



The GUILD REPORTER

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December 8, 1989

IFJ, TNG seek funds for Polish union

Silver Spring, Md. — TNG is launching an effort to help in an international campaign to raise funds for the financially strapped Polish Journalists Assn., the independent union that only this summer regained the freedom to operate openly in Poland.

TNG is calling on locals and members to help raise the \$6,500 the Int'l Federation of Journalists has suggested as the Guild's share of the aid effort.

Founded in 1981 and almost immediately outlawed, the PJA operated underground for seven years under the leadership of Stefan Bratkowski, a Solidarity activist and a colleague of Lech Walesa.

Bratkowski visited TNG headquarters here Dec. 5 as the appeal was being sent to leaders of all Guild locals.

Writers, including "the best names of Polish journalism" are flocking to organization, swelling

its ranks to 2,500, Bratkowski said.

Prime Minister Tadeusz Mazowiecki, a former reporter and longtime Walesa adviser, "was and still is" a PLJ member.

While outlawed, the PJA "had under its care 600 fired journalists," Bratkowski said. It also maintained contact with many who were jailed for writing or printing underground papers.

Now affiliated with the Int'l

Federation of Journalists, the Polish union is working to "establish newspapers, train young journalists and improve working conditions," Bratkowski said.

Operating without offices or such basic equipment as desks, typewriters and copying machines, which were confiscated in 1982 and never returned, the union is struggling to continue its work, the IFJ said in its appeal to affiliates to assist the PJA.

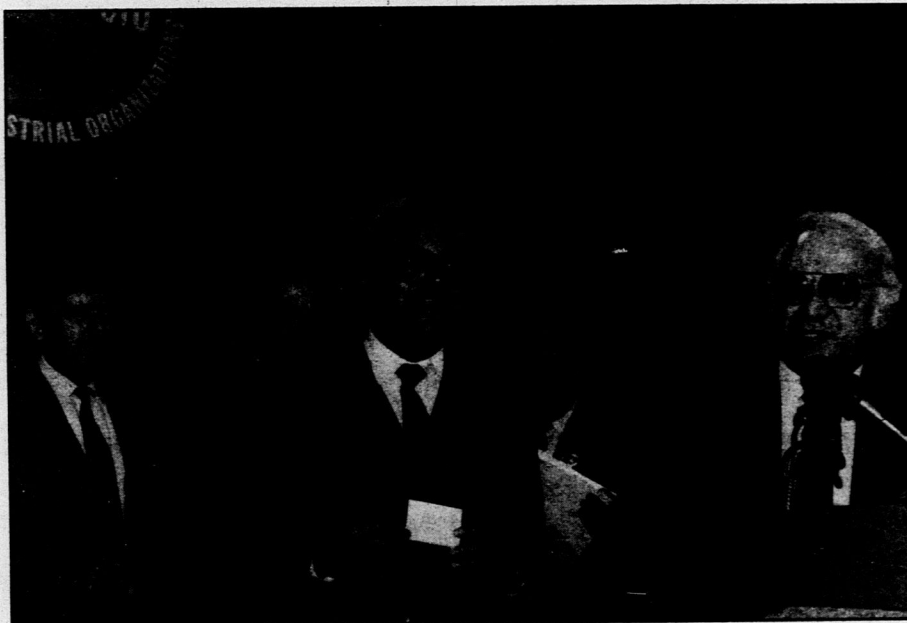
In TNG's appeal to locals, President Charles Dale asked that they "contribute whatever they 'can reasonably afford' to the effort. Checks, marked for the Polish Journalists Assn., should be made out to and sent to TNG, which will forward them.

Dale pointed out that the Guild sent more than \$8,000 — much of it from locals and members — to the PJA in 1982-83 through clan-

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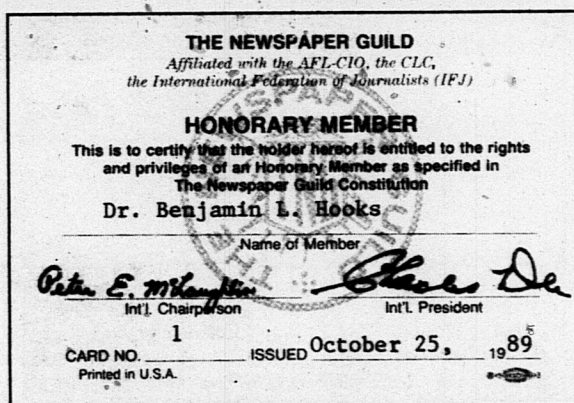
NAACP's Hooks is the Guild's No. 1 'Honorary Member'

Benjamin L. Hooks, executive director of the NAACP and chairperson of the Leadership Conference on Civil Rights, foreground center right, holds TNG "Honorary Member" card No. 1 during presentation to him by TNG President Charles Dale, right, at AFL-CIO Convention in mid-November. TNG's Int'l Executive Board voted to make Hooks the union's first-ever honorary member after learning that while "he's received a lot of honors, a lot of honorary degrees, he's not received something he would value very highly — a union card," Dale told the delegates. (TNG's 1987 Convention created the "honorary" category of membership for persons "whose endeavors have significantly advanced the purposes of TNG and the labor movement.") Hooks, who also is producer of one weekly television series and co-producer of another, was voted the mem-



BILL BURKE/Washington-Baltimore Guild

bership in recognition of his "tireless" work for "full minority rights in America and the end of apartheid in South Africa." In background during the presentation are, from left, TNG Secretary-Treasurer John C. Edgington, Int'l Chairperson Peter E. McLaughlin and AFL-CIO President Lane Kirkland. Hooks also was presented a gold Guild membership pin and a framed certificate of his honorary membership. Said Dale: "From now on, it's not Doctor Ben — it's Brother Hooks."



Free Press, News units okay pacts

Detroit — New Detroit Guild agreements provide \$80 weekly wage increases over 24 months for employees in all newsroom classifications at Knight-Ridder's Detroit Free Press and Gannett's Detroit News.

The 29-month contracts replace interim agreements that expired when Knight-Ridder and Gannett on Nov. 27 put in effect a joint operating agreement (JOA) merging all non-editorial functions of the Free Press and the News. The U.S. Supreme Court on Nov. 13 had cleared the way for the nation's two largest newspaper chains to put the JOA into effect.

Under the new contracts, all employees received \$30 raises from Nov. 27, additional \$30 hikes next November, and \$20 boosts in November 1991. The agreements expire five months later.

Beginning next November, an additional \$5 per week per worker will be paid for fringe benefits, with the union and its members at the papers determining specific uses.

All employees — including those losing their jobs in the JOA startup — also receive lump-sum payments equal to two weeks of regular wages. Personal-car use reimbursement also is increased to 30 cents per mile.

Reached early Nov. 28 during
(Continued on Page 4)

Wilmington votes Guild, 73-44 Detroit Guild files for 500 in JOA

New Castle, Del. — The editorial department staff of the Gannett chain's Wilmington News Journal voted here Dec. 6 by a decisive margin to be represented by the Philadelphia Guild.

Tally in the election supervised by the National Labor Relations Board was 73 (62 percent) for the Guild to 44 for no union. There also was one ballot cast under challenge. It was not counted. Ninety-six percent of the 122 employees

eligible participated in the election.

The Guild local currently has a contract covering 50 office workers in the circulation department of the 130,000-circulation morning daily.

The new group is the 13th — containing a total of more than 900 employees — to choose the Guild as their union in 1989. The others include all 88 employees at the Nugget in North Bay, Ont., the

190-employee editorial department at the Los Angeles Daily News, the 150-employee editorial department at the London (Ont.) Free Press, the 58-member News-Press Editorial Assn. in Santa Barbara, Calif., and the 90-employee editorial department at the Kitchen-Waterloo (Ont.) Record.

The Philadelphia Guild on Sept. 22 petitioned the NLRB for bargaining rights for the News Journal's full- and part-time reporters, photographers, editors and other newsroom employees in the

(Continued on Page 2)

Detroit — The Detroit Guild on Dec. 5 again petitioned the National Labor Relations Board for certification as the union for the 500 advertising, business office, inside circulation and maintenance employees of the Detroit Newspaper Agency, the new joint operating company producing the Detroit News and Free Press.

The petition — like one filed nearly 16 months earlier when it first appeared likely the agency would begin functioning — asks the NLRB to conduct a secret-ballot vote to enable the group to "assure that as DNA employees they will continue to have the same rights and protections Guild contracts provided for 50 years" for them and other employees of those departments at the Free Press and News, the Guild said.

Meanwhile, it was reported that the DNA and the Teamsters local that represents circulation drivers were bargaining on a claim by that union that the company should voluntarily recognize it as the union for DNA's inside circulation employees.

TNG seeks funds for revived Polish journalist union

(Continued from Page 1) destined channels when the union's chief task was providing sustenance for members after martial law was imposed.

In a four-hour meeting with Dale and TNG staffers here, Bratkowski explained the dramatic changes in conditions for the press in Poland since August when the Solidarity-led government was formed after a landslide victory in elections for parliament.

The visit was part of Bratkowski's trip to Washington to address the World Press Freedom Committee and the Center for Strategic & Int'l Studies, and to seek aid for the "thousands of publications" that have sprouted like wild flowers in Poland.

