



The GUILD REPORTER

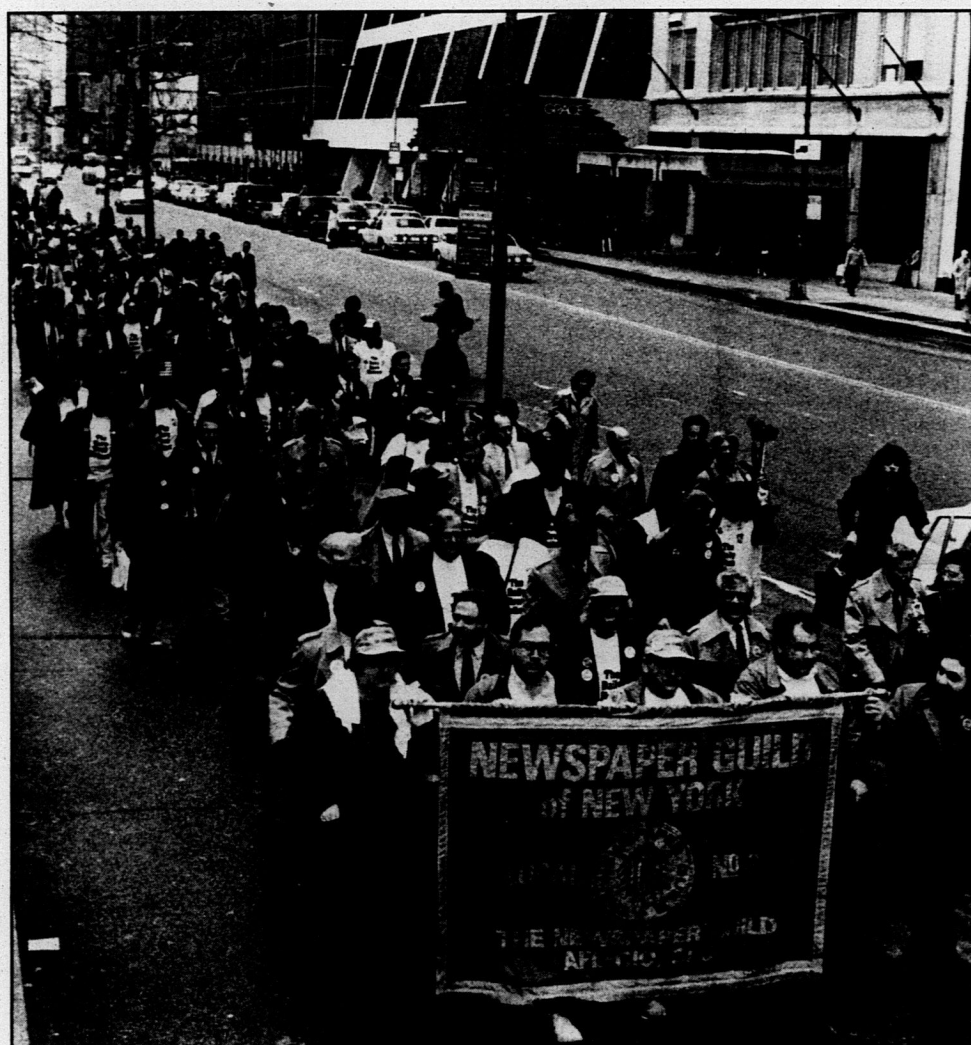
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WE WIN! *Strikers at Daily News march back in triumph*



JACK MILLER/Miller Photography/New York Guild

SOME 300 GUILD EX-STRIKERS MARCH BACK TO JOBS AT N.Y. DAILY NEWS

TNG stock action spurs Gannett report

Silver Spring, Md. — Spurred by a stockholder resolution co-sponsored by TNG and supported by the Newspaper Industry Co-ordinating Committee, corporate leaders of the Gannett chain have agreed to prepare for shareholders a report on the company's activities to protect and preserve the environment.

In exchange for Gannett's agreeing to publish the report, the Guild and two co-sponsors with-

drew their proposal calling for stockholders to decide at their annual meeting May 2 if such a report should be issued.

Before being withdrawn, the resolution had been submitted for inclusion in the proxy statement that goes to shareholders in advance of the meeting.

Gannett's environmental report is to describe chain-wide efforts as they relate to the Valdez Principles, a set of guidelines developed

in 1989 by the Coalition for Environmentally Responsible Economics (CERES), a group of environmentalists and institutional investors.

With 82 dailies, Gannett is the largest U.S. newspaper chain and circulates nearly 6 million papers daily, mostly in small cities.

Agreement on the environmental report was reached during a two-hour meeting Feb. 5 in Bethesda, Md., between Gannett

executives and co-sponsors of the Valdez resolution — the Washington-based Calvert Social Investment Fund, the Boston-based U.S. Trust Company and TNG.

TNG, which holds 324 shares of Gannett common stock, was represented by Sec'y-treasurer John C. Edgington and Linda Foley, executive secretary of TNG's Contracts Committee.

Edgington praised Gannett for
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35% in poll report job cuts; ads down in many units

Silver Spring, Md. — The advertising slump that has plagued much of the North American news industry since early last year has prompted job cuts, hiring freezes and other economy moves at papers with Guild-covered employees.

Latest examples — also among the most dramatic — were underway as the Guild Reporter went to press:

- The New York Guild and the New York Times were meeting again on a Guild proposal for voluntary resignations with enhanced severance after the company announced March 21 that it was dismissing 61 persons from Guild-covered jobs for economy reasons by reverse seniority under the Times-Guild contract.

- Pacific Northwest Guild members at the Seattle Post-Intel-

ligencer on March 26 reluctantly ratified a company proposal for an enhanced severance-pay buyout offer aimed at trimming 18 Guild-covered and management employees (10 percent) from the daily's 183-employee staff. The paper is published jointly with the Seattle Times and all of its employees are in the editorial department.

Meanwhile, respondents to a Guild Reporter mail-poll of all lo-

cals conducted in February reported that there have been job cuts in 35 percent of the Guild bargaining units covered in the responses.

Questionnaires were sent to leaders of all 80 Guild locals, and 29 responded, or 36 percent. Responding locals reported on 63 bargaining units, or 31 percent of those covered by Guild contracts.

The survey showed that since June employers cut a total of 368

jobs among employees in 22 units.

Forty-one units (65 percent), reported no direct job cuts during that period, however.

And leaders of nine units (14 percent) reported employers had hired additional people, for a total of 98 new jobs. However, the Cleveland Plain Dealer alone accounted for 65 of those, all in the newsroom, the Cleveland Guild
(Continued on Page 2)

Maxwell buys tabloid; all unions get contracts

New York — The Daily News strike ended with a tremendous bang, not the whimper some had predicted, as New York Guild members marched back to their jobs March 27 — with a new contract, a new boss and new pride in their union.

