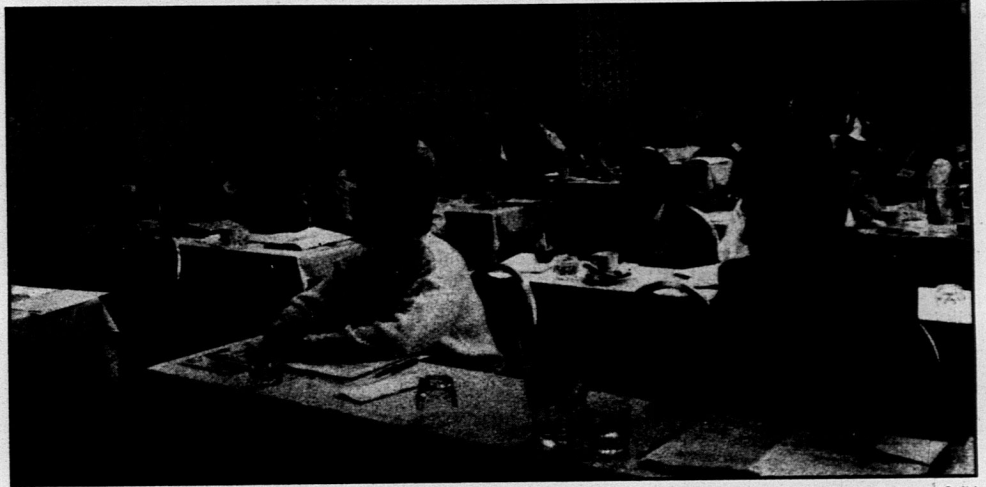
Women and minorities, therefore, should be especially wary of merit-pay schemes, Foley said. "Good, strong collective bargaining is the best way to beat the merit-pay trap."

Kruse and New York Guild Sec'y-Treasurer Tom Pennacchio defended more traditional merit pay that supplements fairly negotiated minimum rates.

"The Guild has always favored individual initiative; don't stifle initiative," Pennacchio said.

Kruse said 75 percent of the employees in one Hawaii unit were paid above the top scale, but he conceded he never made merit pay part of his bargaining plan.

"If the employer has money left over after I've finished with them,



ANNE MARTENS/Washington-Baltimore Guild

THESE WERE AMONG THE PARTICIPANTS IN TNG PAY-EQUITY CONFERENCE

Front row: Connie Knox, Washington-Baltimore; Claudia Pearce, Detroit; Tom Thibeault, Manchester.

I didn't do a very good job in bargaining," he quipped.

TNG legal counselor David S. Barr told participants that employers are bound by law to address pay equity during collective bargaining. "The whole subject of pay disparity is a mandatory subject of bargaining," he said.

Barr also explained that employees are entitled to "any relevant information" regarding possible discrimination in payroll practices.

He noted, however, that the Supreme Court in recent decisions "has set up headwinds through which plaintiffs must struggle" when taking discrimination cases into court. Recent rulings put the burden of proof on plaintiffs (generally, employees or unions), and reduced the weight of statistical evidence, Barr said.

William H. McLeman, TNG's director of field operations, emphasized the importance of "marshaling support within and outside the plant" when taking a pay-equity issue to the table. "We have to use every device, and pay equity is an emotional issue that can generate a lot of support in the community," he said.

Joyce McKerrow, chair of the

Southern Ontario Guild Pay Equity Committee as well as chair of the Toronto Star Pay Equity Unit, explained her work in analyzing the jobs of 1,500 employees to bring the Star into compliance with Ontario's new stringent pay-equity law.

She described job evaluation as a "huge headache," despite the Star's generally co-operative attitude. Locals involved in job-evaluation programs were cautioned not to accept management consultants for evaluating questionnaires.

Although McKerrow saw hope in the Ontario law, she said "legislation isn't the best way; job evaluation isn't the best way."

McKerrow was active in another struggle for pay equity when a group of Guild-represented part-time mailroom employees (mostly women) struck the Hamilton Spectator in June and made modest gains toward parity with men doing work considered of equal value.

Jan O'Brien, Vancouver-New Westminster Guild administrative officer, cautioned that "men in the key rate have to pay more than lip service" to pay equity. She urged

"focus group" discussions between men who were aware of the problem and those who were not.

TNG's conference also included participants from locals in Philadelphia, Chicago, Detroit, Manchester, Twin Cities, Memphis, Albany, and the recently chartered Dayton Guild, among others.

Most of the Guild representatives later attended the national conference, where Padia, Foley and McKerrow were among the leaders of workshops.

The Guild contingent was the largest single delegation to the national conference, which featured an address by Eleanor Holmes Norton, law professor at Georgetown University and chair of the U.S. Equal Employment Opportunity Commission during the Jimmy Carter administration.

