



The GUILD REPORTER

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Top Canada key to hit \$1,140 in Montreal pact

Montreal — A new three-year contract between the Montreal Guild and the Montreal Gazette raises the top minimum for key employees in editorial and circulation departments by \$155, to \$1,140 a week by mid-1992.

Under the agreement, minimum rates in all job classifications increase 5 percent each year at the Southern chain daily with 185,000 circulation.

The key top minimum is the highest yet bargained by a Guild local with a Canadian daily—topping by \$63 the \$1,076 negotiated last October by the Southern Ontario Guild with the Globe and Mail in Toronto. In the United States, the top negotiated key minimum is \$1,187 at the New York Times.

With a first boost of \$49 retroactive to July 2, the Gazette's top

minimum for reporters, photographers, artists, circulation district managers, chief darkroom technician and computer systems technicians—all after five years' experience—went to \$1,034 a week. That increases by another \$52 next July 1, and by \$54 on June 29, 1992.

Starting pay in the key classification advances by a total of \$98—first to \$653, then to \$686 next

year, and \$720 in mid-1992.

Other contract improvements include: doubling maternity leave to 52 weeks and addition of two weeks of unpaid paternity leave; an option for employees to observe religious "holy days;" and protections for employees retraining on new equipment or work procedures.

Regular employees continue to have nine paid holidays, but indi-

viduals wishing to observe other holy days shall upon request be given time off, taking those days as vacation or personal days.

Retraining for technological change must be done on the basis of seniority within sub-departments, and employees are entitled to a "period of adaptation" after such training.

The contract, effective through
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Signs signal bargaining frustrations at L.A. Daily News

Scott Garrity, center, points to "blues" message on his informational sign as some 70 Los Angeles Guild members at L.A. Daily News mount noon-hour picket Aug. 20 to protest more than a year of talks without equitable contract offer from Cooke Media daily. News room employees voted for Guild representation by 2 to 1 April 26, 1989, and talks began soon after. More than 100 members also took "5 at 4" on Sept. 6 when they met during their afternoon break to sign petitions to management to return to the table with fair proposals. The last was for a three-year pact with a reporter top-minimum of \$650 the first year, no increase the second and a 1.5-percent hike the third. The Guild has proposed an initial top of \$800 with 5 percent more in each of the next two years. Next to Garrity in photo is Carrie Proffer. First talks since Aug. 15 were set for Sept. 13.



SAM MIRCOVICH/Los Angeles Guild

28,314 eligible in VP vote

Silver Spring, Md.—A total of 28,314 Guild members are eligible to vote in the Sept. 20-25 elections to fill two vice presidential vacancies on TNG's Int'l Executive Board.

In the only Guild-wide race, voters in good standings from 69 locals will elect an at-large vice president to complete a term originally won by Robert C. Molt Jr. in 1989.

The candidates are Todd Cunningham, president of the Los Angeles Guild, and Carol Przybyszewski, secretary-treasurer of the Erie Guild.

Cunningham, 36, is a seven-year Guild member and entertainment editor at the Long Beach Press-Telegram. Przybyszewski, 38, is a 20-year Guild member and an advertising salesperson at the Erie Times and News.

In the second race, voters from the U.S. northeast Region 1 will elect a replacement for David M. Rousseau, who left the board last November.

The regional candidates are Andy Duehring, vice president of the Providence Guild, and Tom Thibault, president of the Manchester Guild.

Duehring, 56, a member of the Guild since 1963, is a zone section
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Faint hope held to again save N.Y. Post

New York—Leaders of the New York Guild and its unit at the New York Post returned to the bargaining table with the money-losing daily's management Sept. 14 to try to hammer out a cost-cutting agreement that would stave off the paper's closure, otherwise set for the next day.

One Guild leader close to the talks put the chances of reaching a workable agreement at "no better than two in ten."

The company had broken off talks with the Guild late Sept. 13 when it refused to consider a Guild

O'Connor, state push for airing of Daily News dispute 5

alternative to the 30-percent wage cut the paper's owner, real estate developer Peter S. Kalikow, nine days earlier demanded of Guild-covered employees to keep publishing beyond Sept. 15.

After Guild President Barry Lipton announced the company's action to the press, management asked that the talks be resumed.

The Guild's membership at the 189-year-old paper had twice

voted unanimously to reject the company's demands, on Sept. 6 and Sept. 12. The unit's first action authorized Guild bargainers to suggest to Kalikow that he "stick it." More than 250 members participated in each of the meetings.

The Guild represents 350 employees in the Post's advertising, business, circulation, editorial, maintenance and other departments, down from 430 in the same departments before Kalikow bought the paper 2½ years ago.

Kalikow's representatives on Sept. 4 told leaders of the Guild

and eight other unions that represent Post employees that they had to agree to temporary savings of more than \$18 million by Sept. 15 or that day's editions would be the paper's last.

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NLRB stays Sept. 13 Detroit votes

Washington—In an unusual move, the National Labor Relations Board Sept. 12 indefinitely postponed two secret-ballot elections on representation by the Detroit Guild for some 475 employees of the Detroit Free Press and Detroit News' joint publishing operation.

The votes had been scheduled for Sept. 13, in response to the Guild's petitioning last December for representation rights for the groups [Guild Reporter, Aug. 24].

A three-member panel of the board stayed the votes in response to a request by the Detroit Newspaper Agency that the NLRB do so until it decides whether to review its regional director's decision setting up the two votes. Both the DNA and a Teamsters local asked for NLRB reviews. It is more common in such situations for the NLRB to conduct elections as scheduled, impounding the ballots uncounted until questions are resolved.

In one of the elections, some 130 inside circulation employees were to choose between the Guild and the Teamsters; in the other some 345 employees in advertising, marketing, finance, computer information and publishing systems departments were to choose between the Guild, the Teamsters and "no union."

39 go Guild in 2nd new Victoria group

Victoria, B.C.—A group of 39 employees at the Thomson chain's twice weekly Duncan Citizen on central Vancouver Island has voted for representation by the Victoria Guild, becoming the local's second new bargaining unit in six months.

In a secret-ballot election supervised by the provincial Industrial Relations Council Aug. 3, eligible

employees voted 18-11 in favor of the Guild.

The ballots were not counted until Sept. 11, after the council rejected several challenges by management on voter eligibility, Victoria Guild President Joe Ravick said.

In an election in February, 27 employees at two Thomson weeklies circulating around Courtenay

on the north end of the island chose Guild representation, becoming the local's first new unit in four decades. The Guild has represented employees at the Victoria Times-Colonist since the mid-1940s.

Almost immediately after the Guild petitioned July 25 to represent the Duncan group, manage-
(Continued on Page 2)

28,314 members eligible in Sept. 20-25 VP vote

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sub-editor at the Providence Journal Bulletin. Thibeault, 38, a 13-year Guild member, is a darkroom technician at the Manchester Union-Leader.

All four candidates are making their first try for a spot on the 16-member IEB, which consists of TNG's president, secretary-treasurer and international chairperson, and seven regional and six at-large vice presidents.

The victors will be sworn into office Oct. 22, the first day of the IEB's fall meeting at TNG headquarters here. Their terms will end one year later.

Voting will be conducted Sept. 20-25 in eligible locals in the United States, Canada and Puerto Rico.

Eligible to vote are members who were in good standing as of June 1, July 1 or Aug. 1 and whose locals made appropriate remittances of constitutional obligations to TNG not later than Aug. 15.

Not eligible to vote are members of locals in Dayton, Ohio; Great Falls, Mont.; Hampton Roads and Newport News, Va.; Milwaukee, Wis.; North Bay, Ont.; Rochester, N.Y.; Lehigh Valley, Pa.; and Woonsocket, R.I.; as well as members of the Wire Service Guild.

The deadline for receipt at TNG headquarters of protests regarding eligibility is Sept. 19.

Most eligible members may cast ballots only in the at-large contest, but 4,772 voters in Region 1 may vote in both races.

Voters in 21 locals are eligible in Region 1, including those in Manchester, N.H.; Portland, Maine; Providence, R.I.; Hudson County, N.J.; Boston, Brockton, Lynn, Pawtucket and Salem in Massachusetts; Erie, Harrisburg, Hazleton, Pittsburgh, Philadelphia, Scranton, Wilkes-Barre and York in Pennsylvania; and Albany, Buffalo, Kingston and Utica in New York state.

Voters were certified by TNG's Int'l Election and Referendum Committee during its meeting here Aug. 29.