There is no "Polish First Amendment," but proponents of an independent press won a showdown in June with Solidarity leaders who favored close press ties to political parties, Bratkowski said.

Walesa lobbied for such ties, but was accommodated after being defeated in clashes with powerful "citizens committees" that fought like the "Minutemen of the American Revolution" for press independence, Bratkowski said.

The "official censors" still exist, but now they read copy with a decidedly different slant than under the Communist regime. Bratkowski said the PJA urges writers to be "journalists, not propagandists," and is "not interested in saving the newspapers of the Communist Party," but rather in stimulating the growth of an independent press.

The most influential daily in Poland today is Gazeta Wyborcza (Warsaw Gazette), a Solidarity-backed tabloid that began publication in May and circulates 530,000 copies five days a week. It is printed at five plants still controlled by the Communist Party.

Bratkowski said most emerging

publications are stymied by a shortage of newsprint and modern equipment, and that even Gazeta cannot screen photos, instead making "halftones" on copy machines.

The Paris daily, Le Monde, has announced it will "loan for 10 years" a press to Gazeta, which could circulate 1.5 million copies if it could print them, Bratkowski said. An international coalition of free press organizations, operating a "Fund Against Censorship" has pledged to help defray the \$50,000 cost of shipping and assembling the press in Warsaw.

Close to, but independent of Solidarity, Gazeta recently began carrying advertising (some readers were outraged) in a business and political news supplement edited by Bratkowski.

In a recent edition, the lead story was bannered, "Flight from Communism," and was illustrated by a picture of a poster displayed in Prague, Czechoslovakia, that said:

"Poland—10 years; Hungary—10 months; East Germany — 10 weeks; Czechoslovakia — 10 days."

Bratkowski, 55, a writer and editor who joined Poland's anti-Stalin movement more than 30 years ago, described how he once worked "eight hours a day doing state work, and eight hours doing anti-state work."

He worked for one paper that later was banned, founded a newspaper supplement that was twice banned (and now revived again as the Gazeta supplement) and was officially unemployed for seven years after the PLJ was banned.

While fighting martial law, he pioneered an audio-taped "newspaper," in which he recorded information and commentary. Passed hand to hand and reaching up to 1 million listeners, the illegal tapes were re-recorded over and over to the point that he barely recognized his own voice on some versions.

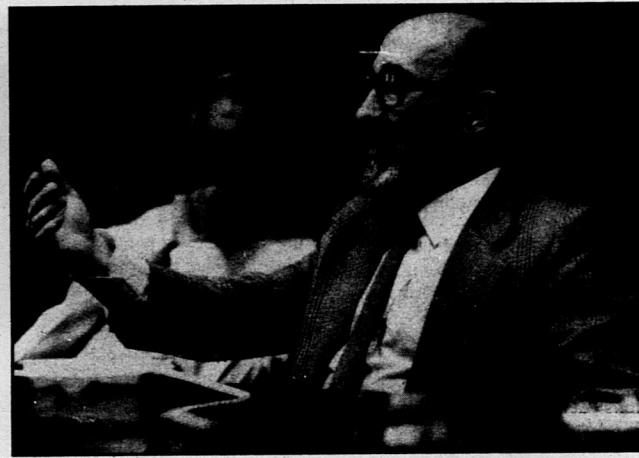
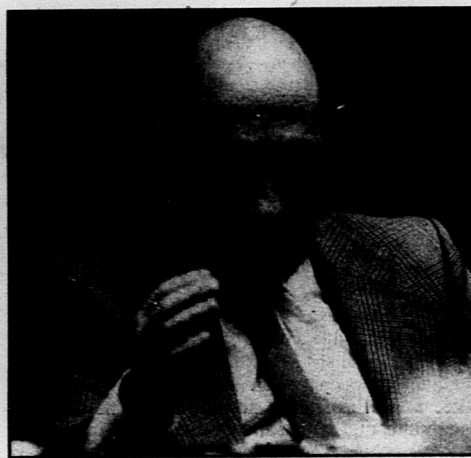
Many "editions" found their way to Radio Free Europe which broadcast them into Poland.

After participating in talks this year as part of the Walesa team that set up the Solidarity-led government, he was re-elected PLA president in June.

Bratkowski said printers showed great ingenuity in producing underground papers throughout the period of martial law. "More than half the papers were primitive machines invented underground," he said.

To help keep the Solidarity movement alive, the AFL-CIO donated thousands of dollars worth of printing equipment, which was smuggled piece by piece into the country.

Bratkowski said fear still lingers about the future of a freedom in Poland, and that "most of the underground presses are still underground, just in case."



BILL BURKE/Washington-Baltimore Guild

STEFAN BRATKOWSKI, POLISH JOURNALISTS PRESIDENT, TELLS TNG OFFICERS, STAFF OF NEEDS OF RECENTLY FREED PRESS, UNION

Wilmington votes Guild, 73-44

(Continued from Page 1) paper's main office here and in bureaus in Dover, Sussex and Cecil County, Md.

Issues that led the paper's staffers to seek to organize for the fourth time since 1971 included "workplace dignity" and "dramatic unilateral changes" in health insurance coverage and employees' share of premiums, said Leo J. Ducharme, TNG Representative. Ducharme, along with David

Baum, a local servicing representative, and TNG Representatives William M. Brown and Janet David assisted a 22-member, in-house organizing committee.

Two of the previous organizing efforts occurred before Gannett in 1978 bought the Evening Journal and Morning News from a duPont subsidiary for \$60 million. Earlier this year Gannett combined the two dailies into one and moved its operations from downtown Wil-

mington to a new plant in this suburb south of the city.

TNG's Brown reported that the challenged ballot was cast by a newsroom supervisor whose name management had included on the list of eligible employees it submitted to the NLRB.

The supervisor had been a member of the in-house organizing committees in two of the three previous union campaigns, Brown said.

New officers' seminar is Feb. 16-19

Silver Spring, Md.—TNG's 1990 residential seminar for new officers of Guild locals will be held Feb. 16-19, TNG has announced in a letter outlining details.

Like the previous eight, this year's seminar will fall over the Washington's Birthday weekend and will be held at the George Meany Center for Labor Studies in suburban Washington, TNG Education Director Phillip M. Kadis said in a Dec. 5 letter to locals.

The seminar is designed primarily for new officers of smaller Guild locals that do not have professional staff. TNG will subsidize, in part, costs of one participant from each such local.

The seminar also is open to other local officers of limited experience and active leaders such as bargaining chairpersons.

Unified talks help Post mailers regain most of loss

Denver—Under a landmark agreement negotiated with the Denver Post in conjunction with a coalition of other printing trades unions, the pay rates of CWA-mailroom workers at the daily are being raised to levels near those that prevailed 15 months ago, before management slashed them by 42-52 percent.

The pay cut touched off a long, militant campaign by Denver Jobs With Justice (JWJ), a coalition of unions and community groups that is led by Bruce Meachum, the Denver Guild's administrative officer, and Mary Blue, president of another Communications Workers local. The campaign drew attention to the Mailers' dispute and helped marshal support for them.

Under the agreement, some 115 CWA-Mailers, whose top rate previously was \$15 per hour, will have their pay rates returned to about 80 percent of that im-

mediately, and to 90 percent of it next year. The following year, they are to receive an additional 4 percent hike. The pact also calls for a tiered wage system for new hires.

The settlement was unique at the Post because it involved joint and co-ordinated bargaining by union locals representing CWA printers; Graphic Communications press operators; paper handlers, stereotypers and photoengravers; Machinists mechanics; and the Mailers.

The Denver Guild, which has a contract with the Post through 1992 and a 1990 wage re-opener, was not a party to the bargaining.

Led by Blue and Meachum, who also chairs the Denver newspaper unions' joint council, the JWJ coalition used radio advertising, rallies and demonstrations to spotlight the injustice of the pay cuts and backed a subscription boycott

initiated by the Mailers.

"This is a testament to how unions should work together when one group is unfairly treated," Meachum said. "Keeping the fight visible definitely had an effect, and the unions showed the kind of solidarity they should show in every situation like this."

Bargaining jointly with the Post on economics, the other unions insisted their agreements be tied to a fair settlement for the Mailers union, which reached agreement with the Post's Dean Singleton a few days later.

The unions' joint settlement, which took effect Nov. 20, covered all but the mailers and provided \$500 lump-sum payments the first two years and a 4 percent raise the third year.

The company also agreed to pay health-care premium hikes the first two years and one-half the increase

in the final year. The Post's insurance carriers have announced that premiums will jump dramatically in 1990.

Following the agreements, organizers called off the circulation boycott of the 240,000 circulation Post, which competes with Scripps Howard's 345,000 circulation Rocky Mountain News.

Singleton, chief executive officer of the MediaNews chain, which owns the Post, struck a conciliatory tone after conclusion of the agreements, saying he and the unions are "partners" in the effort to make the paper successful.

He apologized for the hostile atmosphere that previously had prevailed and vowed that in the future Post employees would be treated "fairly and with dignity."

Meachum told Singleton, his new attitude was welcome and that "the spirit of partnership was pre-

cisely what the unions would offer in return, if indeed such co-operation and treatment were forthcoming from management."

