



The GUILD REPORTER

Official publication of The Newspaper Guild (AFL-CIO, CLC)

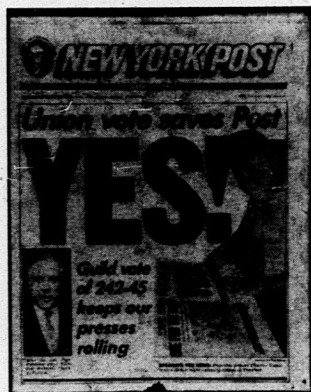
Vol. 57, No. 14

Silver Spring, Md.

October 5, 1990

Guild vote crucial in saving N.Y. Post

New York — Page One of the New York Post of Tuesday, Sept. 18, told the story:



In the photo on the right of the page, printer Charles Vacco is pasting up the page while wearing a Post cap and a huge smile. At bottom left of the page is a one-col-

umn head-shot of publisher Peter Kalikow, wearing just a hint of a smile.

Stories inside recounted how the members of the New York Guild's unit at the 189-year-old daily had gritted their teeth at the end of a tension-filled, 1½-hour meeting the night before and voted to pay the price to save the money-losing Post, and the jobs of most of its 900 employees.

The main features of the package, which differs considerably from Kalikow's initial demands, include:

- ✓ A 20-percent pay cut through reduction of the work-week to four days (for four days' pay).

- ✓ Resignation incentives of full contractual severance plus 60-days' notice pay for any of the 352 Guild-covered employees who gave 60-days' notice by 5 p.m. Wednesday, Sept. 20. A total of 79 did. The Post said it needed to

eliminate 43 Guild-covered jobs.

- ✓ Entitlements and full company payments for benefits — such as vacations, retirement plans, severance pay, health insurance and a scholarship fund — continue as though the five-day week, with five-days' pay, also continued.

- ✓ Renewal of Kalikow's pledge of his personal assets to cover severance pay for employees who stayed at the paper in the event it is closed later, with severance

pay becoming a vested benefit.

- ✓ A pledge by the Post to work out with the Allied Printing Trades Council, which includes the Guild, the particulars of an Employee Stock Ownership Plan covering the paper, its building and the land on which it stands. The ESOP is to have a 20-percent interest in the paper and a representative on the Post's board of directors.

Kalikow's initial demands had included 46-percent pay and ben-

efit cuts, a four-year wage freeze, ten dismissals, unlimited subcontracting rights, other job security weakenings and an end to Guild representation for the paper's ad-sales staff.

The Guild vote came 73 hours after the deadline Kalikow had set for all nine unions at the Post to agree to wage and job cuts totaling some \$20 million, \$5 million of it from Guild members. Without

(Continued on Page 4)



JACK MILLER/Miller Photography/New York Guild

GRIM-VISAGED NEW YORK POST MEMBERS RAISE HANDS TO RATIFY CUT-BACK PACT
Action capped 1½-hour, standing-room only meeting Sept. 17 at New York Guild headquarters.

Przybyszewski and Thibeault lead for VP

Carol Przybyszewski of Erie and Tom Thibeault of Manchester have been elected by wide margins to fill two vacancies on TNG's Int'l Executive Board, according to unofficial returns compiled by the Guild Reporter.

In the Guild-wide race for at-large vice president, Przybyszewski, secretary-treasurer of the Erie Guild, was outpolling Todd Cunningham, president of the Los Angeles Guild, by a margin of more than 2-1.

(Przybyszewski, Cunningham thank voters, "It seems to Us," Page 6.)

In the unofficial count, with 53 of 69 locals with eligible voters reporting, Przybyszewski led Cunningham, 4,419 to 1,993. (The 53 reporting locals accounted for 97 percent of the 28,896 eligibles.)

In the race for the Region 1 vice presidency, Thibeault, president of the Manchester Guild, outdis-

Unofficial returns

AT-LARGE

97% of eligible voters

Przybyszewski 4,419

Cunningham 1,993

REGION 1

92% of eligible voters

Thibeault 1,184

Duehring 421

tanced Andy Duehring, vice president of the Providence Guild, by a margin of nearly 3-1.

With 18 of 21 Region 1 locals reporting, Thibeault led Duehring, 1,184 to 421. (The 18 reporting locals accounted for 92 percent of Region 1's 4,780 eligibles in the U.S. northeast.)

The Int'l Election & Referendum Committee will meet Oct. 9.

(Continued on Page 6)

Vote apparently set on biennials

Silver Spring, Md.—The Victoria Guild's motion for a Guild-wide membership vote on changing the union's conventions from annual to biennial events beginning in 1993 apparently has received more than sufficient seconds to trigger the referendum.

The motion and the seconds will go before TNG's Int'l Executive Board at its fall meeting, scheduled to begin Oct. 22. The IEB can be expected to order the vote for middle to late January.

Drawing on precedents from previous referendums, the board also will set up procedures for airing both sides of the question in the three issues of the Guild Re-

porter that will be published in November and December.

By Oct. 3, TNG had been notified that seconding actions had been taken by membership meetings of 15 locals in 11 states, the District of Columbia and one province, five more locals than required. The 60-day period for locals to second the motion was to expire at midnight Oct. 6.

TNG's Constitution directs that the IEB order a referendum on any motion proposing a change in the constitution or in a convention-established policy when the motion is passed by one local's membership and seconded by the membership of "at least 10 additional lo-

cals ... in five states, territories or provinces...."

In addition, the moving and seconding locals' memberships must total "at least 5 percent" of the membership in good standing with TNG, i.e. current in financial obligations to the union. The size of the memberships of the moving and seconding locals is large enough to easily satisfy that requirement on the biennials motion.

The 15 locals that by Oct. 3 had reported that regular or special meetings of their memberships had seconded the referendum motion were:

Bakersfield, Chicago, Cleveland
(Continued on Page 6)

NLRB says Bee must bargain on merit-pay amounts

Washington—The Sacramento Bee violated federal labor law "by unilaterally granting merit wage increases" to employees without first bargaining with the Guild on both "the timing and amounts" of the raises, the National Labor Relations Board has held.

The ruling, issued here Sept. 27, directs Bee management to bargain with the Northern California Guild, on request, before giving any future merit raises.

The Guild, which represents

400 reporters, photographers, copy editors, advertising salespersons and others at the McClatchy-chain flagship daily, is seeking a new contract with Bee management to replace an agreement that expired in April 1986.

The NLRB also gave the union the right, if it chooses, "to cancel the wage increases unlawfully granted" by the Bee after it declared contract talks had reached an impasse in March 1987.

The board, however, dismissed

findings by an administrative law judge 18 months ago that talks had not reached impasse in 1987, and that management acted illegally when it imposed terms of employment, including a merit-only pay-raise system.

The board was acting on an appeal by the Bee from law judge David G. Heilbrun's findings in March 1989.

In setting aside Heilbrun's decision, the NLRB refused to order the Bee to reinstate terms and con-

ditions of employment that existed before the impasse was declared, as the law judge had recommended.

In essence, the board "acquitted" the Bee of one charge (not bargaining to impasse) but "convicted" it on a different one (refusing to bargain on merit).

David J. Cohen, of TNG counsel's office here, called the board's ruling a "good decision" because it "came out strongly in favor of the role of the union in negotiating wages."

"That should help increase pressure on the Bee to bargain in good

faith with the Guild," Cohen said.

Ana Sandoval, a Northern California Guild representative in Sacramento, said the decision supported the Guild's contention that pay systems controlled totally by management are illegal.

Sandoval, however, wondered if the NLRB was suggesting that unions negotiate all merit raises individually.

"The practical implications of the order are not certain," Sandoval said.

Cohen said the order sets a precedent that would, in fact, allow
(Continued on Page 2)

'Clumsily done' Romanian press restrictions killed

Silver Spring, Md. — A proposed Romanian press law that had been sharply criticized there and abroad as a throwback to that nation's ousted Ceausescu regime is "dead," a top official of Romania's new government has assured leaders of TNG and the World Press Freedom Committee.

Bogdan Baltazar, director of Romania's ministry of foreign affairs, said in a meeting here Sept. 12 that the widespread criticism of the "silly" and "clumsily done" draft law was directly responsible for the government's withdrawal of the measure.

At the same time, Baltazar pleaded for understanding and assistance as his country adjusts to freedom after 50 years under a totalitarian system.

