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19 groups, 1,300 people, go Guild in '89

Silver Spring, Md.—The Guild won recognition as the union for 19 new groups containing a total of nearly 1,300 employees during 1989, according to year-end TNG organizing tabulations.

Three days into the new year, it was certified as the union for a 20th group which had voted on New York Guild representation late in October, pushing the total past 1,300. (See story below right.)

The Guild gained bargaining

rights last year for more than 800 workers when majorities voted for the union in 12 of 15 secret-ballot representation elections conducted by federal and provincial labor boards in the United States and Canada.

That's an 80-percent success rate in workplace balloting on Guild representation petitions. In the U.S., the Guild won 6 of 8 elections (75 percent, well above the nationwide record for all unions), and in Canada, 6 of 7 rep-

resentation elections (86 percent).

In addition, six new Canadian groups came into the Guild through "card-check" certifications, provided under provincial law in Ontario, Quebec and Manitoba when a union demonstrates the support of a substantial majority in a group of employees.

In the U.S., a seventh employer voluntarily recognized the Guild as its employees' union [see story on Page 4].

Employees in the seven new

U.S. groups totaled more than 650, with the groups being spread among six locals. Largest single group was the 190-employee editorial department of the Los Angeles Daily News, which became a unit of the Los Angeles Guild.

Total employees in the six new Canadian groups came to more than 600 (through elections and card checks). They also are in six locals. Largest single group encompasses 150 full- and part-time

newsroom employees at the London Free Press, who chose representation by the Southern Ontario Guild.

The SONG gained representation rights for more employees than any other local in the Guild, some 375, while the Los Angeles Guild gained the most in the U.S., approximately 295. In addition, the LANG has pending a demand for bargaining rights for the 80 employees in the advertising depart-

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Guild bargaining 'fashion' at San Diego dailies



DANA FISHER/San Diego Guild

San Diego Guild member Susan Duerksen's earrings and lapel sticker carry messages of members' frustrations at demands of Copley chain in talks for contract to replace one expired at Union and Tribune since June 5, 1988. Talks were to resume Jan. 5 with Guild bargainers in a "strike position" since 12:01 a.m. Dec. 23. (Story, Page 3).

Ottawa equity pact raises pay of 65 by average \$2 an hour

Ottawa, Ont. — The Ottawa Guild has negotiated pay-equity raises averaging more than \$2 an hour for 65 employees in female-dominated jobs at the Southam chain's Ottawa Citizen—the first such major agreement in the Ontario newspaper industry.

Prompted by Ontario's stringent new pay-equity legislation, the agreement provides pay adjustments of 91 cents to \$3.57 an hour for jobs that were compared to male-dominated positions during a seven-month period.

Raises will be given in two steps, with eligible employees receiving 50 percent of the required adjustment this Jan. 1 and the remainder next Jan. 1, according to Ottawa Guild Executive Officer Sharlan Clark.

"As far as we know, this is a first at Ontario papers," Clark said. "We believe we're forging ahead on new ground. People are certainly pleased, and some were surprised, at the agreement."

Clark estimated it would increase total compensation for the

affected employees by more than \$150,000 per year, or \$2,300 per person.

The agreement covers only Guild-represented jobs, and all comparisons were made between jobs in the bargaining unit. Guild and Citizen negotiators agreed on the plan Dec. 19, and it was announced Dec. 29.

Under terms of the 1987 Ontario Pay Equity Act, employers of 500 or more people were required to post a plan by this Jan. 1 to eliminate discriminatory wage inequities.

The law, however, does not require large employers to give pay-equity raises until next Jan. 1. Smaller employers have more time to post their plans and implement wage adjustments.

"The Guild strongly encouraged the Citizen to implement early, and we're pleased they did so," Clark said. "The employer admitted inequity exists, and the Guild did not feel it would have been a show of good faith to wait another year."

Meanwhile, managements at two other major Guild-covered dailies, the Toronto Star and the Globe and Mail, indicated they would seek extensions of the deadline for posting their plans, said Joyce McKerron, chair of the Southern Ontario Guild Pay Equity Committee.

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First Waterville contract cuts hours, ups pay

Waterville, Maine — Newsroom employees at the Central Maine Morning Sentinel have ratified a first-ever contract between the daily and the Portland Guild that provides across-the-board wage hikes, a reduced work week, premium pay for night work and other new benefits and job-security protections.

Provided immediately are 4-percent increases for employees in all

classifications. This will be followed by 3.7-percent hikes in all minimum-pay rates next December, and 3.5-percent hikes in all minimums in December 1991.

Many employees, however, received immediate raises of 12 to 17 percent, given the 2½-hour cut in the work week, to 37½ hours, and implementation of a \$12-per-week night differential, according to TNG Representative Leo

Ducharme, who assisted the local in the talks.

The three-year agreement covers 33 employees of the 27,000-circulation daily published here by Guy Gannett, a small, Maine-based chain whose holdings also include the Portland Press Herald and Express, the Kennebec Journal in Augusta and broadcast outlets. The Guild local also represents about 340 employees at the

company's papers in Portland.

Signed shortly after members gave "overwhelming approval" at

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Milwaukee dailies drop 'activities' threats

Milwaukee, Wis.—In a settlement with the Milwaukee Guild on the firing of an employee for anti-abortion activities, the Milwaukee Journal and Sentinel have agreed to no longer threaten employees with discharge for refusing to sign promises to avoid "certain outside activities" during their free time.

Dianne Dew, a Journal newsroom secretary, was fired July 21 after she refused to sign an agreement to quit demonstrating and voicing her views against abortion [Guild Reporter, Aug. 25].

In charges filed with the National Labor Relations Board, the Guild alleged Journal management

broke the law by unilaterally dealing with Dew both before and after she was fired, violating provisions of the Guild's contract with the company.

In a settlement reached Dec. 28 and approved by the NLRB, the company admitted it "erred in ap-

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N.Y. Guild certified at L.I. weeklies

Brooklyn, N.Y.—The New York Guild was certified by the National Labor Relations Board here Jan. 3 as the bargaining representative of the 60 employees in the editorial department of Ingersoll's *THIS WEEK* free circulation weeklies, published from suburban Farmingdale, N.Y.

The group voted Oct. 26. Tally of votes counted immediately after that election was 30 for the Guild and 22 for no union, with 11 challenged ballots unopened and possibly determinative.

Under a Dec. 27 agreement between the Guild and Ingersoll Vice President and Counsel David Ross six of the 11 ballots were opened by the NLRB Jan. 3, making the tally 33 for the Guild and 23 for no union. Since the remaining five ballots could not change the result, they were left unopened and the Guild certified.

Management of the million-circulation weeklies was represented in its campaign by King & Ballow of Nashville.

Raises average \$2 an hour in Ottawa equity pact

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At the Hamilton Spectator, SONG negotiated pay-equity raises for about 95 part-time mail-room employees who struck the Southam daily in June over the equity issue. Fifty percent of those adjustments were to be made by Jan. 1, and the remaining 50 percent by Jan. 1, 1991.

The Ottawa agreement, which has no expiration date, covers the 350 Guild-represented employees in the business, circulation, editorial, maintenance, proof reading, typesetting, perforating, and printing and storage departments at the 188,000 circulation Citizen.

Clark said nearly all those benefiting were women, but several men in the affected classifications will get raises, as well. "Some men in male-dominated jobs felt those positions also required adjustments, but the law only covers female-dominated jobs," Clark noted.

A Guild bargaining subcommittee will study all jobs with an eye to streamlining classifications and establishing equity for all rates in a future contract, Clark said. The Guild's contract with the Citizen expires July 20.

Employees in the nonunionized advertising department negotiated a separate plan. No plan was necessary for male-dominated jobs in unionized production departments, Clark said.

The law considers a job gender-dominated if more than 60 percent of the positions are held by members of one sex.

Examples of the Guild-negotiated increases, when fully implemented, include:

- ✓ Thirty-eight part-time circulation night office clerks, \$2.02 raises, to \$14.59 per hour. (Their jobs were compared with those of ramp attendants.)

- ✓ Seven full-time circulation clerk typists, \$1.40 raises, to \$16.70 per hour. That will push their top-minimum rate to \$584.50 for a 35-hour week by 1991. (Job compared to assistant building supervisors.)

- ✓ Seven full-time collection clerks in the business office, \$3.18 raises, to \$20 per hour, or \$700 per week. (Job compared to TV Times co-ordinator.)

- ✓ A full-time senior clerk in the business office, a \$3.57 raise, to \$22.69 per hour, or \$794.15 per week. (Job compared to photo lab technician.)

- ✓ Two editorial researchers, \$1.08 raises, to \$16.70 per hour, or \$626.25 for a 37½-hour week. (Job compared to assistant building supervisors.)

- ✓ Two editorial receptionists, \$2.31 raises, to \$16.70 per hour, or \$626.25 per week. (Job compared to assistant building supervisors.)

Jobs were studied by a joint Guild/Citizen evaluation committee working with an independent consulting firm, Clark said.

To pinpoint discrimination based on sex, a "gender-neutral" point system was used to compare male- and female-dominated jobs. Jobs were "weighed," based on the



'SOLIDARITY' MARCH IN PAY EQUITY STRIKE AT HAMILTON SPECTATOR
Strike by Southern Ontario Guild unit of part-time mailers was settled after 65 days in mid-August for 17.4 percent increases and major gains on the pay-equity issue. Strike drew broad support from other Guild units, other unions and political and women's groups.

knowledge, skills, effort and responsibility needed to perform them, and working conditions.