The triumphant trek — from Guild headquarters on W. 44th St. to the News Building on W. 42nd St. — came 152 days after members were provoked last Oct. 26 to take a shorter walk, out the door to the picket line.

Chanting "we're back, we're back," members were accompanied on their grand march by blaring bagpipers from the Fire Fighters union and a throng of reporters and photographers covering the emotional return.

The former strikers soon reclaimed their desks, their phones, their computer terminals, their space that imported strikebreakers had used for five months.

The bitter contract dispute was over, the Tribune Co. had sold the 71-year-old tabloid to the British publisher Robert Maxwell. The strikebreakers had been fired. It was time for Guild members to resume their working lives.

Writing in the final issue of the daily Guild Strike News, columnist Juan Gonzalez summed up the feelings of many:

"We return as victors, not just for ourselves but for the whole

'No Ballows,' New England unions say with signs, feet ... 8

American labor movement.

"We defeated the Tribune's attempts to bust our unions. We defeated the modern pernicious tactic of 'permanent replacement workers' and showed all those replacements how transitory life actually is," wrote Gonzalez, a leader of the strike co-ordinating committee.

"We ran the Tribune Co. ... out of town.... We saved the Daily News for the people of this city."

New York Guild President Barry Lipton, who led Guild bargaining efforts that helped clear the way for the paper's sale, called the contract settlement and return to work a "tremendous victory."

"We got rid of all the replacement workers; we kept our benefits, our protections and our contract intact."

"It shows that organized labor can still fight for what's right and defeat a massive effort by a multi-million dollar corporation," Lipton said.

"The people of this city supported us. They quickly saw what the Tribune Co. was trying to do to its organized work force, and they rejected the scab product."

"The sad part was that we went back without 200 of our brothers and sisters, and that's tragic."

Lipton paid tribute to the "good, courageous men and women on the picket line who made this outcome possible."

"The entire labor movement, and particularly the Guild, owes them an incredible debt of gratitude. They kept our union alive and brought about a result that makes everybody in the Guild proud to be in the Guild."

TNG President Charles Dale, who was involved throughout the talks with Maxwell, said: "The settlement shows what can be done when an employer recognizes and
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35% in poll report job cuts; ads down in many units

(Continued from Page 1)
reported. Also adding news staffers were the Massillon (Ohio) Evening Independent and the Youngstown Vindicator.

Advertising was down at 33 units, up at just 6, the survey showed. At one paper, the reported decrease was 80 percent; at some others, 20 percent or more. Most respondents said circulation was steady or increasing.

Most job cuts were made through permanent dismissals, temporary layoffs, or cash-buyout plans to induce early retirements. Several employers were using "hiring freezes," not filling vacancies to reduce staff through attrition.

Affected were young and old, full-timers and part-timers, regular and temporary employees. The cuts also contributed to an unemployment rate of 6.5 percent in the U.S. in February, and to the 10.2 percent rate in Canada.

The survey showed that 249 employees in the responding locals were permanently dismissed. That included 20 at Standard & Poor's in New York; 20 (including 10 youths in circulation sales) at the Bakersfield Californian; 14 at the Malden (Mass.) News Mercury; 10 at the Lowell (Mass.) Sun; and 9 at the Boston Herald.

The Providence Journal and Bulletin dismissed 85 "irregular extras," some of whom worked up to 25 hours a week as vacation and sick-leave fill-ins. The Los Angeles Daily News cut eight editorial assistants.

Sixty full-time positions are being eliminated in a restructuring of the circulation department at the San Diego Union and Tribune. Some employees had the option of taking part-time positions.

The survey also showed that just 10 employees were temporarily laid off, including five at the Tonawanda (N.Y.) News.

At least 84 Guild-covered employees took early retirement or voluntarily left their jobs under buyout packages negotiated by their locals, most often involving one or more of the following: enhanced severance, extended health coverage and/or special early retirement provisions.

A total of 60 workers at the St. Paul Pioneer Press and Star-Tribune in Minneapolis took such offers negotiated by the Twin Cities Guild. Thirty employees left each daily.

Ad spending off 2% for period

The Newspaper Advertising Bureau late in March reported spending for newspaper advertising in 1990's fourth quarter was off by 2 percent from a year earlier, to \$8.77 billion.

Spending for national ads was up, but retail and classified were down, the NAB said.

For all of 1990, the NAB said, newspaper-ad spending was flat at \$32.28 billion.

The Star-Tribune package was bargained when the daily eliminated its Community sections in economy moves aimed at cutting \$5 million in spending to keep its profit margin in double digits.

For a group of news assistants it meant greatly enhanced severance pay, the cash equivalent of 82 percent of medical insurance premiums for the period of the severance (with an option to retain coverage) and a one-year tuition reimbursement of up to \$1,000.

The rest, from editorial, outside circulation and promotion, left under an enhanced retirement package that offered 20-year-service employees 55 and over additional service credit of at least three years, pension benefits as though they had left at the normal age of 62, \$700-\$1,000 a month until they become eligible for Social Security at age 62, and medical coverage until age 65.

The Pioneer Press package was bargained when the publisher scrapped its afternoon edition, pointing to declining circulation.

A dozen district managers took a buyout package that included an extra 13 weeks' severance pay for those with at least five years' service, four weeks per year for those with less, six months' continued medical insurance, and a position on a rehired list for a year.

The rest, from the editorial, business and advertising departments, left under an early retirement program much like that in Minneapolis.

Eighteen employees at the Baltimore Sunpapers accepted buyouts ranging from \$25,000 to \$45,000 negotiated by the Washington-Baltimore Guild.

Six Washington Post editorial

aides took buyouts, also negotiated by the Guild. In addition, the Post has proposed to offer retirement incentives to 66 Guild-covered employees in the advertising, business and inside circulation departments, the Guild reported.

Eligible are employees 55 or older with 10 years' employment. The offer is good through April 30, and inducements include up to two years' pay and five years' pension credit. The Post has made a similar offer to 50 managerial employees.

At the Seattle Post-Intelligencer, employees had until 9 a.m. March 29 to apply for the buyout severance package there. Central features are extra severance credits for senior employees, a \$5,000 floor for junior employees and a 10-week increase in the maximum limit, to 70 weeks. The company also said it will consider requests for job sharing or reduction to part-time work.

U.S. and Canadian employers imposed hiring freezes and implemented other cutbacks with varying degrees of severity, the survey found.

The Washington Post's freeze is not total, but a management memo said "the optimum goal is to not replace the departing person."

The San Jose Mercury News has not filled some vacancies, has reduced hours for part-timers, and has offered lengthy unpaid leaves with health insurance coverage for newsroom and classified ad employees. It also has offered early retirement incentives to newsroom employees over age 60.