He made the statements during a meeting at TNG headquarters requested by Romania's ambassador to the United States after TNG President Charles Dale issued strong protests of the draft law to Romania's new president and prime minister, as well as to the ambassador [Guild Reporter, Aug. 24].

Participants in the Sept. 12 meeting, in addition to Dale and Baltazar, included Dana Bullen, executive director of the World Press Freedom Committee, TNG Sec'y-Treasurer John C. Edgington and DuMitr Neagu, head of the U.S. desk of Romania's ministry of foreign affairs.

Dale had written of his and others' dismay on learning that "the bright promise of democracy" in Romania was "seriously threatened" by provisions of the draft law that would "undermine the most fundamental of democratic principles: the right to full and free reporting, discussion and debate."

He called for the measure to be withdrawn "in favor of a statute that would affirm the right of the Romanian people to full freedom of speech and the press."

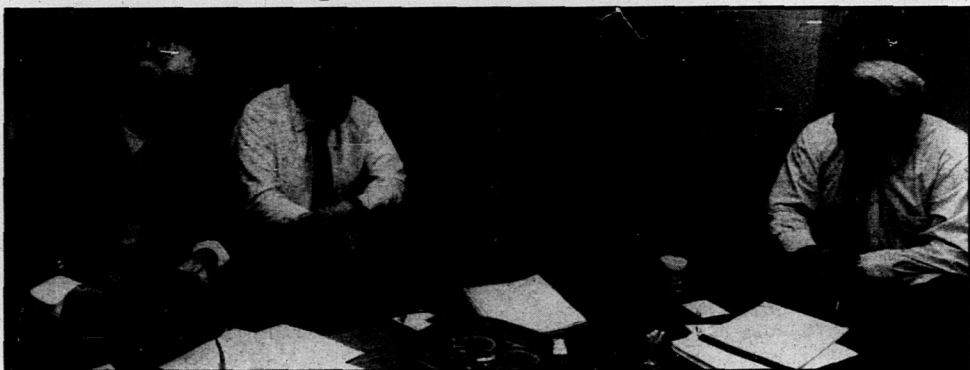
Baltazar said a new measure is being drafted with the assistance of the two unions that represent journalists in Romania.

The Guild will "watch with interest to see what develops," Dale told Baltazar.

Bullen suggested adoption of the section on the press in the Universal Declaration on Human Rights.

Baltazar pointed to a large increase in the number of daily and weekly newspapers and said that now in Romania "anybody can write anything," and does.

He said, however, that there remain "things to do" to assure press freedom. "We have to insure the financial independence of the press," as in the United States, he said, at the same time expressing concern for what he called "problems associated with dependence on advertisers."



ROMANIAN MINISTER BOGDAN BALTAZAR, GESTURING, MAKES A POINT
Also at Sept. 12 meeting at TNG, from left: Dana Bullen, World Press Freedom Committee; TNG Sec'y-Treasurer John C. Edgington; and, at right, TNG President Charles Dale.

Key rate to hit \$484 in Yakima pact

Yakima, Wash.—A new two-year agreement between the Yakima Guild and the Yakima Herald-Republic will raise top-minimum pay for reporters, photographers and circulation district managers by \$36.54, to \$484.29 a week.

Under the agreement, minimum pay increases by 4 percent in all classifications Sept. 9 and by an additional 4 percent next September at the 38,000-circulation daily operated by Dean Singleton's Media News chain.

Approved by 95 percent of vot-

ing Guild members Sept. 20, the agreement covers some 85 employees in the paper's advertising, circulation, editorial, accounting and maintenance departments.

The \$36.54 increase comes in increments of \$17.91 this year, to \$465.66 a week, and \$18.63 next year.

Other contract improvements include upgrading for clerk-typists (by \$20 a week) and putting part-timers on a yearly basis, rather than on number of hours worked, for wage-scale advancement.

Unlike the last round of bargain-

ing, when employees went more than two years without negotiated raises, talks went "fairly smoothly," according to Craig Reese, the local's treasurer and a member of the bargaining team. Tentative agreement was reached in just over three months at the table.

On two occasions, however, employees demonstrated their solidarity. During a "Black Friday" protest in mid-August, Guild members and other unionized workers dressed in black and wore buttons urging a fair settlement, Reese reported.

Some weeks later, 10 advertising salespersons showed up at negotiations "looking very angry" about a "last-minute management proposal" that would have cut their vacation and sick leave pay, Reese said. The proposal was quickly dropped.

Other increases and new minimum rates for experienced employees include:

✓ Assistant news editor—Up by \$40.27, to \$533.77 a week, in increments of \$19.74 and \$20.53.

✓ Secretary and computer operator/payroll clerk—Up by \$27.72, to \$367.47 a week, in increments of \$13.59 and \$14.13.

✓ Telephone salesperson, librarian and accounting clerk—Up by \$24.97, to \$330.97 a week, in increments of \$12.24 and \$12.73.

During the final month of bargaining, a dozen new members joined the Guild, putting membership at "an all-time high," Reese reported.

Patti Stanley, the local's president, led the bargaining committee, which also included Kate Myra, Mark Walker, Dave Lester and Sue Fenich. The committee was assisted by TNG Int'l Representative G. Richard Pattison.

James Richardson, 72, former Toledo leader

Toledo, Ohio—James E. Richardson, a three-term president and two-term treasurer of the Toledo Guild in the 1960s, died June 19 of cancer. He was 72.

He had retired in January after 44 years as an advertising salesperson for the Toledo Blade and the old Toledo Times.

"If he wouldn't have gotten sick in December, he'd still be working. He was a good salesman," said Howard Burkhardt, also a past president of the Guild and an ad salesperson for the Blade.

Survivors include his spouse, Inez, four children and three grandchildren.

NLRB says Bee must bargain on merit hikes

(Continued from Page 1)
unions to negotiate raises for every individual employee, "but I don't know if the Guild could stand that any more than management could."

The NLRB's ruling could have broad implications for the Guild and other newspaper industry unions, because publishers increasingly are demanding merit pay systems controlled solely by management.

In ongoing bargaining at McClatchy's Fresno Bee and Tacoma News Tribune and Gan-

nett's Cincinnati Enquirer, the Guild has resisted the implementation of such systems.

The NLRB said its Sacramento Bee ruling was "based solely" on the reasoning it applied last year in a case involving the Electrical Workers union and the Colorado-Ute electric utility.

Essentially, the Colorado-Ute ruling says that under the National Labor Relations Act merit pay is a mandatory subject of bargaining and employers have a duty to bargain over the procedures and criteria for granting such raises.

Mandatory subjects of bargaining may be taken to impasse, and are subject to contract grievance and arbitration procedures, the board said, adding:

"Thus, to the extent that implementation of a merit-pay program also involves discretion in determining the amounts or timing of increases, it is a matter for consultation with the bargaining agent."

The Bee's proposal "failed to provide for union participation either in the initial determination of merit increases granted to par-

ticular employees or afterwards through the contractual grievance procedure," the board pointed out.

The board further found that "the proposal ... was in reality seeking the union's waiver of its statutory right to be consulted" on timing and amounts of merit raises.

Management did not consult the Guild beforehand "but merely presented the union with the results of its merit reviews after the increases already had been granted," the board noted.

The NLRB decision was made by a three-member panel acting for the full board. The panel included James M. Stephens, NLRB chairman, Mary Miller Cracraft and Clifford R. Oviatt Jr.

Gary Pruitt, a Bee representative, hailed the ruling as "confirmation of our position that we reached a lawful and valid impasse on the merit-pay issue."

"We will, of course alter the administration of the merit-pay system to comply with the board's ruling," Pruitt said.

Guild bargainers continue to meet with Bee representatives on contract proposals, although economic issues have not been discussed since talks resumed last spring, Sandoval said.

The two sides had met 26 times over 13 months prior to the declaration of impasse.

TNG 'high fashion' clearance (jackets, caps)

TNG headquarters storage areas have yielded a few dozen Guild jackets and caps, remnants of a supply thought to have been exhausted months ago. Modelled here by Dori Zweig, the photographer's year-old daughter, the garments again are available to members as long as the supply lasts at what TNG President Charles Dale calls "bargaining basement prices:" \$16 per jacket; \$3.50 per cap. The four-dozen lined, coach-style jackets include "X-large" in blue and red, some mediums and a few smalls, the latter sizes in blue only. Each cap is predominately blue, with red and white trim. Orders/inquiries should be addressed to TNG Sec'y-Treasurer ("first-come, first-served") John Edgington.