Also during its meeting, the five-member committee adopted election rules, approved ballots and prepared election materials for mailing to locals.

Locals, at their option, may conduct balloting on any or all of the six days of the official voting period established by the IERC at its post-convention meeting June 29.

At the Aug. 29 meeting, the committee approved a new rule allowing members to vote in advance of the established six-day period if they are unable because of "circumstances beyond their control" to vote during the designated period.

Under the rules, local election committees must count ballots on either of the two days immediately following the voting period, that

is, either Sept. 26 or 27.

The IERC will meet at TNG headquarters Oct. 9 to conduct the official tabulation of returns and certify results. Locals' returns to TNG must be postmarked no later than Sept. 29.

Chairperson of the IERC is Jerry E. MacDonald, of Canadian Wire Service. Other regular members are Michele C. Davis, of San Diego; William Buchanan, of Erie; Howard Burkhardt, of Toledo; and Joseph Steele of New York.

Alternate member Connie L. Knox, of Washington-Baltimore, substituted for Steele, who was unable to attend the August meeting. David Langzett of Portland is the second alternate.

Biographical sketches of the four candidates were run in the July 13 Guild Reporter, and campaign statements by each were published in the Aug. 24 issue.

The at-large candidates each were allotted 12 column inches of display ad space in the Guild Reporter, and the regional candidates were allotted 9 column inches. All candidates used their full allotments.

The 14 current members of the



RAYMOND CROWELL/Washington-Baltimore Guild

TNG ELECTION & REFERENDUM COMMITTEE READIES MAILING OF LISTS, BALLOTS

Clockwise, from left foreground: Michele Davis, San Diego; Howard Burkhardt, Toledo; Jerry E. MacDonald, Canadian Wire Service (committee chair); Connie Knox, Washington-Baltimore (alternate); William Buchanan, Erie.

IEB, as well as Rousseau and Holt, were elected to two-year terms either at TNG's 1989 Convention or in balloting later that fall.

Rousseau, formerly of the Manchester Guild, served just over four

years on the board and resigned after being promoted to a union-exempt management position in the advertising department of the Manchester Union Leader. Holt, formerly of the St. Louis

Guild, was elected to seven IEB terms and served just over 12 years. He quit in January during a disagreement with local leadership over bargaining at the St. Louis Post-Dispatch.

Rate hits \$1,140 in Montreal, top in Canada

(Continued from Page 1)

June 1993, covers more than 400 employees in the Gazette's editorial, maintenance and inside and outside circulation departments.

It was approved by nearly 70 percent of the voting Guild membership Aug. 5.

Negotiations "went quite well" and lasted just over two months, reported John Belcarz, chief negotiator and first vice president of the Montreal Guild. The agreement was achieved without threat of a strike or other job action.

In the contract's final year, top minimums will exceed \$1,000 per week in 10 job classifications, including eight with rates above

\$1,100 and four with minimums above \$1,200.

The highest minimum—covering assistant city editors, assistant editorial page editor, photo editor and circulation outside sales supervisor—rises by \$174, to \$1,275 per week, in increments of \$55, \$58 and \$61 a year.

The "flat-rate" minimum for assistant department editors, editorial writers and cartoonists, zone bureau chief, slot persons, chief copy editor, Quebec bureau chief, "Probe" columnist, and foreign, art, book, travel and "Weekly Review" editors rises by \$167, to \$1,226, in increments of \$53, \$56 and \$58.

Copy editors, critics and rewrite persons with five years' experience are boosted by \$161, to \$1,184, in increments of \$51, \$54 and \$56.

The contract also strengthens the role of a joint Guild-management safety committee, allowing it to obtain "all pertinent information" when changes in "equipment, materials and work locations" may affect the health and safety of employees.

In addition, the employer agreed to pay individuals using VDTs \$200 every two years for glasses or contact lenses prescribed for their work, and \$85 annually to janitors for safety shoes.

The contract also includes a new set of minimums for "zone reporters and photographers," should the Gazette expand coverage to compete more directly with weeklies operating in the suburbs.

The minimums are the same as those for regular reporters and photographers, except they do not advance beyond the two-year minimum of \$857 a week. The Gazette has just one zoned edition and no employees in those classifications yet.

Other increases and new top minimums include:

- Librarian, "Probe" chief researcher, darkroom technicians, assistant to ombudsman—Up by

\$127 a week, to \$933, in increments of \$40, \$43 and \$44.

- Assistant librarians, "Probe" and "Quebec" researchers, office supplies supervisor—Up by \$96, to \$703, increments of \$30, \$32 and \$34.

- Secretaries—Up by \$89, to \$651, increments of \$28, 30 and \$31.

- Desk and agate clerks—Up by \$88, to \$644, increments of \$28, \$29 and \$31.

- Clerk typists and receptionists—Up by \$81, to \$594, increments of \$26, \$27 and \$28.

- Janitors—Up by \$88, to \$647, increments of \$28, \$29 and \$31.

In addition to Belcarz, the Guild bargaining team included Jan Ravensbergen, unit leader and editorial department representative; Donna Pinel, inside circulation representative; and Ohannes Bedrossian, outside circulation representative.

Earlier this year, Belcarz helped negotiate a first contract for the Gazette's 40 advertising services employees, who joined the Guild after disaffiliating last year from the Communications Workers, a move not contested by the CWA.

The local also is bargaining on a first contract for the Gazette's 30 advertising sales employees, who opted for Guild representation this spring.

Victoria wins 2nd new unit

(Continued from Page 1)

ment embarked on a campaign of intimidation of employees, Ravick said.

In unfair-labor-practice charges filed with the IRC, the Guild alleges management illegally fired two employees, reduced to 15 hours a week from 37 1/2 hours the work week of another, and laid off 15 mailroom collators for two weeks.

During the layoff, the mailroom work was moved to Courtenay, where the Citizen is printed. Man-

agement had sought to keep the collators, most of them part-timers, out of the bargaining unit.

The Citizen, which Thomson acquired in June 1989, has about 10,000 circulation Wednesday and Saturday on central Vancouver Island about 75 kilometers north of Victoria.

Ravick said the local hopes to begin bargaining for a first contract for the group in about a month. Bargaining on a first contract for the Courtenay group is continuing.

Locals alerted to CLC women's meet

Silver Spring, Md.—Top officers of Guild locals across Canada are being encouraged to arrange for participation by their unions in

the Canadian Labour Congress' 7th Biennial National Women's Conference, set for Nov. 14-17 in Ottawa.

Participants found prior conferences "valuable learning experiences and this year promises to be as much and more," TNG President Charles Dale wrote Aug. 30.

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Election schedule at a glance

The following are the dates for events that will culminate in the swearing-in of two new vice presidents for TNG's Int'l Executive Board at its fall meeting in October.

- Sept. 20-25 — Six-day voting period in 69 eligible locals.
- Sept. 26-27 — Local Election Committees must count ballots on one of these two days.
- Sept. 29 — Last date for postmark on locals' returns to TNG's Int'l Election and Referendum Committee.
- Oct. 9 — IERC tabulates and certifies results of elections.

The fall meeting of the IEB is scheduled for Oct. 22-25 at TNG headquarters here.

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New Leadership for the 1990s at large V-P

'Hard bargaining' in Eugene boosts minimums by 12%

Eugene, Ore.—After two years of working under management-imposed conditions, Eugene Guild members have approved a new contract with the Eugene Register-Guard that increases minimum-pay rates by at least 12 percent by May 1992.

Under the agreement, the top contract rate for reporters and photographers will go to \$780.30 a week for the final 12 months of the 32-month pact.

The settlement came after what Eugene Guild President Pat Bettencourt called "hard bargaining on both sides of the table" during some 25 sessions over five months beginning last spring.

"It's a step in the right direction," Bettencourt said after Guild members ratified the contract by a 5-1 margin Aug. 16. The agreement is effective through April 30, 1993.

Upon ratification, minimum pay rates increased by 4 percent for most of the daily's 145 Guild-represented employees in the advertising, business, circulation and data processing departments. A handful of employees received larger raises in the first year because of revamped job duties.

Minimum rates increase by another 4 percent next May and again in May 1992.

Employees also received lump-sum payments of between \$300 and \$500 (based on pay level) upon ratification, and will receive an additional \$300-500 next May.

The raises were the largest contract hikes for employees in eight years, the Guild reported. Employees twice received much smaller raises after management imposed conditions Aug. 20, 1988.