The Long Beach Press-Telegram has encouraged employees to take leaves of absence and early retirements.

Freezes or "semi-freezes" were in place at the Buffalo News, Toledo Blade, Pittsburgh Post-Gazette, the Vancouver Province and Sun, the Providence Journal and Bulletin, the Jersey Journal, the Duluth News Tribune and the Dayton Daily News, among others.

At the Tonawanda News, the Guild unit has been reduced to 17 employees, from 30, through job attrition in the past three years.

Other economy moves, or job additions, reported in the survey:

- The Bellevue (Wash.) Journal American laid off four people, including a graphics artist and two photographers, and the company was expected to make other cuts

Profits are down, but far from out, veteran financial analyst reiterates

Washington—While the recession has reduced the profitability of the newspaper industry, the downturn must be kept in perspective, according to veteran industry analyst John Morton.

"True, newspapers are not making as much" as in past years "when advertising was surging," Morton said in his Newspaper Newsletter.

"But all that is really happening is that instead of being two or three times more profitable than most businesses, newspapers ... are reduced to being only one or two times more profitable."

In the first three quarters of 1990, he noted, operating profits were off by an average 18.3 percent for the 11 publicly owned major chains Morton tracks. However, their operating profit margin was still a lofty 15.3 percent, compared to 17.4 percent for three quarters in 1989.

"We reiterate that many industries do not do this well in boom times," Morton wrote in his newsletter.

The financial reality is that newspapers are having difficulty "meeting the level of profit expectations established in past years," he said. Investors, shareholders and banks do not like it when profits slip "even from lofty levels to nearly lofty levels."

"The only real danger in this problem is that some newspapers might therefore try to do too much to shore up profitability, by trimming staff, news hole and journalistic effort," he continued.

"Some moves in these directions may be advisable, but going even a few steps too far damages product quality, a consequence liable to far outlast the difficulties of the current recession," Morton concluded.

through attrition.

- The Toledo Blade drastically cut the hours of 16 part-time classified ad employees, by 60-80 percent.

- The Maui News added three people, two in advertising sales, one in circulation.

- The Battle Creek Enquirer cut four editorial staffers; it also added eight employees in non-Guild areas, including five in telemarketing.

- KSDK-TV in St. Louis dismissed five support employees in a unit of 35. The St. Louis Labor Tribune cut two employees from its nine-member staff.

- The Albany Times Union ordered cuts in overtime and travel.

- The Sheboygan Press has "virtually eliminated overtime in the past three years," the local reported.

- The Akron Beacon Journal cut "incidentals" such as magazines subscriptions, rock salt to melt ice in parking lots, and the "quality of paper towels in washrooms," the Akron Guild reported.

- The Providence Journal and Bulletin stopped supplying bottled drinking water in some bureaus.

Respondents described local economies as "good" in Bakersfield; "basically pretty good" in

Sheboygan; "good but fading" in Seattle; "fair" in Scranton; "soft recession" in Washington, D.C.; "off ... but no panic yet" in San Jose; "lousy" in New York; "very poor" in Boston; and "in the crapper" in Providence.

The Guild has received other reports of job cuts in units that did not respond to the survey.

For example, the Southam chain trimmed about 260 jobs in its newspaper group last year. Torstar Corp., which includes the Toronto Star among its holdings, cut about 500 corporation-wide through attrition and voluntary retirements, and has indicated it would like to cut 100-150 more this year.

The Globe and Mail in Toronto was seeking to eliminate five Guild-covered jobs in telemarketing and customer services. It was offering severance and additional pay in efforts to avoid discharges. Last summer, using similar inducements, the paper eliminated eight jobs.

In addition, some locals have negotiated wage and hour cutbacks with companies in danger of closing or threatening layoffs. Such agreements have been made with the New York Post, United Press Int'l, the Chicago Sun-Times, and the Oakland Tribune.

Cardinal tries on new 'robe' on St. Patrick's Day

John Cardinal O'Connor covers his episcopal garb with new Kelly-green T-shirt identifying him with "Daily News Strikers" as he observes New York's St. Patrick's Day parade from steps of Manhattan cathedral named for the Irish patron. A multi-union group of strikers who marched in the parade in identical shirts presented him with the souvenir of the 22-week strike, then winding down.



INGRID DEVITA/New York Guild

Windsor ad group to vote April 12

Windsor, Ont. — Full- and part-time employees in the advertising department of the Southam chain's Windsor Star will vote on representation by the Windsor Guild April 12.

Management and the union agreed on the election during a March 14 hearing by the Ontario Labour Relations Board on a petition filed by the Guild on Feb. 20. The OLRB will supervise the vote.

About 70 employees will have the opportunity to cast ballots. Those of a half-dozen part-time tour guides will be segregated and not counted unless a disagreement is resolved on their eligibility.

Meanwhile, under a pre-hearing agreement between the Guild and the Star, an 11-year classified salesperson has been returned to her job. The Guild had filed an unfair-practice complaint with the

OLRB charging that she had been fired for pro-union activity. While restoring her to her job, the company did not admit to the Guild's allegation.

The Star's advertising employees are the only group at the paper currently not represented by a union. The Guild represents some 150 in the editorial and circulation departments and the business office.

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Report on miscarriage risk lauded; more research urged

Silver Spring, Md. — A new government study has given support to the position that VDTs do not increase the risk of miscarriages for pregnant women, but occupational-health advocates caution that it is not conclusive.

The study, conducted by the National Institute of Occupational Safety and Health (NIOSH), concluded that "the use of VDTs and exposure to the accompanying electromagnetic fields were not associated with an increased risk of spontaneous abortion" for the telephone operators studied.

The NIOSH report ran counter to the findings of another study reported three years ago by the Oakland-based Kaiser-Permanente Medical Care Program, which found a "significantly elevated risk" of miscarriages for women doing VDT work.

Concern about VDT radiation surfaced in the early 1980s, when several "clusters of miscarriages" were reported among women using VDTs.

"The NIOSH study is significant, but not conclusive," said David J. Eisen, TNG's director of Research & Information, adding: "It's important that the study not close the door on VDT reproductive research."

"And while that research is under way, all feasible shielding and other precautions should be taken to reduce VDT emissions as far as possible," Eisen said.

Teresa M. Schnorr, chief author of the six-year NIOSH study, said of its findings: "I think the millions of women who work on VDTs should find our study very reassuring."

"We think, at least as far as miscarriages go, that the energy coming out of VDTs poses no extra risk to pregnant women."

NIOSH researchers measured the effect of electromagnetic radiation emitted by VDTs used by hundreds of telephone operators at two phone companies in eight southeastern states. They were compared with a group of operators who did not use VDTs.