MARIANNE KEFFER ZWIG/Washington-Baltimore Guild

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, Oct. 26.) \$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.

4,500 at Bay Area dailies take strike votes

San Francisco — The pace quickened in contract talks between the area's 10 newspaper unions and the major San Francisco and San Jose dailies after the memberships of the Guild units at each at the end of September voted their bargainers strike-call authority.

Members of the other eight unions in the Bay Area Conference of Newspaper Unions had taken similar actions earlier.

The talks began early in the year, before the Feb. 1 expirations of the contracts that cover more than 4,500 employees of the San Jose Mercury News, the San Francisco Chronicle and Examiner and their joint publishing agency.

As October began, however, the talks had not progressed beyond the stage of individual bargaining by each of the unions on noneconomic issues. Traditionally the unions bargain jointly on economics.

The San Jose Guild unit at Knight-Ridder's Mercury News, where the contract covers some 800 employees, was the last union to take a strike authorization vote. There was but a single audible dissenting vote on the action by several hundred members on Sept. 30. The Guild represents advertising, editorial, finance and other employees at the paper.

Three days earlier, members of the Northern California Guild had marched en masse from the San Francisco dailies to a hotel where, in a standing vote, they authorized their bargainers to call a strike if a settlement is not forthcoming. The Guild represents 1,200 at the dailies.

As the march progressed toward the meeting place, members of the Teamsters-affiliated Mailers Union drove their cars by repeatedly

while sounding their horns.

"We hope a strike will not be necessary. But we will go on strike if these talks do not come to a conclusion, and a good conclusion for us, very, very quickly," said Northern California Guild President Steven R. Michael, a member of the bargaining committee.

The San Francisco Labor Council has granted strike sanction to the unions' joint conference, which is chaired by Doug Cuthbertson, the Guild's executive officer. The conference also has

asked the Joint Council of Teamsters and other are labor councils for strike sanctions.

Three days after the San Jose strike vote, more than 200 reporters, artists, columnists and photographers withheld their bylines and credit lines from the Oct. 2 editions of the Mercury News in protest of the lack of progress in the talks the previous nine months.

The company responded to the columnists' action by refusing to run their columns that day.

Employees in other departments

wore buttons to demonstrate their support for the byline boycott — the first ever at the paper.

"We had total participation," said Steve Wright, a member of the San Jose Guild bargaining committee. "People are united in the feeling that management is dragging its feet."

In July, some 450 San Jose members trekked as one to the Mercury News cafeteria to sign petitions calling for company movement in the talks. The were responding to a Guild call that they

"Take 5 at 3" [photos below left].

The Guild has noneconomic issues still to be settled in both San Francisco and San Jose, Cuthbertson said. He pointed to transfer protections, VDT-safety provisions and company demands to exempt additional employees from contract coverage.

The Mailers also still had open noneconomic issues in both cities.

In addition, in San Francisco, the Teamsters, Pressmen and Service Employees also still had issues open, he said.

Tops up by \$113 in contract at Buffalo News

Buffalo, N.Y. — A new four-year agreement between the Buffalo Guild and the Buffalo News raises top-minimum pay for reporters, photographers and artists by \$113.18, to \$867.70 a week.

Under the agreement, minimum rates in all classifications increase by an un compounded 5 percent in each of the first three years. The two sides will reopen talks on economic items for the fourth year.

Top minimum for reporters and photographers with five years' experience advances by \$37.73 the first year, to \$792.25, then by \$37.72 and \$37.73. Starting pay increases by \$59.72, to \$457.72 in the third year.

The largest contract increase boosts the top minimum for circulation district managers by \$124.56, to \$808.29 a week, in increments of \$46.19, \$39.18 and \$39.19. Those hikes include upgrading pay of \$12 the first year and \$5 in the second and third years.

Base rates for editorial writers, cartoonist, night city editor, chief

photographer, wire editor, sports editor, arts editor, financial editor and several other editors advance by \$124.16, to \$951.87 a week.

Top minimum for copy editors, rewrite persons, columnists, critics and magazine artist-designers increases by \$114.44, to \$877.36 a week.

The agreement covers some 385 employees in the business, circulation, editorial, accounting and inside classified advertising departments of the 310,000-circulation daily.

Guild members approved the new contract Sept. 26 by a 95 percent majority. Several weeks earlier, members narrowly rejected a previous tentative agreement and asked Guild bargainers to return to the table.

That decision followed a 4½-hour membership meeting attended by more than 200 and dominated by discussion of health-care and job-security issues.

In the renewed talks, the Guild won improvements in job security and picket line/struck work provi-

sions, Buffalo Guild President Bob McCarthy reported.

McCarthy characterized the new agreement as "a very good contract" and said it "broke some new ground" on family care issues.

In a compromise on health insurance coverage, the Guild "refused to accept co-payments" on premiums but agreed to increased deductibles and other cost-containment steps, McCarthy said.

The employer will pay 80 percent of premium increases after Jan. 1, and the remainder will be paid out of a "bonus pool" funded entirely by the company.

The Guild also agreed to negotiate a flexible benefits plan, sometimes called a "cafeteria plan," for coverage beginning in 1994.

"It was a good compromise to get out of an extremely sticky situation on skyrocketing health costs," McCarthy said.

The "unity and solidarity" of the local members was a key factor in achieving the compromise and in fighting off a "whole list of proposed giveaways," he said.

The local made "very, very serious preparations" to strike, including a plan for a strike paper called the "Buffalo Sun," McCarthy said.

The Guild also purchased radio ads ("Don't be Buffalo-ed by the News") explaining the bargaining dispute, and members distributed leaflets at musical events sponsored by the News.

The Guild bargaining committee included McCarthy as chief spokesperson, unit chair Sam Jempson, Phil Fairbanks, Dana Garland, Donita Ryan and Jeanmarie Emsinger. TNG Int'l Representative James Griffin assisted the local in the talks.

Other contract improvements include:

- ✓ A three-year increase (to 30 years) in the limit for pension credit, which could mean up to \$2,000 a year for some retirees.
- ✓ Expansion of funeral leave to include three days' paid time off in the event of a death in an employee's immediate household.
- ✓ Six months' unpaid leave to

care for a dependent member of an employee's immediate family or household; two months unpaid leave to care for a newborn or adopted child.

✓ Establishment of a set-aside savings plan, commonly known as Section 125, for child or dependent care. In such a plan, a portion of an employee's income is diverted before it is taxed.

✓ Employees working on VDTs are to be provided "appropriate equipment designed to minimize the risk of injury."

✓ Reimbursement at 26 cents per mile (up from 16 cents) for employees' use of personal vehicles.

✓ Night and weekend differentials are extended to apply equally to all classifications.

✓ Discrimination prohibitions are extended to include age, marital or parental status, sexual or affectional preference, religion or disabilities, in addition to sex, race creed or national origin.

✓ A four-day work week by mutual agreement.

The Guild and management also drafted an agreement that outlines a process to be followed if the News unilaterally decides layoffs are necessary to "remedy the stability of the newspaper."

Some other job classifications, their increases and new top minimums:

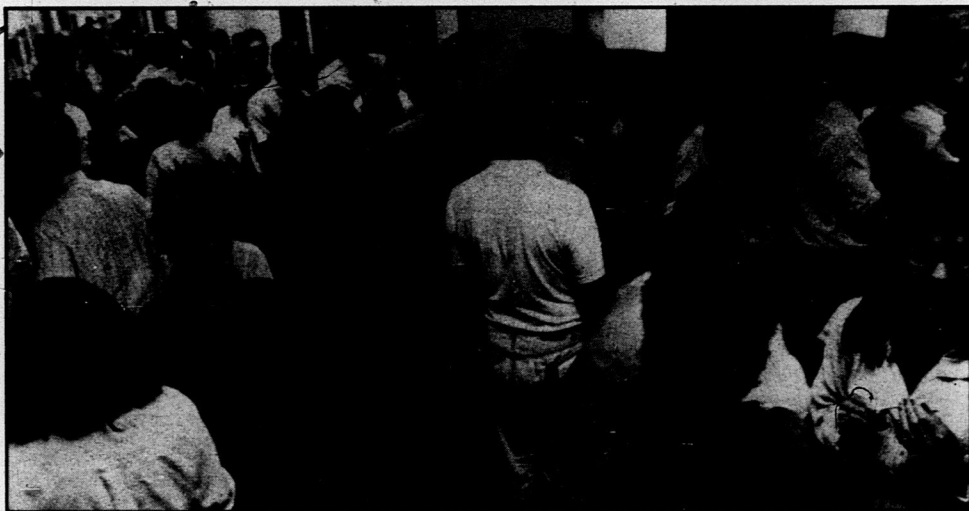
✓ Darkroom technicians, night city desk clerks, information specialists, chief copy aide — Up by \$77.02, to \$590.48 a week.