Padia and Foley participated in a workshop on collective bargaining, and McKerrow explained the situation in Ontario during a workshop on Canadian developments.

The final address of the national meeting was delivered by Nina Rothchild, commissioner of employee relations for Minnesota, which has approved the most significant pay-equity legislation in the nation for state employees.

The NCPE, formed in 1979, is a coalition of labor, civil rights and women's organizations, and state and local groups committed to eliminating sex- and race-based wage discrimination.

Dale urges strong commitment to wage equity

Washington — TNG President Charles Dale set the tone for the Guild's Pay Equity Conference here Oct. 20 with a strongly worded statement re-emphasizing the union's commitment to elimination of wage inequities among its members.

The following are major excerpts from Dale's address to 38 representatives from 21 locals:

"Pay equity is a relatively new word, but it is not a new issue in The Newspaper Guild. As far back as 1935, at its third convention, the Guild adopted its first pay-equity policy by calling for 'equal pay for equal work.'"

"Later in 1971, the convention amended the Guild's collective bargaining program by calling specifically for wage parity for key inside and outside advertising classification where jobs had been historically segregated by sex and race.

"Seven years later in 1978, the convention again extended the bargaining program by adding to our goal of 'equal pay for equal work' the words 'or for work of equal value.'"

"We did that because we found that men and women were not

doing the same jobs. They were segregated, and we found the same for minorities and non-minorities. Employers had 'mommy tracks' and 'daddy tracks' long before the phrases were coined.

"Whatever the label, it was and is occupational segregation—separate and unequal. We know that separation and wage inequities go together, like a horse and carriage, they're interdependent.

"In fact, the concentration of women and minorities in the lower-paying jobs of our industry was then and is now a major source of the wage differentials between women and men, and minorities and non-minorities.

"We found that the jobs held mainly by women and minorities pay less, at least in part because they are held by women and minorities.

"Our workforce studies continue to find that these differentials persist when the characteristics of jobs thought to affect their value and productivity are held constant.

"We have found this to be true at the Washington Post, at the Sacramento Bee, at the Fresno Bee, Tacoma Tribune, at Rochester and in other places. Clearly, the tradi-

tions embodied in past practices were built into wage structures, and the effects continue to influence those structures today.

"These wage discrepancies are, at least in part, discrimination, and violate not only our contracts, but also our principles and innate sense of fairness. Locals have partially resolved many wage disparities, but we have a very long way to go.

"Like most unions, The Newspaper Guild is without viable legislative and judicial remedies for wage inequities of this kind, with the recent exception of Ontario.

"Thus, the only continuing viable way to end inequitable job segregation and wage disparities is through bargaining, hard bargaining, and then bargaining some more. And that is what we intend to do. ...

"The Guild Constitution clearly states that our purpose is to advance the economic interests (of our members) and to guarantee as far as we are able equal employment and advancement opportunities in the industry. In pursuit of those goals, with every pay adjustment we have inched our way to progress.

"Weathered and wiser, we in the Guild are fully aware that the forces arrayed against economic equality are formidable and deeply imbedded. They can be found in the psyche of every individual, every institution and industry, including our own.

"We must bring greater attention to the way jobs are organized, valued and paid, and the division of responsibility in the workforce. For these will determine to a great degree if and when equality and tolerance between the sexes, the races and the ages will be achieved.

"Yes, the difficulty, the complexity, the challenge of pay equity is not underestimated by anyone in this room. Obstacles such as employer recalcitrance, member ambivalence, competing bargaining issues and a potent mix of underlying issues such as money, sex, power and race create an explosive dynamic requiring the greatest of care.

"It's time to review our progress and the problems that keep us from our goal. In closing, I want to repeat: Pay equity, it's time, it's fair, it's a priority."



JOYCE MCKERROW, SONG
Discusses Ontario equity law,
Hamilton strike.

Positives outweigh negatives in '89, Dale tells IEB

(Continued from Page 1)
of Philadelphia, by family obligations.

Mercier, speaking in a heavy French accent that bore witness to his roots in the Quebec labor movement before being elected an officer of the CLC seven years ago, told the board he was "very pleased" that TNG "is in conformity with the CLC's by-laws and constitution" in their provisions for recognition of Canadian autonomy within international union structures.

Also expressing the CLC's appreciation for the support of the AFL-CIO and international unions such as TNG in the battle against the Canada-U.S. free-trade agreement, Mercier pledged that the CLC will continue to fight against current initiatives of the Mulroney government that promise to harm the well-being of Canadian workers.

He pointed particularly to the government's move to impose a 9-percent goods and services tax—a general consumption levy—

in place of an existing 13.5 percent manufacturers' sales tax.

Mulroney himself has pledged to "make sure the unions will not be able" to bargain wage gains to offset the new tax, Mercier said.