The study, which was published in the March 14 New England Journal of Medicine, found that miscarriage rates for all reported pregnancies in the study were 14.8 percent for VDT-exposed pregnancies, compared to 15.9 percent for unexposed pregnancies.

Findings were based on 882 pregnancies among 730 married women, ages 18 to 33, about equally divided between the two groups.

The focus of the study was the potential risk from very-low-frequency (VLF) radiation characteristic of video terminals.

Schnorr, however, noted that the study sheds no new light on possible risks associated with extremely-low-frequency (ELF) radiation, another type of energy emitted not only by VDTs but also by electrical appliances, building wires and power lines.

NIOSH found the operators using VDTs had abdominal exposure to ELF radiation fields in the same range as exposures found in the home. ELF radiation has been associated in studies with other health risks, including cancer.

"This is definitely the most carefully done study to date," said Michele Marcus, an epidemiologist at the Mount Sinai School of Medicine in New York. However, she said "the issue is far from settled.... You really need consistent results from several well-done studies before there can be a consensus."

Marcus and Mount Sinai also are pursuing research on the question. That study has just begun and will include 10,000 office workers and look at a wider scope of health problems, not just VDTs and pregnancy.

Karen Nussbaum, executive director of 9 to 5, a Cleveland-based organization representing women office workers, said the NIOSH study made an "important contribution." But she had "problems with its design" because it failed to identify women very early in their pregnancies.

She said it thus couldn't detect the impact of VDT radiation on miscarriages that occur in the first weeks after conception.

Top hits \$887 in 'progressive' San Mateo pact

San Mateo, Calif.—Top-minimum pay for key jobs in the news and advertising departments at the San Mateo Times increases by a total of \$86.40 a week, to \$887.44, under a new contract negotiated by the Northern California Guild.

The agreement contains "several progressive features" on family issues and VDT safety, and significantly improves sick leave and health and retirement benefits, said Bob Hoyer, Guild unit chair at the Times.

Members were "unanimous" in ratifying the agreement March 14, said Hoyer, who led the Guild's bargaining team.

Employees will receive five raises during the 45-month contract, effective through October 1993.

At the key level, the first increase of \$20.46, to \$821.50, is retroactive to Feb. 5, 1990. Schedule for the additional hikes and resulting tops is: \$13.64 this April 29, to \$835.14; \$11.37 this Dec. 30, to \$846.51; \$13.64 on Aug. 3, 1992, to \$860.15; and \$27.29 on March 29, 1993, to \$887.44.

The starting rate advances by \$57.11 a week, to \$558.16, by March 1993.

The key classification includes reporters, desk persons, copy readers, rewrite persons, artists, display ad salespersons and outside

classified ad salespersons. Their minimum rates remain at parity with those in Guild contracts covering employees at San Francisco dailies.

Pay increases average between 10.8 percent and 11.4 percent for the 45-month term, an annual average of about 3 percent.

Paid sick leave continues at 10 days per year, but a 60-day cap on accumulated leave was removed, allowing employees to accumulate unlimited days.

The contract calls for the Times to increase payments for health insurance by \$20 per employee, prorated for part-timers, to \$75.46 per week.

The employer also will increase its contribution for employees' pensions by \$7.50, to \$42.50 per week.

An additional employer contribution of \$10 per week per employee will be allocated by the Guild to the pension plan, to health and welfare benefits or to wages.

Extensive new health and safety provisions require the employer to provide VDT users with workstations designed "to prevent injury or illness."

Such workstations must have easily adjustable chairs, adequate work surfaces and knee space, and VDT equipment of proper height and including glare shields and brightness controls.

Locals called to 58th Convention

Silver Spring, Md.—Guild locals have been sent the official call to TNG's 58th Annual Convention — June 24-28 in Montreal.

In a March 21 letter accompanying the call, TNG Sec'y-Treasurer John C. Edgington pointed out that TNG's Constitution requires that convention delegates be elected by secret ballot whenever there is a contest and that U.S. law requires secret-ballot elections to conventions where officer elections are to take place.

This is a regular TNG-election year with nominations to all TNG offices to be made at the convention. If there is no contest for any office, the nominee(s) will be declared elected by the convention.

A \$100 registration fee from his or her local is due at TNG headquarters 10 days in advance of the convention for each delegate and alternate, Edgington also noted.

TNG's Constitution also requires that a local's financial obligations to TNG must be paid by May 31 for the local to have voice and vote at the convention.

The employer must provide, upon request, document holders, foot rests, wrist rests and telephone headsets, and "maintain a well-lit, comfortable workstation on the basis of individual use."

For every hour of continuous work, VDT users shall be permitted "at least a three-minute break" doing something other than VDT work.

Also, employees shall be trained on avoiding potential musculoskeletal problems associated with improper VDT use, on the importance of properly timed work breaks, and on proper adjustment of workstations.

Other new features include:

✓ The Guild and Times management will form a joint committee to develop a tax-saving, flexible spending plan for dependent care. Another committee will be established to develop a "co-operative approach" for dealing with problems of drug and alcohol abuse "as they relate to work performance."

Employees need not submit to "any medical and/or physical examination, procedures or tests" for determination of drug or alcohol use, the agreement says.

✓ By mutual consent, one month of unpaid paternity leave will be granted after birth or adoption of child. No employee shall be required to take a leave of ab-

sence on account of pregnancy.

✓ By mutual consent, an employee's hours may be reduced by 80 percent for up to 30 months after the birth or adoption of a child.

✓ Discrimination because of sexual orientation is prohibited.

The contract covers some 110 employees in the advertising, business and editorial offices of the independently owned, 44,000-circulation Times.

Hoyer called it "the most progressive contract we've ever negotiated," adding that members expressed particular satisfaction with sick and family leave improvements. Northern California Guild representative Richard Olive assisted the unit in the talks, which lasted about a year and went "quite smoothly," Hoyer said.

Other wage increases and resulting new top-minimums include:

Librarians, keypunch operators, cashiers — Up by \$55.41, to \$541.50; **classified telemarketing salespersons** — Up by \$63.66, to \$622.09.

Accounts receivable, accounts payable, payroll bookkeepers, computer operators, senior clerks — Up by \$59.03, to \$576.85; **advertising counter clerks** — Up by \$53.96, to \$527.27; **office persons, messengers, copy persons** — Up by \$44.16, to \$431.61.