✓ Telephone operators, dictation clerks — Up by \$59.29, to \$454.53 a week.

✓ Library assistants, stenographers, Niagara Falls bureau clerks — Up by \$58.56, to \$448.94 a week.

✓ Interns, sports clerks — Up by \$121.11, to \$301.11, in increments of \$84.93 (including a major upgrading), \$13.09 and \$13.09.

✓ Circulation customer service operations clerks — Up by \$56.97, to \$460.23 a week.



Taking '5 at 3' in San Jose

San Jose Guild members fill the halls at the Mercury News (above) on their way to sign petitions (right) calling for company movement toward a fair new contract. Action was response to Guild call to "take 5 (minutes) at 3 (o'clock)" on July 19. More than 450 did — from the advertising, business, inside circulation, editorial and maintenance departments. "By 3:06 it was done — and the cafeteria and hallways were clear again," the "Guild's Paper" reported, calling it "the most impressive job action since the four-month strike in 1959."



DAY BOOK

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, Vestin 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, Shelter Island, 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, Radisson Hotel, Knoxville.
58th Annual Convention, Montreal, 1991.
59th Annual Convention, Chicago, 1992.
60th Annual Convention, Hawaii, 1993.

Guild OKs wage cuts to keep N.Y. Post alive

(Continued from Page 1)

agreements, Kalikow said the Sept. 15 Post would be the last.

Representatives of Kalikow, who bought the paper from Rupert Murdoch early in 1988, told the unions early in September that he had lost \$80 million on the paper's operations the first two years and losses this year were projected to be \$27 million. He needed the union concessions to be able to break even. [Guild Reporter, Sept. 14.]

The other eight unions reached agreements on cut-backs by Kalikow's deadline of 8 p.m. Friday, Sept. 14.

The clock, however, was stopped twice in the Guild talks:

First so its bargaining committee could vote on the proposal then on the table (the tally was 7-3 against it), then again so the Guild could submit the package to its members at a meeting at 6 p.m. Monday, Sept. 17.

New York Mayor David Dinkins, state mediation chairperson Hezekiah Brown, state labor commissioner Thomas Hartnett, Archbishop John Cardinal O'Connor and Theodore W. Kheel, unpaid adviser to the newspaper unions, were among those involved in the final stages of the talks.

TNG and New York Guild Chairperson Peter E. McLaughlin and TNG Vice President Richard E. Brandow represented the Guild during a call on O'Connor by representatives of both the unions and the Post in the middle of the final afternoon of the talks. O'Connor told the group he was praying for the talks' success.

Kalikow agreed to the proposal for an unlimited number of voluntary job buy-outs during the weekend before the Guild meeting. It was suggested by Kheel on behalf of the Guild. Before the weekend, the Post said the enhanced severance pay would be limited to 43 Guild-covered employees.

New York Guild President Barry Lipton credited the move with producing the wide margin in the unit's acceptance vote, speculating that it perhaps even helped change enough votes to prevent the package's rejection.

Lipton, Post Guild-unit Chairperson Bill Noonan and the local's secretary-treasurer, Tom Pennacchio, were among those who strongly supported the package that went before the membership.

At least two members of the Guild bargaining committee who said they had voted to reject the package Friday night announced

during the meeting they were voting for it because of the new buy-out feature.

There were repeated pleas by members during the Sept. 17 meeting for others to not vote against the cut-backs and shut the paper down for people that wanted to stay, even at the reduced pay rates.

Taking the limit off the number eligible to receive the enhanced resignation payments meant that employees opposed to the cost-cutting package could "express their opposition with no loss of termination and severance payments" by promptly resigning from jobs that would disappear immediately if their opposition were sustained by the vote, Kheel explained in a letter to Lipton.

"In this way, they can also save the jobs of employees in and out of the Guild unit who wish to continue to work for the Post," Kheel concluded.

Lipton distributed copies of the letter to members throughout the Post during a series of shop-floor meetings he held to explain the package to employees in Guild-covered departments the day of the vote.

The resignation payments are the same as would have been required if the Post were closed.

The 60-day notice feature allows the Post to retain for up to two months resigning employees who are needed to maintain operations while replacements are found.

The New York Times reported that "about 30" of those resigning were from the Post's news staff, with the sports department affected particularly severely.

Several Guild members at the ratification meeting — some who said they would vote against the package and others who said they were voting for it — said they would be leaving under the buy-out offer because they could not afford the 20-percent wage cut.

Guild members had their first contract raises since 1986 this March — 3.28 percent. Pay rates had been frozen under other cost-saving moves agreed to by the unit to help the Post weather other fiscal crises.

At the contract's lowest top-minimum pay rate, covering messengers and copy persons, the 20-percent reduction comes to \$63.97, putting the rate at \$255.88 a week.

The top minimum for a variety of clerks, bookkeepers, inside classified solicitors and secretaries is reduced by \$112.51, to \$450.04 a week.



N.Y. GUILD PRESIDENT BARRY LIPTON EXPLAINS CONCESSIONS TO POST MEMBERS

Seated behind him, from left, are: Guild staffer Bill Montez; Post-unit Chairperson Bill Noonan; and Tom Pennacchio, local secretary-treasurer. Meeting was in local's Heywood Brown Room.

The top for outside display salespersons and a variety of key-level news jobs, including reporters and photographers, is reduced by \$170.75, to \$683 a week.

The rate for a variety of editors, assistant editors and department heads is cut by \$177.78, to \$711.12 a week.

Some members expressed doubt during the Sept. 17 meeting that at rates like those the Post would be able to attract quality applicants for jobs vacated by resignations.

Doubts also were expressed at the feasibility of producing the paper with a reduced staff working a four-day week.

Under the Guild's cost-cutting agreement, overtime comes into play after a work week of "28 hours within four consecutive days." The existing contract's provision for daily overtime after seven hours is unaffected by the cost-cutting measure.

Some members asserted during the meeting that the Guild should not have to take responsibility for saving the paper from closure since management, not the union, was responsible for its financial straits. Others said they felt the burden Guild members were being asked to bear was disproportionately severe alongside that of management and other unions.

Others urged members to "vote with your brains, not your hearts," as one put it, asking if unemployment will "feel better because some management guy is out of work, too."

The \$15 million in concessions

agreed to by the eight other unions also included cuts in the number of jobs and wage reductions. For example:

The Pressmen's Union workforce is being reduced by half; Lipton said. The CWA-printers are taking cuts of 26 percent by working three four-day weeks plus one three-day week each month.

The delivery drivers are "losing 95-96 real people," and giving up guaranteed overtime, including a sixth day's work, Lipton reported. While their straight time base pay is raised to match that for drivers at the Times, the net effect is a reduction of about 30 percent in their average weekly before-tax pay, he said.



MEMBER EXPRESSES CONCERNS FOR POST'S FUTURE

Henry Scott, veteran publications department employee, said his instincts told him to "take the money and run."



BARGAINING COMMITTEE MEMBER SUPPORTS PROPOSAL
Makeup editor Chuck Caruso said he had opposed earlier offers.



VETERAN EMPLOYEE URGES VOTES TO APPROVE CUTS
Marilyn Fox, chief telephone operator, has 21 years at the Post.

Official praises Guild democracy

New York — Hezekiah Brown, head of New York state's mediation service, was high in his praise of the openness and democracy of the Guild after he observed the 1½-hour meeting in which the membership of the New York Post Guild unit ratified cost-cutting measures at the daily.

"I've never seen anything quite like it before," said Brown of the orderly and often spirited questioning and debate by the nearly 300 Guild leaders and members who participated. "This is the way unions should operate."

Lipton, McDonald challenge to News: bargain like Post

New York — Leaders of the New York Guild and the 10-union New York Allied Printing Trades Council have called on the Daily News to work with its employees' unions the way management of the New York Post did when its owner decided he had to cut costs to keep publishing the paper.