Clark said major elements of the agreed-upon plan were devised by the Guild's Pay Equity Committee, chaired by Jacquie Miller.

One member of the committee, Debbie Cole, a circulation department clerk typist, served on both a pay-equity steering committee and the job-evaluation committee.

2 dailies agree to end threats on activities

(Continued from Page 1)

plying" its newsroom ethics code to Dew's off-duty activities and agreed not to unilaterally negotiate with fired employees without first bargaining with the Guild.

Dew herself fought her dismissal by filing religious discrimination complaints with the State of Wisconsin and the federal Equal Employment Opportunity Commission.

On Dec. 5, she agreed to an out-of-court settlement in which Journal/Sentinel Inc. agreed to pay back wages totaling an estimated \$960 and her legal costs. Dew, however, waived her right to reinstatement.

She was represented by the Rutherford Institute, a private organization based in Manassas, Va., specializing in the defense of religious liberty.

Dew's summary firing spurred an outcry in Milwaukee from defenders of religious freedom. More than 400 people marched on the company in late October, demanding that she be rehired or that Journal Editor Sig Gissler be fired because his name appeared on a list of contributors to Planned Parenthood.

The demonstrators deposited a 10-foot banner bearing the words of the First Amendment in the Journal lobby.

The firing also reignited a continuing dispute between the Guild and management over restrictive ethics codes at the Sentinel and Journal that prohibit political activity and involvement in public affairs that could create even "the impression" of a conflict of interest by newsroom staffers.

Milwaukee Guild President Mike Kuchta said he believes the union-company settlement "clears the decks" on the activities question. "We're eager to try to return to some sanity on that issue, and allow employees to live as normal citizens," he said.

"We think the company has gone way over the edge on what it sees as a conflict."

In a side letter to the Guild, the

Journal said it had "come to believe that in this particular case" application of the ethics code was "overly broad" and "an infringement on Ms. Dew's freedom of expression."

The company further said it would limit future application of the outside activities provision to "newsroom personnel whose work directly involves news gathering, writing or editing."

Dew's work involved answering phones, filing and taking dictation from reporters.

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

Before the settlement, the NLRB made a "merit determination" that there was "reasonable cause" to believe that the Journal/Sentinel violated the law, said Phil Bloedorn, attorney for the NLRB office in Milwaukee.

"This was a very unusual case, but we believe the settlement satisfies both parties," Bloedorn said.

As part of the settlement, the company agreed to post a notice to employees that it will "fully respect all employee rights" under the National Labor Relations Act.

The notice also says the company will not "unilaterally change terms or conditions of employment" such as "requiring employees under threat of discharge to submit a signed statement that they will cease and desist certain outside activities as a condition of their continued employment."

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Hearings set Feb. 27 on charges in longstanding Tacoma dispute

Tacoma, Wash.—The National Labor Relations Board here has set Feb. 27 for hearings on a series of accusations by the NLRB that the Tacoma News Tribune repeatedly has violated federal labor law over the past year to frustrate the Pacific Northwest Guild's quest for an equitable contract with the McClatchy-chain daily.

The hearings will deal with allegations of bad faith bargaining in seven specific instances and with accusations that management on three specific occasions attempted to interfere with, restrain and/or coerce Guild-covered employees who participated in union activities.

One of the latter asserts that an assistant managing editor early in October sought to persuade employees to decertify the Guild and form an unaffiliated employee association as an alternative.

Another accuses the company's then-human resources manager of threatening employees with discharge and/or physical harm for participating in a Guild demonstration at a minority job fair put on by the paper in mid-October. The manager, Steven Robinson, recently was elevated to No. 1 management negotiator in talks with the Guild after its human resources director, John J. Wilson, left the company.

The Guild, which represents the daily's advertising, inside circulation and editorial employees, has been seeking a new contract since McClatchy bought the News Tribune Aug. 1, 1986, and refused to honor the Guild's contract with the former publisher. Instead, the

chain imposed a unilaterally devised pay system and set of working conditions, including a grievance procedure that makes the publisher the final arbiter of the justice of all employee discipline.

Wayne Cahill, special Guild representative who is assisting the Tacoma Guild unit in its contract quest, expressed confidence that the NLRB charges will be upheld by an administrative law judge at the conclusion of the hearings.

He also expressed the hope that the result will help the company reform its approach to working out an equitable Guild contract.

The bad faith bargaining complaints charge that the company repeatedly since last February has announced changes in such policies and programs as those governing vacations, grievance procedures and telephone sales bonuses "without having afforded the union an opportunity to negotiate and bargain" on them.

One of the coercion complaints alleges that Robinson told Guild members distributing leaflets outside the job fair that they "ought to be shot" and threatened to have them fired.

A charge of illegally interrogating employees about their union sympathies also grows out of the job fair. Cahill said. Leslie Brown, new chairperson of the Guild unit and its former human rights chair, had participated in several radio interviews during the fair explaining a Guild payroll study showing large pay disparities between white-male, minority and female employees.

She was called in soon after-

wards by the managing editor, Norman Bell, who berated her and severely criticized the Guild, and then by Jan Brandt, an assistant managing editor, who informed her she no longer would be covering minority affairs, Cahill said.

Several Guild members who helped conduct the job fair wore buttons declaring they were "Proud to be Guild," "Guild by Association," and "This newspaper works because I do."

The head of the Tacoma Black Collective, an umbrella group that includes the Urban League and the NAACP, announced the support of the organization for the Guild's effort at the job fair, as did Nancy Butterfield, a former News Tribune reporter who was representing the Puyallup Tribal Council.

The accusation of seeking to solicit decertification of the Guild grew out of a conversation between another assistant managing editor, Blaine Johnson, and a reporter in the first week of October, Cahill reported.

During the talk, the reporter expressed frustration with the lack of progress in contract talks and her belief that "there's got to be a better way" to address issues like child care, VDT safety and pay disparities.

Johnson told her the paper would address some of the issues if the Guild were not involved, that the company would work with an unaffiliated association and offered to put her in touch with an employee who had led a decertification effort in another part of the paper, Cahill reported.

Talks continuing as San Diego local poised for strike

San Diego, Calif.—Employees remained poised to strike as contract bargaining continued during the first week of January between the San Diego Guild and the San Diego Union and Tribune.

Negotiators were "down to the final issues" after a meeting called by a conciliator Jan. 3, according to Ed Jahn, president of the San Diego Guild. More talks were scheduled for Jan. 5.

Nearly 60 bargaining sessions since March 1988 have not produced an agreement to replace one that expired 18 months ago, and Guild members on Dec. 14 authorized a strike by a 4-1 margin in an emotion-packed meeting.

The Guild delayed the scheduled walkout early Dec. 23 because management of the Copley-chain dailies made "significant movement" in bargaining just before midnight, Jahn said.

TNG has sanctioned the walkout, and TNG Director of Field Operations William McLeman met with local leaders to pledge full support of the international. Int'l Representative James Griffin has assisted the local in bargaining since April.

The San Diego Labor Council and some area unions have pledged to support a Guild strike.

As of Jan. 3, major unresolved issues included wages, length of contract and use of private vehicles for company work, said Robert A. Kemp, administrative officer for the local.

The Guild has proposed a 30-month pact with a 10 percent hike the first year, 5 percent the second, and 3 percent in the final six months. Management has offered

a one-year contract with 10 percent across-the-board raises.

About 1,150 Guild-represented employees in the advertising, business, circulation, editorial and maintenance departments have been without a contract since June 1988 and have gone without raises for two years.

Management's refusal to negotiate an equitable contract has created an "agonizing situation" for employees, Jahn said. "Morale is subterranean; the misery index just keeps climbing."

Guild members, however, have banded together into a "solid, active group," continuing to make strike preparations and create pressure on the company, Jahn said.

"The strike vote really got a lot of people off the fence," he said. "It was the biggest show of interest I've seen here in a long time."

More than 300 employees rallied Dec. 23 after a settlement failed to materialize. Then 200 demonstrated Dec. 26 in the company cafeteria.

The Guild has sent "hundreds of letters" to community leaders and advertisers, alerting them to the possibility of a strike and asking their support.

A subscription boycott pledge campaign received an unexpected boost Dec. 28 when local television news anchor-commentator Michael Tuck lambasted Helen Copley as "mean and vindictive" in her treatment of employees.

His two-minute "Perspective" ended with a call for a "stampede" by readers to cancel their papers. More than 100 subscribers canceled the next day, Jahn said.

Star Trib pact disputes resolved

Minneapolis — Twin Cities Guild members at the Star Tribune here have again ratified a new, six-year Twin Cities Guild contract with the Cowles Media daily after union and company bargainers reached new agreements on three disputed portions of the earlier settlement [Guild Reporter, Dec. 8].

Under the new agreements:
✓ A newsroom "bonus pool" of \$100,000 is created for each of the contract's first three years.

In those years there are no increases in contract-minimum rates for reporters, photographers, editors, circulation district managers and others, nor any general increases for those paid above the minimums.

Each year's newsroom bonus pool is to be distributed in quarterly lump sum installments to individuals who, in management's sole judgment, have turned in "high-quality performance." (A similar "incentive pay" program providing \$55,000 a year for distribution to district managers continues under the new contract.)

✓ Six editors the company had sought to exempt continue to be covered by the contract, while a new set of provisions delineates the role of contract-covered editors and assistant editors in "job and career review sessions," evaluating staffers' job performance and the hiring of new employees.