Tribute to courage of Terry Anderson, other hostages in Lebanon

Children display photos of Terry Anderson, foreground, and other Westerners held hostage in Lebanon. The ceremony March 15 marked sixth anniversary of Anderson's kidnapping from a street in Beirut. Anderson, now 43, is chief Associated Press Middle East correspondent and a former Wire Service Guild member. An estimated 200 persons attended the ceremony, held in a U.S. Senate auditorium, including representatives of TNG and the Wire Service Guild. Speakers expressed hope that Anderson and the 10 others soon would be freed in aftermath of Persian Gulf War. Event was co-sponsored by a humanitarian organization, No Greater Love, and the Journalists Committee to Free Terry Anderson.



RAYMOND CROWELL/Washington-Baltimore Guild



STEVE MILLER/Miller Photography/New York Guild

NEW OWNER ROBERT MAXWELL IN HIS 'UNION YES' CAP
He's leaving podium at end of "strike's settled" rally March 20 in front daily's offices. He and union leaders — including TNG's Charles Dale (face over Maxwell's shoulder) and New York Guild's Barry Lipton — addressed crowd.

Intense talks with Maxwell bring pacts

(Continued from Page 1)
accepts the rights and role of employees and their unions."

Eight other unions that struck the News returned to work a week earlier than the Guild, shortly after ratifying their own new contracts with the British media baron.

But the Guild delayed its return to allow extra time for employees to make decisions on buyout offers negotiated with Maxwell.

The new contracts and buyout agreement were bargained in just five days. That was a great contrast to the year of fruitless talks the unions had with the Tribune Co. and its Nashville-based attorney, Robert Ballow, while seeking new contracts.

Under the settlement with Maxwell, about 800 employees (of the 2,500 represented by striking unions and a non-striking printers union) lost their jobs.

Nevertheless, the unions consider the saving of 1,700 jobs and the paper itself a major victory. News management failed either to crush the unions or to successfully publish the paper by using strike-breakers.

The reduction included 250 delivery drivers, 200 press operators, nearly 100 printers.

In the Guild's jurisdiction, 228 jobs out of 759 pre-strike positions were cut. A total of 107 people

accepted buyouts, 35 accepted voluntary layoffs, 58 were laid off involuntarily, and 20-plus vacant positions were not filled, Lipton reported.

The newsroom staff was reduced by 85 positions, through 65 buyouts and 20 unfilled vacancies.

Under the buyout plan, workers with 10 years' employment were eligible for the \$40,000 lump-sum payments or contractually guaranteed severance pay, whichever was greater.

Under a special provision, a handful of employees with special skills were denied buyouts, but were paid \$5,000 bonuses to remain with the News.

Employees age 55 or older who took buyouts will continue to receive health insurance coverage for themselves and their families.

Employees accepting voluntary layoffs received severance pay, at the rate of two weeks per year of employment. Those involuntarily laid off received severance pay, as well as notice pay, also based on years of employment.

Guild members ratified their agreement March 19.

Maxwell also dismissed a large number of union-exempt employees, but amounts of their severance pay was not known, union leaders said.

In making the sale, the Tribune

Co. actually paid Maxwell about \$60 million to buy the News and assume responsibility for severance and unfunded retirement obligations estimated at more than \$100 million.

The Chicago media conglomerate was forced to sell because advertisers, news vendors and readers turned their backs on the strike-bound News. Paid circulation plunged from pre-strike 1.1 million copies to around 300,000, union leaders estimated, and losses were running at \$750,000 a day.

For months, the unions urged management to "settle or sell." The Tribune finally chose the latter option with Maxwell — but only after loudly threatening to close the News.

Maxwell, a 68-year-old Czech-born World War II war hero, appeared on the scene in early March as time appeared to be running out for employees and the paper.

The rotund, flamboyant Maxwell also owns Britain's second-largest newspaper, the Daily Mirror, and Macmillan Publishing, where talks with the unions were held from March 8-12.

Those round-the-clock negotiations, which led to the settlements and then the sale, were conducted in a whirlwind atmosphere.

Maxwell supplied office space, copiers, telephones, secretarial

help, food and drink for negotiators on both sides. Shutting among the simultaneous discussions, he took a personal hand in many details of the agreements.

TNG President Dale described the negotiations as the "strangest, most difficult talks" he had ever seen in New York.

But after final agreement was reached on union contracts March 12, assuring the sale, a joyous scene unfolded in the lobby of the Macmillan Building.

Strikers broke out champagne and toasted one another. "How do I feel?" said business writer Rosemary Metzler Lavan. "I'm elated. There is a God. The good guys won."

That evening, the previously scheduled News-Aid II to aid needy strikers turned into a gigantic victory bash at the Lion's Head in Greenwich Village.

The event raised \$5,462 for the News-Aid emergency fund, which has made some 85 grants for mort-

gage or rent payments.

One remaining challenge for the Guild is dealing with members who crossed picket lines. Lipton noted. Fellow members have brought charges against those who crossed, and some friction was expected.

Strike co-ordinating committee member Bill Farrell said he expected that returning strikers would be able "to deal with those unmentionables in a professional manner."

Maxwell, who has retained News publisher James Hoge, plans to play an active role in running the paper for at least six months, trying to make it profitable.

Several major advertisers who had pulled out of the News early in the strike have already returned. And the News was printing about 1 million copies in the first week under Maxwell's ownership, although it was uncertain how many were being sold.

Dale: When an employer...

Silver Spring, Md.—The contract settlements by the New York Daily News' new owner, Robert Maxwell, and the 10 unions that represent the paper's employees "show what can be done when an employer recognizes and accepts the rights and role of employees and their unions," TNG President Charles Dale said March 13.

He made the observation after returning from New York where he had joined leaders of the New York Guild and the other unions in the talks that produced the settlements the day before.

"All the unions involved" in the settlements "didn't just bite a bullet... they bit a hand grenade," Dale continued. "They did it to preserve as many jobs as possible for their members and to preserve a newspaper for all the citizens of New York."

He also paid tribute to other un-

ions and the labor movement locally, regionally and internationally, observing that the striking unions "will be eternally indebted" to them "for the tremendous displays of solidarity shown in the struggle at the Daily News."

While they are credits to the members and unions involved and their supporters, Dale also noted, "the settlements should discredit King & Ballow and their ilk, and the employers who buy their services."

"They would have destroyed nearly 2,500 jobs and the Daily News in their crusade to break the unions."

"As it is, King & Ballow and the Tribune Co. are directly responsible for 800 people losing their jobs and for the hardships endured by the union members who struck the Daily News in defense of their dignity," Dale said.

New contract preserves most of old, local says

New York — The new three-year contract ratified by acclamation March 19 by the Daily News Guild-unit membership reads much the same as the one that expired last March 30.

Glaringly absent is any resemblance to the emasculating rewrite Tribune Co. management had demanded through early March.

"Basically we preserved the old contract, with some accommodations and modifications," said Guild President Barry Lipton, the union's chief bargainer.