On the day conditions were

posted, employees wore black and distributed black roses throughout the plant. The dead flowers, which had remained in place around the newsroom nearly a year, were removed after members approved the contract.

"There was a black cloud hanging over us" during that whole period, Bettencourt said. "That has started to go away. I have a feeling the intention of the company is one of getting back on track with the Guild."

The contract also establishes a 401(k) pension plan, under which the company matches 50 percent of an employee's contribution, up to 4 percent of the employee's pay rate.

Other improvements include a 4-cent increase in mileage reimbursement, to 26 cents per mile; a provision for five days of unpaid leave to care for sick dependents; and modest increases in advertising commissions.

The agreement also calls for the establishment of a company-wide work-station ergonomics committee.

Some examples of total increases in weekly top minimums over those in the contract that expired in 1987 — and the new top rates effective Aug. 16, next May and in May 1992 — include:

✓ Reporter, photographer, assistant staff editor (6 years' experience) — Up by \$107.55, to \$721.40, \$750.30 and \$780.30.

✓ Art director, artist copywriter, copywriter (5 years' experience) — Up by \$104.96, to \$680.60, \$707.80 and \$736.10.

✓ Maintenance technician (5 years) — Up by \$102.82, to \$693.30, \$721 and \$749.80.

✓ Outside salesperson (5

Guild (and friends) in Toronto Labour Day parade



BILL McQUEEN/Southern Ontario Guild

More than two dozen members, their families and friends represent the Southern Ontario Guild in Toronto's traditional Labour Day parade Sept. 3. Family marchers included Greg Petrie, who teamed up with his father, Bill, a local representative, to carry the local's banner (above, left), and Bill Bryan, at right being restrained from stepping off alone. He is the son of Paul, the local's first vice president. Guild marchers wore red arm bands in support of aboriginal rights and the native people of Oka, Quebec. Parade lasted more than three hours, starting in downtown and ending up at the Canadian National Exhibition.



years) — Up by \$93.02, to \$626.70, \$651.80 and \$677.90.

✓ Circulation district supervisor (5 years) — Up by \$89.27, to \$641.20, \$666.80 and \$693.50.

✓ Librarian — Up by \$86.01, to \$579.60, \$602.80 and \$626.90.

✓ Classified telephone sales (5 years) — Up by \$74.50, to \$501.40, \$521.50 and \$542.40.

Under the agreement, employ-

ees continue to pay part of the increases in medical insurance — a plan the employer initiated when it posted conditions — with a cap of \$8 per week per contract year for top-minimum employees and less for lower-paid employees.

"The bargaining sessions were tense and emotional at times, but they didn't have the same tone as the last go-round when we were

posted," Bettencourt said.

During earlier talks in spring 1988, the Guild responded to management's intransigence with the first informational picketing ever held at the 75,000 morning daily.

Dozens of Guild members carried picket signs around the plant, prompting news stories by television stations and newspapers across the state.

Peoria political rivals consider Guild experiences a plus

By Bill Knight
San Diego Guild

PEORIA, ILL.—WHOEVER is elected to the Illinois General Assembly from the state's 93rd district here, the new representative will have a background in The Newspaper Guild. And that experience — in bargaining, democracy and organizing — promises to benefit constituents, each candidate says.

"There's maybe no more of an independent breed than newspaper reporters," says David Leitch, the first-term Republican incumbent who's aiming for re-election. "We're pretty cynical and critical, which can be a plus in politics or union work."

Leitch, 42, held several offices in the Peoria Guild, from 1966-74, including president and chief negotiator. During those years he was a reporter for the *Journal Star*. He's now a bank vice-president.

His Democratic opponent in the

November election is 42-year old Dan Walther, a Peorian who's a member of the Chicago Guild, which represents clerical and professional staffers at the Illinois Federation of Teachers, AFT, AFL-CIO here. Walther is director of field services.

"As a Guild activist, I've been on our bargaining team twice," says Walther, a former teacher who's been a union representative since 1979. "And I've come to appreciate some similarities between the Guild and teachers' unions. First, there's the mistaken image of labor unions as blue-collar organizations when in fact most careers can benefit from union representation — without shame. And both organizations cover a variety of work that's not really in the crafts or industrial trades."

Each candidate cites TNG's traditions of grassroots strength and accountability as unique and positive features of their Guild work.

"The Guild's small-'d' democracy is the way unions should be, the way most groups should be," Leitch says. Walther adds that the Guild's structure is not only like the AFT's, but like his own campaign.

"The Guild's format parallels teachers more than most unions," he says. "Like the Guild, there's local control



Leitch



Walther

— no one from Detroit or New York will order you to hit the bricks. And the democratic principles stem from a voice not only in the workplace, but in the union.

"In fact, my campaign began as a write-in effort and is like an organizing drive in some ways, with door-to-door contact, phone calls, follow-ups, and so on," says Walther.

LEITCH, who fondly recalls late-Night confabs with St. Louis' Bob Steinke at Midwest District Council meetings, says his union experience underscores his appreciation for the advocacy nature of political representatives.

"Most of a state rep's work is advocacy for citizens," Leitch says, "helping untangle the bureaucracy, arranging greater support for bills of commu-

nity interest, smoothing out what can seem to be rough political roads. The main reason I'm a rep isn't all the 'heavy breathing' on 'big issues' like taxes, but to help citizens, like unions reps do for members."

"That's something in common with the Guild, too," he continues. "There's a great deal of civic or social involvement there; I felt good about the Guild because most people realize it takes more than showing up and putting in time to make a difference."

WALTHER — WHO stresses that he and Leitch have serious disagreements about spending priorities, particularly for education — criticizes his opponent.

"His being a Republican with a labor union background is odd," Walther says. "I wish he'd remember his roots instead of his banking job. He might have been a Guild member, but I am one. I've kept my ideals."

Leitch says what annoys him most about activism in general is the difficulty in involving people.

"A lot of people who should be concerned, who should participate, are apathetic. Whether it's union membership or low voter turnout, that's dangerous. I resist the attitude that 'you can't fight city hall.' That makes me wild. You can fight authority."

Bill Knight, administrative officer of the San Diego Guild since June, was a reporter and critic on the Peoria *Journal Star* the previous seven years and president of the Peoria Guild the last two years.

N.Y. Guild, Post resume talks as deadline looms

(Continued from Page 1)

Overall, the daily was seeking to pare costs by \$25 million. Kalikow was reported as having lost more than \$100 million on the Post since he bought it from Rupert Murdoch in early March 1988.

Kalikow initially gave the unions until midnight Sept. 15, but later moved the deadline ahead to 8 p.m. Sept. 14 so the Sept. 15 Post could announce either that the paper was being closed, or that its employees and their unions again had subsidized its continued publication.

The 30-percent pay cut was one of several demands by the Post for a total of some \$5 million in savings from Guild-covered employees. Others included a four-year wage freeze, ten dismissals, unlimited subcontracting rights and elimination of continued Guild coverage for the paper's 40-person classified and display ad-sales staff.

A 30-percent cut would mean a reduction of \$256.12 a week—to \$597.62—for reporters at the top minimum. The rate went up by \$27.09, to \$853.74, on March 7 after having been frozen since March 1986 under other cost-saving moves agreed to by the Guild's Post members to keep the paper afloat.

Kalikow's proposed cut would put the Post rate \$3.38 below that at the Pawtucket (R.I.) Times and only \$2.62 ahead of the rate at the New Brunswick (N.J.) Home News, TNG records show.

Lipton said that when the pay cut was coupled with associated reductions in benefits, the Post's demands actually totaled 46 percent for Guild-covered employees.

The Post's demands of cuts from the other unions chiefly involved reductions in staffing levels—the equivalent of half the paper's complements of press operators and circulation drivers, for example.

Leaders of the New York Mailers Union announced Sept. 13 that they had reached cost-cutting agreements with the Post. Bargainers for the drivers and press

operators' unions were said to be "close" to settlements, as were other unions.

Management representatives ruled out extensive cuts in the number of Guild-covered employees, recognizing that staffing in those departments already was "bare bones" as a result of earlier economy moves, Lipton said.

The Sept. 13 Guild proposal that resulted in management breaking off the talks was for a system of "structured buy-outs," rather than management's wage and benefit cuts.

"The Guild is prepared to try to help the Post survive in a turbulent economy, but not in a way that would leave our members unprotected and the Guild and other unions at peril," Lipton said.