Dale, who called the CLC "one of the great union federations of the world" and said TNG is proud of its affiliation and participation in the CLC, observed that the populations of both the United States and Canada had been "fooled" in the elections of federal leaders in recent years.

Later, the IEB approved appointment of the following of its members to its standing committees (chairpersons for each listed first):

Finance: Secretary-Treasurer John C. Edgington and Vice Presidents David M. Mulcahy, Stanley J. Souza, Lee C. Clifford and Faye McCracken.

Appeals: McCracken, Mulcahy and Vice President Robert C. Holt, Jr.

Organizing: Holt and Vice Presidents Richard E. Brandow,

Larry D. Hatfield, Luther P. Jackson, 3rd, Marie A. Shellock and David M. Rousseau.

Constitution: Mulcahy, McCracken, Hatfield, Clifford and Jackson.

Collective Bargaining: Vice Presidents Carol D. Rothman, Gene Turner, Jackson, Doug M. Louth, Holt and McCracken.

Guild Reporter: Hatfield, Holt, Brandow, Shellock, Rousseau and Souza.

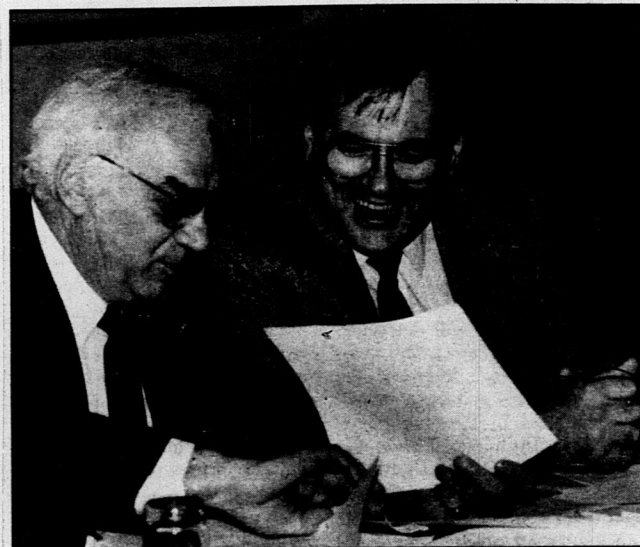
Research & Information: Rousseau, Shellock, Brandow, Turner, Louth and Souza.

Human Rights: Jackson, McCracken, Turner, Clifford, Louth and Rothman.

Education: Turner, Brandow, Shellock, Rousseau and Louth.

The board also elected Dale, Edgington and Int'l Chairperson Peter E. McLaughlin as TNG's delegates to the AFL-CIO biennial convention in Washington Nov. 13-16.

There will be no winter meeting of the IEB this year. Its next meeting will be April 23-27.



ALLEN McINNIS/Montreal Guild

CANADIAN LABOUR CONGRESS, TNG LEADERS SHARE SMILE

Richard Mercier, right, secretary-treasurer of the Canadian Labour Congress, and TNG President Charles Dale share light moment after Mercier led new TNG Int'l Executive Board in oath of office at first meeting.

Board makeup remains same as 3 VP winners certified

Silver Spring, Md.—Faye McCracken, Lee C. Clifford and Doug M. Louth, three incumbents who survived vigorous challenges for regional vice presidential seats on TNG's Int'l Executive Board, have been certified as winners in the only contested races for IEB positions.

After tabulating ballots here Oct. 11, TNG's Int'l Election & Referendum Committee declared McCracken, of Memphis, the victor in Region 2 (the South and Puerto Rico); Clifford, of Canadian Wire Service, the winner in Eastern Canada; and Louth, of Vancouver-New Westminster, the winner in Western Canada.

The winners each bested a single challenger for new two-year vice presidential terms.

McCracken beat Connie Knox of Washington-Baltimore, 607-504, Clifford outpolled Sam Reyenga of Southern Ontario, 701-536, and Louth edged Mike Bocking of Vancouver-New Westminster, 319-301, the official count showed. [Official, local-by-local tabulations, Page 7.]

The five-member IERC tallied the votes from 16 participating locals, which held balloting Sept. 21

through Sept. 26.

The election results mean the 16-person IEB will remain exactly as it was constituted in 1987, when the retirements of former TNG President Charles A. Perlik Jr. and Int'l Chairperson Harry S. Culver set in motion events that brought three new vice presidents to the board and new people in the top three offices.

Thirteen seats on the current board were uncontested, and incumbents were re-elected by acclamation June 23 during TNG's annual convention. All 16 members were sworn in for two-year terms Oct. 23 in Montreal at the start of the fall IEB meeting.

The full board includes: Charles Dale, president; John C. Edgington, secretary-treasurer; and Peter E. McLaughlin (New York), international chairperson.

Also: David M. Rousseau (Manchester), Larry D. Hatfield (Northern California), Luther P. Jackson, 3rd, (Detroit), Richard J. Brandow (New York), McCracken, Clifford and Louth, all regional vice presidents.