He pointed to jurisdiction protection, union security provisions, including checkoff for dues and representation fees, and the Guild's office in the News Building. All are intact.

So are fair employment practices provisions, those providing for training and tryouts for advancement, and side letters providing for joint safety and affirmative action committees.

Severance provisions also are intact, as are pensions and health insurance provisions, including

those for retirees. Five weeks' vacation after 20 years' service remains, as do leave-of-absence and military leave provisions.

Reuse and syndication guarantees, outside activity protection, and the provision for Guild bulletin boards — all attacked in the Tribune Co. demands — remain, Lipton reported.

Changes include the addition of three hours to the work week, making it 37.5, with corresponding 8.7-percent increases in contract minimums and over-minimum pay, despite a general wage freeze for the contract's first year.

The 3-hour increase adds \$80.59 to the top minimum for reporters, display salesperson and circulation sales representatives, taking it to \$1,006.87 a week. The rate for beginners is up by \$74.83, to \$934.99.

The outside classified sales top goes up by \$76.21, to \$952.20, while inside classified sales and library technicians go up by \$53.07, to \$663.09.

The top minimum for the low-est-paid clerical job is increased

The Guild strikers return...



FIRE FIGHTERS PIPE THEM IN THE FRONT DOOR OF THE NEWS BUILDING
More than 300 marched from New York Guild headquarters building to return to work on March 27.



INSIDE, FIRST THEY MARCHED AROUND THE GLOBE IN THE DAILY NEWS' LOBBY
Many wore T-shirts bearing a message of thanks for the public's support of the strike.



UPSTAIRS, THERE WERE CONGRATULATIONS AND GOOD WISHES ALL 'ROUND
Foreground: Shari Watter, a reporter; Bruce Delfini, classified; Guild President Barry Lipton. Background: Guild Representatives Bob Vann and Dona Fowler, and Gary Lazzara, computer room.

by \$35.77, to \$446.92.

There are wage reopeners for the second and third years, with binding arbitration if agreement is not reached.

Overtime pay for holiday work is set at double time, instead of the old contract's triple time.

Work schedules can be changed with a week's notice, instead of the previous two weeks.

The scope of protections for longterm employees who might face layoff was reduced.

Scheduling for the initiation of

grievances was tightened and additional steps were added to the grievance process.

The settlement also guarantees strikers seniority credit for the period of the strike and amnesty from retaliation for any strike actions.

Strike's end writes -30- for strikers' mini-paper

New York — As triumphant New York Guild strikers returned to work at the Daily News March 27, a dedicated crew of editors and reporters ended their work of putting out a daily strike mini-paper.

Six days a week through 22 weeks — the longest strike against a publishing daily in New York City history — the Guild Strike News was one of the loudest voices of the strikers.

Published by the Guild "for all striking employees of the Daily News," as its flag proudly proclaimed, the daily Strike News was one more unique aspect of a unique strike.

Guild Strike News editor Don R. Hecker — dubbed "our Perry White" — said that while "there was a lot of pain in this strike... there were some good things, too."

"The best thing was the way everybody worked together, in the Guild and all the other unions. We did this strike bulletin for everybody, and everybody helped out," Hecker said.

The daily gave strikers the latest on contract talks, the successes of ad and circulation boycotts, the News' failure to put out a real newspaper with strikebreakers, and information on fi-



LAUREN DRAPER/New York Guild

SCENE IS THE 'CITY ROOM' OF THE GUILD STRIKE NEWS
Seated, editor Don R. Hecker; standing, staffers Maria Fugate, Ed Frost.

nancial aid and unemployment benefits. Its editorial standards were so high it was quoted often in the city's other dailies and in wire reports.

Copy editors Michele Abruzzi, Maria Fugate, Joe Giuliano, Jim Hanchett, Tony Moor, Yvette Moy and

Bev Weintraub gave strikers the snappy headlines that had disappeared from the strike-bound News.

"MAX PAX!" screamed the Strike News after new publisher Robert Maxwell and the striking unions wrapped up pacts that seemed to assure peace

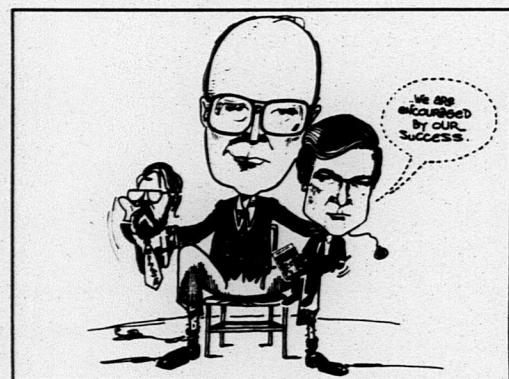
in the long conflict.

On the Guild Strike News city desk, reporter Ruben Rosario (sometimes accompanied by daughter Danielle, 5) was a regular from start to finish. He was joined by colleagues Dick Sheridan, Ed Frost and Vincent Lee, augmented by a roster of other well-known striking reporters.

Monday through Saturday the daily bulletin was distributed to picket lines at the News' midtown headquarters and plant and to its offices in Brooklyn, on Long Island and in New Jersey. The Strike News also went by fax to the wire services, major newspapers and television and news-radio stations.

New York Guild President Barry Lipton praised the daily publication as "an essential voice of the strike." Pointing out that "this strike was won by the membership," Lipton noted that the idea for a daily strike publication had come from members who met informally the day after the strike began.

"It was like so much else in this strike: a burst of inspiration that hard-working volunteers turned into a weapon that helped defeat a multibillion-dollar corporate giant," editor Hecker wrote in a "-30-" note.



GUILD STRIKE NEWS/New York Guild

CARTOONS OFTEN LED THE DAILY GUILD STRIKE NEWS. SOME SAMPLES, FROM LEFT: DEC. 17; MARCH 13; MARCH 20.

TNG action spurs Gannett environmental report

(Continued from Page 1)
agreeing to prepare and circulate the environmental report.

"We are pleased that Gannett has responded positively, and encourage you to use this report and our discussion as an aid in developing a corporate-wide environmental policy," Edgington wrote to company officials Feb. 15.

"As a labor union in the newspaper industry and as a participant in the Newspaper Industry Co-ordinating Committee, we are especially pleased that there is a meeting of the minds on this issue," Edgington said. "Protecting the environment is but one of many vital issues on which labor and management can and should agree."

Later, Edgington said the talks were "very productive in terms of opening the door for future discussion with Gannett on Guild concerns such as workplace safety."

Guild locals represent employees at nine Gannett papers, including the Battle Creek (Mich.) Enquirer; Cincinnati Enquirer; Detroit News; Great Falls (Mont.) Tribune; Honolulu Star-Bulletin; Lansing (Mich.) State Journal; Rochester (N.Y.) Democrat & Chronicle and Times-Union; Utica (N.Y.) Observer-Dispatch; and Wilmington (Del.) News-Journal.