Kalikow bought the daily for \$37.6 million after the unions agreed in late February 1988 to new three-year contracts aimed at reducing the paper's operating costs by \$22 million over the pacts' terms.

Under the Guild's 1988 agreement, the pay rates in the union's contract were maintained—rather than cut—for the pact's first two years only through cash payments by Murdoch to the Post totaling some \$3 million. Kalikow and the Post picked up the full cost of the contract rates this March.

Under that agreement, Kalikow also pledged to keep publishing the Post for at least one year. He also made personal and corporate guarantees to pay full severance if he closed the paper.

With all of New York's dailies being hit by reductions in spending for advertising this year, the Post's lineage was off by 12.5 percent from the comparable 1989 period in the first seven months of 1990. That came on the heels of a 13 percent lineage decline for all of 1989, from 1988, and a 20-percent decline for all of 1988.

Kalikow told reporters that while "I desperately want to keep it open," he was not prepared to keep subsidizing the Post's operations. His proposals to the unions

chairing the 1970 session's resolutions committee.

She also was chairperson of the competition for TNG's 1972 Heywood Broun Award.

In 1972 she received both the Byliners Award from the Oklahoma City professional chapter of Women in Communications and the Woman of the Year award from the WIC chapter at the University of Oklahoma. In 1984 she was inducted into the Oklahoma Journalism Hall of Fame, sponsored by the Society of Professional Journalists, Sigma Delta Chi.

After retiring from AP, Roberts worked as public information director of the Oklahoma Employment Security Commission through 1987, when she retired again.

Survivors include a niece and two nephews.



Roberts

Stella M. Roberts, a leader of Wire Service local, 67

Oklahoma City — Stella M. Roberts, a leader of the Wire Service Guild in the '60s and '70s and long a prominent news person in Oklahoma, died Aug. 25 of lung cancer. She was 67 and had been retired from the staff of Associated Press since 1976.

Roberts was the first woman elected secretary-treasurer of the Wire Service Guild, serving two terms, beginning in 1965. She also was elected to numerous terms on the local's executive committee and representative assembly, served on bargaining committees for contracts with both AP and United Press Int'l and was a delegate to several TNG conventions,

Ready to step out in New York Labor Day parade



JACK MILLER/Miller Photography/New York Guild

Arrayed on both sides of the local's banner, New York Guild leaders await signal to step out in city's annual Labor Day parade behind antique car carrying paper-mache caricature of James Hoge, New York Daily News publisher. Marchers from newspaper unions totaled more than 1,200, including largest ever Guild contingent. Afterward, 400-plus from all Allied Printing Trades Council unions gathered

at Guild headquarters for refreshments. Up front behind car, from left: David M. Mulcahy, a TNG vice president and the local's 2nd vice president; Tom Pennacchio, local sec'y-treasurer; Richard J. Brandow, a TNG vice president and local executive committee member (carrying banner); Barry Lipton, local president; and Peter E. McLaughlin, chairperson of the local and TNG.

were aimed at bringing the Post's operating costs to the break-even point.

He estimated 1990's total costs at \$108 million and revenues at \$80.5 million, which would mean a loss of \$27.5 million.

Besides the slashes in outlays for employees, Kalikow reportedly also was paring costs by re-

ducing the management staff, reducing the paper's newsprint inventory and negotiating lower newsprint prices. He also planned to reduce the paper's pages.

The city of New York and its power authority, meanwhile, announced Sept. 12 that the Post would be given reduced electrical rates that could save it \$8.3 million

over the next 20 years, \$200,000 in 1991, if it agreed to keep publishing. The move was under a 1985 program to keep businesses in the city and preserve jobs.

Mayor David N. Dinkins also said that the city would help the paper utilize city and state energy conservation programs for additional energy-cost reductions.

Citizen talks get stormy; strike voted

Ottawa, Ont. — After three months of smooth sailing in contract bargaining between the Ottawa Guild and the Southam chain's Ottawa Citizen, sessions have turned stormy over regressive proposals by management on wages and holiday pay, a Guild leader reports.

Angry employees responded to the proposals by authorizing a strike if agreement is not reached on the two remaining major issues. In the vote Aug. 12, about 93 percent of the voting membership favored a strike.

The Guild's previous agreement with management of the 190,000-circulation daily expired in late July.

"We were amazed at how well things were going," Ottawa Guild Administrative Officer Sharan Clark said of early talks that produced numerous tentative agreements beginning in late April.

But then came a pay proposal that is "right out of the Twilight Zone," Clark said. "It's so bizarre they can hardly explain it."

The Guild is seeking raises of 6 percent, 6 percent (or cost of living, whichever is higher) and 6 percent in new three-year contracts for the 400 employees it represents in business, circulation, editorial, teletype and fleet control departments.

Management has responded with an offer for 5.5 percent, 6 percent and 5.5 percent—with a

cost-of-living clause that could force employees to return part of their raises to the company.

"It's a joke, an insult," Clark said. "They're trying to say, employees aren't worth raises of one cent more than the cost of living."

Management's proposal, as presented to the Guild, would require employees to make a "one-time payment to the publisher" in mid-1993 if Ottawa's cost-of-living increase does not equal contract raises. Employees would be required to repay half the difference.

If the cost-of-living increases exceeds the raises, as reflected in the Ottawa-area consumer price index, the company would pay employees half of that difference.

The dispute on holiday pay centers on management proposals that would circumvent an arbitrator's decision that requires premium pay and a day off for employees who work on holidays.

"They were not pleased with the decision, and they're trying to get around it," Clark said. The employer has proposed that employees working the evening shift on a holiday not receive the premium rate.

Negotiations will enter a formal conciliation process Sept. 20, followed by government mediation, if necessary. If no agreement is reached, the local could be in a legal position to strike by mid-October, Clark said.

The Guild is working closely

with the 70-member Graphic Communications Union local that is seeking a new agreement for the paper's press operators, and is marshaling support in the Ottawa labor community.

In early bargaining, the Guild reached tentative agreements with the Citizen that would improve employees' job security, maternity leave, vacations, vision care, overtime pay and benefits for part-timers, Clark said.

The entrance of the publisher, Clark Davey, into the talks in late July signaled a hardening in management's attitude, she said.

WANTED:

WWII women

A journalism historian wants to contact women who filled newsrooms in the United States when the nation's men went into armed service during World War II. He hopes to write a history of the role of women in journalism in wartime and would like to interview and/or correspond with women who worked in journalism during that period. Contact:

Wallace B. Eberhard,
professor
College of Journalism
University of Georgia
Athens, Ga. 30602

O'Connor, state push for airing of Daily News issues

New York—Operating on three fronts, the New York Guild and nine other unions have sought support from the church, the state and the public in their continuing struggle for fair new contracts with the New York Daily News.

Over the Labor Day weekend, the dispute drew the attention of New York Archbishop John Cardinal O'Connor, who met with leaders of the unions for 90 minutes at his residence near St. Patrick's Cathedral.

Following the Sept. 4 meeting, O'Connor called a news conference to tell reporters he supports "the public's right to know all the facts" in the tense bargaining battle. He also said he stands ready to help save both the News and the New York Post, which announced that it will close unless major cuts in its employees' pay, benefits and jobs are made.

Management of the 1.1-million circulation News has been demanding sweeping concessions from the unions since early this year. About 3,000 unionized employees have been working without contracts since previous agreements expired March 29.

There has been virtually no progress at the bargaining table, but Guild and Daily News representatives continue to meet, with the assistance of a federal mediator, New York Guild President Barry Lipton said. The next session was scheduled for Sept. 19.

The News informed the Guild in a letter that it expected to be granted the same concessions the New York Post might be given in

efforts to save that paper.

Lipton said there is "absolutely no legal basis for them to take that position" and charged the News was attempting "to collapse the talks at the Post and force it to close."

Meanwhile, the state continued its efforts to conduct a fact-finding inquiry into the News dispute, despite a federal order that blocked the work of an independent panel of arbitrators.

State Labor Commissioner Thomas Hartnett appointed the three-member panel July 26, but U.S. District Judge Kenneth Conboy granted the News' request for a preliminary injunction Aug. 11, saying the inquiry would do "irreparable harm" to management's bargaining strategy.

The state appealed Conboy's decision Sept. 10 and asked the court to allow the panel to proceed, but without the power to subpoena witnesses and documents.

That would make participation by both sides voluntary. The unions have indicated they would cooperate in such an inquiry.