New York Guild President Barry Lipton and Allied President George E. McDonald issued the challenge during a press conference at the Guild local's headquarters immediately after members at the Post approved a concession package to prevent the daily's closure.

That package was the product of a week of intense bargaining after union accountants verified Post management's assertion that it was losing money at a \$27-million-a-year clip. It includes 20-percent wage cuts and staffing reductions along with the pledge of an Employee Stock Ownership Program that is to own 20 percent of the company and give the unions a seat on the Post board of directors.

"Guild members at the Post voted to save the paper at great sacrifice to themselves and their families," Lipton said, adding that they and the members of the other unions "have shown a great dedication" to the paper.

In contrast, he pointed out, the Allied unions "have been attempting all year to get the Daily News to sit down with us and utilize the collective bargaining process."

Instead, McDonald added, "the News has been beating up on its employees and their unions" by insisting on concessions that would give the company complete control of their working lives and rob employees of their dignity.

Some 3,000 union-represented employees of the News have been working without contracts since the end of March when the previous agreements ran out. Soon thereafter the (Chicago) Tribune Co.-owned News told the Guild that the company was terminating their contract and no longer would be bound by its terms and conditions. The Guild represents about 700 News employees.

As McDonald and leaders of the other unions awaited the outcome of the Post Guild-unit meeting, several told of the News firing work-crew leaders who refused company demands that they give up their union memberships.

Early in the week of intense bar-

gaining at the Post, the News informed the Guild that it would expect any concessions made at the Post to accrue to the News as well, under a so-called "me-too" clause of the contract it "terminated" several months earlier.

The closest thing to a response from the News to the Lipton-McDonald bargaining challenge appeared to be a prepared statement issued by the paper's public spokesperson, John Sloan.

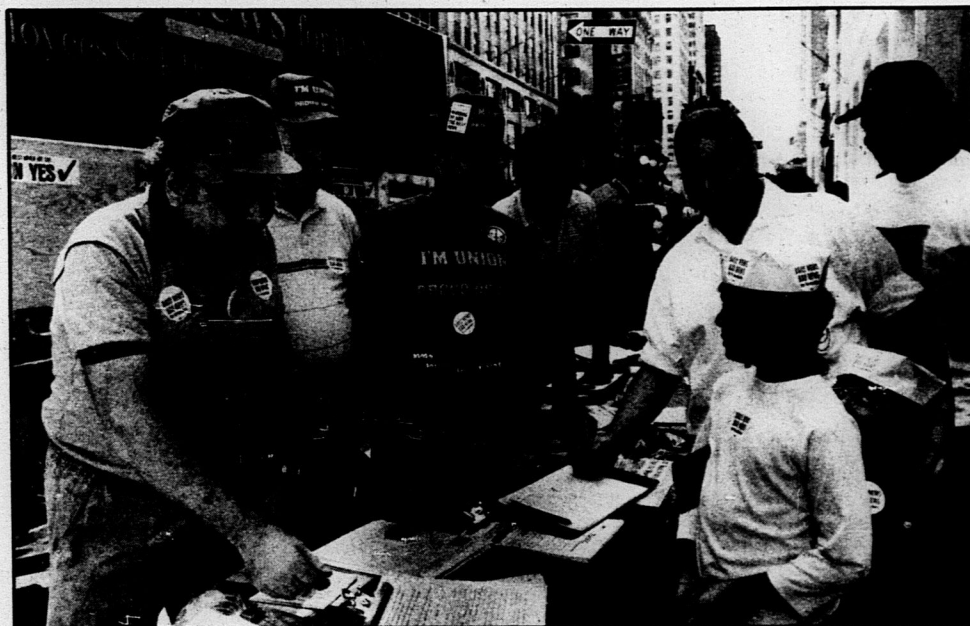
It called for an "accelerated schedule" of talks, adding that in the company's estimation they would be most productive "away from the intense glare of media spotlights" and "without distractions or interruptions by uninvolved parties."

"Favorable results in bargaining are diminished if the respective parties are insistent about publication of contentious and accusatory commentary which exacerbate our differences," the statement said.

Early in the year, the unions accused News and Tribune Co. executives of trying to portray the unions and their members as so unyieldingly avaricious they threatened the paper's ability to survive.

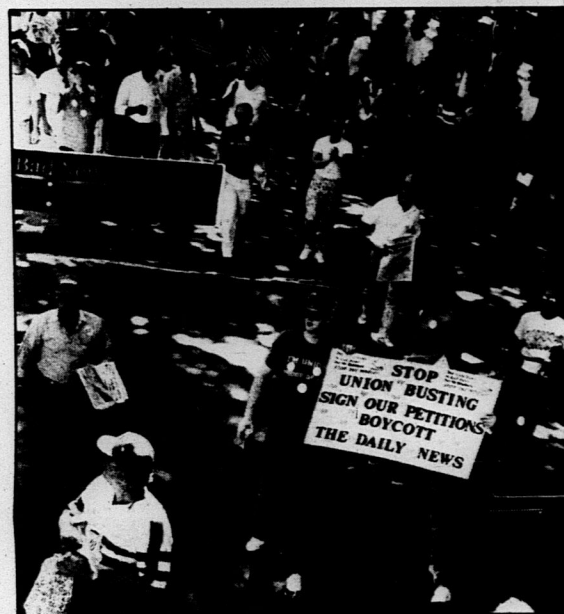
Lipton said there was no evidence of a changed approach by the News in the first meeting between Guild and company representatives after agreement was reached with the Post.

The Guild, however, remains ready to bargain seriously when the News is, he said. So are the other nine unions, McDonald said.



Allied News unions step up campaign on Labor Day

New York's Allied Printing Trades Council takes its campaign for public support of its member unions' push for fair new contracts at the Daily News to the streets Sept. 3 in the city's traditional Labor Day parade. While more than 1,200 from the 10 council unions, including the largest-ever Guild group, carry the "Daily News is Bad News for its Workers" message in the parade itself, right, others gather signatures on subscription boycott pledges at a booth along the parade route, above. "Bad News" banners subsequently appeared in ad spaces on 200 transit buses throughout the city [Guild Reporter, Sept. 14].



Schaufenbil says he'll leave Philadelphia post

Philadelphia — James R. Schaufenbil, administrative officer of the Philadelphia Guild since January 1989, has informed the local's leadership that he intends to leave the position Dec. 31, when his contract with the local expires.

Citing family, career and "myriad" other factors, he said his decision to leave the local position was complex and difficult and that "no one facet" led to his decision not to continue.

The local immediately launched a search for a replacement (see ad

below). Schaufenbil said he would extend his tenure for "a reasonable amount of time" past Jan. 1 if the process of selecting a successor is not completed by then.

Schaufenbil said he expects to return to his reporting job with the Manchester (N.H.) Union Leader, from which he took leave to come to Philadelphia.

He had been president of the Manchester Guild since 1982, ex-

cept for two years when he worked as an organizer for TNG, playing key roles in campaigns that brought new groups into the Guild in Boston and Waterville, Me. He also was chairperson of the New England Servicing-Organizing Program for four years.

Schaufenbil said he has "enjoyed immensely" working for the Philadelphia Guild and is "particularly proud" of having bargained

the local's current contract with Knight-Ridder's Inquirer and Daily News and of having consummated the discharge case of cartoonist Rob Lawlor with "an agreement that really benefits him."

"The people in Philadelphia have been great to work with," he said, adding, however, that "it's time to reintroduce myself to my family ... and enjoy being a reporter again."

Oct. 18 is new date for votes in Detroit

Detroit — The National Labor Relations Board has rescheduled for Oct. 18 two secret-ballot elections on representation by the Detroit Guild for some 475 employees of the joint publishing operation of Knight-Ridder's Detroit Free Press and Gannett's Detroit News.

The votes had been scheduled for Sept. 13, but the board in Washington postponed them indefinitely the day before at the request of management of the Detroit Newspaper Agency.

In one of the votes, some 130 inside circulation employees will choose between the Guild, the Teamsters and no union. In the other, some 345 employees in advertising, marketing, finance, computer information and publishing systems departments will have the same choices.

The Guild, which petitioned last December for recognition as the employees' union, represented

most of the same departments at the Free Press before the dailies' merged the operations.

In rescheduling the votes, the NLRB in Washington added the choice of "no union" to the ballot in inside circulation.