Also: Robert C. Holt Jr. (St. Louis); David M. Mulcahy (New York); Carol M. Rothman

(Philadelphia), Marie A. Shellock (Youngstown), Gene Turner (Stockton) and Stanley J. Souza (Hawaii), each a vice president at large.

McCracken, 56, a newsprint inventory bookkeeper at the Memphis Commercial Appeal, overcame Knox's lopsided 452-74 margin in the challenger's home local with a 190-13 victory in Memphis and a 247-20 advantage in Puerto Rico to gain her fifth vice presidential term.

Clifford, 44, a TV lineup editor in Halifax for the Canadian Broadcasting Corp., took a similar path in gaining his fourth term, overcoming Reyenga's 367-44 majority in SONG with a 437-79 advantage in Clifford's home local and a 150-7 margin in Montreal.

Louth, 46, a circulation district adviser for the Vancouver Sun, overcame Bocking's 286-221 advantage in head-to-head competition in the home local for both by scoring a 98-15 victory in Victoria to secure his third term.

A total of 2,968 votes were cast for the six candidates. The turnout was 33.7 percent of the eligibles, slightly up from 33.6 percent in 1987 races, which included two

Guild-wide contests.

Reyenga, who also challenged in 1987, cut Clifford's margin of victory from 66-34 percent two years ago to 57-43 percent this time. SONG's 17.1 percent turnout, however, was too low to overcome Clifford's winning margin in four locals.

While tallying the votes, the election committee authorized including in the official count the ballots from four locals that had made "mechanical, administrative or clerical errors" in submitting official returns.

The errors—involving returns from Chattanooga, the (U.S.) Wire Service Guild, Windsor and North Bay—included improper dating of forms, insufficient signatures on forms, and early and tardy return of ballots.

Handling each case separately and taking guidance from TNG's Constitution, the committee decided in each instance that balloting was conducted properly, there was no fraud, and that errors did not influence election results.

Article XXI, Section 6(m) of the union's constitution says balloting rules should be "interpreted and

applied liberally" to determine the will of the voters and should not be applied "to unnecessarily disqualify eligible voters for immaterial irregularity."

The returns from all locals were accepted and certified.

The committee also unanimously approved a proposal to recommend that the IEB study the question of allowing locals to submit protests on member eligibility via FAX machines.

The constitution says such protests must be submitted by registered or certified mail, or confirmed by telegram or mailgram. In the just-concluded election, two locals, however, sent protests via FAX, which TNG officials accepted.

"Do we acknowledge it's a fact of life" that FAX machines are being widely used in inter-office communications, IERC chairperson Jerry E. MacDonald asked during committee debate.

Other members of the IERC are William Buchanan, Erie; Michele Davis, San Diego; Howard Burkhardt, Toledo; and Joseph Steele, New York.

Reporters at dangerous sites entitled to safety equipment

Richmond, Va. — Reporters and photographers covering hazardous assignments in Virginia soon may be packing hard hats, steel-toed shoes, goggles and earplugs among their pens, notebooks and cameras.

In a recent decision that put newspapers and broadcasters on notice, the state Occupational Safety and Health Division levied a \$540 fine against the Richmond Times-Dispatch for a "lack of training in personal protective equipment" on a construction site.

"We're not out to get the press," said state spokesperson Eve Byrd. "We're just concerned for their safety."

The incident that prompted the citation was a generator explosion in downtown Richmond in early May that attracted numerous reporters and photographers. One

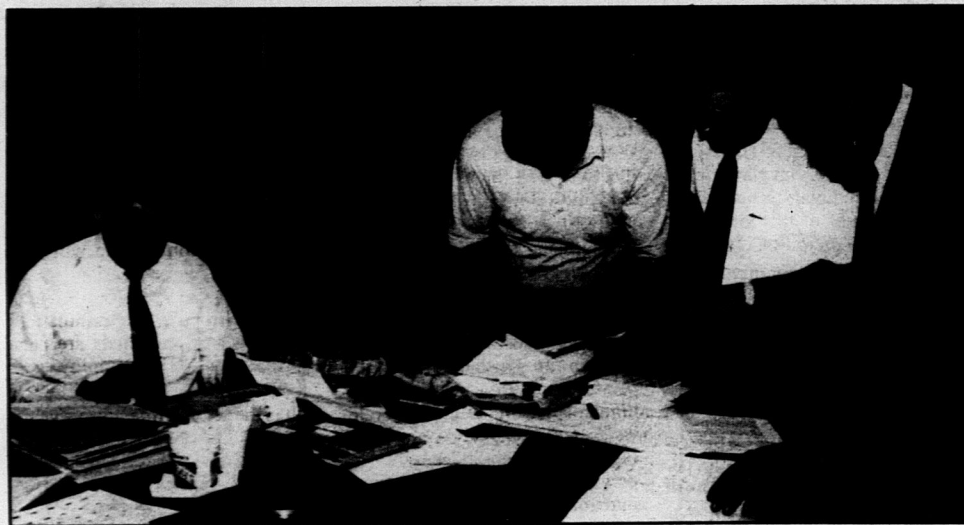
Times-Dispatch photographer, who was not wearing protective equipment, lingered near a crater created by the blast, despite warnings by a state inspector, Byrd said.

