The GUILD REPORTER
Official publication of The Newspaper Guild (AFL-CIO, CLC)
Vol. 57, No. 5 | Silver Spring, Md. | March 30, 1990

Daily News unit authorizes strike call

New York—Guild members at the New York Daily News have authorized a strike, apparently rejecting a company package proposal containing 30-percent wage hikes but continuing demands for major givebacks of employee protections and benefits.

The wage offer, 10 percent in each of three years, would raise top-scale Guild minimums to $1,343 in the final year for key employees at the 1.2-million circulation daily, the nation's biggest-selling tabloid.

The package proposal—made the day before the strike vote—also would add three hours to the work week, for a total of 37½, and downgrade most health and pension benefits.

After hearing details of the proposal March 27, members authorized Guild leaders, on a 267-19 vote, to call a strike if necessary to obtain an equitable settlement.

One member called the offer a "Judas proposal" because of the extensive concessions.

"The members saw through it and voted it down," New York Guild President Barry Lipton said after the March 27 meeting. "It was a vote of confidence for the Guild bargaining team."

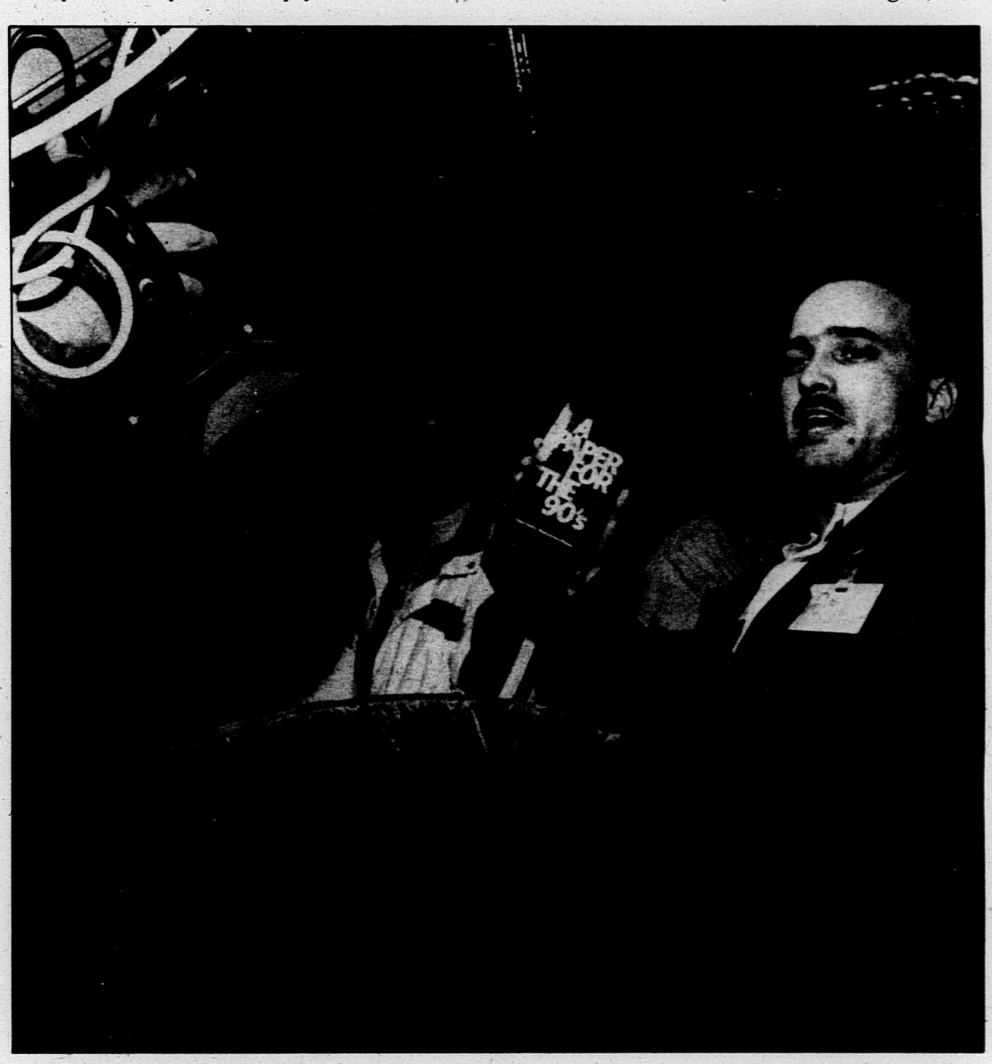
Retrogressions in the "take-it-or-leave-it" offer are similar to those in management's initial offer in early February. They include:

- Replacement of the current medical plan, which provides 100 percent payment of hospital costs, with one paying 80 percent after a deductible, and subject to unilateral change by management at any time.
- Replacement of the sick leave plan, which provides full pay for up to six months during illness, with a plan that limits sick pay to five days per year.
- Elimination of medical benefits for 450 retirees, plus employees who retire in the future.
- Replacement of the pension plan, which provides retirees with monthly payments for life, with a "savings plan" that offers workers a lump-sum payment at retirement.
- Elimination of severance agreements that could be worth an accumulated $23 million to employees, who may opt for their share in a lump sum after 20 years employment, in lieu of pension payments.
- Exclusion of 225 jobs from the 800-person bargaining unit.

Management negotiators said the elements of the proposal were inseparable and non-negotiable and that it would remain on the table until April 9, unless the Guild requested an extension.

Guild leaders estimated that

(Continued on Page 4)



JACK MILLER/New York Guild

UNIDENTIFIED UNION MEMBER PREPARES TO 'CAN' DAILY NEWS VIDEO

Company sent 3,600 video tapes to employees' homes in bid for major concessions *(Story, Page 4).*

Pulitzer pulls back 'takebacks,' Guild okays new contract

St. Louis — Guild members at the St. Louis Post-Dispatch have ratified a new three-year contract with the daily that increases minimum-pay rates by 12.48 percent in its first two years and a day, and is all but devoid of the sweeping retrogressions the company had been demanding until 10 days before.

Voted up 365-69 by the membership March 18, the settlement increases key advertising and news top minimums by $103.64, to $933.76 a week in March 1992, provides $600 "signing bonuses" to each of the 600-plus covered employees and increases the company payment toward 401(k) retirement accounts by a third, to $40.

Other contract top minimums are increased by amounts ranging from $32.39 to $77.44 a week.

The settlement also retains the former contract's other benefits and job security protections, improves its union security provisions and "retains the evergreen clause," said Herb Goodrick, the Guild's executive secretary and chief bargainer. The previous contract expired Feb. 28.

On the other side of the ledger, however, the new contract permits use of stringers as independent contractors so long as no newsroom staff job is lost as a result, permits creation of commission-only ad sales jobs for the paper's zone sections, and bans strikes, picket line observances, boycotts or any other acts that "interfere with the company's operations." It also excludes an additional 19 positions and the company's 14 guards from continued contract coverage.

While banning random testing, the settlement also spells out "cornerstones" for establishment of a

(Continued on Page 2)

Bills backed to protect strikers' jobs

Washington—Bills that would protect striking workers from being permanently replaced have been introduced in the U.S. House and Senate, refocusing attention on a concern of the labor movement — and the Guild — for more than 50 years.

Because employers are increasingly using the practice to intimidate employees and break unions, the AFL-CIO has made the issue a major legislative objective.

A bill introduced in early March by Rep. William Clay (D-Mo.), chair of the House Labor/Management Subcommittee, would overturn a 50-year-old decision by the Supreme Court that provides the legal basis for the practice.

(Continued on Page 2)

York dailies' JOA nets jobs loss, confusion

York, Pa.—Implementation of a joint operating agreement between York's two daily newspapers has brought with it the immediate loss of about 60 jobs and workplace confusion for many of the employees who remain.

One of the job-loss victims was Ted Smith, a York Guild leader who had been the local's president the past two years.

Smith was not rehired when the York Daily Record and the York Dispatch, two publications which had competed since 1876, merged non-editorial operations March 10.

U.S. Atty. Gen. Richard Thornburgh approved the move Feb. 21, a year and a day after the publishers applied to the Justice Dept. for antitrust exemptions to save a "failing newspaper," alleged to be the Record.

The Record has been owned since 1978 by Bucker News Alliance of Seattle; the Dispatch was purchased in early 1988 by the Singleton news chain.

"Things are pretty chaotic," one employee said of the changeover. "There's a lot of confusion. They did things pretty quickly, almost overnight."

During the JOA's first three weeks, 40 people were laid off, two top executives (the Record's new editor and publisher and the new advertising director) quit, and advertisers raised complaints about substantially increased rates.

The Record placed a large ad in Editor & Publisher seeking several additional newsroom employees. By the time the ad appeared, the editor to whom replies were to be directed had departed.

The only areas of relative stability were the newsrooms, where independent editorial staffs remained at previous levels.

Those staffs, however, will see some scheduling changes when the papers begin publishing a joint Sunday paper April 8, said Mike Argento, a reporter and Guild unit chairperson at the Record.

In addition to the layoffs, 22 composing room printers opted for early-retirement packages that included lump-sum payments of up to $50,000.

More layoffs are expected in about 18 months when a new printing plant is completed for use by both papers, a move that will complete the merger.

The Guild, meanwhile, was

(Continued on Page 2)

Pulitzer pulls back 'takebacks,' Guild okays contract

(Continued from Page 1)

"just cause" substance abuse policy.

Included are Guild consultation, criteria for labs and procedures, second and more extensive tests after positive results, supervisory training and continuation of a confidential Employee Assistance Program. Any resulting discipline is to be subject to the contract's grievance and arbitration processes.

The Pulitzer-chain's flagship daily, represented in bargaining with the Guild and five other unions by the firm of King & Ballow of Nashville, Tenn., earlier had demanded that the Guild agree to give it a totally free hand in establishing and carrying out substance abuse testing and discipline. Talks with the other unions were continuing.

The settlement emerged within seven days of the reporters, columnists and photographers on the paper launching a byline/creditline "strike" March 7 [Guild Reporter, March 9].

The Guild also let it be known that with the aid of the area labor movement it soon would launch circulation and advertising boycotts of the paper and would strike before Easter if the company did not abandon demands for sweeping retrogressions and agree to a fair renewal contract.

The company pulled its 46 pages of demands for a totally rewritten, one-year contract off the table and replaced it with what proved to be the settlement package after a few adjustments, Goodrick said.