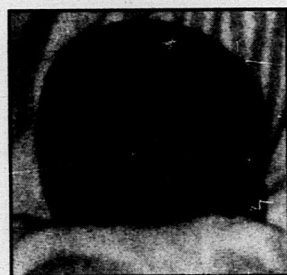
That group currently is represented by the Teamsters under a

voluntary recognition agreement between that union and the company.

If a majority of those employees do not vote for the Teamsters, the board said in its Sept. 21 decision, the group's ballots will be pooled with those of the employees in the larger group.

Labor Day baby: honorary member

Commemorating his "timely arrival" — Labor Day at 4:39 p.m. — "and the fruits of his mother's labor," the Twin Cities Guild has issued a certificate to Joseph James Boys, right, making him an honorary member of the union. Joseph's mother, Christine, is a member of the Guild unit at the Knight-Ridder chain's St. Paul Pioneer Press, where she works as an outside advertising salesperson. "J.J." weighed in at 7 pounds, 11 ounces. Honorary members



have the right to attend and speak at meetings, but may not vote, make or second motions, or hold office.

Administrative Officer Needed

Local #10 of The Newspaper Guild is searching for an administrative officer. We are looking for an individual with strong negotiating, servicing and organizing skills who can administer a 1,600-plus member local.

We are offering a contract with excellent salary and benefits. Send resume and references no later than Oct. 29 to:

Search Committee
Philadelphia Newspaper Guild
1329 Buttonwood St.
Philadelphia, Pa. 19123

Equal Opportunity Employer

Przybyszewski and Thibeault apparent victors in VP race

(Continued from Page 1)
to tabulate the official returns. The victors will be sworn into office Oct. 22, the first day of the IEB's fall meeting at TNG headquarters, and serve until next October.

All four candidates were making their first bid for international office. Voting was conducted Sept. 20-25 to bring the 16-member IEB to full strength after two resignations in the past 10 months.

Showing strength in all areas of the United States, Canada and Puerto Rico, Przybyszewski scored victories in 41 locals while Cunningham won in 12, the unofficial count showed.

Anchored by a hometown victory in Erie, 130-7, she won seven of the eight Pennsylvania locals, by a combined total of 575-212.

Przybyszewski also won four of the six locals reporting in Canada: Montreal, 232-8; Canadian Wire Service, 269-54; Vancouver-New Westminster, 162-125; and Victoria, 80-15.

Cunningham won, 164-97, in Southern Ontario, the largest Canadian local and second largest overall, and in Ottawa, 56-10.

Przybyszewski won, 329-197, in New York, the Guild's biggest local. The Puerto Rico local gave her the single biggest margin of victory, 292-20.

Cunningham ran strong in California, handily winning in Los Angeles, 108-14, and San Diego, 74-28. He also won in Northern California, 205-199, his highest single-local vote total.

Running up lopsided counts in many places, Thibeault prevailed in 15 locals, while Duehring won in 3. Both dominated on their home turf, Thibeault winning in Manchester, 110-8, and Duehring in Providence, 168-19.

The at-large winner will com-

plete a two-year term originally won by Robert Holt Jr., who quit the Guild and the IEB in January during a dispute with leaders in his St. Louis local.

The Region 1 winner replaces David M. Rousseau, of Manchester, who left the board after being promoted to a union-exempt position at the Manchester Union-Leader.

The other 14 seats on the IEB were filled either by acclamation at TNG's 1989 Convention or during voting later that fall.

The Guild Reporter's unofficial returns also showed that:

✓ Guild-wide, voter turnout was running at just over 22.7 percent. In Region 1, the turnout was 36.3 percent. The regional percentage was slightly higher than the 33.7 percent turnout in three regional VP races last year.

✓ Highest turnout was in Wilkes-Barre with more than 97 percent voting. More than 87 percent cast ballots in Erie and Pawtucket, and more than 70 percent voted in Hazleton, Lynn, Manchester and Terre Haute.

Salem (68 percent), Youngstown (64), Indianapolis (63), Pittsburgh (62), Brockton (57), Puerto Rico (56), Scranton (51) and Memphis (50) were among the locals with 50 percent turnout or higher.

✓ Turnout was under 15 percent in several locals, including St. Louis, Detroit, Washington-Baltimore, Ottawa and Buffalo.

Both New York and Southern Ontario had light turnouts — 12.5 percent and 10.8 percent, respectively.

In her campaign, Przybyszewski, 38, emphasized her "dedication, service and commitment" for the past 18 years as an officer in the Erie Guild, as well as six years as secretary of the Great Lakes District Council.

She works as an advertising "tele-sales" person for the Erie Times and News.

Cunningham, 36, a seven-year Guild member and entertainment editor at the Long Beach Press-Telegram, promised "new leadership for the 1990s" and urged voters to join a "grass-roots effort for a bigger, better Guild."

Thibeault, 38, a darkroom technician at the Manchester Union-Leader, stressed his work during eight years as an officer of the Manchester local, promising "proven leadership" and "a professional approach" if elected.

Duehring, 56, a section editor at the Providence Journal Bulletin, campaigned on his record of 20 years of Guild service in his local and promised he would be "a new voice" on the IEB.

'Air' tape available

Silver Spring, Md. — A 21-minute videotape on dealing with office air pollution is available to locals on loan from TNG's Research & Information Dept.

Titled "A Breath of Fresh Air," the tape illustrates common symptoms caused by poor office air quality and outlines steps for investigating and correcting ventilation problems.

'Pinned' after 40 in Vancouver



Four of the five Vancouver-New Westminster Guild members above received pins marking 40 years' membership in the union. Presentations, during the local's shop stewards' bar-

becue, were made to, from left: Eugene De Hart, Jim Gilchrist, Kit Oliver and George Diack. At right, the local's president, Mike Bocking. 25-year pins also were distributed.

16 locals seeking vote on conventions

(Continued from Page 1)
land, Denver, Detroit, Great Falls, Lake Superior (Duluth), Memphis, Montreal, Northern California, Pacific Northwest, Pittsburgh, San Jose, Scranton and Washington-Baltimore.

The Victoria Guild's membership approved the referendum motion in July. The Pacific Northwest Guild was the first local to second it, on Aug. 22; Great Falls was the latest, on Sept. 28.

The motion would amend TNG's Constitution to mandate that Guild conventions be held "biennially in odd-numbered years effective in 1993," rather than annually as they have been since the

union's founding in 1933.

The move for the referendum was launched by an ad-hoc committee of local leaders at the close of TNG's 57th Annual Convention, held in New York June 25-29, after delegates rejected separate motions first to amend the constitution to make the switch to biennials and then to submit the question to referendum.

The question, which has been argued intermittently during the past 35 years, was the central issue of this year's convention.

It was brought to the convention both by the San Jose Guild, which proposed that the convention order a referendum on the question, and

by the IEB which, on an 8-6 vote, proposed that the convention itself enact the change.

Advocates of retaining the annual meetings argued that they are central to the union's democratic structure, encourage accountability by TNG's officers and enable the union to react promptly to members' changing needs.

Advocates of switching to biennial sessions said the move is necessary to save money for both TNG and locals, because a disproportionate amount of TNG staff time is consumed by annual meetings and because there is insufficient pressing business to justify annual sessions.

IT



SEEMS TO US

Przybyszewski thanks supporters in election

ERIE, PA.

Editor:

I would like to thank my sisters and brothers in The Newspaper Guild, from locals across the United States, Canada and Puerto Rico, who supported my candidacy and voted for me in the recent election of international officers.

If I am certified as winner in the election for vice president at large on the Intl. Executive Board, I pledge to the voters and to every member of the Guild my commitment to work on the IEB for a better union for all our members.

CAROL PRZYBYSZEWSKI
Sec'y-treasurer
Erie Guild

Cunningham says thanks; wishes luck to victor

LONG BEACH, CALIF.

Editor:

I'm sure Carol Przybyszewski will do a fine job, and I wish her all the luck in the world.

I want to thank the 2,000 Guild members who voted for me and/or my platform. I'm confident that the issues discussed in this campaign — fighting union busting, organizing the industry, affirma-

tive action — will contribute to a better informed membership and, therefore, a stronger Guild.

I'm disappointed, however, that the biggest vote-getter in the election seems to be apathy. We will need the participation of all our members if the Guild is going to remain a vital force in our industry.

TODD CUNNINGHAM
President
Los Angeles Guild

Cx: More holidays than 9 in Montreal

MONTREAL, QUE.