Hartnett said that without subpoena power, the board would serve as a forum in which the dispute "could be voluntarily resolved through fact-finding, discussion, mediation and conciliation."

Attorney Theodore Kheel, an adviser to the unions, said in an affidavit to the court that "the board of inquiry may possibly be the last clear chance of a settlement without a strike or lockout."

The National Labor Relations Board joined the News in seeking the injunction, asserting that



JACK MILLER/Miller Photography/New York Guild

NEW YORK PRELATE EXPRESSES CONCERN FOR JOBS AT POST, DAILY NEWS

John Cardinal O'Connor poses with New York Guild and TNG Chairperson Peter E. McLaughlin, left, and N.Y. Guild President Barry Lipton after Labor Day mass in St. Patrick's Cathedral. Cardinal expressed concern for employees at N.Y. Daily News and Post.

scrutiny of labor negotiations is the "exclusive jurisdiction" of the federal agency.

In another development, the unions launched a major informational campaign Sept. 11, using bus ads and billboards to take the message to the New York public.

King-sized ads on 200 city and commuter buses operating in New York's five boroughs proclaim in fluorescent orange letters on a black background that the "Daily News is Bad News."

The buses run on New York's most-traveled routes, including 42nd Street in front of the Daily News Building.

The message on 16 illuminated billboards along expressways in

Queens and Brooklyn says "The Daily News is Bad News for its Workers."

"Everywhere New Yorkers look, they're going to be reminded of what News management is doing to its employees," said George E. McDonald, president of the Allied Printing Trades Council, an umbrella group for the unions.

"News management has tried to silence us in the workplace with intimidation and break us at the bargaining table. Now even those who don't watch the local TV news will know of management's union-busting intentions," McDonald said.

Last year, the News, which is

owned by the Tribune Co. in Chicago, hired the firm of King & Ballow, widely regarded as union busters, as its representative in negotiations. Management later set up a "strikebreaker newsroom" in New Jersey and recruited potential replacement workers, putting them up in expensive New York hotels.

A week before the billboard campaign started, the unions began an "all-fronts boycott" of the paper by asking advertisers to cancel all contracts with the News.

"We request you suspend advertising on morals grounds, because it is the right thing to do," the unions said in a Sept. 4 letter to both large and small advertisers.

Ninety News employees in Guild-covered jobs have signed a petition opposing a boycott, the New York Times reported.

The paper already has been hurt by the general area newspaper advertising slump. During the first half of the year lineage was off by 16 percent at the News, 14 percent at the Post, 12 percent at Newsday and 11 percent at the Times.

Daily News employees marched in New York's annual Labor Day Parade Sept. 3, and several hundred union members circulated among the crowd, gathering pledges for a possible subscriber boycott.

Volunteers also handed out leaflets and an 8-page mockup of the Daily News called the "Real News," which explained the dispute.

Kirkland says N.Y. unions showing 'common sense'

Washington—AFL-CIO President Lane Kirkland says the "common sense" tactics of unions at the New York Daily News are frustrating management's apparent attempt to force a strike and permanently replace unionized workers.

In a Labor Day discussion with reporters here, Kirkland said unions representing 3,000 employees have countered News management "in a realistic and sensible way and refused to play into the hands of that owner."

"In more and more cases, we find situations where employers are trying to destroy the collective bargaining process, evade their bargaining responsibilities ... advertising for replacement workers before the contract is even terminated or negotiations have begun, in order to chill the atmosphere and attempt to undermine the morale of the workers," Kirkland said.

"It is really the more militant

and the more sensible tactic not to do what the employer wants them to do by going out on strike, but continuing to work while the employer continues to incur the costs of preparations (in) anticipating a strike.

"It seems to me a certain degree of common sense in those situations to stay on the job, to frustrate his strategy. ... It is the moral equivalent of a strike. In a sense, it is a moral equivalent of a sit-down," Kirkland said.

The AFL-CIO, a federation of labor organizations with more than 13.5 million members, is assisting unions at the News in setting strategy for bargaining with the News, which is demanding major contract concessions.

Union leaders estimate the News is spending \$4 million a month to recruit, house and train potential strikebreakers and additional security guards.

Compa named administrator for Washington-Baltimore

Washington—Lance Compa, assistant administrative officer of the Washington-Baltimore Guild since January 1989 was appointed the local's administrative officer by its executive council Sept. 5.

He fills the post vacated by Sandra Polaski when she resigned

to become collective bargaining director for the Service Employees Int'l Union [Guild Reporter, July 13].

Compa, 43, came to the Guild with 15 years' experience in organizing, bargaining, legislative affairs and international relations with other international unions, chiefly the United Electrical Workers.

He assisted the Guild's unit at Agence France-Presse, the local's newest, in bargaining its first contract early last year, and also served as spokesperson for committees that reached contracts with the Washington Post later in the year and with the Baltimore Sunpapers this June.

A 1973 graduate of Yale Law

School, Compa describes himself as "a trade unionist first, and incidentally a lawyer," though he has undertaken several legal projects for the local since joining its staff. He is teaching a course one day a week this term at his alma mater titled: "Int'l Labor Law: Worker Rights in the Global Economy."

Articles he has written have been published in the Washington Post, New York Times, Newsday, The Nation, The Progressive, In These Times, the Harvard Business Review and Golf Illustrated.



Compa

5 locals support vote on conventions

Membership meetings of five Guild locals through Sept. 12 had endorsed the motion to put to Guild-wide referendum a proposal to change the the union's conventions from annual to biennial events beginning in 1993.

Under TNG's Constitution, the proposal will go to referendum if it is endorsed by the memberships of at least 10 locals "located in five states, territories or provinces" with the moving and seconding locals having at least 5 percent of TNG membership in good standing. Deadline is midnight Oct. 6.

The membership of the Pacific

Northwest Guild seconded the proposal on Aug. 22; Denver seconded on Aug. 29; San Jose on Aug. 30; Pittsburgh, Sept. 4; and Washington-Baltimore, Sept. 12.

The referendum motion emanated from a membership meeting of the Victoria Guild, and all locals were officially notified of the 60-day seconding period by TNG on Aug. 7 [Guild Reporter, Aug. 24].

Separate motions to make the change and to submit the question to referendum were rejected by delegates to TNG's 1990 Convention, in New York in June.



Voting period, election of two TNG vice presidents, all Guild locals, Sept. 20-25.
Ballot counting by Local Election Committees, all locals, Sept. 26-27.
Last date for postmark on locals' election returns to TNG IERC, Sept. 29.
Int'l Election & Referendum Committee, tabulate and certify results of elections, TNG headquarters, Oct. 9.
Knight-Ridder Council of Guild locals, fall meeting, Oct. 13-14, Westin Hotel, Renaissance Centre, Detroit.
Int'l Executive Board, fall meeting, TNG headquarters, Oct. 22-25.
Southam-chain Council, Delta Chelsea Inn, Toronto, Oct. 26.

Thomson-chain Council, Delta Chelsea Inn, Toronto, Oct. 26.
Canadian District Council, fall meeting, Oct. 27-28, Delta Chelsea Inn, Toronto.
Western District Council, fall meeting, Oct. 27-28, San Diego.
Midwest District Council, fall meeting, Nov. 3-4, Kenosha, Wis.
Great Lakes District Council, fall meeting, Nov. 3-4, Akron.
Middle-Atlantic and New England District Councils, joint fall meetings, Nov. 10-11, New York City.
Southern District Council, fall meeting, Nov. 17-18, Hyatt Regency, Knoxville.
58th Annual Convention, Montreal, 1991.

Cleveland seeks funds for 'massacre' victims

CLEVELAND, OHIO

Editor:

I am writing to all Guild members and their locals on behalf of the "Victims of Bustamante's Massacre."

The VBMs are those persons who have been fired by publisher John Bustamante during the Guild's organizing campaign at the Call & Post, Cleveland's black community newspaper.

The Guild began its campaign there almost a year ago. Within hours of our official notification to the publisher that we were organizing, he began to fire people and so far eight have been terminated.

We, of course, filed charges and a hearing was scheduled for July. Incredibly, the NLRB [National Labor Relations Board] has agreed to a delay until October so the lawyer for the publisher can get married and go honeymooning.

Meanwhile, seven people are out of work and few have found substitute employment until justice is granted or denied.

We have offered our moral support and we are conducting a fund-raising raffle in the local.

But, we'd like to see more done and that's where you and your local come in. Please consider sending whatever you can spare to the Cleveland Guild. We will see that it gets to those who have been so shabbily treated by their employer and their government.