"We talked about it for two days, got it in writing a few days later, counter-proposed the next day and had a tentative agreement after another day," Goodrick said. "We'd only gotten to page 14 of the King & Ballow package, but I won't say I was sorry," he added.

The $103.64 increase in the news and advertising key top minimum — for **artists, reporters, photographers, outside salespersons, programmers** and others with five years' experience — comes in increments of $33.20 from March 19, to $863.32; $34.53 next March 19, to $897.85; and $35.91 on March 19, 1992, to $933.76.

Other increases and resulting top minimums include:

Circulation district representatives, junior programmers, research specialists and others — Up by $77.44 in increments of $24.81, to $644.97; $25.80, to $670.77; and $26.83, to $697.60.

Classified telephone sales representatives, computer operators, "Little Merchant" district advisors, newsroom aides and others — Up by $72.01 in increments of $23.07, to $599.77; $23.99, to $623.76; and $24.95, to $648.71.

Ad makeup, circulation account and **payroll clerks** — Up by $54.69 in increments of $17.52, to $455.57; $18.22, to $473.79; and $18.95, to $492.74.

Cleaners, file room and **mail clerks** — Up by $45.92 in increments of $14.71, to $382.39; $15.30, to $397.69; and $15.91, to $413.60.

The minimum for beginning reporters goes up a total of $72.03, to $576.84.

Persons being paid above the minimum for their jobs will, as has been the practice, receive raises to maintain their differentials, Goodrick reported.

Joint publishing in York brings loss of jobs, confusion for some

(Continued from Page 1)

sorting out a situation in which it lost its president and dozens of employees from its Daily Record bargaining unit, but gained a new unit in the merger.

Previously, it represented some 40 people in the Dispatch newsroom and 75 others in the advertising, circulation, editorial and engraving departments at the Record.

The Guild last May gained representation rights for employees in Guild jurisdiction in the joint operation after dropping opposition to the merger.

As the same time, the publishers agreed that employees losing their jobs in the merger would be guaranteed extra severance pay, extended medical coverage, and career and personal counseling.

The Guild's priority now is to negotiate a new contract for the Record editorial unit, Argento said.

As a prelude for negotiations for the new unit, the Guild has requested information on employees in the York Newspaper Co., the joint agency that controls all non-editorial functions for both papers.

"Everybody is in the dark right now about the new group," said Patrick LaForge, who has been elected to replace Smith as Guild president.

"However, we're staying in touch with them, and we're optimistic the unit will come together," said LaForge, who covers state government for the Record.

Employees at the joint agency have taken wage cuts of up to $80, and they are working under a set of rules promulgated in an employees' handbook, LaForge reported.

Management's refusal to rehire Smith was ironic, since he helped negotiate the agreement that led to withdrawal of Guild opposition.

An advertising salesperson for nearly five years at the Record, Smith was among a group of nine Record salespersons who lost their jobs. One of them had been employed 22 years.

Smith is puzzled but not bitter at being laid off. He believes he did a good job for the Record and thought he would be retained "because they said most of the rehiring would be based on merit."

Almost immediately after Smith was laid off, a top local radio station offered him an ad sales job, which he accepted. He now competes with the JOA salespersons, adding "a little more fun" to the job, he said.

The radio station sought him before he had a chance to begin a job search, which he views as retroactive proof that the papers should have retained him on merit.

Smith believes there were "definite undercurrents" of anti-union bias in the rehiring, but added that "a lot of factors can enter into these things."

The Dispatch has a 57.5 percent interest in the partnership, Smith noted. About 60 percent of those rehired were from the Dispatch, roughly parallel to the controlling percentage, he said.

Smith said that in his case the company upheld its agreement on extra severance, medical coverage and career counseling.

"A lot of the way the JOA was implemented wasn't done badly," he noted. "It was just bad to be one of the ones let go."

The York JOA is the second such merger in the past four months.

Last November, Knight-Ridder's Detroit Free Press and Gannett's Detroit News, two of the nation's largest dailies, combined operations after opponents lost a protracted legal battle to halt the merger.

The Newspaper Preservation Act, passed in 1970, allows the antitrust exemptions necessary for joint publishing if one of the papers involved can convince the government it is "in probable danger of financial failure."

Shortly before Thornburgh approved the York merger, the Record said it would close by March 11 if forced to continue independent operation.

Bills in House, Senate to protect strikers' jobs

(Continued from Page 1)

A companion bill was introduced by Sen. Howard Metzenbaum (D-Ohio), chairman of the Senate Subcommittee on Labor.

TNG long has supported anti-strikebreaker legislation, most recently at its 1989 convention.

The convention's resolution noted that only three highly industrialized nations still allow permanent replacement of strikers— South Africa, Great Britain and the United States.

Guild-represented strikers have been permanently replaced at several papers over the years. The most significant include the Portland Oregonian and Oregon Journal (1959-61), the Los Angeles Herald Examiner (1967-73), and the Wilkes-Barre Times-Leader (1978-1989).

In the current bargaining dispute between the New York Daily News and 10 unions, including the Guild, management has threatened to "permanently replace" any employee going on strike.

A bill drafted by the AFL-CIO that would bar the News from hiring out-of-state replacements has been introduced in the New York state legislature, where it has cleared the Senate Labor Committee.

The current wave of strikebreaking received its impetus when the Reagan administration fired 12,000 striking air traffic controllers and permanently replaced them in mid-1981.

The practice, however, had been legalized in 1938 when the Supreme Court ruled in NLRB vs. Kay Radio and Telegraph that it was permissible to hire permanent replacements.

Few employers took advantage of the decision because the use of scabs was considered morally and politically reprehensible to the public.

Following Reagan's example and with the support of his appointees on the National Labor Relations Board, employers increasingly turned to the practice in the 1980s.

The Chicago Tribune, the International Paper Co., the Greyhound Corp., Colt Firearms, Continental Airlines, Eastern Airlines, TWA and the National Football League all have brought in replacements during strikes in the past decade.

The situation grew worse last year when the Supreme Court ruled that TWA acted properly when it offered preferential treatment to strikers who crossed the picket line and went back to work.

Outlawing permanent replacements was the primary topic of an AFL-CIO Industrial Union Dept. conference here Feb. 28 and March 1, attended by Clay and Metzenbaum.

In remarks to more than 700 delegates from 20 participating unions, Metzenbaum said his bill "restores the right to strike to its correct status as a legitimate economic weapon for workers."

Knowing that permanent replacements presented a "very real risk" in the 1980s, workers "were much less willing to exercise the right to strike," he said.

Long Beach members mark year since contract's expiry



More than 150 members of the Los Angeles Guild's unit at the Long Beach Press-Telegram mark the one-year anniversary of the expiry of their union contract at the Knight-Ridder paper with a march and rally outside the daily Feb. 28. Eleven days later, members of the Guild unit by a vote of 95-28 rejected a fourth "final offer" from the company. It was improved in some respects from one rejected Feb. 6 [Guild Reporter, Feb. 16], but still contained a provision to prohibit participation in any strike, boycott or other economic action against the paper for its duration, the local reported. The Guild and a unit of Communications Workers printers in January started a circulation boycott-pledge campaign in their quest for equitable new contracts.

The Guild Reporter (ISSN: 0017-5404) is issued 18 times per year, usually every three weeks, on Fridays, at 8611 2nd Ave., Silver Spring, Md. 20910-3327. (Next issue, April 20.) $20 a year. Single copies, $1. Second-class postage paid in Silver Spring, Md., and additional mailing offices. Printed in the U.S.A.

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

Metroland pact #2 raises reporter top by $110, to $615

Toronto—A new two-year contract, the second between the Southern Ontario Guild and Metroland community newspapers, boosts minimum wage rates by up to 22 percent, including a $110 hike that pushes the rate for experienced **reporters** and **photographers** to $615 a week.

The agreement, which also contains significant improvements in pension, overtime and higher-work provisions, was reached March 16, shortly after the Guild reached a legal position to strike.

"We came within 15 minutes of a strike, as close as you can get without calling one," said Lorne Slotnick, the SONG representative who assisted in negotiations.

Metroland managers "knew they were facing a very solid strike," Slotnick said. "Our people were determined to narrow the wage gap between these papers and mid-sized dailies in this area."

The agreement, which is fully retroactive to a first contract that expired last December, covers 150 newsroom employees at Metroland's 15 suburban weeklies.

The previous top-minimum for reporters and photographers was $505, after four years. That rate advances retroactively by $45, to $550, then by another $40 in December.

In addition, a new step was added for a fifth year of experience—to $575 retroactively and to $615 in December. More than one-fourth of bargaining unit employees qualify for the fifth-year raises, Slotnick said.

Starting pay for reporters and photographers increases by $60, to $425.

Top minimum for **chief photographer, sports editor, community editor** and other editors advances by $85 (steps of $45 and $40) to $700.

The hourly minimums for **keyboard operators, typists** and **clerks** advance by $1 in two steps, to $10.45 ($365.75 for a 35-hour work week) after three years' employment.

Employees paid more than the minimum rates are guarenteed raises of at least 6.5 percent the first year and 6 percent the second.

Metroland operates as a division of Harlequin Enterprises (also publisher of romance novels), which is owned by TorStar, Inc., which also owns the Toronto Star, Canada's largest newspaper.

The community papers, most of which publish three times weekly and have high-quality editorial content, have a combined circulation of several hundred thousand, although estimates range as high as 1 million, counting free-distribution copies.

Although editorial staffers are scattered throughout the metropolitan area in offices ranging in size from four to 19 people, "this is a strong, committed group," Slotnick said.

It was not unusual for members to come 40-50 miles to membership meetings, including one March 11 at which members authorized a strike by a 92 percent majority.

More than 100 people attended both that meeting and a later one March 17 at which the contract was ratified by a 3-1 margin.

Other contract improvements include:

- Maximum dental-care benefit is increased to $1,500; the orthodontics maximum, to $1,500 lifetime, for all family members. Vision care is increased to $125 every two years. The life insurance benefit on death of a spouse is increased to $2,500; benefit on death of child, to $1,500.
- The pension base-year is moved to 1987, effective next January and the company guarantees that plan will not be amended without consent of Guild. A pension advisory committee will be set up, with two Guild and two company representatives.
- The overtime rate is to take effect after 37 1/2 hours, instead of 39, on 35-hour work week.
- Employees working in higher classifications are to receive premium pay for each shift, instead of the former practice of paying it only if an employee worked a full week in a higher classification.
- The severance pay maximum is increased to 30 weeks, from 26.