In a letter to the pair, CWA President Morton Bahr commended Meachum and Blue for their efforts in the unity campaign.

"Your leadership and hard work made the difference," Bahr wrote. "The settlement at the Post proves once again that the basic concept behind Jobs With Justice works — united and with our allies in the community we can achieve results that would be impossible by ourselves."

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Postmaster: Send address changes to The Guild Reporter, 8611 2nd Ave., Silver Spring, Md. 20910-3327.

News rate to hit \$543 in Pueblo

Pueblo, Colo.—The weekly top-minimum pay rate for reporters, photographers and artists increases by \$41.23, to \$543.33, in a new three-year contract between the Pueblo Guild and the Pueblo Chieftain.

The agreement, which covers 120 employees, provides 3 percent hikes in all wage classifications during the first and second years, and 2 percent raises in the final year, plus 1 percent raises from a "merit pool."

Other contract improvements include a three-stage, \$30 per month increase in publisher payments for family medical insurance, to a maximum of \$195 (single coverage remains fully paid); a \$3,500 boost in life insurance, to \$15,000; and a \$30 annual payment for eye-care costs for all employees.

The seven-month bargaining struggle with the family-owned daily sparked a strong sense of solidarity that eventually "ballooned" into the local's most militant activity in years, Pueblo Guild President Judy Hildner said.

The campaign, drawing ideas and inspiration from "old and new members alike," included almost weekly activities and led to a series of loud and colorful rallies to protest "tons of proposed concessions" demanded by the publisher, Hildner said.

On Labor Day weekend, members gave approval for a strike. They later published a prototype "strike paper" and launched a subscription boycott campaign, distributing 6,000 cancellation cards. The paper has about 50,000 subscribers.

The most bitterly fought issues were merit pay and an incentive-based compensation plan that immediately would have lowered by \$100 the top-minimum rate for 10 retail advertising sales representatives.

"The local really stuck together for the outside salespersons," Hildner said. "It could have been a very divisive issue."

Company negotiators also

Walesa — 'Guild-pinned' during Washington visit!

Lech Walesa assists Barbara Fraze, Catholic News Service reporter and Guild-unit chairperson, affix her Guild pin to his lapel after

Fraze interviewed the Polish Solidarity leader for the news service. It was during Walesa's visit to the U.S. bishops' conference headquarters Nov. 16. Fraze explained that CNS employees are the only union group at the conference. "I will carry this all day today, wherever I go," said Walesa. He wore it the next day, too, his last in Washington, opposite a pin of Poland's Black Madonna, Our Lady of Czestochowa, Laura Sessions Stepp reported in the Washington Post.



BARBARA STEPHENSON/Catholic News Service

"pushed hard" for the merit-pay plan, which will be based on semi-annual reviews but not provide guaranteed raises for anyone, Hildner said.

The agreement on outside salespersons represents a compromise by both sides, she said. The current \$400 per week top minimum remains in effect for one year and will be augmented by incentives of up to \$7,200 for one year. Future top minimums will be tied to employees' weekly earnings in the previous calendar year, not to exceed \$400 per week.

In demonstrating opposition to other proposed concessions, members staged one-minute "stand-ins" at their work stations, wore blue clothing on "blue-collar" days and twice attached inflated blue balloons to their desks.

On the second "balloon day," in late August, management ordered that the balloons come down immediately, and employees complied by bringing the demonstration to an ear-popping conclusion.

Members also wore "Guild and Proud" stickers and "Say No to Nothing" T-shirts (or hung them near their desks). Men grew beards and promised not to shave them until a fair contract was attained.

The most visible symbol of the struggle, however, was the

"Cheap-tain Chicken," which evolved out of "Cheap Chieftain" slogans. The "Chicken" passed out fliers and boycott cards at a shopping mall and at a high school football game attended by 7,000.

After members turned down management's "final offer" Oct. 26, the "Chicken" joined members in picketing the plant the next morning.

The four-page tabloid-size "strike paper," dubbed the "Union Star," was published Nov. 10 and contained news on the contract dispute, as well as feature stories on entertainment, weather and sports.

Ratified by a 72 percent majority of the voting membership, the contract took effect Nov. 20, replacing one that expired July 18.

Increases over three years in top-minimums include:

- ✓ Circulation district managers, up by \$35.79, to \$405.79.

- ✓ Librarians, ad copy assistants and computer operators, up by \$27.08, to \$356.84.

- ✓ Full-time mailers, up by \$26.21, to \$345.44.

- ✓ Inside ad sales representatives, up by 26.07, to \$343.57.

- ✓ Clerks and switchboard operators, up by \$24.23, to \$321.88.

Starting pay for reporters, photographers and artists increases by \$20.70, to \$272.83, by 1991.

SONG petitions for rights for composers at Brabant

Hamilton, Ont. — The Southern Ontario Guild has petitioned the Ontario government for bargaining rights for the 32 composing room employees at the Southam chain's weekly Brabant Newspapers, where the Guild currently represents news-room workers.

The Guild has the support of a "substantial majority" of the printers and is seeking automatic certification under Ontario labor law, according to Peter Murdoch, the SONG organizer who assisted employee leaders in a five-month organizing campaign.

In late 1987, about 20 editorial employees organized a Guild unit, the only unionized group at the papers. A two-year contract, running through March 1991, was concluded last spring.

The Guild has asked the Ontario Labour Relations Board to certify the printers as a separate unit.

About 15 pressroom workers also are seeking representation, under the Graphic Communications Int'l Union, Murdoch said.

Management informed employees recently of plans to shut down

press operations in Stoney Creek early next year and print the papers elsewhere.

The restructuring, apparently ordered by Southam managers who were unhappy with Brabant's profits, could threaten the jobs of many of the 160 people employed by the weeklies, Guild leaders said. Press operators, printers, inserters and drivers are expected to be most affected.

SONG hires Slotnick as fifth local staffer

Toronto—Lorne Slotnick, a former labor reporter for the Toronto Globe and Mail, has been hired as a local representative for the Southern Ontario Guild.

Slotnick covered labor for the paper for 4 1/2 years before the beat was restructured, sparking claims by union leaders throughout Canada that coverage of organized labor was being eliminated. Slotnick later worked on general assignments.

SONG's staff now includes four local representatives and one organizer, the latter under a local subsidy from TNG's Special Organizing Fund.

Rousseau is promoted out of Guild and IEB

David M. Rousseau, TNG vice president from the U.S. Northeast's Region 1 since October 1985, has resigned from the Int'l Executive Board after accepting a union-exempt management position in the advertising department of the Manchester Union Leader.

Under TNG's Constitution, the IEB position will remain vacant until the Guild's 1990 Convention, in June in New York City, when nominations will be open for the balance of the two-year term that began in October.

TNG President Charles Dale said Rousseau will be "greatly missed by all those who knew him and worked with him in the Guild. His departure leaves a major void on the IEB."

Rousseau, 37, who had been advertising sales development co-ordinator at the Union Leader, was promoted to advertising services manager of the 70,000-circulation

daily owned by the Loeb family.

A lifelong resident of Goffstown, N.H., Rousseau began work at the paper in 1974, shortly after graduating from Plymouth State College with a bachelor's degree in history.

He had been on the Manchester Guild executive board since 1977, serving as president for three years and in recent years as vice president. Until his resignation, effective Nov. 28, he also was vice president of the New England District Council of Guild locals.

Elected to the IEB three times without opposition, Rousseau represented New Hampshire, Vermont, Massachusetts, Delaware, Maine, Rhode Island and Pennsylvania, and parts of Connecticut, New York and New Jersey.

Rousseau said the resignation after 12 years as a Guild leader involved a "painful, agonizing decision," but the move "probably

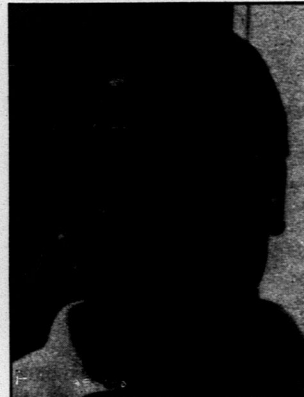
was the best thing to do for me and my family."

He said he would "cherish the relationships" formed during Guild activities. "My memories and friendships are fond ones ... that shall never be forgotten," he said in announcing his decision Nov. 25.

Rousseau, who helped negotiate four Guild contracts with the Union Leader, said "bargaining on the local level offered the truest satisfaction of what unionism is all about."

He also said he enjoyed the challenge of participating in IEB decisions such as the "big step of purchasing a new home" for TNG headquarters in 1987 and the reorganization of TNG's finances this year.

At the new IEB's first meeting in late October, Rousseau was named chairperson of the board's Research & Information Commit-



David M. Rousseau
At 1989 TNG Convention.

tee, and a member of the Organizing, Education and Guild Reporter Committees. He had served on the same committees in his first two terms.

NEWSPAPER UNION

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2 Detroit pacts raise newsroom rates by \$80

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a final 15-hour bargaining session, the agreements culminated three days of talks by the Guild and four other unions bargaining jointly for most of the merged papers' remaining organized employees, said Detroit Guild Administrative Officer Donald Kummer.

Two days earlier, the memberships of four of the five unions, including the Guild, had rejected a "final and last" offer from the papers and set a strike deadline for 12:01 a.m. Nov. 29.