STEVE HATCH
Executive secretary
Cleveland Guild

Editor's note: Hatch also reports that the first local outside Cleveland to contribute to the aid of the VBM victims is the Akron Guild, where members approved \$1,100. The Cleveland Guild's address is: 1559 E. 17th St., Cleveland, Ohio 44114.

NESOP leadership backs Carol, Tom

YORK, ME.

Editor:

As one who bargains Guild contracts throughout New England, I see daily the challenges facing our members and their elected, volunteer leaders: publisher assaults on contractual protections, RSI, discrimination in promotional opportunities, the mounting need for dependent care assistance, and more.

Our union is fortunate to have

two candidates in the upcoming IEB election uniquely qualified to help lead TNG as it meets these challenges — Carol Przybyszewski, running at large, and Tom Thibeault, seeking the Region 1 seat.

Both bring a wealth of experience and a dedication to the well-being of our international that is often hard to find.

Carol's service to her local, her background in finances, commitment to strengthened organizing and concerns for improved education and pay equity make her a standout as an at-large candidate.

Tom's involvement includes the presidency of his local and the leadership of the seven-local New England Servicing-Organizing Program. As NESOP chair, he has rallied member locals to the support of others throughout the region in times of greatest need.

For these reasons, the NESOP board has endorsed Carol and Tom, and I personally urge your support of them in the balloting.

GERALD M. MARAGHY
Director
New England
Servicing-Organizing Program

'Guts, brains, savvy' seen in IEB candidate

PHILADELPHIA, PA.

Editor:

Guild members have the opportunity in this month's international referendum to elect an international vice president with guts, brains and savvy.

He's Todd Cunningham, president of the Los Angeles Guild, who's running for the at-large vacancy on the Int'l Executive Board.

While Todd may lack in years of service to the Guild, he brings a fresh perspective to the problems that our union and the labor movement in general face. He's proved that in his local, where he's led three successful organizing drives. And he's shown he knows what it takes to win that crucial first contract by going eye-to-eye with the worst of the union busters, King & Ballow, forcing that notorious

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.

law firm to blink — and run.

Todd will bring a new vision to the IEB, a vision undaunted by defeatism and attuned to the challenges we face in the '90s. I urge my brothers and sisters to give him your support and set a new direction for The Newspaper Guild.

JOE HART
Servicing representative
Philadelphia Guild

Seminar co-alum urges Przybyszewski votes

WEST TERRE HAUTE, IND.

Editor:

There are Guild members all over the United States and Canada who have not had the pleasure of working with Carol Przybyszewski as I have for the past 10 years.

Carol was an avid listener at the first New Officers Seminar where I had the pleasure of meeting her. Since that time, she has become a very important part of The Newspaper Guild, not only on her local level but at council meetings and international conventions. She is there to help when called on, no matter what the job may be.

Her ability to listen and help solve problems never ceases to amaze me. She tackles any problem 100 percent and is the first to ask, "What else can I do?"

I could continue with examples of Carol's dedication to the Guild, but I would rather that each and every Guild member have the chance to profit from Carol's experience and desire to make the Guild the best for everyone.

We will certainly gain by the election of Carol (Alphabet) Przybyszewski as vice president at large. Help yourself by getting out to vote and elect Carol to the job she is highly qualified to do.

PATRICIA NUTTAL
President
Terre Haute Guild

Philadelphian supports Cunningham candidacy

PHILADELPHIA, PA.

Editor:

I write this letter in support of Todd Cunningham's candidacy for vice president at large for the Int'l Executive Board and ask the rank and file membership to also support him.

I feel Todd is committed to working for the good of the total union as well as ensuring that every voice is heard. His proven track record in the Los Angeles local of encouraging participation of minorities and women in the leadership process signals a willingness to change the leadership face of our union. Being a woman or minority is not a qualification to seek office, however. Neither should your home address be a deterrent simply because other board members hail from the same area of the country.

Support Todd Cunningham for vice president at large during voting Sept. 20-25 and support a movement to open our union

Deadline for letters is the Friday before publication. (Next deadline: Sept. 28.)

Letters relating to elections or referenda to appear in the issue immediately preceding distribution of ballots and subsequent issues preceding the official voting period shall contain no new charges.

leadership to our diverse membership.

PAT ODOMS
Inquirer Daily News unit
Philadelphia Guild

Former L.A. presidents list 'things in common'

LONG BEACH, CALIF.

Editor:

The undersigned have several things in common, including:

1. We are all members, retired members or former members of the Los Angeles Newspaper Guild.
2. We are all former presidents of the Los Angeles local.
3. We have all had the opportunity to observe the current president of the local, Todd Cunningham, as he has taken care of business here for the past several years.
4. We all endorse the candidacy of Todd Cunningham for the office of at-large international vice president.

We encourage other members of the union to join with us in helping elect Todd Cunningham to this important office, thereby insuring that the entire Newspaper Guild will be able to benefit from his dedication and tenacity in pursuing the goals of organized labor.

In solidarity:

GEORGE LAINE
DON CHORPENNING
BOB SANDERS
GILBERT BAILEY
JERRY GOLDBERG

Cunningham supported by Daily News leader

SHERMAN OAKS, CALIF.

Editor:

I want to express my support for Todd Cunningham in his bid for a seat on the Guild's executive board of directors.

I first met Todd a year and a half ago while I and my colleagues at the Daily News of Los Angeles were organizing the newspaper. Todd took several weeks off from his job at the Long Beach Press-Telegram to take a direct role in the effort and we won by a two-to-one margin, one of the biggest victories in the Guild's recent history.

Once the election was won, Todd helped us realize the work had only begun. He actively recruited minority and female members of the local, including myself, and convinced us that our contributions were imperative towards making the leadership of the Guild reflective of its membership. As a result, only three members of our executive board are white men; the rest are minorities and women.

I think what Todd has done in Los Angeles needs to be repeated at the international level if this Guild hopes to continue successfully organizing newspapers across North America.

CARMEN RAMOS
CHANDLER
Chairperson
Daily News unit
1st vice president
Los Angeles Guild

Ex-colleague confident Thibeault 'excellent VP'

PHILADELPHIA, PA.

Editor:

During the past 10 years I have watched Region 1 IEB candidate Tom Thibeault of Manchester work on behalf of his fellow employees and as a union leader. We served together as officers of the Manchester Newspaper Guild.

Right from the start, I have been impressed with his social-minded efforts. He consistently places the membership's well-being first.

In his position statement [Guild Reporter, Aug. 24] Tom says he first became active "to pay back the Guild for what it has done for me."

Well, Tom has paid back his union a thousand times over. He has served in numerous capacities, including as the local's secretary and now as its president. On a regional level, Tom is chairperson of the New England Servicing-Organizing Program [NESOP].

He is tenacious in his dealings with management. He is understanding in his dealings with members. And he is dedicated to the Guild.

I am confident that Tom Thibeault will be an excellent [TNG] vice president. I am sure that he will serve all of Region 1 as well as he currently serves the Manchester Guild and NESOP. And I urge all my sisters and brothers in Region 1 to vote for Manchester's president.

JIM SCHAUFENBIL
Administrative officer
Philadelphia Guild

Cunningham is backed as 'harder, smarter'

TORONTO, ONT.

Editor:

I am writing to urge the election of Todd Cunningham as international VP at large. If Guild members want to send a VP to Washington who will make the most of the next year — will work harder and smarter for Guild success in the '90s and beyond — Todd Cunningham is the choice.

As chair of the Long Beach Press-Telegram unit, Todd led an energetic, 17-month quest for a new contract and wrested an agreement from the Knight-Ridder daily in mobilizing the membership and the community. It is this ability to channel grass-roots enthusiasm into constructive change while harnessing the experience and resources of the international that will make Todd an effective force on the IEB.

Todd is president of the Los Angeles Guild, Local 69, where 26 of 44 representative assembly members are women or minorities, as are seven of 10 executive board members. On the IEB, Todd would lend support to those in leadership positions who have long been working to realize pay and employment equity throughout our workplaces.

For an international VP who can both articulate and work to attain growth, diversity and fairness for our union, the Guild needs Todd Cunningham.