The agreement contains no major concessions, Slotnick said.

Raise Day — 'Thanks to the Guild' — at BNA



Leaders and members of the Washington-Baltimore Guild unit at the Bureau of National Affairs use balloons and posters for a noon-time display in a courtyard outside the special-interest publisher's main offices in northwest Washington to celebrate 5-percent raises going into effect March 16, the beginning of the final year of their three-year contract. In the foreground with balloons is Maria Gold, vice chairperson of the BNA Guild unit. Partially obscured by the balloons is Deborah Billings, alongside a poster also decorated with balloons and reminding employees that together they'll all "Soar Higher with the Guild."

BILL BURKE/Washington-Baltimore Guild

Top at Richmond Review increasing by $99, to $671

Richmond, B.C. — A new 3-year agreement between the Richmond Review and the Vancouver-New Westminster Guild raises top-minimum pay for reporters and photographers by $99.58, to $671.17 a week, at the thrice-weekly suburban paper.

The agreement, ratified late last year and covering 21 employees, first raises minimum rates in all classifications by 5.5 percent, retroactive to last June 1. Minimums increase by an additional 5 percent this June and by 6 percent next June.

Minimums for reporters and photographers with four years' experience advances retroactively by $31.44, then by $30.15 and $37.99. The reporter starting minimum increases by $63.25 in three steps, to $426.35.

Minimums for display advertising salespersons with four years' experience increase by a total of $92.14 (steps of $29.09, $27.90 and $35.15), to $621. General clerks with two years' experience advance a total of $73.74, to $499.72.

In addition, district advisors' minimum rates were substantially upgraded, being raised a total of 59 percent. Their hourly rates go up a total of $3.80, to $10.29 in the final year. That's a $133 weekly hike, to $360.15, based on the Review's contractual 35-hour work week.

The agreement contains "no rollbacks" and "firms up" language on temporary and free-lance employees, said Mike Bocking, local president and chief bargaining in the talks.

Guild gets interim okay at Guelph daily

Toronto — The Ontario Labour Relations Board has granted "interim certification" to the Southern Ontario Guild as bargaining representative for some two dozen newsroom employees at the Guelph Mercury.

Final certification is expected after a dispute over "a handful of positions" is resolved, SONG Executive Officer Paul Pellettier said.

The local petitioned on Feb. 13 to represent full- and part-time editorial department employees at the 18,000 circulation Thomson-chain evening daily southwest of here.

After determining that a "substantial majority" of employees favored Guild representation, the labor board granted recognition March 9, Pellettier said.

In a related matter, the Guild has charged the Mercury with illegally interfering with the union activity of its employees during organizing.

The Guild alleges that management advised employees they would be ineligible to receive dividends from a company profit-sharing plan if they chose union representation.

Mercury management specifically told some employees in "one-on-one meetings" they could lose 1989 dividends, in some case up to $12,000 or $13,000, Pellettier said.

"Part of the folklore, the mythology surrounding this plan is that it's for non-union employees only," Pellettier said. "However, no documents have been produced to show that."

In a story that appeared in the Mercury, the paper's publisher spoke of counseling employees on the profit-sharing plan. "He left the employment of Thomson the next day under suspicious circumstances," Pellettier said.

The labor board has scheduled four days in May and June for hearing the charge.

SONG representative Peter Murdoch assisted newsroom employees in organizing. The Mercury's production workers already are unionized.

'No union' wins in West Hawaii vote

Kailua-Kona, Hawaii — A group of 26 employees of West Hawaii Today, a 16,000-circulation tabloid published by the DonRey chain, has voted against representation by the Hawaii Guild as their bargaining agent.

In a secret-ballot election supervised by the National Labor Relations Board, employees in advertising, business, circulation and editorial departments cast 11 ballots for the Guild and 14 for no union.

Roy Kruse, Guild administrative officer, called the result "disappointing." Prior to the election March 14, a majority of employees signed union-application cards, seeking wages and benefits comparable to those Guild-represented employees receive at DonRey's Hilo Tribune-Herald on the other side of the big island of Hawaii, Kruse said.

In another close election defeat in 1981, the Guild failed to gain representation rights for West Hawaii Today's editorial department employees.

Windsor files for business office

Windsor, Ont.—The Windsor Guild has petitioned the Ontario Labour Relations Board for certification as the union for all 15 employees in the Windsor Star's business department.

The petition, supported by membership application cards from a substantial majority, was filed just over a month after the Guild concluded a new three-year contract that provides raises of at least 16.6 percent, more if inflation spirals upward under the new 7 percent goods-and-services tax [Guild Reporter, March 9].

The contract covers employees in the Star's editorial and circulation departments.

Windsor Guild President Julie Rowe and TNG Representative Dan Zeidler assisted the new business-office group to organize.

Meanwhile, across Canada the Victoria Guild petitioned the British Columbia Industrial Relations Commission to amend the union's certification as representative of employees of the Comox Distric Free Press and the North Island News to include five employees of the latter's total market coverage operation in Campbell River.

Employees in the advertising, editorial, business, production and printing sales departments voted for the Guild on Feb. 26.

Weekly staff decertifies

Cape May Ct. House, N.J.—Employees of the Cape May County Herald have voted to decertify the Philadelphia Guild as their bargaining representative.

Tally in the Feb. 23 balloting was 6 for the Guild, 12 for no union. Employees of the weekly had voted the Guild in by 12-8 in late 1988, but the local had been unable to bargain an acceptable contract.

N.Y. Daily News members authorize strike call

(Continued from Page 1)

givebacks outweigh the money offer, and that pay hikes would be closer to 6 percent, 9 percent and 9 percent, when the additional hours are factored in.

"While they're offering large amounts of money, they're making members pay for it out of the existing contract," Lipton said.

"They're trying to get us to swallow the money, give up all our rights, and in the process split us away from the other unions."

The first Guild-News bargaining session after the strike vote was March 28. There was "absolutely no progress," Lipton said. Another session had been scheduled for March 30.

King & Ballow, a Nashville firm, represents the News in negotiations.

The Guild contract expires at midnight March 30, but both sides said they would continue to negotiate. In addition, nine other unions are negotiating on contracts that expire at the same time.

"We made it clear we had no intention of striking upon expiration," Lipton said. "None of the unions look forward to striking. What happens will be a result of what happens at the table."

Meanwhile, the 10 unions in the Allied Printing Trades Council made a show of solidarity among the 3,000 employees they represent.

An estimated 3,500 members and supporters packed the ballroom of the Sheraton Centre during an emotional rally organized by the council March 25.

"It was an incredible show of unity," said one observer. "It was a Sunday morning, half the people had been working all night getting out the paper, and they still showed up. It was like a revival."

Speakers included the 10 union presidents, New York State AFL-CIO President Edward J. Cleary, AFL-CIO Regional Director Humphrey Donahue, and Theodore Kheel, an attorney and longtime adviser to the council.

In his remarks, Lipton alleged management had interfered in the bargaining process by sending a videotaped message to the paper's 3,600 employees in late March.

Several News executives appeared in the tapes, asserting that "inefficient work practices" and "abuses" by press operators and drivers are keeping the paper from profitability and hindering plans to convert to color-capable presses.

About 100 members threw their tapes into garbage bags destined for delivery to Publisher James Hoge, who spoke on the tape. (See separate story.)

CBS-TV reporter Mike Wallace, preparing a report for broadcast April 1 on the "60 Minutes" show, filmed segments of the rally.

When questioned about rumors that the feature would be propaganda for the News, Wallace promised union members it would be an unbiased report.

As expiration date for the 10 contracts neared, the News continued its hard-line stance that it would continue to publish during a work stoppage.

After members of the mailers union authorized a strike, the News placed ads with major New York papers and radio stations, seeking "permanent replacements."

The Washington Post reported March 29 that 4,000 applicants showed up at the News' 42nd Street headquarters for the 116 advertised jobs.

Deborah Friedman, spokesperson for the unions, accused Hoge of "using the poor, unskilled, unemployed people of New York as a pawn in his own game. It was really pathetic; it looked like a 1930s soup line."

"These people are the object of a cruel hoax," said George E. McDonald, president of the Allied Council and of the New York Mailers Union-CWA. "There are no jobs available; there is no strike."

The News also said it would advertise the jobs of any other union authorizing a strike, including the Guild, and "permanently replace any employee who strikes."

Training of replacement reporters and editors began several months ago, when the News set up a "strikebreaker newsroom" with computerized equipment at a site in North Bergen, N.J.

At least one "practice paper" has been produced at the New Jersey site by managers. Reporters also have been recruited from Tribune-owned papers in Florida and Virginia, with promises that travel and hotel expenses will be paid.

The News also beefed up its security force in recent weeks. Brown-shirted guards from private agencies now patrol News buildings, sometimes with menacing dogs.

There have been complaints that guards intimidate employees and subject them to constant identification checks, adding to the tension inherent in the bargaining dispute.



NEW YORK GUILD BARGAINING LEADERS POSE BEFORE DISTRIBUTING 'REAL NEWS'
Allied Printing Trades tabloid aims to counter Daily News management's public relations campaign. From left: TNG and New York Chairperson Peter E. McLaughlin; TNG Representative Harry McCormick; N.Y. Sec'y-Treasurer Tom Pennacchio; N.Y. President Barry Lipton; Bob Vann, local representative.

Hoge, Carnesecca caught in video blitz backlash

New York—In a move that resembled military leafletting over hostile territory, the Daily News has "dropped" 3,600 copies of a video-taped message on its employees.

The slick production, in which St. John's University basketball coach Lou Carnesecca served as front man for the News, generated angry responses from employees.

About 100 of them brought their tapes to a union rally March 25 and threw them into garbage bags that later were delivered to News Publisher James Hoge's office.

The tapes were sent to employees' residences, and hundreds reportedly mailed them back to Hoge's $1.2-million Gramercy Park apartment.

A Guild newsletter suggested that employees "tape 'Norma Rae' over the Cecil B. de Hoge production" before mailing them back.

"People were outraged that they would waste money on such a blatant attempt to influence negotiations by lying to the membership," New York Guild President Barry Lipton said.