"There were reporters everywhere, and it was potentially a very dangerous situation."

She was not aware of any previous citation of a newspaper, but noted it's the employer's responsibility to provide safety equipment for all employees working in hazardous areas.

No monitoring of news persons covering hazardous events is planned, Byrd said, adding that they were not likely to be cited "unless they were in the way" of emergency workers.

The Times-Dispatch, a Media General paper, has contested the May 26 citation and fine.



ANNE MARTENS/Washington-Baltimore Guild

INT'L ELECTION COMMITTEE TALLIES OFFICIAL VP ELECTION RESULTS OCT. 11

Committee members include, from right, Joseph Steele, New York Guild; Howard Burkhardt, Toledo; Jerry E. MacDonald, chairperson, Canadian Wire Service. Assisting, left, is TNG Sec'y-Treasurer John C. Edgington. Also on the panel are William Buchanan, Erie, and Michele Davis, San Diego.

Akron top hits \$770 after long struggle against givebacks

Akron, Ohio—Members of the Akron Guild have approved new three-year agreements with the Beacon Journal that raise the top-minimum weekly rate for key newsroom workers by \$76, to \$770, and provide lump-sum payments of up to \$1,350.

The agreements were struck after a protracted struggle with management of the Knight-Ridder chain daily that included informational picketing, a byline strike, an appeal to stockholders, and a "very successful" subscription boycott campaign, Akron Guild President Jane Snow said.

Ratified Oct. 5, the two agreements, one covering 135 newsroom employees and a second covering 5 maintenance workers, are effective through October 1992 and replace pacts that expired two years ago.

The overall increase in the newsroom top minimum (now reachable in the fifth year instead of the sixth) for reporters, photographers, copy editors and artists is just under 11 percent, with annual steps of \$24, \$25 and \$27. The beginning rate was advanced by \$75 in three steps, to \$400.

Top minimum for secretary/clerk and library clerk was raised by \$40, to \$425, in increments of \$20, \$12 and \$8. The overall hike was just over 10 percent.

The top-minimum rate for master maintenance mechanics was raised by \$56, to \$619, during the life of the agreement, in steps of \$18, \$20 and \$18. The overall increase is just under 10 percent.

The first raises took effect upon ratification, and subsequent increases follow one and two years later. All members of the bargaining unit also receive a lump-sum payment 30 days after ratification of \$500, another \$500 payment on July 1, 1990, and a \$300 payment (\$350 for lower-paid classifications) on July 1, 1991.

In addition, the agreements provide for creation of a 401(k) pension plan in which the employer

will eventually match 25 percent of an employee contribution, to a maximum of 4 percent of pay.

Management sought 11 pages of contract concessions when bargaining commenced in September 1987, a move that infuriated many members and eventually led the Guild to focus on Knight-Ridder's proposed employee co-payments for health insurance.

Under the new agreements, employees will make a 5 percent monthly co-payment for coverage by either the company's medical and dental group plan or an optional health maintenance organization.

The monthly co-payment will be about \$5 for a single person, \$11 for a couple, and \$16 for a family of three or more, Snow said. The co-payment increases to 15 percent three months before contract expiration.

What made the co-payment proposal especially odious was that it was not advanced until a year into bargaining, after the Guild thought it had a tentative agreement on the issue, Snow said.

The National Labor Relations Board refused to issue an unfair labor practice complaint on that maneuver, and the Guild took the struggle to the streets and the boardroom.

"This really made us into a union," Snow said. "Four months after the staff won a Pulitzer Prize for the paper, the employer rewarded us by asking for two-thirds of our contract."

No-strike clauses in contracts covering Beacon Journal crafts unions meant the Guild essentially had to go it alone.

During the 10-month pledge boycott campaign, the Guild collected cards from more than 4,000 of the Beacon Journal's 150,000 subscribers, who promised to cancel the paper if an equitable settlement was not reached with the union.

"The boycott went very well; I think that's what got us a reason-

Canton mailers (and Local #1) celebrate



Mailers at the Thomson chain's Canton (Ohio) Repository and representatives of the Cleveland Guild and TNG pause during celebration of the group's having voted by 19-3 for the Guild to be their union. Seated in front are, from left, Bob Young, chairperson of the Re-

pository Guild unit; Victoria L. Conrad, a member of the mailers' group; TNG Representative Luis Montanez; and J. Stephen Hatch, Cleveland Guild executive secretary. National Labor Relations Board supervised the election, held Aug. 2 [Guild Reporter, Aug. 4].

ble contract," Snow said.