The strike vote reportedly prompted a threat by K Mart Corp. to pull preprinted advertising inserts from the first weekend editions under the JOA, scheduled for Dec. 2 and 3, Kummer said. The settlement was reached in time to keep the inserts in the weekend papers. Under the JOA, both papers publish five days a week, but combine Saturday and Sunday editions.

The first \$30 boost takes the weekly top-minimum rate for reporters, photographers and artists at the News to \$700.84, with the additional hikes pushing it to \$750.84 in 1991. Top minimum for Free Press employees in similar classifications is \$1 less.

The starting minimum immediately goes to \$479.84 at the News and to \$479.14 at the Free Press.

Experienced librarians immediately go to \$645.29 at the News, and to \$620.29 at the Free Press, ultimately to \$695.29 and \$670.29; messengers go immediately to \$367.24 at the News, and to \$366.54 at the Free Press, ultimately to \$417.24 and \$416.54.

The Guild agreed to no concessions or major changes in the new contracts, which remain essentially the same as those negotiated in mid-1984, Kummer said.

Employees at the Free Press also gained some benefits which News employees only previously had had, such as free or low-cost parking in lots now under control of the Detroit Newspaper Agency, the papers' new joint publishing arm.

Guild-represented employees ratified the agreements, effective through April 30, 1992, during meetings Dec. 4.

Teamsters drivers and mailers, Graphic Communications press operators and photoengravers and Communications Workers printers receive the same across-the-board hikes as Guild-represented employees. The press operators ear-

lier had voted to accept an offer of \$75 over 2 1/2 years, with a "me-too" provision guaranteeing them parity with any better settlement another union might obtain.

The Guild contracts, covering some 500 employees in the two papers' newsrooms, were negotiated with the individual papers. The other unions negotiated with the Detroit News Agency, the "employer" for which non-editorial employees now work.

Before the JOA, the Guild also represented maintenance workers at the News and advertising, inside circulation and business department employees at the Free Press.

In merging the 9th and 10th largest dailies in the U.S., the publishers renewed the job-cutting process that began 15 months ago and eventually could wipe out 500 positions.

Legal opposition by a Michigan citizens group halted the first JOA implementation attempt in August 1988, leaving many employees uncertain about their futures.

About 40 have left since mid-1988, when the Detroit Guild withdrew its own formal opposition to the JOA after it struck an agreement with Knight-Ridder on early retirement and buy-out packages

for departing employees, Kummer said.

Nearly 70 more Free Press employees took early retirement or buy-outs in recent weeks, including 30 Guild members, Kummer said.

"A lot of these people would have preferred to keep working and would not have retired if the pressure of the JOA hadn't been there," he noted.

Under the Guild/Knight-Ridder agreement, employees may retire at age 55 with full pension benefits and continuing full medical coverage. Some under age 55 are eligible to resign and receive bonus severance pay (8 weeks minimum, up to 56 weeks maximum), fully paid health insurance for the length of severance and job search assistance.

As of Nov. 28, about 15 people have been laid off, Kummer said.

In the Nov. 27 edition of the Free Press, publisher Bob Hall said the agency would employ 3,031 full-time people, that "job reduction from the current staffs at both newspapers is a total of 303 individuals," and that six full-time people had been laid off.

In the first reduction of facilities, Gannett closed a relatively

new printing plant in Lansing, where some editions of the News had been printed, the Guild reported.

By reducing employee and other costs while also increasing advertising and circulation prices, the JOA could generate annual profits of \$100 million to \$150 million a year for the chains, industry analysts have said. The 100-year agreement calls for the News to receive 55 percent of profits for six years, with a 50-50 split thereafter.

Both papers, which have held down advertising and circulation rates, claimed to have lost millions of dollars for several years, including a \$17 million Free Press deficit in 1988.

Shortly after the Gannett bought the News in 1986, the chains applied for U.S. approval of the JOA under terms of the 1970 Newspaper Preservation Act allowing publishers major antitrust exemptions to save "failing newspapers," allegedly the Free Press in Detroit.

Two years later, Attorney General Edwin Meese sanctioned the merger, a decision the Supreme Court eventually allowed to stand, on a 4-4 vote without comment.

Strike threat, 'ESOP's Fables' help boost key rates by \$67 in Peoria

Peoria, Ill.—With prospects of a boycott or strike increasing by the hour, Peoria Guild and Journal Star negotiators reached agreement near midnight Nov. 13 on a new contract that raises minimum weekly pay rates by 12-16 percent over three years for Guild-represented employees at the daily.

Under the agreement, reached as the previous contract expired, top-minimum rates increase by \$67 for key classifications in the newsroom and outside circulation department, to \$605 and \$600 a week, respectively.

During negotiations, the Guild held rallies and informational picketing, aired radio ads on the issues, and laid plans for a subscription boycott campaign and appeals to advertisers and shoppers. In the final stages, TNG Representative Bruce R. Nelson also carried TNG

strike sanction to the table.

One of the radio spots, titled "ESOP's Fables," asserted that employees have little voice in setting company policy despite their participation in an employee stock ownership plan (ESOP). Peoria Guild President and lead negotiator Bill Knight said.

The settlement, approved by a 76 percent majority of voting members, covers 115 employees in the news and outside circulation departments of the 94,000-circulation daily, Knight said.

Annual increases for experienced workers in higher-paid classifications averaged 5 percent, 3 percent and 4 percent, or 12.5 percent for three years.

Raises for those in lower-paid classifications — news assistants, stenographers, librarians and copy persons — averaged 5 percent for

each year, or 16 percent total.

Agreement also was reached on a dispute in which management sought the exclusion of 26 district managers from continued union representation while the Guild sought contract coverage for 27 additional newsroom employees. In the settlement, both sides dropped their petitions for "unit clarifications" and agreed not to file any more during the contract, which runs through Nov. 13, 1992.

One part-time job was added to contract coverage and two members were permitted to resign while their jobs remain in the bargaining unit.

Other contract gains include funeral leave for part-timers, a third day of paid paternity leave, payment of up to \$50 every two years for eye exams and lenses for VDT workers, mileage reimburse-

Peoria talks 'inspire' songwriter

Peoria, Ill.—It remains uncertain if testing newspaper employees for drug and alcohol use will play in Peoria, but a bit of satire on the issue certainly has.

When local country-and-western singer/songwriter Crow Carroll learned that the Peoria Guild and Journal Star were sparring over urinalysis questions, he couldn't keep his thoughts bottled up.

Carroll wrote and recorded the following 45-second ditty for radio station WIRL-AM, where it played often for several weeks:

"BOTTLES ARE FOR EMPTYING"

"It's really not a matter of if I can write or not.

"It's not whether I have talent; it's whether I smoke pot.

"Judge me by the work I do, not by what's in my pee.

"It's the Journal Star, not the urinal jar, so won't you let us be.

"Oh, bottles are for emptying, not for filling up.

"So sit right down, I'll buy a round, and let's stop all this stuff.

"Or someday you'll find old Jerry Klein in the unemployment line.

"Bottles are for emptying, not for filling up."

A Peoria source described Jerry Klein as a popular Journal Star columnist, essayist and restaurant reviewer who has a taste for German beer.

Guild and company bargainers settled all other contract issues, but agreed to continue talking on drug/alcohol testing. Stay tuned.



LINDA HENSON/Peoria Guild

PEORIA GUILD PRESIDENT BILL KNIGHT, STANDING, EXPLAINS SETTLEMENT

Membership ratification follows during meeting at Peoria Trades & Labor Assembly headquarters.

ment tied to the IRS rate, and a \$500 employer contribution to a scholarship fund for minorities pursuing journalism studies at Bradley University.

The Guild also agreed to increases in the annual major medical deductible, to \$200 effective this Jan. 1 and to \$300 effective next Jan. 1. It has been \$100.

Negotiators also agreed to defer bargaining on drug and alcohol testing of employees, with a stipulation that three meetings be held by Jan. 31.

The weekly top minimum for reporters, photographers, copy readers and artists advances immediately by \$27, to \$565, then by \$17, to \$582 next year, and by \$23, to \$605 the year after.

Incremental hikes are the same for experienced district managers, who advance first to \$560, then to \$577 and finally to \$600.

The starting rate — the same for both classifications — immediately advances by \$15, to \$324, then by \$10 and \$13 more.

Top rate for news assistants advances a total of \$60, first to \$399 and then to \$419 and \$440. Top

for library clerks goes up a total of \$47, taking them to \$313 immediately and then to \$329 and \$345.

Knight said the Guild fought hard to gain an equitable agreement after four other unions had already agreed on new four-year contracts.

A series of general radio ads aired by the Guild urged management to be "fair, honest and accurate" in dealing with employees, Knight said.

On the last day of bargaining, the Guild sponsored a large rally at the Peoria County Courthouse attended by members of the Steelworkers, United Auto Workers and building trade unions.

The Guild distributed 10,000 subscription cancellation cards and cancellation "sign-up sheets" among union members in preparation for a possible boycott, Knight said.

Guild officials also hinted at a handbill campaign to inform advertisers and shoppers of the contract dispute, he said.

Negotiators met about 15 times starting in mid-October.