The News, seeking major contract concessions in ongoing bargaining with the Guild and nine other unions, asserts that labor costs have prevented the News' parent Tribune Co. of Chicago from getting "a decent return on its investment."

The Kamber Group, a public relations firm hired by the unions, estimates that production and distribution of the tapes cost in excess of $100,000.

Carnesecca received heavy criticism for serving as a "national shill" for the News, Lipton said. "St. John's was deluged with complaints, and the school made it clear it did not approve of his involvement," Lipton said.

A Kamber spokesperson reported that Carnesecca himself was "inundated with calls."

In its newsletter, "The Talk of 42nd St.," the Guild also questioned the News' ethics in using a "legitimate news source to be their spokesman," creating a "chilling effect on our ability to gather the news."

"Does the Daily News sports writer question Looie ... as just another coach? Or does he question him as a paid spokesman for the boss?" the newsletter asked.

The 18-minute tape, titled "A Paper for the 90's," opens with Carnesecca (wearing a tweed coat instead of his trademark sweater) strolling a New York street and clutching a copy of the News.

"I understand the News, a paper I've been reading since I was 4 years old, is in trouble," Carnesecca says.

He then narrates a script that leads through interviews with Hoge and other managers reciting a litany of allegations against the unions.

Near the end, the executives (all in closely snugged ties) appear as "talking heads" inserted in footage of New York's streets and skyline.

Carnesecca ends by glibly suggesting that "teamwork" will solve the labor dispute—a situation involving millions of dollars, thousands of jobs and the existence of the paper.

"It's time for us to tighten our sneakers and start working together," he says.

The News may have borrowed the "video leafletting" idea from Frank Lorenzo, who blitzed Eastern Airlines union pilots with video-taped messages last year when they were supporting striking machinists.

Handicapper top to hit $839 in L.A.

Los Angeles — Top-minimum pay for experienced handicappers at the Daily Racing Form here will reach $839.53 per week, an increase of $135.70, during the life of a new four-year agreement between the Los Angeles Guild and the paper.

A first raise of $51.08, retroactive to last March, boosts the current rate to $754.91. Other raises follow every six months, with the final one due in September 1992.

Over the term, starting pay will increase by $102.23, to $634.61.

The agreement, ratified by the membership March 28, covers some 50 employees in the business, circulation, editorial and wire room departments of the horse racing publication.

Some other classifications and the top-minimum increases:

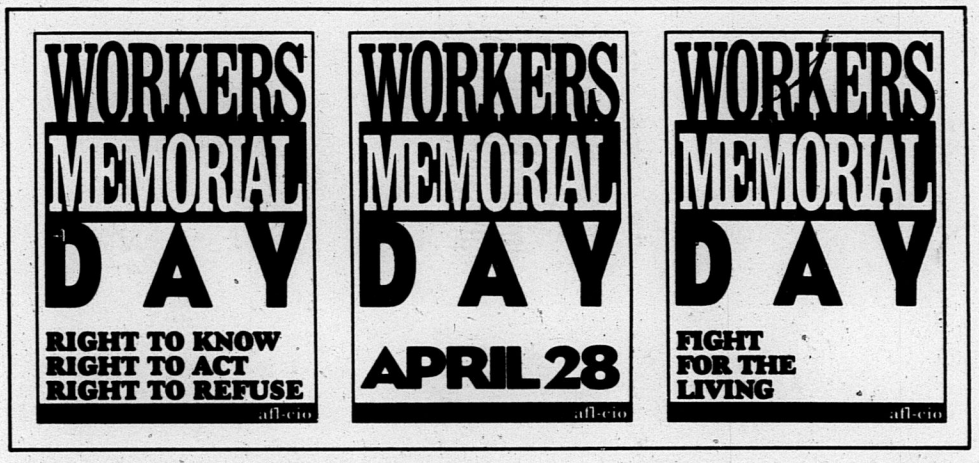
- District managers, up by $120.64, to $747.34; statistical clerks and bookkeepers, up by $105.84, to $656.70.
- Utility person, up by $91.19, to $567.03; head return room clerk, up by $90.47, to $562.64.

Under the agreement, the employer will increase pension fund contributions by $8 per week per employee, to a total of $31, for employees covered by TNG's Int'l Pension Fund.



ALL-UNION RALLY OF NEW YORK DAILY NEWS UNIONS FILLS SHERATON CENTRE HOTEL'S BALLROOM MARCH 25
At the podium, foreground right, is George E. McDonald, president of the unions' Allied Council and the New York Mailers Union-CWA.

Join CLC, AFL-CIO observances, members urged



Silver Spring, Md. — Guild members in the United States and Canada are being urged to join other union workers in observing April 28 as a day to remember those who have been killed or injured on the job during the past year.

The second annual "Workers Memorial Day" in the U.S., organized by the AFL-CIO, includes special activities in eight cities, chosen because of fatal accidents or safety concerns in those areas.

The Canadian Labour Congress (CLC) is organizing similar activities for its annual "Day of Mourning" for workers killed or injured on the job.

U.S. observances will include a candlelight vigil in Denver; an ecumenical prayer service in Milwaukee; placement of a permanent memorial for workers in Spokane, Wash.; a wreath laying in Portland, Me.; a speech by Sen. Sam Nunn (D-Ga.) during services in Atlanta; lighting of a memorial fire in Cleveland; and services in Houston for workers killed in a refinery explosion.

In addition, the AFL-CIO and union locals are planning events at many other U.S. sites to draw attention to workplace dangers and the need for stronger safety laws.

The emphasis of the U.S. observance will be labor's push for major improvements in the Occupational Safety & Health Act.

In Canada, the thrust will be for stricter safety regulations and firm enforcement of existing rules, as well as better compensation for injured or diseased workers.

In a letter to all locals, TNG President Charles Dale urged Guild leaders to "do everything you can" to make the observances a success.

"We in the Guild may not have had many deaths on the job, but our list of wounded is long and growing. It would well repay every local to take time out for these observances," he said.

Dale urged locals to contact area labor councils to help plan activities and assure Guild participation.

According to information from the AFL-CIO Dept. of Occupational Safety & Health and the CLC Workplace Health & Safety office:

- 10,000 U.S. workers are killed each year, and an estimated 7 million are injured.
- Workplace accidents kill 1,000 Canadian workers a year and injure 1 million.
- 100,000 U.S. workers die from cancer, lung disease and other diseases related to toxic chemical exposure at work.
- Tens of thousands of workers are permanently disabled annually in both nations.

High-tech offices vs. low-tech limbs = pain

By Erik Lacitis

This column is reprinted with permission of the author and the paper from the Seattle Times of Feb. 4. Lacitis is a staff columnist with the paper and a member of the Pacific Northwest Guild.

SO COMPUTERS were going to change life for the better. So this new technology would make life easier for everyone. So with a push of a button wonderful new worlds would open up.

But if it's so wonderful, then why am I sitting here, typing this column wearing two wrist straps, my elbows on foam pads, the keyboard resting precariously on my lap as I try to follow my physical therapist's instructions to keep my hands extended straight out as I type?

If it's so wonderful, then why did I start going home with a thumb going numb, my arms on fire, my shoulder feeling like I just played tackle football without pads?

What we've got is the revenge of the computers.

THE TECHNICAL might of computers is undeniable. Our modern world would fall apart without micro-chips.

There is just one problem. People weren't made to work on computers. It's a completely unnatural act to sit in front of a computer all day, typing away. Nothing in man's evolution prepared him for this.

Walking, running, working in your garden, going hiking in the mountains we can do and not suffer a physical price. Sure, your legs might get sore. But that's because you're probably out of shape. After a hike, your body recovers and gets even stronger.

All that working on computers does is turn your body into one of an 80-year-old, half a century ahead of schedule.

Walk through any office in which there is heavy computer use. You'll see the walking wounded, all those people wearing arm braces. In the worst cases, people have had to give up their jobs because they literally couldn't type any more.

At lunch, discussion of carpal tunnel syndrome and repetitive strain injury have become standard conversation topics. The carpal tunnel is the narrow tunnel through which pass nerves, tendons and blood vessels to your fingers.

Repeating the same motion over and over again wears and tears those nerves and tendons. Do it enough times and you'll be on your way to the doctor. You might even have surgery, if the damage gets to the point that objects drop out of your hands because your grip is shot.

I FEEL LUCKY because the therapist's assessment of my injury was "not bad" and there was a good chance it was reversible. I'm now pumping little three-pound irons for my wrists.

As best as I can, I've changed my "VDT workstation." In our high-tech world, we no longer use terms such as "table" and "chair," which is all that a "VDT workstation" is.

But I'm doing something else, too, which I think will help the most. I am again taking notes by hand, not typing them on a computer while cradling a phone. I've even still got my old manual typewriter. I can use it to type rough drafts. Office workers didn't get carpal tunnel syndrome when they used manual, or even electric typewriters. With those machines, you had to put paper in and there was much more varied movement with your arms.

The computer terminals were designed by engineer nerds who'd never actually use them. These nerds placed various command keys in places which, to reach them repeatedly on the keyboard, stretched ligaments past their limit.

Before any computer is put on the market, I think the engineer nerds should have to use it for a year. Then maybe they would have a little more understanding of what office workers are going through.

In companies, the executives who order the computer terminals also seldom use them — at least not eight hours a day like their workers. I would have a federal law that forces the executives to spend a few months chained to a VDT.

At the doctor's office, I saw women in their 20s wearing arm braces. They should have been planning a skiing trip, not applying for worker's comp.

It is still women who make up the majority of the secretarial work force. They can't go back to taking notes with a pen or to manual typewriters. They're paying the price for our dependence on computers.

The miracle of computers? Ask the grunts on the line sometime.