The Guild also picketed the paper's largest retail advertiser and asked shoppers not to buy specific items advertised in the paper.

Snow attended a Knight-Ridder stockholders meeting this spring and explained the Guild's bargaining position.

The continuing struggle at-

tracted "all kinds of coverage" in Akron-area media, including radio and television, Snow said.

"We had no power, but we raised hell for two years because they tried to break our union, and we didn't let them," Snow said.

Despite the struggle, the Guild could not avoid giving up double-

time pay for Sunday work and some mileage premiums for bureau reporters, plus jurisdiction on nine employees.

Other concessions included cuts in night and increased-responsibility premiums, and weakenings in provisions covering merit pay, strikes, military service, job postings and renewal of agreements.

Detroit Guild to get full wage data

Washington — The Detroit News violated labor law by refusing to provide the Detroit Guild with complete wage information on editorial employees, including "stringers" in the sports department, an NLRB administrative law judge has ruled.

In an eight-page opinion issued Sept. 29 from the National Labor Relations Board office here, Karl H. Buschmann ordered management of the Knight-Ridder daily to resume providing employee wage data, including the amounts of merit raises, and "any other relevant information" necessary to the union for collective bargaining and policing the current contract.

Ruling on a complaint filed by the NLRB in March, Buschmann said the Guild "is clearly entitled

to the information" under its agreement with the publisher and that management's "argument in support of confidential treatment is without merit."

The News will not appeal the decision and has agreed to resume giving complete information to the union, including back information for one year and all requested data on stringers, Detroit Guild Administrative Office Don Kummer said.

"The ruling should help us to more effectively enforce the contract and be a boon for other locals fighting the same battle," Kummer said. "It is a good re-establishment of our contractual right to bargaining information."

After supplying the information for nearly 15 years, News executives in September 1988 stopped providing computer printouts of payroll data to the Guild. Earlier this year, employee status-change forms, which the Guild also received, ceased to contain specific wage data.

Management claimed such information had been misused and insisted the Guild "not disseminate it to other individuals for their individual negotiations or other non-collective bargaining purposes." The Guild refused to agree to that condition.

Buschmann rejected management's contention that "the potential for abuse or misuse of the information" allowed it to withhold data. News executives testified that when "a noted columnist's salary information had gotten out" in autumn 1988, it created morale problems in the newsroom and prompted several employees to indicate "they should be paid on a comparable scale."

He found it "abundantly clear that the requested information is not only relevant to the company's compliance with specific contractual provisions of the agreement, but also to the ability of the union

to conduct contract negotiations."

Buschmann also found that management ignored "the provision in the agreement that specifically authorizes individual employees to bargain for their salaries."

He even rejected the claim that the Guild had disclosed information, noting that the union had not known the columnist's wage rate in autumn 1988. Buschmann added, "It is undisputed that there were no other incidents of information leaks or abuse."

Regarding stringers, the Guild testified that it sought information on "all employees in the sports department" because stringers had been observed performing work in the office that might have been under the Guild's jurisdiction, and that complete information was "necessary to investigate compliance with the contract."

Management refused, saying compliance with the Guild's request "would have resulted in a concession that stringers were 'employees'."

Buschmann called that argument "not only ingenious, but also somewhat disingenuous; for the respondent clearly understood the Guild's concern."

"Because the agreement contains a provision dealing with the use of stringers or free-lancers, it is clear that the Guild has a right to make its own determination whether such individuals are performing unit work as employees," he wrote.

It is the second time in five years that News management has been cited for breaking the law on failure to fully disclose compensation information to the Guild.

In 1984, the National Labor Relations Board cited the paper's former owner, the Evening News Assn., during a similar dispute over confidentiality, and a federal appeals court upheld the decision.

Local by local tallies in VP elections

<u>Region 2 (U.S. South and Puerto Rico)</u>	<u>Eligible Voters</u>	<u>Votes Cast</u>	<u>McCracken</u>	<u>Knox</u>
Chattanooga	40	37	28	9
Knoxville	51	32	30	2
Lexington	16	10	10	0
Memphis	323	203	190	13
Puerto Rico	549	297	247	20
San Antonio	58	15	15	0
Washington-Baltimore	1,733	551	74	452
Wire Service	336	20	12	8
Members-at-large	3	1	1	0
Region 2 totals	3,109	1,166	607	504
<u>Canadian Region East (of Manitoba)</u>			<u>Clifford</u>	<u>Reyenga</u>
Canadian Wire Service	926	522	437	79
Montreal	421	159	150	7
Northern Ontario	28	15	14	1
Ottawa	459	117	44	71
Southern Ontario	2,398	424	44	367
Windsor	128	23	12	11
Canada East totals	4,360	1,260	701	536
<u>Canadian Region West (of Ontario)</u>			<u>Louth</u>	<u>Bocking</u>
Vancouver-New Westminster	1,095	509	221	286
Victoria	189	113	98	15
Canada West totals	1,284	622	319	301
GRAND TOTALS	8,753	3,048		

No eligible voters in Hampton Roads and Peninsula in Region 2; in North Bay in Canada East.