Editor:

Your report [Guild Reporter, Sept. 14] on the new MNG [Montreal Guild] contract at the Gazette is so flattering I hope it doesn't have an adverse affect on our ad-sales contract being negotiated.

It is completely accurate, except for one point:

Regular employees get more than nine paid holidays.

Deadline for letters is the Friday before publication. (Next deadline: Oct. 19.)

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.

All Guild members — fulltime, parttime or temporary — get nine statutory holidays, such as Christmas and the like. Even if parttimers are not scheduled to work on a stat, they get a prorated percentage of a week's wage as an extra.

Regular, fulltime employees get an additional five days in cash or time between Nov. 30 and April 30. Regulars [also] get three weeks' vacation (15 working days) after one full year (prorated for less), four weeks if they have completed six years by May 1 of any year, five weeks at 12 years and a sixth week after 20 years. In addition, each regular employee gets three "personal" days a year.

Personal days are "use them or lose them" by Dec. 31. It is these days we urge people to use for religious holidays. That way, if they work regular stat holidays, they get double time, but can use a straight-time day for a religious holiday.

LARRY MCINNIS
President
Montreal Guild



Przybyszewski



Thibeault

Gannett dailies' new chief has a past—in Guild

THE GANNETT Co.'s summary of the background of Gary L. Watson, the new president of its new chain-wide newspaper division, is silent on some of the experience he gained in his first job with one of the chain's dailies:

Local Guild officer, bargainer and strike leader.

Watson, now 45, was secretary of the old Rockford (Ill.) Guild in 1970-71 and was a bargainer and leader in its strike that shut down the Rockford Morning Star and Register-Republic for 10 weeks at the end of 1970, soon after Gannett bought the papers.

Chief issues in the strike, the Guild Reporter said at the time, were wages, benefits and "professional standards" proposals by the Guild. The latter involved protection of notes and information from forced disclosure under subpoena, control of by-lines on altered stories and prohibitions against stories inconsistent with the facts.

A month into the strike, along with the other eight officers of the local, Watson was cited for contempt for violation of a county court injunction limiting the Guild to 12 pickets to cover all 12 entrances to the dailies' two-block property.

The citation followed a demonstration by the Rockford United Labor Council, the Auto Workers and the Rockford Building Trades Council protesting Gannett's plan to hire replacements for Guild strikers.

The judge levied no penalty against any of the Guild officers, but warned that he would be "harsher" if the injunction were violated again.

AFTER GETTING a master's degree in 1969, Watson had been a city hall reporter for the papers. After the strike he was named political editor and later the same year, city editor, the position he held until 1975 when he was transferred to Gannett's Idaho Statesman in Boise. There, over four years, he was successively news editor, managing editor and editor.

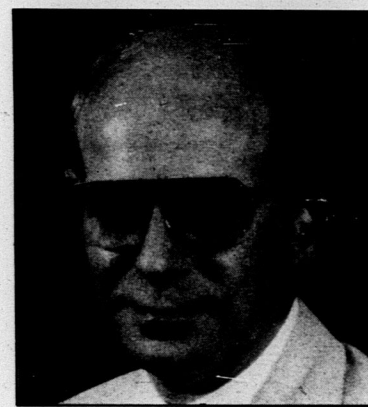
"He started moving on the promotion chain pretty quickly" 2-3 months after the settlement, said a former Rockford co-worker and striker.

After two years as editor in Springfield, Mo., Watson came back to Rockford as president and publisher of the Register Star in 1981. He also was regional vice president for Gan-



Gannett dailies' new president, Watson, as a bargainer — for the Guild

Gary L. Watson, arrow, waits with other members of Rockford Guild bargaining committee for representatives of Gannett chain's struck Rockford dailies to appear for bargaining session in offices of Federal Mediation & Conciliation Service during 1970-71 Guild strike. Guild committee faced empty chairs daily for a week and a half before talks resumed and led to settlement. Watson also was local secretary. Others in photo, from left, Dwight Conrad, Steve Blain, Jim William and Joe Snyder. Also waiting, but not shown, Dan DiLeo, the Guild local's president. At right, Watson today.



nett's Central Newspaper Group, covering its properties in three states.

Gannett had combined the Morning Star and Register-Republic into the Register Star in the late 1970s.

During his second turn in Rockford, Watson's was one of two company signatures on a four-year contract renewal with the Guild.

"He proved then that he could be tough as hell," recalled the former co-worker. "But he was even-handed."

During the 1970-71 strike, Watson also was "one tough guy" who, like the Guild local's other leaders and bargainers, knew what they wanted in a new contract and "wouldn't take any B.S." from the publisher about why he wouldn't agree to it, recalled John K. Sloan, a former TNG representative who assisted the local in pre-strike bargaining.

In the strike settlement, the company agreed to incorporate into its policy book the concept of protecting notes

and information against subpoenas, and the new contract contained assurances that by-lines would not be used over reporters' objections or without their approval after substantive changes in stories. The pact also provided raises of 21 percent. The paper's pre-strike proposal was 16 percent.

Watson went from Rockford to the chain's Cincinnati Enquirer as its president and publisher in April 1984. There he also was president of Gannett's Central Newspaper Group of 18 dailies in eight states.

IT WAS IN December 1984 that the Enquirer's editorial department employees voted for the second time in a year to be represented by the Cincinnati Guild rather than an unaffiliated organization.

It was Watson who signed the company's "dear employee" letters before the 1984 election urging the group to reject the Guild, according to Paul

Furiga, leader of the pro-Guild group at the paper at the time. (The Guild still is seeking an initial contract with the Enquirer.)

Watson became president of Gannett's Community Newspaper Division in December 1985, where he was responsible for 61 of the chain's smaller dailies across the nation. The division was combined with the Metro Newspaper Division Oct. 1 and Watson was named president of the new division. As such he has responsibility for 82 of the chain's dailies, all but USA Today.

(Watson did not return Guild Reporter calls to his new offices in Gannett's headquarters in the Washington suburb of Arlington, Va.)

The Rockford Guild, which represented editorial, library and night switchboard employees, was merged into the Chicago Guild in early 1985. The latter was decertified in a 30-33 vote in the fall of 1987.

York unit okays Record's new 'final offer'

York, Pa. — Newsroom employees have approved a new three-year contract between the York Guild and the York Daily Record that raises top-minimum pay for experienced reporters and photographers by \$62.88, to \$566.49 a week.

Under the agreement, effective through September 1993, minimum rates in all newsroom classifications increase by 4 percent Oct. 1 each year.

The reporter-photographer top minimum first advances by \$20.14, to \$523.75 currently, then by an additional \$20.95 and \$21.79.

Employees also received a \$125 lump-sum payment upon ratification in a 30-6 secret-ballot vote by members Sept. 28.

Other contract improvements include: expanded funeral leave to cover the death of any member "of

an employee's immediate household"; a \$40-a-month payment for photographers using their own equipment; and a 4.5-cent boost in mileage reimbursement, to 25.5 cents a mile.

The employer also agreed to create a set-aside savings plan for child care by Oct. 1, 1991.

In late July, members overwhelmingly rejected management's earlier "final offer," which did not include the lump-sum payments, child-care plan or funeral leave provision.

The 45-member Guild unit had demonstrated support for the bargaining team by wearing black armbands for several weeks, and reporters and photographers went on a three-day "byline strike" during August.

A major stumbling block had been management's insistence that assistant city editors be excluded

from contract protection. The two sides eventually agreed to submit the issue to arbitration.

The contract replaces one that originally expired in June 1989 but was extended through March 3, when owners of the Daily Record and the York Dispatch formed a joint operating agreement (JOA). Employees had received 3 percent raises during the interim.

Members were "generally happy" with the settlement, York Guild President Patrick LaForge said. "People wanted more money, because the JOA is expected to increase profits, but overall we made some improvements."

Mike Argento, Daily Record unit chair, echoed those sentiments, calling it a contract "both sides can live with."

Other increases and new top minimums include:

✓ Copy editors—up by

\$64.78, to \$583.58 a week, in increments of \$20.75, \$21.58 and \$22.45.

✓ Artists—up by \$57.02, to \$513.61 a week, in increments of \$18.26, \$19.00 and \$19.75.

✓ Editorial assistants—up by \$39.40, to \$354.96 a week, in increments of \$12.62, \$13.13 and \$13.65.