The Guild earlier had agreed to exemption of the six but had maintained that as exempt employees they could not continue to perform contract-covered work, pointing out that the company had withdrawn a proposal to exclude all the editors' work along with the editors.

✓ On request of the company, the Guild will bargain on the current operation of the paper's Community section "and/or any geographically zoned reporting expansion plans" the company may propose. There will be at least four meetings before June 30.

Earlier the company had demanded a new, lower-paid classification for reporters who work on zoned sections of the paper. The Guild said it had agreed to bargain on it during the term of the new contract but that after the first ratification the company had sought to impose conditions on those talks.

The undisputed provisions of the settlement are the same as when the Guild unit's membership reluctantly took its first ratification vote in a heated, four-hour meeting on Nov. 8, reported Bernie Lunzer, the local's interim administrative officer.

Those provisions, in addition to the three-year freeze on general increases and the minimum-pay rates of most contract-covered employ-

Staffers ready 'Merry Xmas' for family in need



BILL BURKE/Washington-Baltimore Guild

TNG headquarters clerical staffers wrap and pack hundreds of dollars of clothing, food, grocery certificates, games and other gifts contributed by them, professional staffers and TNG's officers for a family in suburban Maryland — a mother and two teen-age children — who otherwise would have had a bleak

holiday. Filling two automobile trunks, the gifts were delivered to the family Dec. 22 by TNG Sec'y-Treasurer John C. Edgington and representatives of the Federation of Guild Representatives and the Office Employees. Pictured above are, from left: Debbie Thomas, Frank Baylor, Portia Clare and Dorothy Davis.

Copley is publisher of the 250,000-circulation morning Union and 120,000 afternoon Tribune.

The Guild also passed out leaflets Dec. 29 at the collegiate football Holiday Bowl and hired a flying service to make several passes over 60,000-seat Jack Murphy Stadium towing a streamer asking "Mrs. Copley, what do you want?"

Signs of militancy appeared inside the workplace, Kemp said. Some employees began carrying home each day items (Rolodexes

and other personal phone directories) they had purchased themselves.

"People began hauling their belongings out of the office because they didn't want scabs using their property," Jahn said.

In another incident, a large banner saying "Goodbye, San Diego" was unfurled from the roof of the Union-Tribune, a reference to a similar sign that appeared on the building of the Los Angeles Herald Examiner before it closed last year.

Guards pulled down the banner in "about a minute" but not before television crews captured the moment on videotape for the nightly news, Kemp said.

Jahn said some employees have been threatened with firing for distributing leaflets and engaging in other protected activity, prompting the Guild to consider filing new unfair labor practice charges.

The National Labor Relations Board currently is processing 22 charges filed by the Guild as the result of alleged illegal activity by the employer last summer.

The employer has placed full-page ads in California papers and smaller notices in the Washington Post seeking replacement workers for jobs held by Guild members and Communications Workers-represented printers.

The printers, without a contract since mid-1987, have attended Guild bargaining as observers.

The papers are represented in negotiations by the Nashville, law firm King & Ballow.

Jahn accused the firm of "manipulating the situation," noting the Guild has agreed to several contract concessions in attempts to settle. "From all indications, the company was willing to settle" Dec. 22, Jahn said. "It got right down to the nut, and, frankly, they flinched."

Newsroom top to hit \$666 in new pact at Joliet daily

Joliet, Ill.—A new agreement between the Joliet Herald-News and the Chicago Guild raises the weekly top-minimum wage rate for reporters and photographers by \$80 in five increments, to \$666 in mid-1991.

Covering 29 editorial-department employees at the Copley-chain evening daily, the agreement raises minimum rates by a total of 13.7 percent.

Effective through June 1992, it replaces a contract that expired in mid-1987.

Top minimum for reporters and photographers with four years' experience was raised retroactively by \$18 a week from both July 1988 and July 1989. An additional \$7 increase, to \$625, was effective upon ratification.

A \$21 increase takes effect this July 2, and a final hike of \$20 takes effect July 1, 1991. The reporter-

photographer starting rate increases by \$49.60 during the agreement, to \$412.92.

Top minimum for editorial clerks and typists with three years' experience is raised by \$40 during term of the pact, to \$333.73.

The employer also agreed to continue payment of premiums for employee medical and hospitalization insurance, and to pay any premium increase in excess of \$10 per month for dependent coverage.

The contract increases the annual allowance for photographers' equipment by \$25, to \$700.

In late July 1988, nearly 13 months after the previous contract expired, Herald-News management declared that negotiations had reached impasse. For the next 14 months, the employer implemented its own terms and conditions of employment from its "final offer" of May 1988.

19 groups, 1,300 people go with Guild in '89

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ment at the Long Beach Press Telegram.

During 1989, several Guild locals also signed up several hundred additional employees who had been working under Guild contracts but previously had not been members, often referred to as "free riders."

The Guild's 1989 organizing success could well reflect a "change in the climate after years of abuse of employee rights," said William McLeman, TNG director of field operations. "They're tired

of it and increasingly ready to make the effort through collective action to regain their self respect and dignity.

"Plus, the word is out that the Guild has the resources and a renewed commitment to organizing," McLeman added, pointing to stepped-up efforts since 1984.

"Locals are taking advantage of the opportunity and are meeting a good reception in many areas," McLeman said.

TNG's 1984 convention gave organizing a new priority when it created a temporary Special Or-

ganizing Fund. The effort showed results in late 1986 and early 1987 when 1,200 new members were recruited. Many of those were free riders.

In late 1987 a Special Organizing Committee met at TNG headquarters to map strategy. Last summer, the Special Organizing Fund was made a standard part of TNG's operating budget, with \$400,000 earmarked for such activity in the current fiscal year.

So far during that period, financial aid has been committed to 15 locals for organizing projects.

The Guild's active, dues-paying membership, which topped 34,000 for the first time in 1987, averaged just under 33,700 during its last fiscal year. The total has not varied greatly from about 1970 when it was just under 32,500, although some other unions in the U.S. and Canada have suffered severe losses in that period. (Newly organized groups are not included in Guild membership figures until after they are working under a Guild contract.)

Nationwide in the U.S., the success rate of union organizing in all industries hovered at just under 50 percent during the first half of

1989, according to a survey by the private Bureau of National Affairs, the most current information available.

Unions were winning 49 percent of elections conducted by the National Labor Relations Board, compared to a 48.6 percent during all of 1988, the BNA reported.

The survey showed unions were more successful in elections involving units of fewer than 50 workers, winning 53 percent in the first half of 1989. For units of 50 to 99, the success rate was 50 percent; in elections among groups of 100 to 499 employees, unions won 36 percent.

Other 1989 Guild election victories in the U.S. were at the Dayton Daily News (180 newsroom employees, a new local); at the Wilmington News Journal (117 newsroom employees, the Philadelphia Guild); at the This Week free circulation weeklies on Long Island (60 newsroom employees, the New York Guild).

Also, at the Santa Barbara News-Press (58 newsroom employees, the Los Angeles Guild); and at the Canton Repository (27 mailroom employees, the Cleveland Guild).

The voluntary recognition was by the Los Angeles local of the Hotel & Restaurant Employees Union (29 clerical and professional staffers).

The LANG also has pending its demands dating from last March that the Press Telegram bargain with it on a contract for the 80 advertising employees of the daily. The Guild demanded bargaining under a provision of its contract for circulation and editorial employees applying to new departments where majorities join the Guild.

Election victories in Canada were at Canadian Press (55 electronics technicians, the Canadian Wire Service Guild); at the Brabant weeklies (50 production workers, the SONG); at the Polish Alliance in Toronto (all 17 employees, also the SONG).

Also, at the Vancouver Flyer Force (38 distribution employees in two separate elections, the Vancouver-New Westminster Guild), and at the North Bay Nugget (29 pressroom, composing and mailroom employees, a new local — see also below).

Other card-check certifications in Canada were at the North Bay Nugget (see also above — 59 ad-

vertising, business, circulation and editorial employees); at the Kitchener-Waterloo Record and the related Fairway weeklies (a total of 158 employees in the editorial and production departments, the SONG).

Also, at the Montreal Gazette (39 advertising department employees, the Montreal Guild); and at the Sudbury Star (3 maintenance employees, the Northern Ontario Guild).

Meanwhile, in the U.S. the Guild lost representation elections at the Hammond (Ind.) Times (85 employees) and at the Daily Southtown Economist and Daily Calumet in suburban Chicago (80 employees). In Canada, it lost at the North Shore News in suburban Vancouver (71 employees).

No Guild unit was the target of a decertification petition in 1989, TNG officials said.

The largest organizing drive under way at year's end involved a Detroit Guild petition to represent 500 employees of the Detroit Newspaper Agency, the new company producing Gannett's Detroit News and Knight-Ridder's Free Press after their business/production merger on Nov. 27.

Before the merger, the Guild represented the advertising, business office and inside circulation employees at the Free Press and the News' maintenance department employees.

Other newspaper industry unions also reported some success in organizing in 1989.

The Graphic Communications Int'l Union in April won a "wall-to-wall" employee-representation election among 140 employees at Gannett's Burlington (Vt.) Free Press.

In another major victory, 85 workers in a Los Angeles Times printing plant formed the first GCIU local at the paper since 1970. The local was working to organize an additional 640 employees at three other Times printing plants in Southern California.

The GCIU also reported retaining about 200 members at the Houston Chronicle and at the Norfolk Virginian-Pilot, turning around decertification efforts.