'Reinstate cartoonist' means to that job, arbiter holds

Philadelphia — Putting an unjustly fired editorial cartoonist back to work as an advertising artist does not satisfy an order that he be reinstated to "his former, or [a] substantially equivalent, position," an arbitrator ruled here Oct. 18 in a Guild-Daily News dispute of nearly five years' duration.

Also dismissing a contention by Philadelphia Newspapers, Inc., that such an order violates its First Amendment rights, arbitrator Joan Parker directed the Knight-Ridder firm to "implement [Rob] Lawlor's reinstatement as editorial cartoonist forthwith."

In doing so, she pointed out that the First Amendment's protection is against governmental action and that "arbitrators are not governmental bodies" but "creatures of the contract" agreed to by the Philadelphia Guild and the company that puts no restriction on the authority of arbitrators in deciding dismissal disputes.

"At no point" in bargaining "has PNI ever claimed that an arbitrator's authority to reinstate a discharged employee is limited to particular job classifications or is restricted by the First Amendment," she wrote, adding that it may not

"reasonably expect to avoid implementing an unfavorable arbitration award by raising Constitutional claims that are irrelevant and misplaced."

Besides, Parker added, her order "does not deal with publication or editorial judgment," and she is "in no way suggesting that Lawlor's cartoons must be published or that PNI has to even consider them for publication." Case law cited by both the Guild and the company support the later conclusion, she said.

Pointing to statements that her ruling will mean "a wasted salary"

for the company and "a dead end career" for Lawlor, Parker said she saw "no need to assume that the predictions ... will necessarily come to pass."

Lawlor gained international recognition during nearly 12 years as editorial cartoonist for the Daily News before being fired Jan. 23, 1985. He was fired after his estranged wife threatened to sue the paper over a Lawlor cartoon containing her unlisted phone which it published the previous Dec. 24.

The discharge was overturned in an arbitration decision by Louis Aronin July 1, 1986, as too harsh a penalty for the offense. Aronin held, however, that a two-week suspension was warranted for Lawlor's "inappropriate" and "unwise" display of "poor judgment."

Aronin's order said Lawlor was to be "reinstated ... to his former, or [a] substantially equivalent, position." The company put Lawlor to work as an ad artist — a job he had for 16 years before going to the editorial department.

Ensuing moves and counter-moves by the Philadelphia Guild and the company led to a federal judge two years ago sending the case to another arbitrator, Parker, to determine if the ad-artist job was a "substantially equivalent" position and, if not, if the First Amendment barred an order reinstating Lawlor as an editorial cartoonist.

"The credible evidence ...

amply shows" that except for both jobs falling into the same minimum-pay category under the Guild contract "and the ability to draw," the two positions are "very dissimilar," Parker held.

She pointed to testimony by Richard Aregood, Daily News editorial page editor, calling a cartoonist "in effect ... a columnist who draws, someone who, using their own background, their own intellectual powers ... and their ability to communicate by drawing, makes an editorial statement."

In contrast, she pointed out, an ad artist produces ads "in accordance with advertiser specifications," based on "instructions from salesmen" and has "very limited opportunity for creative input."

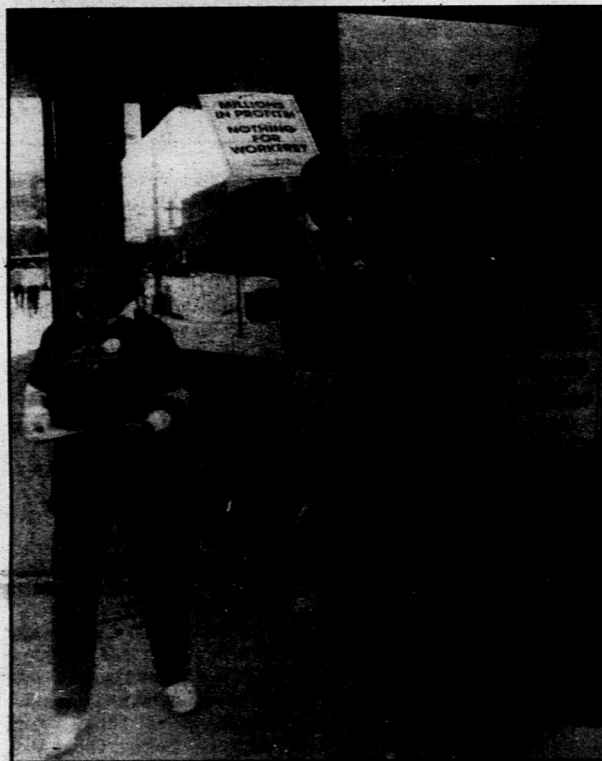
While the contract minimums for the two jobs are the same, Parker called the company's assertion that that "should constitute 90 percent of the test for equivalency ... utterly without merit."