Uproar follows Sacto sale

Sacramento, Calif.—Asserting it represents a majority of advertising, business, inside circulation, editorial and maintenance employees hired by the new owners of the Sacramento Union, the Northern California Guild has demanded that management bargain with it on their future terms of employment.

Real estate developers Danny Benvenuti Jr. and David Kassis took over the paper Nov. 30 in an "assets sale" by Pennsylvania banking heir Richard Mellon Scaife for a reported \$30 million.

"Under federal labor law, they have an obligation to bargain with us," said Guild Executive Officer Doug Cuthbertson, who maintained the new owners were a "successor employer."

The paper continued to publish, but amid turmoil as some 85 former full-time employees were reduced to part-time status or "on-call employment," despite a promise that Guild-covered employees and Communications Workers printers would be rehired.

"People are in shock; they're just devastated by what happened," said Bob Saucerman, Guild unit co-chair and one of the four "Sacramento Union Victims" who were fired illegally by Scaife during a bargaining dispute two years ago.

"Offering a reporter 'on-call employment' demonstrates ... abysmal ignorance of the news-

Marching 'for dignity and respect' for Call & Post employees

More than 40 from the Cleveland Guild and other unions march outside Call & Post Nov. 21 in show support of weekly's employees seeking Guild representation despite management actions that have drawn several charges it is violating federal law [Guild Reporter, Nov. 17]. In foreground, left: Richard Acton, Cleveland AFL-CIO executive secretary, and Richard M. Peery, former TNG vice president and Cleveland Guild president. At right: Robert Hudeck, secretary-treasurer, Graphic Communications Local #546, and William Withers, president, Cleveland Typographical Union-CWA.



paper business," he said.

An attorney for the owners said on-call employees would "fill in if someone is sick, on vacation" or in emergencies.

Rehired employees also were shocked when they learned the extent of cuts in wages and benefits, Saucerman said. Some wages were cut, and the work week was increased from 37½ hours to 40; employees have no medical insurance for four months, only two weeks vacation, 6 days of sick leave annually (instead of 25), and no severance pay or pension plans.

As an interim measure, the Guild has negotiated with Scaife for continued group medical insurance, but it will cost an employee about \$80 a week for family coverage, Saucerman said.

Under Scaife, the Union employed nearly 300 people. Of those, 266 were "rehired," but 54

received offers of on-call employment, Saucerman said.

Of 160 Guild-represented people, 20 received "no offer or the on-call offer," he said. Neither Saucerman nor Ana Sandoval, the other unit co-chair, received any offer. They were the only "victims" who applied.

In early November, the Guild and CWA-represented printers settled for \$2 million longstanding disputes with Scaife over negotiated wages and benefits [Guild Reporter, Nov. 17].

That "settlement agreement" included a covenant that Benvenuti and Kassis would "tender offers of employment ... to all individuals in the respective bargaining units" of the two unions, about 215 people.

Guild members overwhelmingly favored the settlement, which also resolved outstanding

unfair labor practice charges against Scaife stemming from imposition of 15-percent wage cuts during negotiations in August 1986 and the firing of the Guild bargaining team—Saucerman, Sandoval, Sue Harper and Georgia Canfield—in October 1987.

The new owners' failure to live up to the hiring pledge "certainly violates the spirit of the agreement if not the letter of the law," Saucerman said. "It appears they wanted to cut the staff by about one-third." Cuthbertson termed the rehiring pattern "real disturbing," and said the Guild was considering legal action.

"We don't consider the on-call offers real jobs," he said. "We hoped the settlement agreement would generate meaningful employment offers. They gave us no indication they would do anything like this."

Benvenuti, 36, and Kassis, 29, have been unavailable to discuss the issue with Guild leaders.

During October, the new owners advertised for new employees, saying their goal was to "produce a superior newspaper" by "build-

ing a new, dynamic team."

"This doesn't appear to be a very good way" to build such a team, Saucerman said.

Under a decade of Scaife ownership, circulation at the 138-year-old Union has slipped from 105,000 to its current 80,000, while in the same period the Sacramento Bee has climbed from 180,000 to 260,000.

There had been speculation that Benvenuti and Kassis purchased the Union's assets with the intention of closing the paper and developing the valuable downtown property on which the plant stands.

Reports have surfaced, however, indicating the owners would be liable for "severe financial penalties" if the Union does not continue to publish for three years.

Scaife, meanwhile, has paid the first \$1.25 million to Guild members and CWA-represented printers for back wages, vacation pay and severance obligations.

About \$300,000 has already gone to 210 people for vacation pay, and other benefits are being calculated from payroll records provided by Scaife.

Guild-Star Tribune seek to finalize 6-year pact after members ratify

Minneapolis—Bargainers for the Twin Cities Guild and Cowles Media's Star-Tribune met for a fourth time Dec. 5 to try to iron out disagreements over several provisions of a six-year contract settlement the union's membership at the paper voted reluctantly to ratify in early November. They were to meet again Dec. 7.

Undisputed provisions of the settlement include: a three-year freeze on most employees' minimum-pay rates, with annual "bonuses" of up to \$2,250 instead, then increases of about 3 percent in each of the final three years; a ban on random and mandatory testing for drug and alcohol use; upgrading two news assistant jobs to the reporter classification; and extension of "parenting leave" to adoptions.

The ratification vote — 233-70 — came at the conclusion of a four-hour, emotion-packed meeting held Nov. 8 in the face of an already once extended Guild strike deadline.

Members were "bitter" at the several concessions in the settlement, "but understood" that the local's bargainers had "got the best deal we could given the circumstances," said Bernie Lunzer, the local's interim administrative officer.

"We didn't see a strike as an option," he explained, pointing out that there was "no way for the other unions" at the paper "to support us."

Lunzer speculated that the settlement's six-year term could be a blessing in disguise if it becomes the occasion for rebuilding unity.

Much of the discussion at the ratification meeting centered on settlement terms over which union and company representatives subsequently found themselves again embroiled:

- A so-called merit-pay pool, from which half or more of the employees in the editorial department could expect raises during a three-year freeze on contractually provided general and minimums increases.

In a summary of its understanding of the 11th-hour settlement, the Guild said the company had withdrawn the merit-pool proposal; that the old contract's language was retained permitting over-minimum pay in recognition of "individual merit" on an individual-case basis.

- Creation of a separate classification of reporters for planned geographically zoned editions, with minimum pay rates as much as \$300 a week lower than for other reporters.

The Guild said it had agreed to negotiate with the company on the proposal during the contract's term. Later it reported the company sought to impose conditions on those talks.

- Whether six newly exempt editors can continue to perform contract-covered work.

The Guild said the settlement

precluded it since the company had withdrawn an earlier proposal which would have excluded all the editors' work from contract coverage, along with the editors.

Disputes over those parts of the agreement, a Guild bulletin said, were caused by management's refusal to submit any of its "final offer" proposals in writing.

Since management was disputing Guild bargainers' understanding of some of the terms which had been the basis of the ratification vote, one local bulletin questioned whether there was either a tentative agreement or a ratified contract.

The three-year freeze applies to minimums covering such jobs as reporters, photographers and promotion writers (top \$812), several editors and assistant editors (flat \$895.75), library classifiers and news assistants (top \$502.25) and circulation district managers (top \$742.50).

Employees at or above top minimum rates for reporters, district managers and the editors' group are to receive bonuses of \$2,000, \$2,250 and \$2,000 respectively in each of the three years in lieu of minimum or general increases.

Reference librarian minimums, meanwhile, go up by 5 percent each year (\$29.82 immediately at the top, to \$626.32), while all other minimums increase by 3 percent each of the first three years.

In each of the last three years, top minimum for the reporter

IEB votes \$1,500 for quake aid

Silver Spring, Md.—TNG's Int'l Executive Board has voted a contribution of \$1,500 to the California AFL-CIO Earthquake Fund to assist victims of the Oct. 17 earthquake there.

The same amount was contributed earlier to the Puerto Rico Guild's UPAGRA Hurricane Victims Fund after Hurricane Hugo wreaked devastation there.

The money was sent to the California fund after a vote of 13-0 in a mail poll of the Int'l Executive Board. No votes had been received by the poll's Nov. 21 deadline from the other three board members.

Several Guild locals also have contributed to both aid efforts: the California fund, c/o AFL-CIO California Labor Federation, 417 Montgomery St., Suite 300, San Francisco, Calif. 94104; the UPAGRA fund, c/o Puerto Rico Newspaper Guild, Calle 25 N.E. No. 347, Puerto Nuevo, P.R. 00920.

group and district managers is to go up by \$26 while all other minimums increase by an amount equal to 3 percent of those in effect on Aug. 1, 1992.

An editor of the paper's TV magazine and a graphics assistant are upgraded to the reporter pay group, an immediate increase of \$309.75 a week in the top minimum for the jobs. Copy aides who regularly work on the phone desk are upgraded also, producing an immediate increase of \$95 a week in their top minimum, to \$411.48.

The agreement banning random and mandatory testing of employees for alcohol or illegal drugs also prohibits employees from working under the substances' influence, and it commits the publisher to continuing to provide and pay for an Employee Assistance Program

offering confidential assistance with chemical dependency and other problems.