The Media Workers Sector of the Communication Workers of America, formerly the Int'l Typographical Union, reported gaining representation rights for about 500 employees in about nine bargaining units in the printing and publishing industry.

Hearing set on 3rd Fairway group

Toronto—The Ontario Labor Relations Board has set for Jan. 19 a hearing on a petition by the Southern Ontario Guild for representation rights for a third group of employees at the Southam chain's Fairway Group of weeklies.

The Guild petitioned for the group — 10 part-time production workers — on Dec. 21 after a substantial majority applied for union membership, a representative said.

The local was certified as the union for two other groups at the

four papers last, June 21 — 25 editorial workers and 45 full-time production employees.

The Fairway papers — the Guelph Tribune, Waterloo Chronicle, Cambridge Times and New Hamburg Independent — are owned by Jemcon, Inc., which in December was wholly acquired by Southam. The chain had owned 48 percent. Jemcon also publishes the daily Kitchener-Waterloo Record, where the Guild earlier in June was certified for 90 newsroom employees.

Guild chosen by unified Brabant unit

Hamilton, Ont.—Production employees at the Southam chain's weekly Brabant Newspapers have voted to be represented by a union and for the Southern Ontario Guild to be that union, despite threats by the company to close the printing plant where they work.

In a pair of Dec. 20 elections supervised by the Ontario Labour Relations Board, the employees first voted by 27-22 in favor of a union and then, in a second ballot, by 24-13 in favor of the SONG over a local of the Graphic Communications Int'l Union.

The SONG already represented about 20 editorial department employees at the nine weeklies that circulate in the Hamilton-Wentworth area.

The Guild petitioned for bargaining rights for 32 composing room employees, and a GCIU local simultaneously petitioned to represent nearly 20 press operators and inserters.

The provincial labor board,

however, held that if the production employees were to have union representation, it would be more appropriate for one union to represent all of them, and it scheduled tandem, "all-or-none" votes by the employees, according to Peter Murdoch, the SONG organizer who assisted employee leaders in a six-month organizing campaign.

Meanwhile, Southam management announced plans to move press operations from the Stoney Creek plant, where the weeklies now are produced, to a new location by August. About 15 production jobs could be lost in the company's so-called "restructuring," Murdoch said.

The Guild asserted the company's announcement was intended to thwart the unions' organizing efforts.

Murdoch called the votes a "good victory," adding that "results would have been better" if employees had not been threatened with layoffs.

"Some people seemed to be saying, 'Why vote anyway? We're out of work'," Murdoch said. Twelve people who voted in the "union-no union" contest did not make a choice in the "Guild-GCIU" balloting.

Guild-represented newsroom employees, who in 1987 became the first unionized group at Brabant, are covered by a two-year contract ratified last March.

Brabant weeklies, include the Hamilton Mountain News, Hamilton Journal, Stoney Creek News, Dundas Star-Journal, Ancaster New Journal, Flamborough News, Pelham Herald and Caledonia News.

Vote at Flyer Force reverses earlier loss

Vancouver—Six assistant circulation supervisors at Southam's Flyer Force have voted for representation by the Vancouver-New Westminster Guild, joining more than 45 other employees who are working under a Guild contract.

The 4-2 vote for the Guild on Nov. 16 reversed the outcome of a similar election a year earlier.

About 15 office workers and 30 area distributors are covered through December 1990 by a Guild contract with Flyer Force, which distributes advertising material to area households that do not subscribe to the Vancouver Sun.

29 on HERE's staff in Guild after sit-in

Los Angeles—The Los Angeles local of the Hotel Employees & Restaurant Employees Union has voluntarily recognized the Los Angeles Guild as the bargaining agent for the 29 employees on the HERE local's field and headquarters staff.

Recognition was granted Dec. 27 at 3:20 a.m., ending a sit-in at the HERE local's offices by a majority of the group plus several other members of the Guild local that began at 9 p.m. that evening.

55 Canadian technicians linking up with the Guild

Toronto—Electronics technicians at Canadian Press have merged their local union into the Canadian Wire Service Guild, exercising an option for the move that was agreed to three years ago.

The 55 employees were represented until Dec. 31 by a local of the old United Telegraph Workers (UTW), which became a division of the Communications Workers of America in October 1986.

At that time, the UTW and TNG executive boards approved an agreement permitting the group to affiliate with the Guild local by Jan. 1, 1990.

In mail balloting conducted in early December, the technicians voted 37-4 to do so. Officers of the UTW local unanimously recommended the move.

The Guild already represented

some 440 editorial and business department workers in Canadian Press offices across the country.

The former UTW unit, which in an earlier era included mostly teletype operators, is comprised primarily of technicians whose duties include maintenance of satellite dishes, electronic printers and computers. They also perform similar tasks for outside firms which contract for it with CP.

About 30 of the technicians work at CP's Toronto bureau. The rest are assigned to the seven other main bureaus, CWSG representative David Gersovitz said.

At the time of UTW's merger into the CWA, it had about 5,800 members, most of them employees of Western Union but also including technicians at Associated Press and the CP group.

Guild loses on a 40-40 tie in vote at 2 Chicago dailies

Chicago—On a rare tie vote in an election that saw every eligible employee cast a ballot, the Chicago Guild failed to gain bargaining rights for the newsroom employees at the Pulitzer chain's Daily Southtown Economist and Daily Calumet.

The tally in the Dec. 14 National Labor Relations Board election was 40 for the Guild and 40 for no union. The law requires that for a union to win certification, a majority of those voting must cast their ballots in its favor.

There were no challenged ballots, and Chicago Guild leaders said that while they would not file objections to the company's conduct in the pre-election campaign, those who supported the organizing effort will form a unit of the

local and monitor management fulfillment of its pledges of improved pay and working conditions.

It was the third effort in 10 years by newsroom employees to organize a Guild unit at the Economist; the union lost two prior elections in 1979 and 1981, by identical votes of 26-16.

The only union with bargaining rights at the paper is a local of the Steelworkers, which represents composing room employees.

The two dailies have a combined circulation of about 54,000, mostly in the city's South Side and southern suburbs.

The Guild petitioned for representation rights Sept. 22 after a six-week organizing campaign by employees.

Revolution sweeps East European newsrooms, too

By Aidan White
Int'l Federation of Journalists

BEHIND THE dramatic headlines and powerful photographic images of social and political upheaval, a revolution is sweeping the newsrooms of Eastern Europe.

For nearly 40 years, the mainstream media have been the lap-dogs of their political masters. Now the journalists are biting back.

In East Germany, television crews peer into the forbidden palaces of political leaders; in Czechoslovakia, the press demands public investigation of allegations of corruption; in Hungary, the media scrupulously analyses and dissects every twist and turn on the road to free elections.

The cloak of official censorship and secrecy, which kept the public in ignorance, has been swept aside as reporters bare the truth about financial corruption and political incompetence. In the extraordinary whirlwind of change which has whistled through the Brandenburg Gate and on to Venceslavs Square, the face of European journalism has been transformed.

At the same time, after almost 40 years of forced separation the journalists organizations of Europe are coming together again. Glasnost-inspired reportage in Eastern Europe has led journalists to demand more openness in their own organizations. Press freedom and free unionism are back in fashion.

With the walls between East and West in Europe literally and figuratively tumbling from Berlin to Prague and beyond, Aidan White, general secretary of the Int'l Federation of Journalists, writes a personal assessment of the changes' impact on journalists. The IFJ, headquartered in Brussels, is the international secretariat for journalists' unions with which TNG is affiliated.

The most tangible evidence of the sudden turn of events is the membership roll of the IFJ. Soon it may include three unions from Warsaw Pact countries:

✓ Last year the then-illegal Polish Journalists Assn. was admitted to IFJ membership;

✓ In October, the IFJ Bureau agreed to recommend to the 1990 IFJ Congress that the Estonian Union of Journalists be admitted;

✓ In December, the Hungarian Journalists Assn. also applied for IFJ membership.

AWORD of caution, however, to journalists in central and eastern Europe who, seeing the destruction of state monopolies of news and information in their own countries, may believe that press freedom and free unionism are alive and well in the rest of Europe.

Journalists in the West may not live under the hammer of official censorship, but pressures in subtle and sophisticated forms still exist. For example:

✓ In Italy journalists went on strike in December to stop creation of a massive new publishing and television company under control

of one of Europe's leading media barons — Silvio Berlusconi.

If they lose their fight, the Italian print and broadcast press will be dominated by one powerful corporation.

✓ In Belgium journalists on the country's largest-selling newspaper, *Le Soir*, negotiated an agreement to guarantee editorial independence after the France-based Hersant conglomerate bought a 40-percent stake in the paper recently.

✓ In Great Britain, playing field for media moguls Robert Maxwell and Rupert Murdoch, a major national newspaper — the *Daily Mail* — has announced its intention to end all agreements with the National Union of Journalists.

THESE PROBLEMS — concentration of ownership, transnational media monopolization and anti-union policies — are all part of a world which is alien to the emerging unions of central and eastern Europe. They may learn soon enough, however. Already Maxwell and Murdoch have bought their way into the Hunga-

rian media. More big players will follow.

Soon journalists in both the East and West will face a common challenge: How to create a new model of mature and modern journalism that is able to withstand interference, whether from state censors or profit-hungry proprietors, and which can guarantee a genuinely free flow of information.

There are other challenges, too. How, for instance, does the turning of Europe into an ice-free zone affect the IFJ and its member unions? Are the changes taking place so fundamental we should think about better links with the Prague-based Int'l Organization of Journalists?