KARIN G.E. RASMUSSEN
Toronto Star unit
Southern Ontario Guild

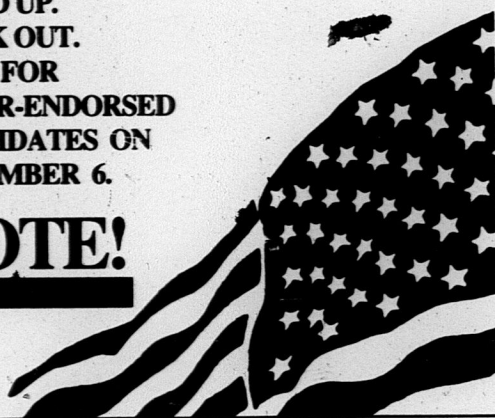
Catch the Spirit!

The spirit of democracy is ablaze around the world.

Having a voice in government is a precious right.

STAND UP.
SPEAK OUT.
VOTE FOR
LABOR-ENDORSED
CANDIDATES ON
NOVEMBER 6.

VOTE!



A message from the AFL-CIO Committee on Political Education.

Professors concerned about reporters' low starting pay

St. Louis

MORE THAN 80 percent of U.S. journalism professors who responded to a recent survey said they're concerned about low wages paid college graduates entering the reporting field. Many professors say low pay for beginning journalists is driving students to seek other careers.

"It really angers me that newspapers gripe about the quality of our graduates, then want to pay them less than a beginning secretary would make at most companies," said professor Judith Buddenbaum of Colorado State University in Fort Collins.

She was among more than 200 professors from around the country who responded to questions on compensation in the journalism field. The survey was conducted by professor Don H. Corrigan of the Webster University Media Communications Dept., and was distributed from the school's St. Louis campus this spring.

According to 83 percent of the respondents, poor pay for journalism graduates in newspaper reporting was in the top five of their concerns as professors. Nine percent of the professors listed poor pay as the number one concern in the field. Only 2 percent disagreed with the premise that pay is relatively poor for entry-level reporting positions.

TYPICAL OF survey comments were those of professor Thomas Dickson, journalism co-ordinator for Southwest Missouri State in Springfield, who described poor pay as a "tradition in the industry" along with an attitude that "journalism graduates are a dime a dozen anyway."

"Students today want money and are going to public relations in droves. They think journalism is hard work and doesn't pay anyway, so why bother," Dickson added.

The professors were asked to estimate the average weekly pay rate of their graduates entering reporting jobs. The most common range listed was \$251-\$300 per week. Given by 42.2 percent of the respondents, it comes to

between \$13,052 and \$15,600 per year.

Surprisingly, professors from all regions of the country—from areas of both higher and lower costs of living—gave this response. Some of the schools these 87 professors represent included the University of Alabama, at Birmingham and at Tuscaloosa; California State, at Northridge, at Pomona and at Sacramento; Southern Illinois University, at Carbondale; the University of Texas, at Austin and Denton; the University of North Carolina, at Chapel Hill; and the University of Wisconsin, at Eau Claire and Oshkosh.

THE SECOND most common starting range cited was a step down. Between \$201 and \$250 was the range given by 18.5 percent of the respondents. This comes to between \$10,452 and \$13,000 annually, and was quoted by journalism professors from state universities in California, Colorado, Kansas, Minnesota, Mississippi and Oklahoma.

Next most-often quoted range was between \$301 and \$350. Noted by 15.6 percent of the responding professors, this comes to between \$15,652 and \$18,200 per year. Professors who quoted this range were from state universities in Florida, Arizona, Maine, New Mexico, Oregon, West Virginia, Ohio and the University of Missouri at Columbia.

The survey results indicate that almost 90 percent of journalism professors say their graduates make less than \$21,000 per year to start; and more than 65 percent feel the yearly figure is more likely to be \$15,000 per year or less.

On the dismally low end of the spectrum, 4.9 percent of responding journalism professors said their graduates earn between \$5,200 and \$10,400 annually and, in some cases, were eligible for welfare assistance.

Although more than 80 percent of the journalism professors expressed concern about pay levels for their graduates, 19 of the respondents said

Entry-level Guild rate average is \$415

Average minimum-pay rate for beginning reporters under Guild contracts at 138 dailies this spring was \$415.42 a week, according to a compilation by TNG's Collective Bargaining Dept. Without overtime, that comes to \$21,601.84 on an annual basis.

Range of the starting-reporter minimums as of April 1 was from \$184 a week (\$9,568 a year) on the low end, at Gannett's Battle Creek Enquirer, to a high of \$1,072.30 a week (\$55,759.60) at the top end, at the New York Times. The Battle Creek rate was the only one below \$200; the Times' rate was \$212.14 greater than the next highest, \$860.16 at the N.Y. Daily News.

The rate was more than \$500 a week at 27 papers, more than \$400 at 63 papers, higher than \$350 at 101 of the 138 papers, and \$220-\$350 at 36, just over 26 percent of the papers.

Median Guild-contract rate was \$395 a week (\$20,540), at Pulliam's Indianapolis Star and at El Vocero in San Juan.

Meanwhile, *presstime*, publication of the American Newspaper Publishers Assn., reported that the 1990 ANPA Newspaper Industry Compensation Survey showed entry-level reporters' average base pay to be \$19,847 (\$381.67 a week). Survey responses totaled 618.

their graduates' salaries are not an important concern. A number of these professors said low pay for entry-level reporting is part of "paying one's dues" to work in journalism.

However, professor Elizabeth Tarnove of California State at Northridge took issue with the idea that one must pay dues to work in journalism.

"It is ridiculous the way large papers refuse to hire even the best graduates and, instead, expect them to work five years on a small daily and pay their dues," she said. "This, too, contributes to the pay problem. Can you imagine a computer science major being told to work five years at a tiny computer company before IBM will consider his/her resume?"

All professors were asked if they felt it appropriate for journalism instructors to speak out in favor of reporters' unions and to urge pro-union activities in order to increase pay levels in the craft. The majority, about 63 percent, responded that their job was simply to present both the pro and con of unions in the reporting field.

Active classroom support for unions was noted as the preferred position by 8 percent of the respondents.

A less active role, but still a pro-union position, was preferred by 9 percent of the responding professors. These said journalism professors should provide vocal support in the classroom, but that a line should be drawn at outright union activism and it should not be crossed. Most of the remaining 20 percent of the respondents were uncertain about the role journalism professors should play on this issue.

THE IDEA OF professors actively supporting unions for reporters was wholeheartedly endorsed by professor Robert Daly of Kansas State University in Manhattan. Said Daly: "Having been a Guild member, I'm in favor of it. This is not well-received in a right-to-work state — Kansas — but I don't care."

"I once heard of a full-time reporter in Kansas who qualified — and took — food stamps. It's hard to recruit people with stories like this," commented Daly. "I see low salaries as a severe problem, one that needs study, but more important, the attention and action of journalism professors. If we don't do it, no one will."

Guild members to join millions in health rallies

Silver Spring, Md. — Guild members at several locals are among the millions of union workers and community activists expected to participate in a nationwide demonstration Oct. 3 for health-care reform in the United States.

Activities on "Health Care Action Day" will include informational picketing and rallies at work sites, government buildings, hospitals and insurance companies across the country.

Events are being planned in at least 25 cities by the Jobs With Justice coalition to protest cuts in health benefits by employers and to support the AFL-CIO's reform plan for assuring universal access to medical care.

TNG President Charles Dale has urged Guild members to join demonstrations in their cities, and TNG is supplying U.S. locals with wearable stickers proclaiming "I'm Walking the Line for Health Care for All."

The Newspaper Industry Co-ordinating Council, which includes top leaders of the Communications

Workers, Graphic Communications and Teamsters unions, plus TNG, has endorsed participation by members of all four unions.

Cities with Guild locals where activities are planned include Cleveland, Detroit, Denver, Duluth, Milwaukee, New York, Pittsburgh, San Antonio, San Diego, St. Louis and Seattle.