In calling for the report to stockholders, U.S. Trust officials had told Gannett in January that "socially concerned shareholders are growing more sophisticated in their approach to environmental is-

sues, and some are requiring more specific information about the environmental practices of the firms in which they invest."

For example, investors want to know how much recycled paper Gannett uses, how it disposes of solvents used to clean presses, how it compares to the rest of the industry on occupational health and safety, and whether Gannett papers have produced examples of exceptional reporting on the environment, U.S. Trust said.

Earlier, TNG submitted a shareholder proposal for consideration at the annual meeting calling for Gannett to become a signatory to the Valdez Principles. The proposal was dropped in favor of the one calling for the environmental report.

The principles were formulated for all types of corporate operations after the tanker Exxon Valdez spilled nearly 11 million gallons of oil in the Gulf of Alaska's Prince William Sound March 24, 1989.

They call for, among other things, protection of the biosphere; sustainable use of natural resources; reduction and disposal of wastes; wise use of energy; marketing of safe products and services; and disclosure to employees and the public of operations causing environmental harm or posing health and safety hazards.

Also attending the Bethesda meeting was a representative of the Interfaith Center on Corporate Responsibility, a New York-based group that co-ordinates efforts to



BILL BURKE/Washington-Baltimore Guild

TNG, OTHER GANNETT SHAREHOLDERS HUDDLE ON ENVIRONMENTAL PROPOSAL
From left, Kris Finn of the U.S. Trust Co., John Guffey of the Calvert Social Investment Fund, Tim Smith of the Interfaith Center on Corporate Responsibility, TNG's John Edgington and Linda Foley discuss stockholder resolution before meeting with Gannett officials.

persuade corporations to adhere to the Valdez guidelines.

In a related matter, the Rochester Guild, which holds 450 shares of Gannett stock, has submitted a proposal for consideration by stockholders at the annual meeting that voting of proxies be done by secret ballot.

New rule set on candidate promotion

Silver Spring, Md. — TNG's Int'l Election & Referendum Committee has enacted a new rule that forbids use of TNG or any Guild local's funds "to promote the candidacy of any person" in the election of TNG officers.

Adopted unanimously at the IERC's March 7 meeting, the stricture will apply Guild-wide for the first time in any contest in this year's regular elections of TNG's Int'l Chairperson, President, Sec'y-Treasurer, six at-large and seven regional vice presidents.

The prohibition extends to the "use of any union's letterhead or other stationery paid for by union funds or bearing the union's seal or insignia, ... use of a union's newspaper, or ... use of a union's equipment," the rule says.

"Union monies may be used, however, for notices, factual statement of issues not involving candidates, and other expenses necessary for the holding of an election," it points out.

"It also is permissible for a union to publish in its newspaper or newsletter statements submitted by candidates, or letters to the editor about candidates, as long as all candidates are treated equally," the rule concludes.

The rule, which parallels provisions of U.S. labor law in effect since 1959, first was proposed during the IERC's meeting Oct. 9, when it tabulated and certified the results of special elections for two TNG vice presidencies [Guild Reporter, Oct. 26].

Key minimum hits \$570 in San Antonio

San Antonio — Top-minimum pay for reporters, photographers, artists and rewrite persons is increased by \$16.66 a week, to \$570.80, under a wage-reopener agreement in the contract between the San Antonio Guild and Hearst's San Antonio Light.

The two-year contract, which the Guild negotiated last May, covers 210 employees in the paper's editorial, maintenance, and business and accounting departments, as well as circulation drivers.

Under the reopener, minimum rates in all classifications are increased by 3 percent during the contract's second year, beginning March 19.

Booklet available on RSI workshop

Silver Spring, Md. — A booklet containing an edited text of TNG's 1990 convention symposium on repetitive strain injury has been sent to Guild locals.

The booklet includes slightly abridged versions of remarks by the forum's six speakers, including the federal government's chief ergonomist and TNG Research and Information Director David J. Eisen.

Locals should find the compendium useful in educating members and negotiating with management on RSI-related issues, Eisen said. It is titled "Workplace Crippler—Repetitive Strain Injury: What It Is and How to Meet It." Additional copies are available.

Last November, TNG distributed a 15-minute educational videotape based on the convention forum. A full text of the seminar can be found in the 1990 convention proceedings.

Top minimums raises include: \$16.74, to \$575, for copy desk persons; \$15.15, to \$519.85, for cashiers and the chief credit clerk; and \$11.43, to \$391.50, for librarians.

Flat-rate minimum raises include: \$17.22, to \$589.90, for makeup editor and editorial writers; \$17.95, to \$615.35, for wire, society, art, asst. city and asst. sports editors and slot person; \$18.36, to \$629.15, for Sunday editor; and \$9.86, to \$337.40, for circulation truck drivers.

Talks began in early February, but became deadlocked as Light management took a hard-line stance on a 2-percent offer and only for employees at top scale, said Ked Mullins, who led the Guild's bargaining team.

After a federal mediator joined the talks, tentative agreement was reached March 7. Members ratified the agreement late in the month.

During the talks, 15 employees who previously were not members joined the Guild, Mullins said. Sarcastic comments by a management representative suggesting employees should quit if they "can do better somewhere else" angered some workers, Mullins said.

Other increases and new weekly top minimums include:

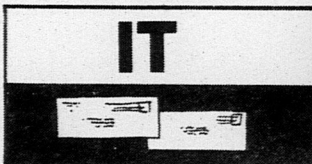
Editorial assistants—up by \$9.60, to \$328.90; **copy persons and editorial file clerks**—up by \$8.33, to \$285.40; **business and accounting clerks**—up by \$9.90 to \$12.05, to \$323.60 to \$413.75.

Newsprint truck drivers, tow motor operators—up by \$9.86, to \$337.40; and **porters, paper handlers, press wipers**—up by \$8.33, to \$285.40.

Assisting the local in the talks

was TNG Int'l Representative Eugene S. Bryant.

In a related matter, the Guild is continuing efforts to attain a contract for some 115 circulation department employees at the Light. The group includes 55 district managers, whose last contract expired in 1980, and 60 inside circulation workers who opted for Guild representation in 1988.



Moving local's president thanks referendum voters

VICTORIA, B.C.

Editor:

On behalf of the Victoria-Vancouver Island Guild, I wish to thank the leadership and membership throughout The Newspaper Guild in, first, joining with our local in submitting the question of biennial conventions to the membership for decision, and, second, to members in both our countries for voting approval in the recent referendum.