THE IFJ and the IOJ already work closely on issues about which we agree wholeheartedly — such as the safety of journalists on dangerous missions. There are limits, however, to what we can do together, for fundamental differences still exist between us on press freedom. That, too, may change. If it does, relations between the two international secretariats are certain to improve.

The IFJ Congress in Italy will

certainly give much thought to the future.

Meanwhile, we will concentrate on the immediate needs of the emerging unions. They need practical assistance, both to establish independent organizations, and to learn the skills that are essential to free-union activity.

THEN THE events in June in Tianamen Square should remind us to be cautious. Even under Glasnost, there are limits to the rights of journalists. At the end of November, for example, Sergie Kouznestov, a Moscow journalist, was sentenced to three years in a labor camp for "having defamed" the KGB.

Things may yet change for the worse. As the historian A. J. P. Taylor has warned, one of the bitterest lessons of history is that freedom does not always win.

We can afford to be optimistic, however. The scope for cross-border solidarity, the prime source of international union strength, is greater than it has been at any time since the Cold War began. How we express that solidarity will determine how journalists in a new Europe live and work together.

Captivity of Anderson recalled

Brussels—As the world moves into the new decade of the '90s, journalists everywhere are being urged to spare a thought for two of their number still forcibly held in isolation in an unknown corner of battle-torn Lebanon:

✓ Terry Anderson, Associated Press bureau chief, held since March 1985;

✓ John McCarthy, British television journalist, in captivity since April 1986.

"They symbolize the dangers facing journalists at work and the continuing threats to press freedom around the world. We must not forget them," said Mia Doornaert, president of the Int'l Federation of Journalists, who called for the plight of the pair to again be brought to the attention of the public.

Jersey City settlement gets 60 Xmas checks

Jersey City, N.J.—Each of the 60 newsroom employees at the Jersey Journal here received checks for \$621 the week before Christmas, thanks to a new, three-year contract between the Hudson County Guild and the Newhouse-chain daily.

The checks were the amount of back wages due each of them under \$23-across-the-board increases provided by the contract retroactive to June 10, when the previous Guild-Journal pact expired.

Ratified by the editorial-only unit's membership by 37-5 in mid-December, the settlement also increases minimum-pay rates by additional amounts ranging from \$18.09 to \$49.74 a week over the contract's final two years, upgrades one position's top rate by \$239.18 a week (58.2 percent) and nearly doubles the paper's contributions to the TNG Int'l Pension Plan.

In addition, an early retirement offer proposed in late summer by editor Steve Newhouse for employees age 55 or older was improved during the first day of Guild contract talks to remove conditions on severance-pay entitlements, extend the application deadline by 30 days and provide for company payments toward medical insurance coverage until age 65.

The settlement was completed in a total of nine meetings, with TNG Representative William M. Brown serving as chief bargainer for the Guild local.

Minimum-pay increases and resultant new minimum rates in the settlement include (increments effective June 10, 1989, 1990 and 1991):

✓ Experienced reporters and photographers (after 4 years) — Up a total of \$68, to \$650.03 a week, in increments of \$23, \$23 and \$22.

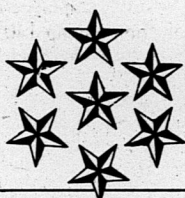
✓ Copy clerks (after two years) — Up a total of \$46.33, to \$349.29, in increments of \$23, \$12.12 and \$11.21.

✓ Editorial assistants (after three years) — Up a total of \$54.60, to \$465.45, in increments of \$23, \$16.40 and \$15.20.

Minimum pay for beginning reporters and photographers is increased by \$54.15, to \$444.67, in increments of \$23, \$15.66 and \$14.49.

The "fixit" position was upgraded to the reporter classification from editorial assistant, increasing the top minimum rate by \$239.18 over the contract's term.

The company's per-employee pension contribution is increased by a total of \$7, to \$15 a week, in increments of \$2, \$2 and \$3.



SEVEN STAR

A publication of the Akron Newspaper Guild • Local No. 7

NOVEMBER 1989

the COMMUNICATOR

Issue No. 1

The newsletter of The Newspaper Guild, Local 76

Oct. 24, 1989

HMOs & Sec. 125 • Mailers settle early • Simon on 'Drug War'

SCOOP

INSIDE

Dec. 28, 1989

FREE

A JOINT PUBLICATION OF THE JOURNAL STAR COUNCIL OF UNIONS

Locals launch, revive, upgrade newsletters

At least five Guild locals launched, revived or improved their membership newsletters during 1989. The Akron Guild's, "Seven Star" — for TNG Local #7 — (above top) went to desk-top production and nearly every month publication. The Knoxville Guild resumed publication of its "Communicator" (center above) in October, also with the aid of computer-based technology. The Vancouver-New Westminster Guild upgraded its "Inside Story" newsletter to a four-column typeset format. In Peoria, mean-

time, the Journal Star Council of Unions — the Guild, plus locals of Communications Workers, Mailers and Typographers, Graphic Communications Pressmen and Teamsters Newspaper Drivers — launched a new joint publication, "Inside Scoop" (bottom above), last spring as all five unions sought new contracts at the paper. It issued nearly every three weeks during the talks. The council has kept publishing it since all five settled. The Harrisburg Guild also started a newsletter, "Guild by Association."

Waterville pact includes shorter week, night pay

(Continued from Page 1)
a meeting Dec. 9, the Sentinel pact is the product of negotiations that began in July 1986 and included some 85 bargaining sessions, Ducharme said.

The daily agreed to continue payment of full premiums for major medical and hospitalization insurance for full-timers, which have increased \$21 a week in the past two years, Ducharme said. Part-timers who work 19 hours a week are eligible for coverage on a pro-rated basis after six months' employment.

The contract set the initial weekly top-minimum rate at \$496.33 for reporters, photographers and copy editors with four years' experience. That rate goes up by \$18.67, to \$515, in December and then up by \$16, to \$533, in December 1991. The initial minimum for beginners was set at \$339.20.

Top minimum for wire, "TV-Plus" and "Maine Say" editors is set at \$508.74, with scheduled increases taking it to \$528 and \$546. For senior editors — asst. news and sports editors, bureau chiefs, columnist/editorial writer — and chief photographer, the top minimum now is \$545.25, going to \$566 and then \$586.

For experienced librarians, the top minimum is \$463, and will go to \$480 and then \$497. Experienced newsroom, photo and library assistants' rate is set at \$295.09 per week, with increases scheduled to \$306 and \$317.

The membership seemed to be "essentially pleased" with the agreement, which is effective through Nov. 28, 1992, Ducharme said.

He also praised the tenacity of

the Guild bargaining committee, which was led by Unit Chairperson Marie Howard, the paper's Skowhegan bureau chief. She helped organize the unit in early 1986 and was at the table throughout negotiations.

Other longtime members of the bargaining team included Gerry Boyle, a columnist/editorial writer; and Terry Cronin and Tony Christan.

Howard pointed to "the dedication, determination and diligence shown by Guild members of this small but mighty unit" as key elements in achieving the agreement.

Although talks lasted well beyond the recent Guild average of 13 months for a first contract, the Sentinel pact includes a lengthy list of negotiated benefits and employee protections, including many new ones for part-timers and temporaries. The pact includes:

✓ Overtime pay — Time-and-a-half after 7½ hours worked per day.

✓ Holidays — A total of 10 a year, with time-and-a-half for holiday work (minimum of four hours) instead of straight time, and the option to take off Martin Luther King Day in lieu of Patriot's or Columbus Day.

✓ Vacations — Two weeks after one year's employment; three weeks after four; four weeks after 10; five weeks after 22. A \$500 lump-sum vacation "bonus" for those with 30 years' service.

✓ Life insurance — Coverage of \$10,000 for full-time regular employees, up by \$4,000.

✓ Health and safety — Testing of VDT equipment for emissions; payment for annual eye exams, lenses required for VDT work and \$50 for frames.

Other organizations in the congress include the American Newspaper Publishers Assn., National Assn. of Broadcasters, National Newspaper Assn., Reporters Committee for Freedom of the Press and the Society of Professional Journalists.

The congress tentatively has scheduled a major gathering for Dec. 15, 1991, in Richmond, Va., to mark the bicentennial of the Bill of Rights. It was at that time and place that the first 10 amendments became part of the U.S. Constitution with their ratification by Virginia.



RON MAXWELL/Waterville unit/Portland Guild

PRINCIPALS SIGN GUILD'S FIRST CONTRACT AT WATERVILLE MORNING SENTINEL

Seated, from left: Portland Guild President Dave Langzettel, Sentinel General Manager Robert Moorehead, Guild-unit Chairperson Marie Howard. Standing, from left: Guild negotiators Gerry Boyle, Anthony Cristan, TNG Representative Leo Ducharme and Terry Cronin.

✓ Part-timers — Pro-rata parity with full-timers; contract benefits after six months in most areas, except death benefit, life insurance and dental plan.

✓ Paid leaves — "Reasonable sick leave" with full pay; pregnancy-related disability for mothers; three paternity days for fathers in conjunction with childbirth; three days for funerals of immediate family members "or anyone living under the same roof of the employee"; and for jury and witness duty.

✓ Unpaid leaves — Six months for maternity, health reasons, fam-

ily problems or "other reasons deemed to be good and sufficient cause"; up to one year for journalism fellowships or "professional improvement that would also benefit the employer."