It means only that the Guild "either lacked the muscle to secure" repeated proposals for a higher rate for the cartoonist "or that it had to concede the proposal in order to achieve other important gains," she pointed out.

Lawlor, when told by the Guild of Parker's decision, said he was "pleased and encouraged, yet — after four years — it's hard to believe. I can't even give you a quote."

Twin Cities Guild seeks fans of fair contract

Twin Cities Guild members pass out leaflets Oct. 1 at the Metrodome, site of the Minnesota Vikings-Tampa Bay Buccaneers football game, as part of the union's campaign for public support for a fair new contract at the Star Tribune in Minneapolis. Local President Ann Wilhelmy, left, and members Larry Batson, center, and Martha Allen were among those participating. Nearly 150 members conducted similar informational activities at a Minnesota Timberwolves exhibition pro basketball game Oct. 18. The employer has proposed a wage freeze, a two-tier pay system for reporters, and other givebacks by 350 Guild-represented employees. The Guild alleges management bargainers have said the lower pay category would allow it to hire more women and minorities.



BARBARA KUCERA/Twin Cities Guild

Locals alerted to minorities course

Silver Spring, Md.—Guild locals have been urged to give serious consideration to sending eligible members to a week-long institute for African-American and other minority workers on careers in the labor movement and union education.

The Nov. 11-16 session at the George Meany Center for Labor

Studies is being sponsored by the University and College Labor Education Assn. and cosponsored by the A. Philip Randolph Institute and the Union Minorities/Women Leadership Training Project of Michigan.

The program costs \$330 per participant.

Post-Dispatch unit rejects early contract

St. Louis — Membership of the St. Louis Guild at the Post-Dispatch has rejected by a 220-186 vote a company proposal for an early five-year extension of the Guild contract that expires February 28.

The proposal included \$500 signing bonuses for each covered employee; pension improvements for long-term employees; 4-percent hikes in minimum pay rates each March 1 from 1990 through 1994; increases totaling \$20, to a total of \$50 a month, in company payments to a 401(k) retirement plan; and establishment of an account for tax-free payment of child and other dependent care.

The proposal also included eight new contract exemptions, author-

ity for the company unilaterally to set-up a drug and alcohol testing program, two "dual minimum" job classifications and a sweeping no-strike provision.

Top minimum for key reporter and ad sales jobs would have gone up a total of \$179.85 to \$1,009.97 a week.

In a second vote October 22, the unit's membership also authorized Guild bargainers to call a strike if an acceptable settlement is not forthcoming. The tally was 286-29.

The membership of five other unions at the paper, including the Typographical Union and the Teamsters, have ratified early extensions of their contracts, also due to expire February 28, at the Pulitzer flagship.

A sixth union, the Mailers, was expected to vote a second time by the end of October. Earlier, the Mailers turned down an extension on a tie vote.

Four additional unions, including the Pressmen, Platemakers and Paper Handlers, reportedly had no contract-extension proposals to put before their memberships.

St. Louis Guild President Robert C. Holt, Jr., said that management approached each of the unions a year or more ago to reopen their contracts early on an individual basis. The St. Louis unions had bargained jointly for many years.

Many saw the proposal as a move to isolate the Pressmen, Mailers and Paper Handlers in an effort to weaken their contracts' staffing provisions.

This summer, the company announced that it had retained the Nashville, Tenn., law firm of King & Ballou to handle its union relations.

Following the Guild unit's votes, the company wrote that it was withdrawing its offer. The Guild wrote to the company that its representatives were prepared to meet to attempt to modify the proposal so it might be acceptable to the membership.



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, Hilton Inn on the Circle, Indianapolis.
Midwest District Council, fall meeting, Nov. 11-12, Denver.
New England, Middle-Atlantic and Southern District Councils, joint fall meeting, Nov. 11-12, Parker House Hotel, Boston.

Knight-Ridder Council, fall meeting, Nov. 18-19, Philadelphia.
Entries deadline, 1989 Heywood Brown Award Jan. 8, TNG headquarters, Silver Spring, Md.
1989 Heywood Brown Award presentation, Jan. 23, Washington, D.C.
Int'l Executive Board, spring meeting, April 23-27, TNG headquarters, Silver Spring.
57th Annual Convention, June 25-29, 1990, Sheraton Centre Hotel, New York City.
58th Annual Convention, Montreal, 1991.

The Guild Reporter



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

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The Newspaper Guild

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