PLEASE POST **DON'T BUY** PLEASE POST

National Boycotts Sanctioned by the AFL-CIO

ACE DRILL CORPORATION
Wire, jobber & letter drills, routers and steel bars
United Automobile, Aerospace & Agricultural Implement Workers of America International Union

AEROMEXICO AIRLINES
Airline passenger and freight carrier
International Association of Machinists & Aerospace Workers

BLUE CROSS/BLUE SHIELD OF MEMPHIS, TN
Carrier of union health plans
AFL-CIO

BROWN & SHARPE MFG. CO.
Measuring, cutting and machine tools and pumps
International Association of Machinists & Aerospace Workers

BRUCE CHURCH, INC.
Iceberg Lettuce: Red Coach, Friendly, Green Valley Farms, Luchy
United Farm Workers of America

BURWOOD PRODUCTS
Manufacturers of plaques, clocks, and other decorative wall accessories
United Automobile, Aerospace & Agricultural Implement Workers of America International Union

CALIFORNIA TABLE GRAPES
Table grapes that do not bear the UFW union label on the carton or crate
United Farm Workers of America

CLARK GRAVE VAULT COMPANY
Copper and steel burial vaults
United Automobile, Aerospace & Agricultural Implement Workers of America International Union

COLT FIREARMS COMPANY
Manufacturers of handguns and rifles
United Automobile, Aerospace & Agricultural Implement Workers of America International Union

CONTINENTAL AIRLINES
Continental airline carrier
International Association of Machinists & Aerospace Workers, Transport Workers Union of America

EASTERN AIRLINES
Continental airline carrier
International Association of Machinists & Aerospace Workers, Transport Workers Union of America

FORT HOWARD PAPER CO.
Green Bay, Wisconsin and Muskogee, Oklahoma, Mardi-Gras, Page, Sof-Knit tissues and napkins, Antique towels, Pom-ettes, Edon and Dolly Madison tissues
United Paperworkers International Union

GARMENT CORPORATION OF AMERICA
Work clothes and uniforms
Amalgamated Clothing & Textile Workers Union

HOLIDAY PAPER CUPS, DIV. OF IMPERIAL CUP CORPORATION
Holiday Paper Cups brand name
United Paperworkers International Union

HOLLY FARMS
Chickens and processed poultry products
International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America

INTERNATIONAL PAPER COMPANY
Producer International and Hammermill bond, offset and writing paper and related products
United Paperworkers International Union

JOHN MORRELL & COMPANY
Meat products: John Morrell, Rath Blackhawk, Nathan's Famous, Tobins First Prize, Hunter, Tom Sawyer, Krey, Partridge, Rodeo, Scott Petersen, Bob Ostrow, E-Z Cut, Table Trim, Golden Smoked, Carson Ribs
United Food & Commercial Workers International Union

JOHN PORTMAN COMPANIES
Shopping malls, hotels, property management companies, real estate development investment
Service Employees International Union

KAWASAKI ROLLING STOCK, U.S.A.
Motorcycles
Transport Workers Union of America

KRUEGER INTERNATIONAL, INCORPORATED
Brand name chairs: Metrix, Poly, Dorsel, Vertebra, Stax, Alfa, Modular, Auditorium and University Seating (for airports and auditoriums)
International Association of Machinists & Aerospace Workers

LA MODE DU GOLF CO. OF LOS ANGELES
La Mode and Lady La Mode men's and women's golf apparel
International Ladies' Garment Workers Union

LOUISIANA-PACIFIC CORP.
Brand name wood products: L-P Weimanized, Cedartone, Waterwood, Fibrepine, Oro-Bond, Redex, Sidex, Ketchikan, Pabco, Xonolite
United Brotherhood of Carpenters and Joiners of America, International Woodworkers of America

MOHAWK LIQUEUR CORPORATION
Mohawk labeled gin, rum, peppermint schnapps, and cordials
Distillery, Wine and Allied Workers International Union

NAPA VALLEY CO-OP
Berryfield 1985 (Sauvignon Blanc) wine
Distillery, Wine and Allied Workers International Union

PLYMOUTH RUBBER COMPANY
Insulating material, rubber bands and vinyl products
United Rubber, Cork, Linoleum and Plastic Workers of America

R.J. REYNOLDS TOBACCO CO.
Cigarettes: Camel, Winston, Salem, Doral, Vantage, More, Now, Real, Bright, Century, Sterling, YSL/Ritz; Smoking Tobaccos: Prince Albert, George Washington, Eater Hall, Apple, Modern Mixture, Royal Comfort, Top, Our Advertiser; Little Cigars: Winchester
Bakery, Confectionery & Tobacco Workers International Union

ROME CABLE CORPORATION
Cables used in mining and construction industry
International Association of Machinists & Aerospace Workers

SEATTLE-FIRST NATIONAL BANK
Withdraw funds
United Food & Commercial Workers International Union

SHELL OIL COMPANY
Subsidiary of Royal Dutch Shell (parent company of Shell South Africa); gasoline, petroleum and natural gas products
AFL-CIO

SILO, INC.
National retailers of electronic equipment and appliances
International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and Helpers of America

STERLING RADIATOR
Baseboard heaters for the home
United Automobile, Aerospace & Agricultural Implement Workers of America International Union

UNITED STATES PLAYING CARD CO.
Brand names: Bee, Bicycle, Tally Ho, Aviator and Congress
Retail, Wholesale and Department Store Union

Union Label and Service Trades Department, AFL-CIO — March/April 1990

Pittsburgh locals hold RSI sessions

Pittsburgh—The poster said what every reporter with ailing arms knows: "Repetitive Strain Injury ... when work becomes a real pain in the neck, hands, wrists and arms." Then it offered some help in the form of workshops on the topic, complete with a medical expert to answer questions.

The Pittsburgh Guild and Local 7 of the Media Workers Sector of the Communications Workers on Feb. 22 co-sponsored three workshop sessions on RSI. It was the first time the two local unions had come together for such a cause.

During two lunch-time and one evening session, a videotape about RSI was shown and a doctor was available to elaborate and take questions.

A 27-inch TV and a VCR were rented for the day. Coffee, tea and soft drinks were provided to supplement participating members' brown-bag lunches.

In the afternoon, the unions hosted Dr. William Somerset of The Workplace, a rehabilitation facility in the suburbs of Pittsburgh which has seen an increasing number of work-related injuries. The evening speaker was Dr. Michael Rogal, an orthopedic surgeon who also is well-versed in the problems of carpal tunnel syndrome, tendinitis and other work-threatening ailments.

Both physicians emphasized to their audiences of reporters, copy editors and classified-ad personnel the importance of adjusting their work stations, receiving prompt medical attention once symptoms appear and stretching and exercising — as an athlete would before a big game.

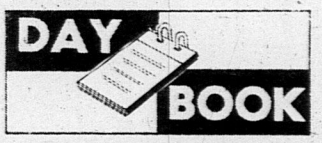
The body wasn't meant to stay hunched in front of a VDT for hours at a time — no matter what the deadline demands, they pointed out.

Sheets with sample stretching exercises were distributed, as was the booklet, "Video Display Terminals: A Health Guide for Users," a joint production of TNG and the CWA.

An increasing number of employees in the Pittsburgh Guild's editorial-only unit at the Post-Gazette have been experiencing varying degrees of discomfort while working on VDTs, said Barbara Vancheri, the union's 2nd vice president and chair of its health and safety committee.

While no one has missed work because of RSI, "a couple of people" have come to work wearing braces on their forearms and wrists and others have taken to putting dictionaries in front of VDT keyboards to serve as wrist rests, she said.

The CWA local represents business-office, classified and display advertising employees of Scripps-Howard's Pittsburgh Press, which produces the Post-Gazette for the Block chain under a joint operating agreement.



Int'l Executive Board, spring meeting, April 23-27, TNG headquarters, Silver Spring.
Western District Council, spring meeting, April 28-29, University Plaza Hotel, Seattle.
Southam Council of Guild locals, spring meeting, May 4, Montreal.
Canadian District Council, spring meeting, May 5-6, Montreal.
Middle-Atlantic District Council, spring meeting, May 5-6, Rochester, N.Y.
New England District Council, spring meeting, May 5-6, Regency Inn, Taunton, Mass.
Great Lakes, Midwest and Southern District Councils, joint spring meeting, May 19-20, St. Louis.
Int'l Executive Board, pre-convention meeting, June 22-23, Sheraton Centre Hotel, New York.
57th Annual Convention, June 25-29, Sheraton Centre Hotel, New York.

New jobs for 7 end Sunpapers cafeteria boycott

Adapted from "The Guild Forum," Washington-Baltimore Guild newsletter

Baltimore—Ask Shirley Lennon how she likes her new job running the freight elevator at the Sunpapers and she'll tell you "it has its ups and downs."

The story of how Lennon came to be running the elevator after serving food in the Sunpaper's cafeteria for 17 years is the story of a boycott of the cafeteria begun last June when seven Guild-represented workers there suddenly found themselves out of work as the operations of the cafeteria changed hands.



VELMA WILKERSON
Back in Sunpapers cafeteria.

The story of the boycott is one of solidarity as members of all the unions at the papers, as well as many members of management, protested this obvious injustice with their feet — every day through summer's heat, fall's rains and winter's icy snows leaving the Sunpapers for lunch, sodas and even coffee breaks.

Briefly, it went like this: Employees of Canteen Food & Vending Service were let go when Service America took over the cafeteria. The Guild called for a boycott [Guild Reporter, June 16] and began legal actions, some still unresolved.

Two of the ex-cafeteria workers — Corey Butler and Sean Dorsey — soon started in other jobs with the Sunpapers. A third, a part-timer, accepted a Canteen offer of full-time work at another cafeteria at a nearby bank.

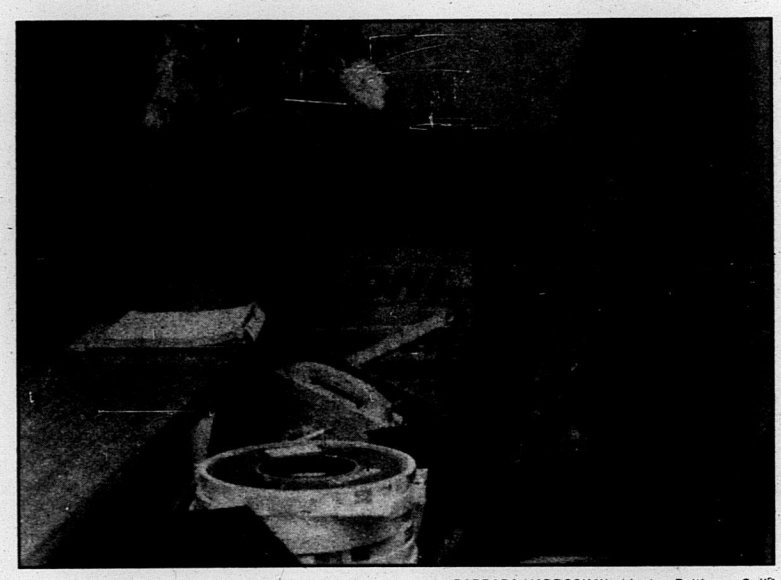
That left four — the most senior: Virginia Sykes, Nellie Cunningham and Velma Wilkerson, besides Lennon.