✓ Miscellaneous — Job openings to be posted; seniority to be considered in promotions; seniority and bumping rights in the event of layoffs; time off guaranteed to vote; reimbursement for employer-approved education; employer-provided bulletin boards for Guild use; byline or credit lines not be used over employee's protest.

The marathon talks were accom-

panied by informational picketing during mid-1988, and boosted by the National Labor Relations Board's favorable decision later that year on unfair practice charges stemming from denial of traditional annual raises to Guild-represented employees.

The NLRB ruled in December 1988 that withholding the annual raises was illegal because they had become "a fixed condition of employment." Four-percent raises subsequently were given to Guild-represented employees for 1988, and 4-percent hikes were negotiated for 1989.

Eisen elected to 'Amendment' post

Washington—David J. Eisen, TNG director of research and information, was elected secretary-treasurer of the First Amendment Congress at a meeting of its board Oct. 28.

John Finnegan, retired assistant publisher of the St. Paul Pioneer Press Dispatch and a former president of the Twin Cities Guild, was re-elected president of the congress, a coalition of 16 information-industry organizations. Its aim is to educate the public about the First Amendment. Finnegan represents the American Society of Newspaper Editors on its board.

Other organizations in the congress include the American Newspaper Publishers Assn., National Assn. of Broadcasters, National Newspaper Assn., Reporters Committee for Freedom of the Press and the Society of Professional Journalists.

The congress tentatively has scheduled a major gathering for Dec. 15, 1991, in Richmond, Va., to mark the bicentennial of the Bill of Rights. It was at that time and place that the first 10 amendments became part of the U.S. Constitution with their ratification by Virginia.

IT



SEEMS TO US

VP thanks TNG, locals, others for quake aid

SAN FRANCISCO, CALIF.

Editor:

On behalf of Guild members and other trade union families throughout Northern California's earthquake region, I want to offer our deeply felt thanks to TNG and the various Guild locals who have contributed to the California Labor Federation's earthquake relief fund.

As a result of the generosity of Guild members and other unionists throughout the world, what could have been an extremely dreary holiday season for many union families instead has been a season of hope and renewal, just as it should be.

Thanks and our best holiday wishes to TNG, Youngstown, Buffalo, Cleveland, Memphis, Lexington, Hawaii, Philadelphia and any other local I may have missed.

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.

If you ever are faced with the need to move heaven and earth, please let us know — we've got the earthmoving part of it pretty well down.

LARRY D. HATFIELD
TNG Vice President
Region 4 (U.S. West)

Retiree queries absence of arbitration report

SILVER SPRING, MD.

Editor:

The Guild Reporter has always stood out among labor publications for the extent of its news disclosures about the activities of the union and its members.

It even runs the results of organizing elections lost and decertifications, which other labor publications never — or rarely — print.

It's puzzling then that a recent arbitration concerning a most treasured Guild benefit — severance pay — which reinforces that benefit for all members had nary a word of coverage in the Reporter.

I can only speculate it's because my employer of 28 years was, unfortunately, another union — the Graphic Communications Int'l Union.

Lamentable as that might be, the employer in this instance acted like an employer and would have trashed that Guild benefit by violating my Guild contract clause of 25 years.

The severance was not only upheld, but the nature of the violation was such that the arbitrator imposed an interest penalty.

In my local's publication — the Newspaper Guild of New York — it was page one news.

To all who have severance in their contracts — or aspire to such — this can only be a source of real comfort.

The lesson I think it teaches is: A union should practice what it preaches.

WILLIAM MOODY
Retired (Labor Press unit)
New York Guild

Editor's note: Guild locals conduct dozens of arbitrations each year in defense of members' rights under their contracts. The Guild Reporter endeavors to report those arbitrators' decisions it judges to have application, significance and interest beyond the immediate case involved. It is not uncommon for grievants to overestimate the application and significance of their particular cases.

LOCAL ELECTIONS

Cleveland

Alan A.A. Seifullah, president; Robert Young, 1st vice president; Joseph Frolik, 2nd vice president; Gloria Milner, 3rd vice president; Maria F. Stanford, 4th vice president; Lou Mio, treasurer; J. Stephen Hatch, executive secretary.

Erie

William (Bucky) Buchanan, president; Bob Gilson, Jr., vice president; Danny Folga, recording secretary; Carol Przybyszewski, secretary-treasurer; Jim Wojcikiewicz, chief steward.

Los Angeles

Todd Cunningham, president; George Laine, vice president; Don Chorpenning, secretary; Leroy Montoya, treasurer.

Montreal

Larry McInnis, president; John Belcarz, 1st vice president; Belcarz, 186; Richard Wandell, 50; Robert Hill, 2nd vice president (Hill, 101; Roy Smith, 85; Yves LeBlanc, 53); Harvey Shepherd, secretary-treasurer.

Lexington

Jim Niemi, president; Mary Ann Stanley, vice president; Rita Gatten, secretary-treasurer.

Philadelphia

Kitty Caparella, president; Ginny Jarvis, secretary; Robin Paley, treasurer; Lila Roisman, 1st vice president; Jean Malik, 2nd vice president; Beth Gillin, 3rd vice president; Eugene B. Jones, 4th vice president; Gar Joseph, 5th vice president (Roisman, 467; Malik, 451; Gillin, 388; Jones, 359; Joseph, 320; Murray Dubin, 284; Joe Gavaghan, 279; Russell Cooke, 231; Florence Hernandez, 200).

Toledo

Jack Baessler, president (Baessler, 141; Ike Lewis, 92); Howard Burkhardt, vice president (Burkhardt, 129; Robert Gail, 88); Celso Rodriguez, secretary; Robert Dailey, treasurer.

Yakima

Patti Stanley, president; Kate Myra, vice president; Pat Cooper, secretary; Craig Reese, treasurer.

Media fortunes put 72 on Forbes' 400-richest list

SEVENTY TWO — an even 18 percent — of the individuals on Forbes magazine's 1989 list of "the 400 richest people in America" have "all or a significant part of their fortunes in media and communications," the magazine reported in its Oct. 23 issue.

Two of the 72 — Donald E. Graham of the Washington Post Co. and Ralph McAllister Ingersoll III — are on the list for the first time.

The 72 make media/communications the third highest fortune-producing field on this year's list, behind only manufacturing, 80, and real estate, 77. Fourth is finance, at 63.

In addition, in "a testimonial to the power of the media, and media monopolies," seven of the top ten persons on the list "are the owners of media fortunes," as writer Harold Seneker put it.

In an associated listing by Forbes of 98 "great family fortunes," there are 17 built or building on publishing and/or broadcasting. The fortunes, however, are "so divided that no individual among them qualifies for the Forbes 400" list of richest individuals.

It took at least \$275 million to make this year's 400-richest list, up 22 percent from the \$225-million floor of last year.

Five people with media-fortunes were among the total of 60 overall who were removed from this year's list because their businesses

declined, their shares were realigned or their fortunes simply fell below the new cut-off.

The list's two media-fortune newcomers, Graham, 44, and Ingersoll, 43, easily met the \$275-million test, however. Forbes put Graham's personal fortune at \$390 million; Ingersoll's at over \$345 million.

Individuals listed as "billionaires" with "all or a significant part of their fortunes in media and communications" include:

✓ **Warren Edward Buffett**, 59. His 45-percent share of the Berkshire Hathaway company, which owns the Buffalo News and has a \$517-million share of Capital Cities/ABC, is put at "over \$4.2 billion;" ranked second among the 400 only to Metromedia's John Werner Kluge.

✓ **Newhouse brothers**, Samuel Irving, Jr., 61, and Donald Edward, 60. Their "publishing empire, net of [inheritance] tax case, possible debt, [is] worth \$5.2 billion."

✓ **Cox sisters**, Barbara Cox Anthony, 66, and Anne Cox Chambers, 69. Together they "hold 98 percent of Cox Enterprises," and both sit on the board. Barbara chairs the Dayton Daily News; Anne, the Atlanta Journal & Constitution. "Together worth at least \$5 billion."

✓ **Keith Rupert Murdoch**, 58. His 49 percent of News Corp. Ltd. and "other assets" make him "worth about \$1.7 billion."

✓ **Jack Kent Cooke**, 76. A millionaire by age 32 from Canadian newspapers, magazines and radio, he currently owns the Los Angeles Daily News and the Washington Redskins pro-football team. "Fortune [is] at least \$1.25 billion."

✓ **Donald Worthington Reynolds**, 83. "No-frills policy helped build highly profitable Donrey Media Group — 59 dailies, 62 nondailies. ... Hates unions; cost-cutting fanatic. ... Worth \$1.1 billion."

Other media/communications people on the richest-400 list include:

Helen Kinney Copley, 66. Heads newspapers and cable chain based in San Diego Union and Tribune. Her "worth" is put at "upwards of \$865 million," in Forbes' listing.

Richard Mellon Scaife, 57. "Through Scaife Newspapers, actively runs several smallish newspapers. ... Vigorously denies estimate, but worth believed to exceed \$600 million."

Roy Hampton Park, 79. "Launched Ithaca ad agency 1942, ran ad campaign for Thomas Dewey. ... Bought first television station 1962. Now Park Communications: 7 TV, 19 radio, 131 publications," including dailies. "Estimated worth \$600 million."

Malcolm Stevenson Forbes, 70. Forbes magazine, "unusually profitable;" bought American Heritage 1986, ad revenues up 50

percent this year; Forbes Newspapers, now 13 weeklies. Estimates of net worth range from \$400 million to \$1 billion. Admits, "I'm solvent."