The agreement also permits management to request a complete medical exam, which can include substance-abuse tests, if the company has "a reasonable suspicion" that an employee is under the influence. It prohibits disciplining an employee who declines the request and sets up a procedure for challenging the accuracy of any test which indicates use of an illegal substance.

It permits discipline, including discharge, of a first-time offender who refuses or withdraws from treatment and of a second-time offender, with any and all discipline under the agreement fully subject to review under the contract's grievance and arbitration provisions.

New IBM terminal includes shield for 1 type of emission

New York—IBM has begun producing and selling a new line of VDTs that is shielded to reduce one of the two kinds of emissions that have raised concerns about the safety of working on the machines, the November/December issue of VDT News reports.

IBM, however, has not mentioned the feature, the first on terminals it has made for sale in North America, in its material promoting the "InfoWindows" terminals to U.S. customers. A Norwegian firm has been selling shielded terminals here.

"We didn't want to unnecessarily alarm people," an IBM executive told the Wall Street Journal.

IBM's promotional material in Canada, however, cites the terminals' "low electromagnetic fields" and European materials have touted the terminals for their low emissions.

The terminals were developed in response to customers reports of employees' increasing concerns about the machines' emissions,

Paul Snayd, manager of IBM's VDT and Special Needs Programs, told the bi-monthly VDT News.

"This is a market-driven situation, not a health- or safety-driven situation," Snayd emphasized subsequently in an interview with a Wall Street Journal reporter.

IBM said it believes its other terminals pose no emissions hazard and it has no plans to retrofit the millions already in use.

The terminals meet Sweden's standards for very low frequency (VLF) emissions, but are not shielded for extremely low frequency (ELF) fields. Both facts have drawn comment from critics of the industry's approach to safety concerns.

TNG Research & Information Director David J. Eisen called the shielding of VLF emissions "a salutary development... certainly something the unions in the U.S. and Canada have been calling for the last four years."

However, he told an Associated Press reporter, "it would be far bet-

Waukegan — marching toward a strike vote!

Dick Tuchscherer, left, and Bob Susnjara are among 24 members and 8 dependents from Chicago Guild unit at Waukegan News-Sun on informational picket at paper's zone office in Libertyville Nov. 11. Two days later, two dozen took signs, augmented by bullhorns, to News-Sun plant in downtown Waukegan. Nov. 16 editorial-only unit voted 26-2 to authorize strike if necessary for equitable new contract. Previous one expired Feb. 28. Talks began in January. Key issues include company demands for severe weakenings in seniority, jurisdiction and grievance protections — "basic employee rights," unit chair Ralph Zahorik says. Union sent letters to advertisers explaining dispute. Guild and management agreed to federal mediation. First session: Dec. 12.



TOM DELANEY, JR./Chicago Guild

ter" if the terminals also were shielded in the ELF frequencies, and "I see no reason they should not be shielding for both."

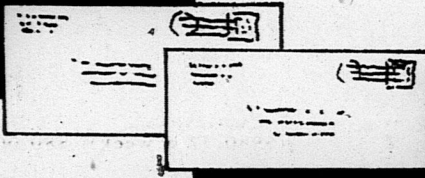
Paul Brodeur, author of the book "Currents of Death," called the IBM move "partial at best."

IBM introduced the monochrome and color terminals in September for mid-size and mainframe computers and expects to have them ready for personal computers in the first three months of 1990, Rita Black, a company rep-

resentative, told VDT News.

The company said the InfoWindow screens feature sharply defined, easy-to-read characters and are flat and designed to reduce reflections and eliminate corner distortions.

IT SEEMS



TO US

McKerrow lauds TNG, extends equity remarks

TORONTO, ONT.

Editor: I would like to commend The Newspaper Guild for the day-long pay equity seminar they organized Oct. 20 in Washington.

I'd also like to elaborate on a quote that was attributed to me in the Guild Reporter of Oct. 27. Although we in Ontario have found the pay equity legislation to be a "huge headache," I'm also cognizant of the fact that this law is quite unique and without it we would have less opportunity to address the pay inequities between men and women in our industry without a hefty expense to the local in terms of hiring job evaluation consultants. I'd also like to emphasize that although I feel job evaluation is fraught with difficulty, it's the only viable alternative given the size of my workplace, the number of jobs involved and the joint nature of the legislation.

It's my hope that the results of this pay equity process in Ontario will be of use to other locals in Canada and [the] United States in order to address the issue of pay discrimination.

JOYCE MCKERROW
Toronto Star unit
Southern Ontario Guild

GR reference to accent called gratuitous insult

CARMICHAEL, CALIF.

Editor:

You might think I should thank the Guild Reporter for making me — an old, white male — feel, for the first time, the involuntary surge of stinging, bitter tears at an ethnic insult. After all, it "sensitized" me.

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: Friday before publication.

In your Oct. 27 issue, you said CLC Secretary-Treasurer Richard Mercier spoke "in a heavy French accent that bore witness to his roots in the Québec labor movement." This in Montreal, the second-largest French-speaking city in the world.

Would you dare write that someone "spoke in a heavy Spanish accent that bore witness to his roots in the farm labor movement?" Yet, you gratuitously insulted a man who could have spoken in his native language — after all, this was his own homeland — and used the services of a translator. Instead, he graciously spoke in the "foreign" tongue — and was abused for it.

My mother is Québécoise, and most of my family are, too. I speak French, with a "heavy" New England Yankee accent, but have never been insulted by a Québécois for my efforts. My folks have always shown appreciation because I treasure a language I call "ours" as much as English.

I am angry at your callous stupidity. Shame.

MICHAEL MCBRIDE
Sacramento Union unit
Northern California Guild

Editor's note: The Guild Reporter apologizes to Brother McBride and any others offended by the reference. The essentially monolingual editor has only admiration for persons who are multilingual.

'Stringer' lauds Reporter, raps local in status row

NORTH VANCOUVER, B.C.

Editor:

It is with thanks to the Guild Reporter but with no thanks to the local Vancouver-New Westminster Guild chapter that I have gained a ruling from Revenue Canada (Canadian equivalent of the IRS) that in my job as suburban "stringer" for the Vancouver Sun I should have been classified as "employee," not "free-lancer." I submitted evidence from Guild Reporter stories that persons at U.S. newspapers who worked regularly and reported to supervisors gained classification as part-time employees and union protection.

I asked for union protection years ago as I had worked for about nine years for \$75 a week covering three municipalities, no compensation for car expenses. I needed part-time work because of my child's health problems. The Guild position here was that stringers are "Guild busters" and better done away with.

I was appalled at the local's attitude after my many years of Guild membership (San Diego and Chicago chapters) and service (San Diego executive and delegate to California Guild conference on women's issues). I remember being docked extra dues to support Vancouver's frequent and lengthy strikes.

When I was in need of help and protection, the Vancouver (Canada) Newspaper Guild fought against me.

ROSEMARY T. ENG
Vancouver-New Westminster Guild

Editor's note: Publication of

the above letter was delayed one issue of the Guild Reporter to give leaders of the Vancouver-New Westminster Guild an opportunity to respond. That response follows.

Eng case carries lesson, local president responds

VANCOUVER, B.C.

Editor:

Rosemary's letter illustrates once again why it is so important to strictly limit an employer's use of free-lancers and temporaries.

She was hired as a stringer by the Vancouver Sun to cover the council meetings of a local suburb for a miserly \$75 a week.

When Rosemary approached the local about her situation, she was told we would file a reclassification grievance on her behalf but that she faced the possibility of losing her free-lance work while the issue went to arbitration, which sometimes takes as long as six months. She declined that route.

Meanwhile, the local was grieving the company's excessive use of free-lancers and temporaries. In the process, new policies were agreed to between the employer and the local to ensure this work was done by Guild members. As a result, the company was required to pay people such as Rosemary at Guild rates or stop using them.

For a time, she was hired as a temporary and paid at Guild rates, but was let go by the company.

Unfortunately, our collective agreement specifically excludes temporaries from the terms of the contract, giving us little recourse to defend her.

MIKE BOCKING
President
Vancouver-New Westminster Guild

Concern is expressed at frivolous charges

SEBASTOPOL, CALIF.

Editor:

Re: Article entitled "Harassments" called poisons of workplaces" in July 14, 1989, edition of the Guild Reporter, I was left wondering if the Guild will ever get around to addressing a problem directly related to "sexual harassment" in the workplace — that of women filing false and/or frivolous charges.

Having been accused of "conduct bordering on sexual harassment," I have suffered three years of mental anguish even though, following a grievance procedure, the charges were dismissed.

This was akin to crying rape when no rape occurred. However, allegations are virtually impossible to refute when terms like "unwanted attention," "in the eye of the beholder," and "he made me feel uncomfortable" are employed.

I strongly feel that I was the victim in this incident and have suffered immeasurably. I believe that as others are put in this position there will be a backlash and laws will have to be passed to prevent such occurrences.

This can only hurt the original intent of the law — protection of women from true incidents of sexual harassment.

HERB DOWER
Santa Rosa unit
Northern California Guild

Editor's note: The Northern California Guild reports that a grievance was filed on the matter to which Brother Dower refers and a letter issued to him by the company was modified.