In August, in a move management hoped would end the boycott, Sykes was offered a job as the receptionist in the Sun's front lobby. She accepted.

"That's one," the Sun was told. "What about the other three?"

The answer didn't come until December.

In the meantime — realizing money was short in households accustomed to their paychecks, and inspired by the Sun's own "Bags O' Plenty" drive to collect food for the homeless — Guild members in some departments "adopted" the remaining three victims, contributing enough to give each a fresh turkey plus "trimmings" for Thanksgiving.



BARBARA HADDOCK/Washington Baltimore Guild
VIRGINIA SYKES AT RECEPTION DESK IN SUNPAPERS LOBBY

Finally, in the week before Chrismas the Guild, Sunpapers management and Service America reached an agreement that put the three back to work.

While Lennon works the freight elevator and does other janitorial chores, Wilkerson was hired by Service America to work in the Sunpapers cafeteria and Cunningham is working in the company's cafeteria at Baltimore Gas & Electric.

And employees of the Sunpapers once again are eating in the cafeteria — although you'll find many still going elsewhere.

San Juan Star pact boosts rates, benefit payments

San Juan, P.R.—A new 3 ½-year agreement between the Puerto Rico Guild and the San Juan Star boosts minimum pay rates by as much as $55 per week and provides for significant increases in employer payments to health and pension plans.

In addition, all full- and part-time employees receive lump-sum payments of up to $275.

The agreement, effective this January through June 1993, covers 210 Guild-represented employees in all departments, including production areas.

Owned by the Scripps Howard chain, the English-language daily has 38,000-circulation on the mostly Spanish-speaking island.

The company significantly improved its offer after employees rejected a "final offer" in early February and authorized the Guild bargaining team to call a strike, said TNG Int'l Representative Harry McCormick, who assisted the local in negotiations.

"They improved the medical contributions for part-timers considerably, raised offers on minimum rates and bonus money, and added a full bonus for part-timers," McCormick noted.

Tentative agreement was reached after eight months of talks; members ratified the pact by an overwhelming margin March 16.

The top minimum in the key classification—experienced **reporters, photographers, copy readers, artists, programmers** and others—increases by $51 in three steps, to $484 in the final year.

The initial $15 step on March 1 pushed the rate to $448; that increases by $20 next March and by $16 in March 1992.

In the top classification—including **news, sports, business, lifestyle, entertainment, special sections, graphics** and **Sunday editors, chief photographer** and others—the minimum rate advances by a total of $55, to $515 per week.

District managers advance by a total of $40, in steps of $12, $15 and $13, to $412 in the final year.

Electronics technicians, press mechanics and **shop employees** (printers and press operators) also advance by a total of $40, to $374 on day shift, $384 on night shift, and $386 on "lobster" shift.

Top minimum for another group—including **secretaries; cashiers; control, credit, accounting** and **senior clerks; truck drivers; ass't librarians; classified phone room personnel; proofreaders** and others—advances by $37, to $314 in the final year.

The lump-sum payments—$240, $250, $265 or $275 in after-tax dollars, and determined by classification—are in lieu of raises for the period between last July and this March.

The Star also will increase its payments for health insurance coverage for full-time employees by $10 per month this March, an additional $10 next March and by $15 more in March 1992.

That is in addition to an earlier $20 increase the Guild negotiated for full-timers when the previous contract was extended one year past its June 1988 expiration.

In the current agreement, significant increases also were negotiated for part-time employees, with most of the hike taking effect this March.

Total increases per month range from $19 for single coverage (for employees working 10-19 hours) to $66 per month for family coverage (for those working more than 30 hours).

Beginning next January, the employer will increase by $2 per week, to $14 per employee, payments to an employee pension fund.

Lunzer is Twin Cities' new exec

Minneapolis—Bernard J. (Bernie) Lunzer, interim administrator of the Twin Cities Guild since January 1989, has been appointed the local's executive secretary, its top administrative and contract bargaining and enforcement position.

A former chairperson of the Guild's unit at Knight-Ridder's St. Paul Pioneer Press Dispatch, he was named to the full-time post Feb. 19 on a 23-8 vote by the union's representative assembly. The position had been vacant since December 1988, when John Kailin resigned after less than a year in the job. Other finalist for the appointment was Michael Hennen of the local's unit at the Star Tribune in Minneapolis.

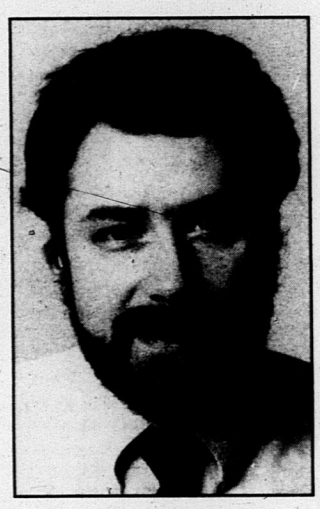
Lunzer, 32, worked as local representative for some eight months before being named interim administrator. He also had worked for the local in the first half of 1987, concentrating initially on preparations for a possible strike during Pioneer Press Dispatch bargaining that was concluded without one that spring.

A former secretary of the Midwest District Council of Guild locals, Lunzer also was one of his local's delegates to the last three of TNG's annual conventions.

He began working for the Knight-Ridder chain's St. Paul daily in January 1980 as a messenger and over the following eight years worked successively as assistant to the promotion manager, circulation single-copy sales assistant, and as a news clerk.

During the same period he also served the Guild in various volunteer positions: shop steward, delegate to the representative assembly, member of the executive committee and unit chairperson.

Beginning in mid-1983 he helped design and set up — and served on — a Guild-management job-study committee that oversees the continuous review of some 80 clerical positions to assure that their classifications and pay-levels are appropriate.



Bernard J. Lunzer

Bulletin hikes are 7, 5 and 5

Cleveland—Employees have ratified a new three-year agreement between the Catholic Universe Bulletin and the Cleveland Guild that provides a 7 percent increase in weekly minimum wage rates the first year and 5 percent hikes the second and third years.

Covering six employees, mostly artists and assistants in the advertising, circulation, production and editorial departments, the contract replaces an agreement that expired in September 1987.

New top minimum for fully experienced artists is $538, going to $565 and then to $593. Top for experienced editorial assistants now is $398 per week, and goes to $418 and then $439.

The new pact, retroactive to July 1, also provides fully paid hospitalization for current employees and their families, but only single coverage for new hires.

The official publication of the Cleveland Diocese has not employed reporters or photographers since firing all four in April 1988, claiming straitened finances.

The Guild asserted that the four, who were active Guild leaders and had a combined 70 years' employment with the paper, were fired for union activism. An arbitrator, however, refused to overturn the firings.

Reporter and photographer classifications remain in the new contract and the weekly top-minimum rate for a reporter with six years' experience was raised to $563, with hikes scheduled to $591 and $623. New top minimum for photographers is $375, going to $394 and then to $414.

$1,158 a week leads list of library-pay tops

TOP AND FLAT minimum pay rates for a variety of Guild-covered jobs in the libraries of daily newspapers and wire services in the United States, Canada and Puerto Rico as of Dec. 1, 1989, ranged to as much as $1,158.39 a week ($60,236.28 a year), according to information from TNG's Collective Bargaining Dept.

The top rate was for chief librarian at the New York Times. The lowest rate was $195 a week ($10,140 a year), at the Glens Falls (N.Y.) Post-Star.

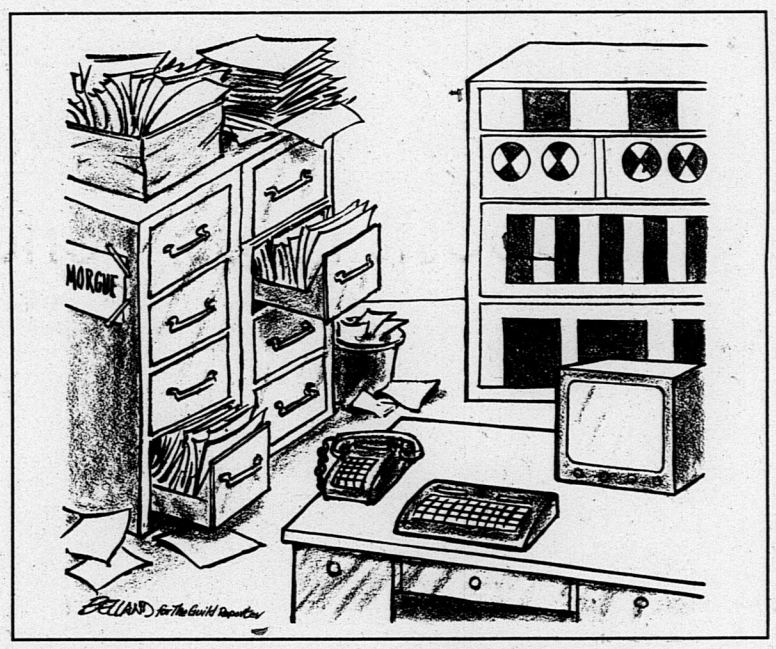
Fifty-seven percent (118) of the 206 rates were higher than $450 a week ($23,400 a year). More than half the rates — 107, or 51.9 percent — were higher than $475 a week ($24,700 a year); nearly 40 percent (81) were higher than $500 a week ($26,000 a year).

Top and flat rates as of Dec. 1 are listed here for employees at 116 daily newspapers and two wire services. Deferred increases and raises from settlements effective since then are not reflected in the list.