Malcolm Austin Borg, 51. Macromedia Inc., "wildly profitable" Bergen County (N.J.) Record, Woodbridge News-Tribune, 4 TV stations. "Controls fortune over \$450 million."

Nan Tucker McEvoy, 70. Granddaughter of San Francisco Chronicle founder; 25 percent ownership and chairman of Chronicle Publishing. "Est. net worth \$275 million."

Forbes' list of "great family fortunes" includes the following from publishing and broadcasting:

The **Annenbergs** (Triangle Publications). "Five sisters share fortune estimated [at] well over \$760 million."

The **Chandlers**. "Family's Times Mirror stock worth \$1.7 billion."

The **Cowles** of Minneapolis and Des Moines. "Over 70 heirs ... believed worth more than \$800 million."

The **de Young's** (San Francisco Chronicle). "Nineteen heirs, excluding Nan [see above] ... control two-thirds of Chronicle Publishing, worth estimated [at] \$810 million."

The **McClatchys** (Sacramento, Modesto, Fresno Bees). "Under a dozen family members maintain all Class B stock, worth \$700 million."

The **McGraws** (McGraw-Hill: magazines, TV stations, Standard & Poor's). "At least 30 descendants ... worth over \$740 million."

The **Pulitzers** (St. Louis Post-Dispatch). "Fortune exceeds \$550 million."

The **Pulliams** (Phoenix and Indianapolis dailies). Grandfather of Vice President Dan Quayle founded business now "worth estimated \$600 million." "Some family members selling" minority stock holdings. "Not Dan."

E.W. Scripps family trust controls 75 percent of E.W. Scripps Co., "worth over \$1.8 billion."

Over 50 descendants of **James Edmund Scripps**, founder of Detroit News, "share estimated \$800-million-plus fortune."

The **Sulzberger** family (New York Times Co.), beneficiaries of Ochs Trust, which "controls stock worth \$550 million."

The five media-fortune people dropped from this year's richest-400 list were: Robert Charles Joseph Edward Sabatini Guccione; 57, of Penthouse magazine; William Block, 74, of the Blade Communications chain; Eugene S. Pulliam, 75, Iphigene Ochs and Arthur Ochs Sulzberger.

Guccione's fortune, reflecting decline of interest in "skin books," fell below the list's floor. Blade Communications remains healthy, Forbes reported, but Block's fortune also was below the list's minimum.

Reporter top average nears \$649 (\$33,748)

Newspaper/Wire Service Minimum—After

Oshawa Times	606.15—4 yrs.
Albany Times-Union	602.65—4 yrs.
Pawtucket Times	601.00—4 yrs.
Scranton Times	591.09—4 yrs.
Sheboygan Press	590.00—5 yrs.
Harrisburg Patriot and News	589.50—4 yrs.
Norristown Times Herald	582.61—5 yrs.
Jersey City: Jersey Journal	582.03—4 yrs.
Lansing State Journal	579.86—5 yrs.
Woodbridge News	
Tribune	574.24—4 yrs.
Gary Post-Tribune	572.87—5 yrs.
Scrantonian Tribune	570.96—5 yrs.
Salem News	568.72—4 yrs.
Peoria Journal Star	565.00—5 yrs.
Youngstown Vindicator	561.00—5 yrs.
Duluth News-Tribune	549.15—5 yrs.
New Brunswick Home News	548.20—4 yrs.
Woonsocket Call	540.07—4 yrs.
Canton Repository	538.66—5 yrs.
San Antonio Light	538.00—5 yrs.
Great Falls Tribune	533.40—5 yrs.
Knoxville News-Sentinel	532.50—4 yrs.
Pueblo Chieftain	517.16—5 yrs.
Malden News, Medford Mercury, Melrose News	514.25—3 yrs.
York Dispatch	508.00—4 yrs.
Milwaukee Journal and Sentinel	495.00—4 yrs.
Waterbury Republican and American	490.83—5 yrs.
York Daily Record	488.94—5 yrs.
Tonawanda News	480.46—4 yrs.
Kingston Daily Freeman	479.65—4 yrs.
Lexington Herald-Leader	475.00—4 yrs.
Bellevue Journal-American	471.01—5 yrs.
San Juan: El Vocero	470.00—5 yrs.
Sioux City Journal	465.26—4 yrs.
Bristol Press	465.00—5 yrs.
Hazleton Standard-Speaker	456.71—5 yrs.
Yakima Herald-Republic	447.75—4 yrs.
San Juan Star	433.00—6 yrs.
Monessen Valley Independent	433.00—5 yrs.
Chattanooga Times	425.00—4 yrs.
Terre Haute Tribune-Star	416.92—5 yrs.
Wilkes-Barre Citizens' Voice	410.00—4 yrs.
Massillon Independent	406.59—4 yrs.
Rochester Democrat & Chronicle and Times-Union	395.00—4 yrs.
Utica Observer-Dispatch	387.50—5 yrs.
Battle Creek Enquirer	346.00—5 yrs.
Newport News Daily Press and Times-Herald	340.00—2 yrs.
Glens Falls Post-Star	*240.00—1 yr.

LISTED HERE are the top minimum-pay rates for experienced reporters and, for the most part, photographers and copy editors under 127 Guild contracts in the United States, Canada and Puerto Rico as of Dec. 1.

Constructed from information compiled by TNG's Collective Bargaining Dept., the table includes rates at seven news services along with those from 120 contracts for employees at 137 daily and/or Sunday newspapers. (Sixty of the 120 provide additional pay for copy editors. Photographers are not covered in three of the 120.)

Half the top minimums are \$649 a week or more; more than a third (44, or 34.6 percent) are higher than \$700 a week; and 23 of the 127 (18 percent) are higher than \$800 a week. Top minimum is more than \$500 a week in 104 (82 percent) of the 127.

Average of the 127 top-minimum rates is \$648.72 a week (\$33,733.25 a year); average of the 112 in the U.S. is \$629.22 a week (\$32,719.40); average of the 13 in Canada is \$847.03 (\$44,045.56).

Results of settlements effective after Dec. 1 and deferred increases effective since Dec. 1 are not reflected in the table. The listings under the column headed "after" refer to experience, which is not necessarily synonymous with tenure with that employer.

Newspaper/Wire Service	Minimum—After
New York Times	\$1,053.12—2 yrs.
Montreal Gazette	985.00—5 yrs.
Toronto Star	951.65—6 yrs.
Vancouver Sun and Province	948.90—5 yrs.
Toronto Globe & Mail	940.45—6 yrs.
New York Daily News	926.28—6 yrs.
Chicago Sun-Times	892.02—5 yrs.
Reuters (Canada)	890.18—5 yrs.
Canadian Press/Broadcast News	866.92—5 yrs.

Newspaper/Wire Service Minimum—After

Victoria Times-Colonist	866.70—5 yrs.
Agence France Presse (Canada)	854.54—5 yrs.
Ottawa Citizen	851.01—5 yrs.
Reuters (U.S.)	840.75—6 yrs.
St. Louis Post-Dispatch	830.12—5 yrs.
New York Post	826.65—5 yrs.
Philadelphia Inquirer and Daily News	821.94—5 yrs.
Hamilton Spectator	820.00—4 yrs.
Star Tribune (Minneapolis)	812.00—5 yrs.
St. Paul Pioneer Press	812.00—5 yrs.
Dispatch	812.00—5 yrs.
Windsor Star	806.98—5 yrs.
San Francisco Chronicle and Examiner	801.04—6 yrs.
San Jose Mercury-News	801.04—6 yrs.
San Mateo Times	801.04—3 yrs.
Washington Post	798.60—4 yrs.
Baltimore Sun and Evening Sun	790.00—5 yrs.
Honolulu Advertiser	783.56—5 yrs.
Honolulu Star-Bulletin	783.56—5 yrs.
Denver: Rocky Mountain News	783.00—5 yrs.
Pittsburgh Post-Gazette	772.00—5 yrs.
Cleveland Plain Dealer	757.77—4 yrs.
Buffalo News	754.52—5 yrs.
Toledo Blade	753.70—4 yrs.
San Diego Union and Tribune	750.00—6 yrs.
Associated Press	745.00—5 yrs.
Denver Post	738.00—5 yrs.
Monterey Herald	735.00—6 yrs.
Agence France Presse (U.S.)	733.41—6 yrs.
Providence Journal and Bulletin	727.85—4 yrs.
Akron Beacon Journal	718.00—4 yrs.
Brantford Expositor	714.01—4 yrs.
Santa Rosa Press Democrat	711.85—3 yrs.
Long Beach Press-Telegram	709.07—5 yrs.
Seattle Times	703.35—4 yrs.
Seattle Post-Intelligencer	700.54—4 yrs.
Detroit Free Press	699.84—4 yrs.
Oakland Tribune	696.58—6 yrs.
Seattle Post-Intelligencer	690.84—4 yrs.
Modesto Bee	682.00—6 yrs.
Manchester Union Leader	680.75—3 yrs.
Delaware County Times (Primos, Pa.)	679.88—5 yrs.
Maui (Hawaii) News	678.23—5 yrs.