INLAND PAY SURVEY

Publishers' base pay up average of 7.8%

Publishers of daily newspapers in the U.S. and Canada gave themselves base-pay raises that averaged 7.8 percent this year, according to a report on some of the findings of the second annual Newspaper Industry Compensation survey by the Inland Press Assn.

That average raise was more than 2 full points greater than the average raise for U.S. executives in general (5.5 percent), reported Susan Miller, editorial director for the Scripps Howard chain, writing in the November issue of the ASNE Bulletin.

Publishers' "total direct pay (annual salary plus any and all bonuses)" was up by 5.7 percent, according to the survey, sponsored by the American Newspaper Publishers Assn.

At the same time, average base-pay for editors and managing editors was up by 4.7 percent while their total direct pay was up by 3.1 percent.

Miller said the report contained no overall average pay levels or rates of increase for reporters or several other jobs at any experience level, however. It listed rates only by geographic regions and circulation categories.

She reported that "the survey does indicate that copy editors' base pay increased 5.1 percent ... and entry-level reporters' increased 6 percent."

Overall results of the survey — based on responses by 526 dailies in the U.S. and Canada to questions on pay rates for 62 categories of jobs as of Jan. 1, 1989 — are available only to dailies that participated in this year's survey and to those who, while not participating in either 1988 or 1989, promise to do so in 1990, Miller reported. Customized survey reports are available for \$250 each from Inland.

A table listing "median base pay" for persons in 14 jobs, from

Local leader honored for service to labor paper



Dorothy Lewis, longtime secretary of the Twin Cities Guild, left, is one of three persons recognized recently for service to the Union Advocate, St. Paul-area labor paper. Lewis completed 10 years on the Advocate's board of directors last year. Other former directors honored were Jerry Lantry, of the Bricklayers, right, and Al Ross, of the Amalgamated Transit Union, for 17 and 12 years' service respectively.

BARBARA KUCERA/Twin Cities Guild

Cowles chain eyes sale of two dailies

Minneapolis — The Cowles Media chain said early in November that it wants to sell the Great Falls (Mont.) Tribune and the Rapid City (S.D.) Journal because it has decided that "owning only two" regional papers in non-metropolitan markets "is not a viable strategic position" and prices have gotten too high for it to buy more.

The Great Falls Guild represents

advertising, business, circulation, editorial and engraving employees at the 34,000-circulation Tribune.

Cowles will keep the Scottsdale (Ariz.) Progress and the Sentinel weeklies in the Denver area because they are in metropolitan areas and "we believe there is growth in the metropolitan areas," a company official told Associated Press.

photographers through publishers, for four circulation categories of dailies accompanied Miller's report in the ASNE Bulletin. She wrote that the full report lists median pay rates for a dozen circulation categories, from less than 5,000 to more than 500,000.

The table listed the following median rates respectively for papers with circulations of 5-10,000, 20-30,000, 100-150,000 and 500,000-plus:

Publishers — \$51,000 (\$980.77 a week); \$80,000

(\$1,538.46); \$140,000 (\$2,692.31); \$290,000 (\$5,576.92).

City editors — \$19,427 (\$373.60); \$27,870 (\$535.96); \$43,027 (\$827.44); \$67,550 (\$1,299.04).

Photographers — \$14,187 (\$272.83); \$18,900 (\$363.46); \$28,592 (\$549.85); \$46,692 (\$897.92).

Reporters (entry) — \$13,350 (\$256.73); \$16,055 (\$308.75); \$19,961 (\$383.86); \$27,641 (\$531.56).

Reporters (1-4 years) — \$15,018 (\$288.80); \$18,356 (\$353.00); \$26,416 (\$508.00); \$46,247 (\$889.36).

The table also listed "median base pay" for "senior" reporters at papers in the three larger-circulation categories — \$23,894 (\$459.50); \$33,228 (\$639.00); \$53,608 (\$1,030.92). For the 5-10,000 category, however, there was a footnote pointing out that "numbers are not listed if fewer than 10 papers responded" to a particular question on the survey.

AVERAGE MINIMUM-pay rate for starting reporters under Guild contracts with daily and Sunday papers and news services in the United States, Canada and Puerto Rico as of Dec. 1 was \$416.88 a week (\$21,677.76 for 52 weeks), before overtime, according to information from TNG's Collective Bargaining Dept.

Median of the rates, which in most instances also apply to entry-level copy editors and photographers, was \$395 a week, or \$20,540 a year, up by 3 percent from Dec. 1, 1988.

The average of all the rates, listed in the table at right, was up by 4.5 percent. Average of the rates in Canada was \$524.42 (\$27,269.84 a year), up by 6.6 percent. Average of the U.S. rates was \$404.04 (\$21,010.08), up by 4 percent.

The table includes the minimum rates for beginners from seven contracts with news services and 120 with newspaper companies.

The rates were \$350 or more in 74 percent (94) of the contracts; \$400 or more in 47 percent (60); \$450 or more in 31 percent (40); and \$500 or more in just under 20 percent (25) of the contracts.

The table does not include rates from settlements made after Dec. 1 nor deferred increases effective since then.

Average of minimums for starting reporter hits \$416 (\$21,677)

Newspaper/Wire Service	Minimum
Chicago Sun-Times	592.96
Ottawa Citizen	585.93
Victoria Times-Colonist	574.43
Hamilton Spectator	567.00
Canadian Press/Broadcast News	548.70
Reuters (Canada)	548.37
Toronto Globe & Mail	542.56
Agence France Presse (Canada)	540.69
Hilo: Hawaii Tribune-Herald	540.32
Pittsburgh Post-Gazette	506.00
St. Louis Post-Dispatch	504.81
Boston Herald	503.36
Manchester Union Leader	501.30
San Francisco Chronicle	501.05
and Examiner	501.05
San Mateo Times	499.15
Wilkes-Barre Sunday Independent	498.31
Windsor Star	497.14
Maui (Hawaii) News	485.49
San Jose Mercury-News	479.84
Detroit News	479.14
Detroit Free Press	475.25
Seattle Times	475.25
Philadelphia Inquirer	473.05
and Daily News	471.34
Seattle Post-Intelligencer	462.71
Toledo Blade	460.29
Portland Press Herald & Express	460.29
Mount Clemens, Mich.: Macomb Daily and Royal Oak Tribune	460.00
Associated Press*	455.15
Cleveland Plain Dealer	454.77
Denver: Rocky Mountain News	454.00
Monterey Herald	444.00
Santa Rosa Press Democrat	443.21
Minneapolis Star Tribune	434.00
Denver Post	430.00
St. Paul Pioneer Press Dispatch	429.70
Eugene Register Guard	429.45
Oakland Tribune	429.34
Agence France Presse (U.S.)	426.00
Providence Journal and Bulletin	416.97

Newspaper/Wire Service	Minimum
Woodbridge News Tribune	411.79
Sheboygan Press	410.49
Milwaukee Journal and Sentinel	410.00
Modesto Bee	407.00
Woonsocket Call	406.40
Tacoma News Tribune	405.60
Delaware County Times (Primos, Pa.)	404.09
Brantford (Ont.) Expositor	402.42
Fall River Herald-News	402.28
Lowell Sun	400.70
Sacramento Bee	400.18
Fresno Bee	398.79
Buffalo News	398.11
Kenosha News	396.00
Indianapolis Star	395.00
San Juan: El Vocero	395.00
Malden News, Medford Mercury and Melrose News	392.46
Jersey City: Jersey Journal	391.52
Lynn Item	391.41
San Diego Union and Tribune	390.63
Joliet Herald-News	387.50
Memphis Commercial Appeal	385.15
New Brunswick Home News	380.50
Waukegan News-Sun	378.91
Pawtucket Times	375.82
Long Beach Press-Telegram	375.00
Salem News	374.17
Pottstown Mercury	373.63
Norristown Times Herald	371.83
Stockton Record	368.08
Akron Beacon Journal	360.00
Cincinnati Post	360.00
and Kentucky Post	360.00
San Juan Star	359.00
York Daily Record	358.48
Tonawanda News	357.37
Erie News and Times	357.23
Oshawa Times	355.60
York Dispatch	354.51

Newspaper/Wire Service	Minimum
Harrisburg Patriot and News	353.75
Canton Repository	353.10
Allentown Call	353.07
Dayton Daily News	351.00
Baltimore Sun and Evening Sun	350.00
United Press Int'l	350.00
Knoxville News-Sentinel	346.13
Bellevue Journal-American	344.79
Sudbury Star	344.09
Albany Times-Union	341.40
Bakersfield Californian	336.70
Youngstown Vindicator	336.50
Great Falls Tribune	330.75
Waterbury Republican and American	329.07
Brockton Enterprise	328.21
Sioux City Journal	327.08
Peoria Journal Star	324.00
Yakima Herald-Republic	323.50
Gary Post-Tribune	320.39
Lexington Herald-Leader	312.00
Duluth News-Tribune	311.38
Kingston Daily Freeman	308.05
Hazleton Standard-Speaker	302.32
Chattanooga Times	300.00
Monessen Valley Independent	299.00
Scranton Times	295.55
Wilkes-Barre Citizens' Voice	290.00
Lansing State Journal	289.95
Scrantonian Tribune	287.36
Rochester Democrat & Chronicle and Times-Union	286.00
Newport News Daily Press and Times-Herald	285.00
San Antonio Light	268.45
Bristol Press	265.30
Pueblo Chieftain	259.69
Terre Haute Tribune-Star	257.44
Massillon Independent	249.61
Utica Observer-Dispatch	245.00
Glens Falls Post-Star	220.00
Battle Creek Enquirer	184.00

*Associated Press rate listed applies in 18 cities, including Baltimore, Denver, Detroit, Honolulu, Milwaukee, Minneapolis, Philadelphia, Pittsburgh and Seattle. Rate in four cities — Boston, Chicago, Los Angeles and San Francisco — is \$20 higher; and in New York and Washington and at AP Radio/Broadcast News, is \$62 higher.