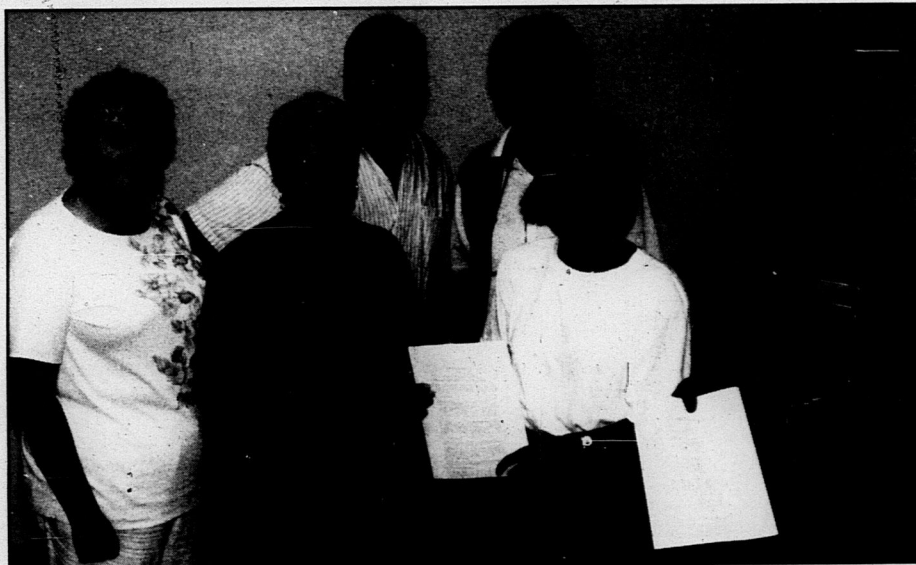
Locals in Denver, San Diego and Knoxville already have indicated they will participate.

The San Diego Guild plans to join two demonstrations. On Oct. 3, members of the Guild and other newspaper industry unions will rally at the San Diego Union-Tribune and at Aetna insurance company, a carrier for a company health plan.

Guild members also will be involved in a larger JWC-sponsored rally Oct. 6 at Mercy Hospital where leaders of medical, church, minority and labor groups will speak.

More than 37 million U.S. residents have no health insurance, including three out of four working families.

Happiness is first contracts in North Bay



Members of the fledgling North Bay (Ont.) Guild's bargaining committee are all smiles as they pose after membership ratification July 30 of the local's initial contracts with Southam's daily Nugget. Pacts provide wage increases averaging nearly 16 percent over 29 months, boosting some minimum rates to \$700 a week

and more [Guild Reporter, Aug. 3]. Up front in photo are, from left: Pat Stein (mail room), Nora Carmichael (classified), Donna Hooper (news room) and Don Turcotte (press room). In back are John Lund, local president, and TNG Canadian Director John Bryant, who assisted the local in negotiations.

MIGUETTE EIVERS/North Bay Guild



DATELINE: OTTAWA

Will NDP Ontario victory show Pogo's a prophet?

By Hugh Winsor, Southern Ontario Guild



THE CARTOON character Pogo's observation that "We've seen the enemy and the enemy is us" may take on special meaning for Canadian journalists in the wake of the New Democratic Party's Sept. 6 sweep into power in Ontario, the country's largest, richest and most populous province.

The unexpected victory of a social-democratic, pro-labor party, which is formally associated with the labor movement (which includes the Guild as well as other unions), could put some of the tenets of conventional political journalism to the test.

Reporters frequently have adopted an adversarial stance toward governments, based on the assumption the press functions as a balance wheel in a democracy.

Will they now be as tough on our NDP brethren as they have been towards the market-oriented, pro-business governments formed by the Liberal and Conservative parties? Will reporters be able to demonstrate the required schizophrenia to split their professional responsibilities to provide arm's-length, disinterested coverage regardless of their personal political orientation?

THE NDP and its predecessor, the Co-operative Commonwealth Federation, have formed governments in Canada before — in Saskatchewan, British Columbia and Manitoba — but never on a national scale and never in Ontario, the heart of Canadian capitalism.

Only in British Columbia was there a strong labor movement and a substantial number of unionized journalists. But Ontario is different, both because of its much greater relative importance and because so much of the English-language media is concentrated in Toronto, the provincial capital.

The Guild in Canada always has refrained from formally endorsing a party or candidate out of concern that such a formal imprimatur could reflect on journalistic credi-

bility. Nevertheless, when members of the various parliamentary press galleries have been surveyed, usually as part of some academic research, the results have suggested that many at the reporting level share a left-of-center perspective.

This does not extend to newspaper editors and managements and although both the Globe and Mail and the Toronto Star were critical of the outgoing Liberal government in editorials, neither of these major dailies could bring themselves to endorse the NDP before the Ontario election.

CANADIAN businessmen have often blamed a perceived leftward slant among reporters for the increased journalistic flak directed at companies in recent months for their records on pollution control, pay equity or oligopolistic practices.

Sinclair Stevens, who was forced to resign as a Conservative cabinet minister in a conflict-of-interest scandal, blamed his troubles on the press. He said it was filled with the children of the '60s, "the silliest generation this country has ever produced."

In recent years there often has been a more collegial relationship between political journalists and

NDP leader Rae Guild ex-counsel

Toronto — Bob Rae, the leader of Ontario's New Democratic Party and undoubtedly the province's next premier following the NDP's winning 74 of the 134 seats in the parliament Sept. 6, is a former legal counsel for the Guild in Canada on both the local and national levels.

Rae, 42, a former Rhodes Scholar, has served as a lawyer for the Southern Ontario Guild, the Ottawa Guild and for TNG, veteran Guild leaders recalled.

NDP politicians at both the federal and provincial levels than with politicians from the two old-line parties. This co-operation often has extended to sharing of information and research.

BUT THIS is less attributable to union membership or any formal links than to the fact that most journalists never expected the NDP to form a government and therefore felt it didn't have to be scrutinized so closely. Moreover, the party's research branch has often had the resources to study aspects of government policy in which reporters are also interested but haven't the time or resources to research themselves.

One of the classic examples of this was the NDP's campaign in the 1970s against "corporate welfare bums," companies which got large tax concessions or direct grants from the Liberal government of the day. The campaign was successful because so many journalists printed the information.

THE DILEMMA now facing many NDP sympathizers in the press was summarized neatly by Gerald Caplan, a former national secretary of the NDP, who now writes a weekly column for the Toronto Star.

"Many of us in our heart of hearts never expected that we would form a government in Ontario in our lifetime. Being the conscience of the province may not have been as effective as direct power, but ... it was not an ignoble contribution to the public weal. As a result, a major psychological rethinking must now occur."

When it comes to a tussle between personal sympathies and journalistic professionalism, however, there already is evidence that hard news instincts are winning out. Immediately after the election results were known, journalists began writing tough stories about the NDP's need to reassure business and avoid upsetting the economic apple cart.

As they put it

'Permanent replacements'

The following editorial is reprinted, with permission, from the Knight-Ridder chain's Philadelphia Daily News, where it ran May 1. The Daily News' editorial page editor is Richard Aregood, who was president of the Philadelphia Guild in 1978 and 1979.

SOME STATEMENTS are "pinhead profundities." They sound like they mean something, but are just the popular wisdom of people who don't think very much.

The all-time leader in that category is, "There was a reason for unions back in the '30s, but ..." This is generally uttered by somebody about to advocate replacing skilled union workers with anybody willing to work cheap.

Like Ronald Reagan, who inspired a union-busting fad, most recently taken up by the blundering monopolists at Greyhound Corp. If you can't run a business, blame the workers and replace them. That's what Reagan did with air traffic controllers, and that's what more and more private companies are trying.

The National Labor Relations Act of 1935 gives workers the right to strike without fear of being fired or punished. Unfortunately, the 1938 Supreme Court, even more troglodytic than the current one, ruled that the protection didn't apply to strikes for "economic reasons," which covers virtually all strikes.

So companies now hire "permanent replacements," which is new-speak for scabs who stay on after the strike is over. These are usually young people too dim to understand that they'll be 40 or 50 some day and swept out by another wave of "permanent replacements."

Companies used to be afraid to hire these bums because they feared quality of work would drop. It tends to when you replace a skilled machinist with somebody working for half pay. They used to be afraid pro-worker customers would stop buying their goods and services.

However, two things have happened. Union membership has dropped off, at least partially because of the sentiments expressed in the pinhead profundity. And American companies have stopped caring much about quality.

The delicate balance between management and labor in this country has been destroyed. Economic violence against workers is sanctioned by practice and by the administration. Everybody expects any bill reversing that ancient Supreme Court ruling to face a veto by George Bush, the smiling plutocrat.

It will take more than the simple homilies union leaders have gotten accustomed to in good times to restore balance. Politicians must feel heat or they won't consider sending "permanent replacements" packing, let alone repeal the odious Taft-Hartley Act.

It might even take militance. It has been a while since we had an old-fashioned sit-down strike. At least that takes up the space where "permanent replacements" take other people's jobs.

The Guild Reporter

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