The Guild bargaining team in-

Count set Oct. 10 in Stockton election

Stockton, Calif.—The National Labor Relations Board set Oct. 10 as the date it will tally the ballots in a decertification election among employees of the Stockton Record who are represented by the Northern California Guild.

Advertising, circulation, editorial and maintenance employees working at the Gannett daily's Stockton offices marked and cast

cluded LaForge, Argento, Patricia Diacont-Sweeney, Connie Walker and Dean Wise.

TNG Int'l Representative James Griffin assisted the committee.

The JOA was formed by the Seattle-based Buckner News Alliance, which owns the 40,000-circulation Daily Record, and the Dallas-based Media News chain, which owns the 48,000-circulation Dispatch.

Guild-represented editorial staffs of both papers continue to operate independently.

their ballots on Sept. 26. The count was postponed, however, to allow time for arrival of the one ballot being cast via the U.S. Postal Service — by the paper's reporter in Washington, D.C.

The Guild has been seeking a contract renewal with the paper's management for more than three years, the last one having expired June 30, 1987.

TNG presses NFL on mistreatment of Herald reporter

Silver Spring, Md. — Guild leaders have asked National Football League Commissioner Paul Tagliabue to take "swift and strong action" against New England Patriots football players involved in the sexual harassment of Boston Herald sports reporter Lisa Olson last month.

The conduct of the players in the Sept. 17 incident and subsequent comments by team owner Victor Kiam have sparked a national furor over mistreatment of women covering sports.

Olson alleges that five naked players "approached me, positioned themselves inches away from my face and dared me to touch their private parts." At the time, she was sitting on a stool interviewing another player in the team locker room.

Olson, in her first year on the Patriots beat, called the players' taunting actions "nothing less than mind rape," done solely "to degrade and humiliate me."

TNG President Charles Dale, in an Oct. 3 letter to Tagliabue, said "we in The Newspaper Guild are revolted" by the players' actions.

Dale urged the NFL to move against "all the players and employer representatives who contributed to or withheld information" about the incident.

The Boston Guild, of which Olson is a member, also condemned the "Neanderthal actions of Patriot players" and the "apparent indifference of Patriot ownership."

Tagliabue has appointed a special prosecutor to investigate the matter, but as of Oct. 3 only one player, tight end Zeke Mowatt, had been disciplined. The four other players had not been identified.

After the incident, Kiam suggested that women don't belong in men's locker rooms and reportedly said of Olson: "What a classic bitch! No wonder the players can't stand her."

Kiam, who also is president of Remington Products Inc., later apologized to Olson for the players' conduct and for his remarks. Prior to the apology, the Herald called for Kiam's suspension from the NFL, and the National Organization for Women suggested a boycott of Lady Remington shavers.

In his letter, Dale asked Tagliabue to notify all NFL teams that Guild members are "outraged" at the treatment of Olson.

Kiam asked to lead fight on harassment

Silver Spring, Md. — TNG President Charles Dale has asked New England Patriots owner Victor Kiam to take the lead in developing a program for preventing sexual harassment in the National Football League.

Dale made his request to Kiam in the wake of the Sept. 17 incident in which five nude Patriot players allegedly taunted and made lewd suggestions to Boston Herald sportswriter Lisa Olson in the team locker room. Olson is a member of the Boston Guild.

Kiam has been the target of criticism

"It constituted not only emotional assault" but also an attack on her "right to pursue her work on an equal footing with male reporters," Dale wrote.

Dale also recommended that the NFL, in consultation with the National Football League Players Association (NFLPA), develop a league-wide program "to prevent future incidents and assure appropriate penalties and prompt correction when they occur."

The program should include the adoption and distribution by the NFL of an anti-harassment policy statement, a definition of sexual harassment, a clearly defined procedure on how to investigate and remedy harassment, and sensitivity training for coaches and managers, Dale said.

"Your development and promulgation of such a program would convey to NFL owners, managers and players alike the moral, social, economic and legal seriousness of this insidious form of discrimination," Dale told Tagliabue.

Dale and TNG Human Rights Director Anna Padia also were scheduled to meet with Gene Upshaw, president of the NFLPA, to discuss how the unions might co-operate to combat harassment. Mowatt is a member of the NFLPA.

In the Boston Guild's strongly worded letter to Tagliabue on Oct. 2, Executive Officer Gerald M. Maraghy called the harassment of Olson a "crime that demands the fullest investigation and redress."

Maraghy encouraged the commissioner to attack the harassment problem in the NFL to bring about a "sensitivity to such issues and a clear understanding that such demeaning and outrageous actions will not be tolerated."

The 200-member executive council of the Coalition of Labor Union Women was scheduled to discuss the incident at its meeting Oct. 5-6 in Providence. Padia, a CLUW vice president, was asking the group to support TNG's proposal to the NFL.

Although Olson first tried to deal with the Patriots incident "diplomatically and quietly" through editors at the Herald, the Boston Globe broke the story and it became a national issue.

In a personal column in the Herald on Sept. 24, Olson expressed regret that she had "become the story," rather than the reporter, "all because several rude, disgusting football players with IQs lower than their jersey num-

bers decided it would be funny to sexually harass me." She attacked insinuations by some Patriots that women go into locker rooms to stare at undressed men. "How dare they try to disparage the only profession I've ever wanted since I was 9 years old, when I would stay up all night reading Sports Illustrated by flashlight," she wrote.

Olson, 26, also said she doesn't want sympathy. "Leave that for players and owners who have proven to be the real losers. They are not going to get rid of me that easily. This is one more game they cannot win."

Most commentators have defended Olson and women's right to enter locker rooms. New York Times columnist Dave Anderson, however, said, the real issue was not equal access but "human decency concerning the misbehavior of five players."

Washington Post columnist Tom Callahan commented that "the great American athletes live in caves and act like trolls."

TNG walks the line for 'Health Care for All'



TNG officers and headquarters staffers join other unionists in Washington-area portion of U.S.-wide Oct. 3 rallies organized by Jobs With Justice as part of organized labor's campaign for health-care reform. Aim is to curb skyrocketing costs and secure care for those who lack

insurance coverage. Pictured above outside federal Office of Personnel Management are: TNG President Charles Dale, Field Operations Director William H. McLeman, Sec'y-Treasurer John C. Edgington and office staffers Mary Aldrich, Dorothy Davis and Deborah Thomas.

BILL BURKE/Washington-Baltimore Guild

In a subsequent incident, Cincinnati Bengals Coach Sam Wyche barred USA Today reporter Denise Tom from the team's locker room Oct. 1 after a lopsided loss to the Seattle Seahawks. Tagliabue later said Wyche would be "heavily fined" for violating the NFL's equal-access policy, initiated in 1985.

The Guild long has spoken out against sexual harassment in the workplace, most recently in a major statement by the 1989 Convention.

"All harassment is cruel and destructive to the victims and harm-

ful to the people who work in a poisoned environment," the convention said. "Employers are responsible for a safe and healthy workplace and for correcting any unwelcome or unwanted harassing conduct by their supervisors, employees and business-related non-employees."

Earlier, TNG's 1986 Convention condemned the harassment of Sacramento Bee sportswriter Susan Fornoff, who had received a gift-wrapped present from Dave Kingman of the Oakland A's baseball team, only to open it and discover a live rat.

The Guild Reporter



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: Oct. 26.) \$20.00 per year. Single copies, \$1.00.

Guild Reporter deadlines at TNG headquarters: News, Monday before publication; features and letters, Friday before publication. (Next letters deadline, Sept. 28.) 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. 14

October 5, 1990

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. McLAUGHLIN

AT-LARGE VICE PRESIDENTS: David M. Mulcahy, c/o Standard & Poor's Co. Broadway, New York, N.Y. 10004; Carol D. Rothman, 5604 Henry Ave., Philad. Pa. 19128; Marie A. Shellock, 4031 Glenwood Ave., #24, Youngstown, Ohio Stanley J. Souza, 45-430 Lupo St., Kaneohe, Hawaii 96744; Gene Turner, 219 #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 S. Rafael, Calif. 94901; Region 5—Richard J. Brandow, 2708 Harway Ave., Br. 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. V6J

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, I Bryant, Janet David, Leo J. Ducharme, James H. Griffin, Harry L. McCormick Montanez Jr., Bruce R. Nelson, G. Richard Pattison, Hannah Jo Rayl, Dan Zeid

9999 910000248

XEROX UNIV,
MICROFILM
300 N ZEEB ROAD
ANN ARBOR, MI 48106