Newspaper/Wire Service Minimum—After

Cincinnati and Kentucky Post	675.00—5 yrs.
Eugene Register Guard	672.75—5 yrs.
United Press Int'l	670.00—7 yrs.
Portland Press Herald and Express	666.60—4 yrs.
Indianapolis Star	666.25—6 yrs.
Tacoma News Tribune	664.60—5 yrs.
Dayton Daily News	660.50—5 yrs.
Kenosha News	660.00—5 yrs.
Fresno Bee	654.77—6 yrs.
Waukegan News-Sun	653.56—5 yrs.
Macomb Daily and Royal Oak Tribune (Mount Clemens, Mich.)	653.00—5 yrs.
Boston Herald	649.81—4 yrs.
Sacramento Bee	649.00—6 yrs.
Stockton Record	647.00—6 yrs.
Erie News and Times	43.00—5 yrs.
Fall River Herald-News	638.14—4 yrs.
Memphis Commercial Appeal	638.10—5 yrs.
Sacramento Union	632.97—6 yrs.
Joliet Herald-News	625.00—4 yrs.
Sudbury Star	622.94—6 yrs.
Hilo: Hawaii Tribune-Herald	622.30—5 yrs.
Pottstown Mercury	615.49—5 yrs.
Allentown Call	615.36—4 yrs.
Wilkes-Barre Sunday Independent	612.25—4 yrs.
Brookton Enterprise	609.27—4 yrs.
Lynn Item	608.00—4 yrs.
Lowell Sun	608.00—4 yrs.
Bakersfield Californian	606.40—5 yrs.

- 1 Reuters-Canada: Also "senior reporter" flat minimum rate of \$949.35.
- 2 Reuters-U.S.: Plus "reporter/deskperson" \$908.25 after 2 years; "correspondent" \$996.32 after 5 years.
- 3 Associated Press: Applies at bureaus in 18 cities, including Baltimore, Denver, Detroit, Honolulu, Milwaukee, Minneapolis, Philadelphia, Pittsburgh, St. Paul and Seattle. Rate is \$62 higher in New York and Washington and \$20 higher in Boston, Chicago, Los Angeles and San Francisco. It is \$5 lower in 28 cities, including Albany, Cincinnati, Indianapolis, St. Louis, Sacramento and San Diego, and \$10 lower in 88 cities, including Buffalo, Dayton, Knoxville, Peoria and Yakima.
- 4 Allentown: Plus 2 percent after 10 years and at 5-year intervals, to maximum of \$20 more per week.
- 5 Scrantonian: Plus \$2 after 9 years; additional \$3 after 14.
- 6 Salem: Photographer top is \$596.87 per week.
- 7 Milwaukee: After 3 years for "fully qualified practitioner," for "senior journalists," \$610.
- 8 Glens Falls: Also, \$500 for "upper level," based on merit and productivity.

Four named judges for TNG's '89 Broun Award

Silver Spring, Md. — Scott Armstrong, National Security Archive president, Jennifer Lewington, Globe and Mail Washington bureau chief, Marianne Means, Hearst and King Features Washington columnist, and Dan K. Thomasson, Scripps Howard vice president for news, will judge entries for TNG's 1989 Heywood Broun Award.

The entries will be judged Jan. 20 at TNG headquarters here and the winner announced Jan. 23 at a luncheon at the National Press Club in Washington.

It will be the 49th annual award presented by TNG for journalistic achievement "in the spirit of Heywood Broun," the late newspaper columnist who was the Guild's founding president.

Broun's work was distinguished by an abiding concern for the underdog and the underprivileged, whom he championed until his death in 1939.

The award carries a \$1,000 prize and a citation for the winner, with a citation also for the newspaper, news service, magazine or broadcast outlet that published the winning entry.

The 1989 award will be for work done or completed during the calendar year. Deadline for receipt of entries was Jan. 8.

Thomasson has been news vice president for Scripps Howard Newspapers since 1986, after serving as chief congressional correspondent, managing editor and editor of the chain's news service and chief of its Washington bureau the 20 previous years.

Earlier he worked as a reporter at the Indianapolis Star and the Rocky Mountain News in Denver.

Means has been writing national affairs columns for Hearst Newspapers and King Features since 1966 and has covered every presidential nominating convention and campaign since 1960.

She also was a White House and congressional correspondent for Hearst after crossing the Potomac from the suburban Northern Virginia Sun in Arlington, where she was a section editor.

Earlier she was a copy editor at



Scott Armstrong

the Lincoln (Neb.) Journal.

A member of the board of the National Press Foundation, she was elected to the Sigma Delta Chi (Society of Professional Journalists) Hall of Fame in 1988.

Lewington came to the Globe and Mail's Washington bureau in 1984 after working for the paper as a correspondent in its Ottawa bureau the previous three years, and as a Parliamentary correspondent for the Canadian Press the two years before that.

She also has written for the Economist, Canadian Business, the Montreal Gazette and the Banker and was a reporter and



Jennifer Lewington

editorial-page editor for the Financial Times of Canada.

While in Washington she also has free-lanced for the Public Broadcasting System's The Editors, for Cable News Network and for the Canadian Broadcasting Corp. television station in Kitchener, Ont.

Armstrong had been an investigative reporter for the Washington Post for 10 years when he founded the National Security Archive in 1985.

The archive is a nonprofit research institute and library that specializes in finding, analyzing and publishing declassified and

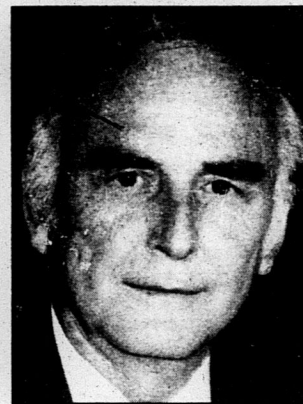


Marianne Means

unclassified U.S. government documents on key issues in foreign, defense, intelligence and national security policies.

Armstrong is co-author, with Bob Woodward, of *The Brethren* on the U.S. Supreme Court, and helped Woodward and Carl Bernstein research and write the book on *The Final Days* of the Nixon administration.

He also is co-author of *The*



Dan K. Thomasson

Chronology: The Documented, Day-by-Day Account of the Secret Military Assistance to Iran and the Contras, published in 1987.

A Freedom-of-Information suit by Armstrong resulted in a restraining order last January against President Reagan and then President-elect Bush forbidding destruction of "electronic mail" computer tapes from the White House and National Security Council.

Grant for study at Harvard goes to Cleveland's Hatch

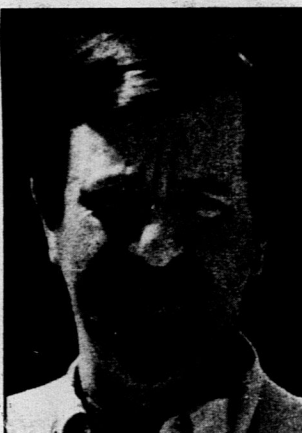
Cambridge, Mass. — J. Stephen Hatch, executive secretary of the Cleveland Guild, has been awarded the 1989-90 Irving Leuchter Memorial Scholarship to the Harvard Trade Union Program.

The scholarship provides \$7,000 toward room, board, tuition and other costs associated with the 10-week residential course in union administration and related subjects.

In his application, Hatch, 49, indicated particular interest in labor law, organizing, collective bargaining and publications. He will start class work Jan. 16 at Harvard University with about 30 other union representatives, TNG education director Phillip M. Kadis said.

The scholarship was established in 1973 as a memorial to TNG's longtime general counsel, Irving Leuchter, who died in 1971. Selection of the winner is made by Harvard personnel, and Kadis said the choice of Hatch was "an excellent selection."

A 1967 graduate of Cleveland State University with a bachelor of arts in English, Hatch has been in his present position more than 11 years and doubles as editor of



J. Stephen Hatch

"Local One Log," the Cleveland Guild's monthly publication. He has been granted a paid leave of absence by the 450-member local.

Hatch has been a member of the local since 1967, when he began work at the Cleveland Plain Dealer. During 11 years as a reporter, he covered police, general assignments and the suburbs.

He was Guild unit chair at the Plain Dealer from 1968-1978 and also served as local president in 1977. He has been a delegate to the Cleveland Federation of Labor since 1978.

From 1960 through 1966, while pursuing his education, he worked as a supermarket meat cutter and was a member of Meat Cutters District Union No. 427 in Cleveland.

The Leuchter award is financed by annual contributions from TNG and Guild locals, including \$500 from the Twin Cities Guild, which originated the idea of the study grant.

Local officers and staff and international officers and staff are eligible. Last year's winner was Marian V. Needham, secretary of the Buffalo Guild.

Harry Ryan subs as Broun chair

Silver Spring, Md. — Harry Ryan, a TNG vice president from 1967 to 1975 and a former longtime leader of the New York Guild, has been named chairperson of this year's Heywood Broun Award competition, replacing former Int'l Chairperson Barney Peterson of San Francisco [Guild Reporter, Nov. 17].

Peterson, on TNG's Int'l Executive Board a total of 11½ years and a founder of the Guild in the San Francisco Bay area, excused himself for health reasons from serving as chairperson of this year's edition of the annual Broun contest.

Ryan, currently travel editor and long a news-department staffer with the New York Daily News, also chaired the competition for the 1987 Broun Award.



Harry Ryan

The Guild Reporter



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

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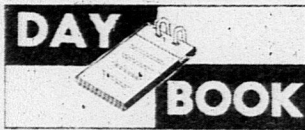
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Western District Council, winter meeting, Jan. 20-21, Hilo, Hawaii.
1989 Heywood Broun Award presentation, Jan. 23, Washington, D.C.
Great Lakes District Council, winter meeting, Feb. 3-4, Youngstown.
Midwest District Council, winter meeting, Feb. 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.

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