The rate is \$5 lower in 28 cities — including Albany, Cincinnati, Cleveland, Harrisburg, Indianapolis, Providence, Sacramento and San Diego — and \$10 less in 88 cities — including Chattanooga, Dayton, Fresno, Knoxville, Lansing, Memphis, Peoria, San Jose and Yakima.

Newspaper/Wire Service	Minimum
New York Times	\$1,024.12
New York Daily News	860.16
New York Post	677.75
Reuters (U.S.)	670.75
Washington Post	640.75
Montreal Gazette	622.00
Toronto Star	616.94
Honolulu Advertiser	598.24
Honolulu Star-Bulletin	598.24
Vancouver Sun and Province	594.84

Editorial

Learning with Lech

SO NUMEROUS were the tributes from so many points on the political compass, it would be easy to lose sight of the fact that Lech Walesa came to the United States primarily for one reason — to meet with fellow unionists here and to accept on behalf of the 10 million members of Solidarnosc the George Meany Human Rights Award conferred on them in 1981 for their efforts to establish a free union movement in the Eastern bloc.

Walesa didn't lose sight of it. Not when he became only the second non-American who was not a head of state to address a joint session of Congress. Not when he was courted by members of the Bush administration. Not when he was toasted by conservatives who believe the only good union is one in some other country.

He politely, but firmly, put it into words, perhaps most aptly when he spoke to the AFL-CIO Convention. It is the U.S. labor movement, he said, that has been "our most steadfast ally in the trade union struggle for human rights" in Poland. "You helped us survive the most difficult days. ... Thanks to your support ... we were not reduced to silence."

On at least one occasion he demonstrated it with quiet action. Leaving a meeting with leaders of the National Catholic Conference through a hall thronged with lay and clerical members of the bishops' staff, he left his hierarchic escort to speak to the only persons there who were union members — members of the Catholic News Service Guild unit who had brought their Solidarnosc flags and pins. Later he was given a Guild pin and wore it his last two days in Washington (Page 3).

We are sure he did not lose sight of it, either, when George Bush, joining Walesa and AFL-CIO President Lane Kirkland on the convention podium, devoted the bulk of his talk to citing the U.S. labor movement's championing of rights for workers in other countries.

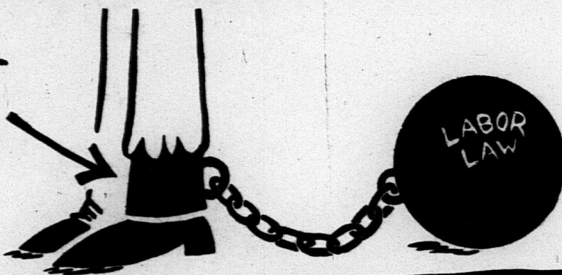
Nor, we are sure, did he not notice when the convention called for an overhaul of the U.S. labor law and condemned current statutes, case law and regulations that "discourage the efforts of workers to organize, undermine the enforceability of their collective bargaining agreements and make workers who exercise their right to strike put their jobs on the line."

New labor legislation, the convention said, should protect employees' right to make a choice about union representation free of interference from their employers. It also should guarantee employees the right to bargain on any issue that is of concern to them. And it should assure that once there is agreement on a contract, its provisions are "enforceable for its term."

We are sure Walesa noticed particularly — and so should we — that the convention also pointed out that the U.S. union movement "is not so naive as to believe" that the Bush administration will support such reforms. Delegates pledged renewed efforts — as should we — to work for the election next year of a Congress "committed to enacting fair labor legislation."



U.S. WINNERS—
METAL
FROM
FREEDOM



DATELINE: OTTAWA

Stolen-information testimony smudging Mounties' tunics

By Hugh Winsor, Southern Ontario Guild



THE ROYAL Canadian Mounted Police, with their scarlet tunics, Smokey the Bear hats and prancing geldings, have been a symbol of Canada since the country was formed by the confederation of four British colonies in the last century.

In more modern times, the Mounties have also become a symbol of a crack, sophisticated and independent national police force that pursued criminals, drug traffickers, terrorists and even spies without fear or political favor. They have played in Canada a combination of the roles performed in the United States by the Federal Bureau of Investigation, the Federal Drug Enforcement Agency and the Central Intelligence Agency, developing a reputation that "the Mounties always get their man."

HOWEVER, in the case of Doug Small, the Ottawa bureau chief for the Global Television Network who obtained a copy of a budget summary the day before the budget was to be revealed in the House of Commons and broke the story on the air, the extraordinary lengths the Mounties have gone to get their man now has the makings of a major national scandal.

After several months' investigation into how he got the budget

pamphlet, Mr. Small was charged in criminal court with possession of stolen goods, even though the publicity brochure had no material value. To lay criminal charges against the recipient of a leaked document was unprecedented in Canada and the decision created an uproar about freedom of the press.

Now, testimony at Mr. Small's trial by an honest cop who refused to go along with his superiors has raised an even more sensational possibility — that the much respected Mounties may have been acting on political instructions from the top echelons of the government of Canada, a warping of the criminal justice system and the role of the RCMP previously unheard of here.

The Mounties' reputation took another battering a few days after the dramatic revelations in Mr. Small's trial, when it was revealed they had been investigating fraud accusations against a Conservative Member of Parliament in a Montreal area riding last fall. After the intervention of a senior official in the prime minister's office, however, charges were delayed until after the federal election.

(The MP, Richard Grise, was eventually convicted and has resigned from Parliament.)

THE INVESTIGATION of Mr. Small had political overtones from the beginning. Premature budget leaks are considered very serious breaches of protocol in parliamentary political systems. Not only are they politically embarrassing but they are capable of forcing the resignation of the finance minister of the day if he or she can be shown to be negligent.

Prime Minister Brian Mulroney and Finance Minister Michael Wilson were furious about Mr. Small's leak. Not only was there a concern that someone might have taken advantage of the budget information on the stock markets before the information was generally available, but the furor in Parliament over the leak destroyed a carefully planned strategy to publicize the Tories new economic strategy.

Mr. Mulroney rejected calls for Mr. Wilson's resignation, claiming that he was the victim of a "criminal act."

It seems that senior officials in the RCMP and the Justice Department took Mr. Mulroney's remarks literally and launched a massive investigation, determined to lay criminal charges. Although there had been accusations in the House of Commons and on editorial pages to that effect, the accusations were only hypothetical until the surprise developments at Mr. Small's trial.

In an attempt to have the charges thrown out, Mr. Small's lawyer called Staff Sgt. Richard Jordan to the stand, and his testimony turned out to be a bombshell. He told the court he had been removed from the case by senior RCMP officers when he refused to lay charges.

Small had been given the misprinted pamphlet by the father of a young employee of a waste recycling firm who had found it in the garbage.

Jordan, a 19-year-veteran investigator with a law degree, described the case against Mr. Small as a "very fragile construction to bring about the prosecution of Mr. Small" and went on to describe the process as "repugnant." Other evidence showed that Jordan's immediate superior agreed with his assessment, but top Mounties found a junior officer to sign the charges.

SENIOR JUSTICE Department officials were also involved in the deliberations with the top Mounties, Mr. Jordan testified. The trial came to an abrupt halt when the prosecuting attorney withdrew from the case after accusing Mr. Jordan of perjury.

The trial resumes later this month with a new prosecutor, and members of Parliament have been blocked in their attempts to start an investigation until after the charges have been dealt with. The MPs have promised they will pursue the broader question of political interference with the RCMP whatever the outcome of the charges.

The Guild Reporter



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JOHN R. SMALL, Assistant Editor

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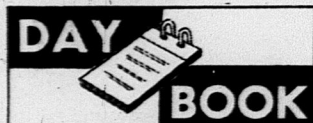
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Entries deadline, 1989 Heywood Brown Award Jan. 8, TNG headquarters, Silver Spring, Md. Western District Council, winter meeting, Jan. 20-21, Hilo, Hawaii. 1989 Heywood Brown Award presentation, Jan. 23, Washington, D.C. Great Lakes District Council, winter meeting, Feb. 3-4, Youngstown. Midwest District Council, winter meeting, Feb. 3-4, Indian Oak Hotel, Chesterton, Ind. Middle-Atlantic District Council, winter meeting, Feb. 24-25, Philadelphia. Int'l Executive Board, spring meeting, April 23-27, TNG headquarters, Silver Spring. Southern Council of Guild locals, spring meeting, May 4, Montreal. Canadian District Council, spring meeting, May 5-6, Montreal. 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.

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