Contracts and job titles	Minimum	After
New York Times		
Chief librarian	$1,158.39	6 mo.
Researcher/librarian	911.98	4 yrs.
Asst. reference librarian	727.41	3 yrs.
Morgue indexer, morgue picture indexer	687.10	3 yrs.
Morgue counter asst., program documentation library clerk	650.76	3 yrs.
Ottawa Citizen		
Chief librarian	945.46	flat
Librarian	851.01	5 yrs.
Asst. librarian	560.52	2 yrs.
Toronto Star		
Librarian	924.10	5 yrs.
Asst. librarian	764.92	3 yrs.
Library asst.	610.95	4 yrs.
Library clerk	568.09	3 yrs.
Clerk in library	499.67	3 yrs.
New York Post		
Head librarian	860.60	flat
Asst. head librarian	728.40	3 yrs.
Librarian*	583.60	3 yrs.
Library clerk*	490.75	3 yrs.
Toronto Globe and Mail		
Asst. librarian	859.76	5 yrs.
Librarian Asst.	612.36	4 yrs.
Library clerk	490.80	3 yrs.
Montreal Gazette		
Librarian	841.00	4 yrs.
Asst. librarian	616.00	3 yrs.
Clerk library	554.00	3 yrs.
New York Daily News		
Head asst. librarian	837.97	3 yrs.
Library reader, library technician	610.02	3 yrs.
Asst. librarian	562.03	3 yrs.
Library file clerk	476.56	3 yrs.
St. Louis Post-Dispatch		
Head librarian in reference dept.	830.12	5 yrs.
Asst. librarian in reference dept.	620.16	5 yrs.
Reference dept. librarian	480.43	4 yrs.
San Francisco Chronicle and Examiner		
Head librarian	801.04	6 yrs.
Asst. head librarian	668.61	2 yrs.
Librarian (Chronicle)	596.72	4 yrs.
Librarian (marker) (Examiner)	526.72	2 yrs.
Library clerk (Examiner)	469.82	2 yrs.
Washington Post		
Librarian	798.60	2 yrs.
Asst. librarian	468.00	3 yrs.
Buffalo News		
Librarian	793.09	flat
Library asst.	390.38	5 yrs.
Denver: Rocky Mountain News		
Librarian	783.00	5 yrs.
Asst. librarian	439.00	4 yrs.
Library clerk	384.00	3 yrs.
Toledo Blade		
Head librarian	753.70	flat
Librarian I	523.13	3 yrs.
Librarian II	495.72	3 yrs.
Denver Post		
Librarian	738.00	5 yrs.
Asst. librarian	579.00	3½ yrs.
Research asst.	435.00	3½ yrs.
Library tech. III	461.00	3½ yrs.
Library tech. II	390.00	3½ yrs.
Library tech. I	353.00	3½ yrs.
Providence Journal and Bulletin		
Asst. librarian	727.25	2 yrs.
Library asst.	443.78	3 yrs.
Victoria Times-Colonist		
Asst. librarian	712.93	1 yr.
Library asst. II (indexing)	548.40	flat
Library asst. I	479.86	2 yrs.
Santa Rosa Press Democrat		
Head librarian	711.85	6 yrs.
Asst. librarian	475.91	2 yrs.
Long Beach Press-Telegram		
Head librarian	709.07	flat
Library clerk	465.06	3 yrs.
Vancouver Sun and Province		
Jr. librarian	702.04	flat
Library asst.	643.78	flat
Library clerk II	559.76	1½ yrs.
Library clerk I	522.51	1 yr.
Minneapolis Star Tribune		
Library night supervisor	702.00	flat
Reference librarian	596.50	2 yrs.
Library classifier & researcher	502.25	3 yrs.
Library asst.	388.50	2 yrs.
Seattle Post-Intelligencer		
Chief librarian	700.80	3 yrs.
Asst. librarian	543.21	3 yrs.
Library indexers	484.30	3 yrs.
Library clerk	458.50	3 yrs.

* Hired on or after March 31, 1982.
\# Plus $5.00 per shift for acting library supervisor; $6.50 per shift for ass't librarian.
† $457.90 if hired before Jan. 1, 1989; plus $5 after 10 yrs, plus $2 after 15 years.

Contracts and job titles	Minimum	After
Oakland Tribune		
Librarian	696.58	flat
Asst. librarian	590.14	2 yrs
Library clerk	401.93	2 yrs.
Manchester Union Leader		
Chief librarian	692.75	1 yr.
Librarian	505.00	2 yrs.
Chicago Sun-Times		
Reference librarian	684.37	5 yrs.
Library classifier, asst.	581.05	4 yrs.
Boston Herald		
Librarian	682.22	1 yr.
Clerk	403.82	3 yrs.
San Jose Mercury News		
Asst. chief librarian	666.54	3 yrs.
Librarian	596.72	4 yrs.
Detroit News		
Degree librarian	645.29	4 yrs.
Reference clerk	413.91	3 yrs.



Contracts and job titles	Minimum	After
Canadian Press		
Librarian	641.95	3 yrs.
Picture librarian	513.18	3 yrs.
Library asst.	420.00	2 yrs.
Philadelphia Inquirer and Daily News		
Library classifier	621.24	4 yrs.
Library asst.	494.63	5 yrs.
Detroit Free Press		
Librarian	620.29	4 yrs.
Library reference clerk	475.61	4 yrs.
Lowell Sun		
Librarian	608.00	4 yrs.
Library aide	374.73	3 yrs.
Albany Times-Union		
Librarian	602.65	4 yrs.
Asst. librarian	479.05	3 yrs.
Scrantonian Tribune		
Librarian	591.58	3 yrs.
Library clerk	259.00	flat
Cleveland Plain Dealer		
Librarian	589.70	3 yrs.
Library clerk	422.73	3 yrs.
Lansing State Journal		
Chief librarian	579.86	5 yrs.
Sacramento Union		
Librarian	553.60	4 yrs.
Library clerk	295.08	1½ yrs.
Hamilton Spectator		
Asst. librarian	550.00	2 yrs.
Library clerk	423.00	2 yrs.
Eugene Register-Guard		
Librarian	540.90	5 yrs.
Honolulu Advertiser and Star-Bulletin		
Asst. librarian	535.46	2 yrs.
Library classifiers	495.22	4 yrs.
Library clerk	457.50	4 yrs.
Windsor Star		
Library asst.	532.92	3 yrs.

Contracts and job titles	Minimum	After
Associated Press		
Head news librarians (New York and Washington)	532.36	flat
Head photo librarian (N.Y.)	532.36	flat
Head asst. photo librarians	479.95	flat
Librarians (N.Y. and Washington)	475.20	3 yrs.
Librarians	453.63	2 yrs.
Pittsburgh Post-Gazette		
Librarian	531.00	2 yrs.
Asst. librarian	486.00	2 yrs.
Library clerk	434.00	3 yrs.
Monterey Herald		
Librarian	525.00	4 yrs.
Library clerk	459.00	3 yrs.
Baltimore Sun and Evening Sun		
Asst. librarian	512.00	5 yrs.
Sr. library clerk	440.00	5 yrs.
Asst. sr. library clerk	398.00	5 yrs.
Library marker	375.00	5 yrs.
Library asst.	345.00	5 yrs.
Seattle Times		
Library indexer & research specialist	507.27	4 yrs.
Library asst. and information clerk	481.56	4 yrs.
Scranton Times		
Head librarian	502.43	3 yrs.
Asst. librarian	384.21	3 yrs.
Library clerk	325.10	3 yrs.
San Mateo Times		
Head librarian	496.09	3 yrs.
Librarian	486.09	3 yrs.
Waukegan News-Sun		
Librarian	491.42	3 yrs.
Asst. librarian	480.76	3 yrs.
Modesto Bee		
Asst. librarian	486.00	4 yrs.
Allentown Call		
Librarian	479.17	2½ yrs.
Library asst.	403.51	2 yrs.
Library clerk	302.63	1½ yrs.
Primos, Pa.: Delaware County Times		
Librarian	475.71	4 yrs.
Lexington Herald-Leader		
Librarian	475.00	4 yrs.
Harrisburg Patriot and News		
Librarian	471.68	2 yrs.
Library clerk	327.61	2 yrs.
San Diego Union and Tribune		
Library asst.#	462.12	4 yrs.
Sacramento Bee		
Asst. librarian	455.49	flat
Library clerk I	426.94	4 yrs.

Contracts and job titles	Minimum	After
Brantford Expositor		
Librarian	455.43	3 yrs.
Akron Beacon Journal		
Asst. librarian	445.00	2 yrs.
Library clerk	405.00	2 yrs.
Woodbridge News Tribune		
Librarian	443.18	3 yrs.
Cincinnati and Kentucky Post		
Librarian	435.00	2 yrs.
Asst. librarian	382.00	3 yrs.
Lynn Item		
Librarian	426.79	3 yrs.
New Brunswick Home News		
Chief librarian	424.90	1 yr.
Library clerk	316.55	1 yr.
Sheboygan Press		
Head librarian	424.40	flat
Librarian	320.60	3 yrs.
Fresno Bee		
Library asst.	423.84	4 yrs.
Tacoma News Tribune		
Library asst.	415.85	4 yrs.
Salem News		
Librarian	411.25	4 yrs.
San Juan Star		
Librarian	411.00	4 yrs.
Asst. Librarian	277.00	4 yrs.
Milwaukee Journal and Sentinel		
Group leader	410.00	3 yrs.
Classifier, photo group leader	335.00	3 yrs.
Filer	280.00	3 yrs.
Microfilmer, clipper	265.00	3 yrs.
Portland Press Herald and Express		
Asst. librarian	409.02	3 yrs.
St. Paul Pioneer Press Dispatch		
Library asst.	407.64	4 yrs.
Sudbury Star		
Librarian	407.03	3 yrs.
Memphis Commercial Appeal		
Librarian	405.55	5 yrs.
Morgue asst.	388.85	5 yrs.
Great Falls Tribune		
Librarian	404.25	5 yrs.
Indianapolis Star		
Library asst.	402.00	3 yrs.
Mt. Clemens, Mich: Macomb Daily and Royal Oak Tribune		
Librarian	400.00	2 yrs.
Brockton Enterprise		
Librarian	394.12	4 yrs.
Oshawa Times		
Librarian	382.49	2 yrs.
Fall River Herald-News		
Librarian	381.42	2 yrs.
Woonsocket Call		
Library	381.31	2 yrs.
Norristown Herald		
Librarian	378.60	4 yrs.
Duluth News-Tribune		
Librarian	375.17	4 yrs.
Library clerk	206.61	2 yrs.
San Antonio Light		
Librarian	369.00	2 yrs.
Gary Post-Tribune		
Librarian	368.17	3 yrs.
Peoria Journal Star		
Head librarian	368.00	flat
Library clerk	313.00	2 yrs.
Waterbury Republican and American		
Librarian	367.25	2 yrs.
Asst. librarian	303.46	2 yrs.
Pawtucket Times		
Librarian	365.71	2 yrs.
Kenosha News		
Librarian	363.00	5 yrs.
Asst. librarian	330.00	5 yrs.
Knoxville News-Sentinel		
Head librarian	346.00	3 yrs.
Kingston Daily Freeman		
Librarian	342.95	3 yrs.
Wilkes-Barre Citizens' Voice		
Library clerk	340.00	2 yrs.
Pueblo Chieftain		
Librarian	339.65	3 yrs.
Stockton Record		
Library clerk	329.39	2 yrs.
York Dispatch		
Librarian†	311.37	4 yrs.
Yakima Herald-Republic		
Librarian	306.00	4 yrs.
Chattanooga Times		
Librarian	291.00	3 yrs.
Canton Repository		
Library	273.67	3 yrs.
Youngstown Vindicator		
Library clerk	272.35	2 yrs.
Bristol Press		
Library clerk	263.32	4 yrs.
Sioux City Journal		
Librarian-clerk	259.20	2 yrs.
Newport News Daily Press and Times Herald		
Librarian	240.00	2 yrs.
Rochester Democrat & Chronicle and Times Union		
Library asst.	229.00	3 yrs.
Terre Haute Tribune-Star		
Editorial clerk	222.70	2 yrs.
Glens Falls Post-Star		
Librarian	195.00	1 yr.





TNG REPRESENTATIVES (ABOVE) ARE AMONG SCORES AT MARCH 16 OBSERVANCE MARKING 5th YEAR OF TERRY ANDERSON'S CAPTIVITY
From left: Linda K. Foley, Sec'y-Treasurer John C. Edgington, William H. McLeman, Mary Aldrich. Speakers across from White House include Dan Rather of CBS-TV.

Ceremony marks five years' captivity for Anderson

Washington—Four TNG staff members joined scores of other individuals and organizations at a "Ceremony of Hope" here March 16 marking the end of the fifth year of Terry Anderson being held hostage in the Middle East.

Anderson, 42, Middle East bureau chief for the Associated Press and a Wire Service Guild member until leaving the union's jurisdiction upon being assigned overseas, has been in captivity since being abducted from a Beirut street March 16, 1985.

He has been held the longest of the 17 known Western hostages in Lebanon. Nine other hostages have been slain since 1985.

In the emotional gathering at Lafayette Square, across the street from the White House, Guild staffers joined Anderson's relatives, scores of journalists, several former Mideast hostages and human rights groups in remembrances of Anderson and other hostages.

Arranged by Washington-based humanitarian group, No Greater Love, the ceremony included comments by Anderson's sister, Peggy Say; Sen. Daniel P. Moynihan (D-N.Y.); network television anchors Dan Rather and Tom Brokaw; talk show host Larry King; and Louis D. Boccardi, president of the AP.

TNG participants included John C. Edgington, secretary-treasurer; William McLeman, field operations director; Linda K. Foley, Contracts Committee executive secretary; and Mary Aldrich, office manager.

The hostages were remembered in moments of silence, song and prayers, including a reading of the 23rd Psalm by the Rev. Lawrence Martin Jenco, himself a captive with Anderson until 1986.

Say, who for five years has led efforts to obtain her brother's release, directed her comments to the kidnapers:

"We are the American people, and you have humiliated us, and you have degraded us, and you have shamed us ... and you wonder why your claims of injustice fall on deaf ears," she said.

"You say your story is not being told, and yet the man that told it so well has been chained to a basement wall for five years."

Say recently returned from her fourth tour of the Mideast to keep officials and the public from forgetting the hostages, eight of them Americans.

Because of conciliatory editorials in Iranian newspapers in recent weeks, hope had risen that they might be released in the near future. As of late March, however, there were no reports of negotiations with the kidnapers, believed to be the pro-Iranian group Islamic Holy War.

President George Bush has sent a letter to Say, expressing his intent to "keep open lines of communication with all parties, including Iran, who have influence over hostage takers."

For several years, the Guild has participated in world-wide efforts on behalf of Anderson and the others.

A year ago, TNG President Charles Dale, representing the Guild and the Int'l Federation of Journalists, led a delegation in a meeting with U.S. officials at the State Dept. Two years ago Dale and IFJ representatives met with U.N. Sec'y General Javier Perez de Cuellar in New York. Renewed efforts to gain freedom for Anderson and other hostages was the aim of these and other efforts.

Meanwhile, in a case involving another attack on a journalist, TNG has protested to the Iraqi government the execution of London Observer reporter Farzad Bazoft, 31, who had been accused of spying for Israel.

Prior to the execution, Dale wrote to Iraqi President Saddam Hussein, saying Guild members were "aghast at the death sentence."

Dale implored Hussein "in the strongest possible terms" to revoke the sentence. Bazoft's "death can only produce a wave of revulsion around the globe," Dale wrote March 12, three days before Bazoft was hanged.

TNG later joined the Committee to Protect Journalists and other organizations in protesting what the groups called the U.S. government's "half-hearted, mild-mannered response" to the execution.

A day after the hanging, the White House expressed regret about the execution, and added, "We don't have any way to make a judgment on the case."

U.S. defends barring entry by leader of Canadian union

Washington—An official of the U.S. Immigration & Naturalization Service has defended that agency's refusal to let the president of a Canadian union enter the U.S. in mid-February after he told a border agent in Toronto that he had played baseball for a Communist youth team 35 years ago.

Responding to a protest by TNG President Charles Dale, the official also refused to state the grounds on which entry had been denied to James Hunter, president of the Canadian Brotherhood of Railway, Transport and General Workers. He sought to go to Florida Feb. 12 to chair a meeting of the Int'l Transport Workers Federation, which he also heads [Guild Reporter, March 9].

Ronald A. Brooks, assistant commissioner for inspections, did, however, pledge that the immigration agency "will search its files and give careful consideration to the accuracy and relevancy of any information that may be found regarding Mr. Hunter."

Agency records "are deleted if found to be irrelevant," Brooks wrote.

In a Feb. 15 protest to Atty. Gen. Richard L. Thornburgh, Dale said that he found Hunter's being barred incomprehensible since Hunter has visited the U.S. "at least 50 times" unchallenged, most recently three months before "in the company of Lech Walesa to share a speaker's platform with President Bush" at the AFL-CIO Convention.

Dale also noted that Congress has suspended the ideological exclusion provisions of the McCarron-Walter Act.

Professing to favor visits to the U.S. by persons "who may be controversial but pose no threat to our welfare," Brooks pointed to a section of federal law which "lists 33 classes of aliens who are inadmissible" except, perhaps, if they apply for "a waiver of inadmissiblity."

While Hunter had never applied for a waiver, Brooks added, the immigration agency could neither confirm nor deny if any U.S. agency had information on file that might require a waiver for Hunter to be allowed to enter the U.S.

Dale called Brooks' letter "a model of unresponsive nonsequiturs and contradictions."

"Why can't the government just admit it screwed up?" Dale asked.

NEW ADDRESS?

Please use this form so the Guild Reporter will move with you.

Type or print name, new address, and name of your Guild local in space provided below.

Mail to: Guild Reporter, circulation, 8611 2nd Ave., Silver Spring, Md. 20910.

Name

New Address

City State/Province

Zip/Postal Code Guild Local

ATTACH OLD MAILING LABEL HERE

If you are receiving duplicate copies, please attach both labels.

(Allow 4-6 weeks for change to become effective.)

The Guild Reporter

CALM ACPS

ILCA INTERNATIONAL LABOR COMMUNICATIONS ASSOCIATION AFL-CIO/CLC

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

Published by The Newspaper Guild (AFL-CIO, CLC) 18 times per year, on Fridays, usually at three-week intervals. (Next issue: April 20.) $20.00 per year. Single copies, $1.00.

Guild Reporter deadlines at TNG headquarters: News, Monday before publication; features and letters, Friday before publication. Letters limited to 200 words by TNG convention action.

POSTMASTER!—'Notice to Publisher Form 3579' should be sent to The Guild Reporter, 8611 2nd Ave., Silver Spring, Md. 20910-3327

Publication #231580

ISSN: 0017-5404

Vol. 57, No. 5 March 30, 1

The Newspaper Guild
8611 Second Avenue
Silver Spring, Md. 20910-3327
Area Code 301—585-2990
PRESIDENT: CHARLES DALE
SECRETARY-TREASURER: JOHN C. EDGINGTON
INTERNATIONAL CHAIRPERSON: PETER E. McLAUGHLI

AT-LARGE VICE PRESIDENTS: David M. Mulcahy, c/o Standard & Poor's Cor Broadway, New York, N.Y. 10004; Carol D. Rothman, 5604 Henry Ave., Philad Pa. 19128; Marie A. Shellock, 4031 Glenwood Ave., #24, Youngstown, Ohio 4 Stanley J. Souza, 45-430 Lupo St., Kaneohe, Hawaii 96744; Gene Turner, 219 E 2, Stockton, Calif. 95202; one vacancy.

REGIONAL VICE PRESIDENTS: Region 1—Vacant; Region 2—Faye McCracken, Kingsley Ave., Memphis, Tenn. 38127; Region 3—Luther P. Jackson, 3rd, Granger, Ann Arbor, Mich. 48104; Region 4—Larry D. Hatfield, 16 Jewell St Rafael, Calif. 94901; Region 5—Richard J. Brandow, 2708 Harway Ave., Bro N.Y. 11214; Canadian Region: East—Lee C. Clifford, 5656 Morris St., Halifax Scotia B3J 1C5; West—Doug M. Louth, 4140 Dallyn Rd., Richmond, B.C. V6X

DIRECTOR OF FIELD OPERATIONS: William H. McLeman.
EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Linda K. Foley.
CANADIAN DIRECTOR: John Bryant, 30 Concourse Gate, Unit 103, Nepean, Ont. K2E 7V7.
DIRECTOR OF RESEARCH & INFORMATION: David J. Eisen.
EDUCATION DIRECTOR: Phillip M. Kadis
HUMAN RIGHTS DIRECTOR: Anna M. Padia.
INTERNATIONAL REPRESENTATIVES: William M. Brown, Robert E. Bruner, Eugene Bryant, Janet David, Leo J. Ducharme, James H. Griffin, Harry L. McCormick, Luis Montanez Jr., Bruce R. Nelson, G. Richard Pattison, Hannah Jo Rayl, Dan Zeidler.

9999 010002 8 7
XEROX UNIV. MICROFILM 300 N ZEEB ROAD ANN ARBOR, MI 48106