No one takes joy in seeing annual conventions come to an end. The Guild was among the last trade unions to hold annual conventions. Our members, however, have recognized that, as a union, we can no longer afford annual excursions to distant cities and that increasingly locals were missing conventions because they could not afford them. Democracy will be better served by biennial and, hopefully, more streamlined and efficient conventions.

By TNG convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue.
Deadline: Friday before publication. (Next deadline: April 12.)

Again, thank you for supporting our initiative.

In solidarity,

JOE RAVICK
President
Victoria-Vancouver
Island Guild

Seminar's content, style net participant's plaudits

MOUNTAINTOP, PA.

Editor:

I had the opportunity to attend the new officers' seminar of TNG at the Meany Center in Silver Spring, Md., recently.

For me, and I'm sure for the many others who attended the seminar, it was a most educational as well as enjoyable four days.

I have always had a strong re-

spect for unions. I saw my mother's working conditions in "sweatshops" improve thanks to the ILGWU and my father attain decent wages as a musician due to the work of the American Federation of Musicians.

If I had a wish it would be for everyone in the TNG to experience the energy and enthusiasm of Linda Foley, Bruce Nelson, Phil Kadis, Anna Padia, Chuck Dale, Bill McLeman, John Edgington, David Eisen and everyone else who I met at the seminar.

The seminar was an intense four days of instruction. There was also time for seminarists to talk about mutual problems and become friends. If anything, we all learned how to achieve *POWER* (thanks to Linda and Bill) in our local.

It was an education (and a sort of baptism) into what unionism really is and an experience I will always remember.

Thanks for everything.

PAT TROSKY
Citizens' Voice unit
Wilkes-Barre Guild

TNG's operations show surplus for Oct.-Dec. quarter

Silver Spring, Md. — TNG's income for its day-to-day operations during the third quarter of its current fiscal year exceeded expenses by \$27,428, Sec'y-Treasurer John C. Edgington reported to the Int'l Executive Board and all locals in mid-March.

The operating surplus in the October-December period reduced the union's operating deficit for the fiscal year's first nine months to \$25,027, down from \$52,455 after six months' operations [Guild Reporter, Nov. 16].

The third quarter surplus was the second of the fiscal year to date. First-quarter income exceeded spending by \$5,608. There was a \$58,063 deficit in the July-September period.

At the end of December, the net worth of TNG's Defense Fund, meantime, stood at \$6,985,067, off \$849,573 from three months earlier, according to financial statements prepared by TNG's auditors.

Defense fund expenses for the third quarter totaled \$957,844. Income, including the regular quarterly allocation of \$46,250 from the union's general fund plus \$52,021 in interest, totaled \$108,271.

Just under 78 percent of defense fund expenditures were for strike benefits at the New York Daily News (\$650,000), the London (Ont.) Free Press (\$51,091) and

the Sudbury (Ont.) Star (\$42,048). Just under 20 percent supported "innovative strategies" in seven locals, with the bulk going to New York and Northern California.

The union's total net worth — general fund plus defense fund — stood at \$7,230,405 at the end of December, off \$822,145 from three months before, reflecting the decline in defense fund assets during the period.

The general fund's third-quarter surplus was achieved despite actual expenditures of \$1,119,422 exceeding budget estimates by \$15,705.

Third-quarter spending was \$83,313 less than second quarter expenditures and \$58,889 less than in the first quarter.

Third-quarter income was \$1,146,850, up by \$2,178 from the second quarter but off by \$37,069 from the first quarter.

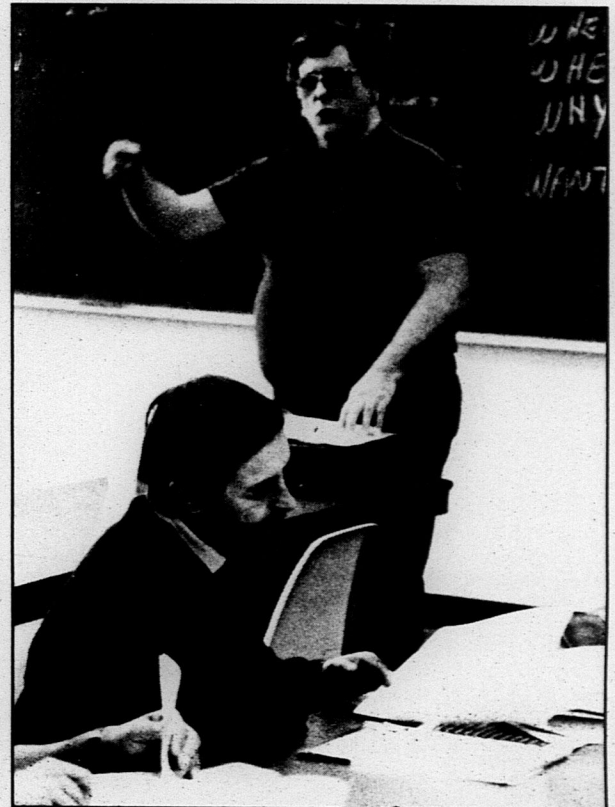
Per-capita payments from locals on behalf of members, the principle source of TNG operating funds, averaged 30,983 per month in the September-December period, off by 435 from the previous quarter.

General fund income for the full three quarters totaled \$3,475,441. Expenses totaled \$3,500,468.

TNG's Organizing Fund, meanwhile, stood at \$301,697 at the end of December, off \$185,925 from the end of September, the audit showed. Income during the three

Back to 'school' in North Bay

Peter Villeneuve of the North Bay (Ont.) Guild, foreground, listens as instructor Tom Hogg makes a point during a stewards' training institute conducted by the Canadian Labour Congress in North Bay March 1-2. Villeneuve, a press operator at the North Bay Nugget, was one of seven members of the Guild local participating in the short-course, sponsored by the North Bay & District Labor Council. The Guild local and the Southam chain's Nugget reached their first contracts last summer. The Guild represents all employees of the Nugget.



NORTH BAY GUILD Photo

months was \$4,681, all from interest. Expenditures totaled \$190,606, nearly all for organizing subsidies to 11 locals.

Largest organizing subsidy payments during the period were made to the Canadian Wire Service Guild (\$32,276), the Detroit Guild (\$34,488), the San Diego and Southern Ontario Guilds (\$20,000

each) and to the Victoria Guild (\$23,187).

The Int'l Executive Board's Finance Committee, by conference call in the absence of a winter IEB meeting, approved a budget for the fiscal year's final quarter, ending March 31, that estimates operating costs for the period of \$1,188,296, up by \$68,874 from actual expen-

ditures in the October-December period. The fourth-quarter budget includes allocations of \$46,250 to the defense fund and \$100,000 to the organizing fund.

Last summer's TNG convention adopted a budget and income estimate for the fiscal year that would produce an operating shortfall of \$5,036.

LISTED HERE are minimum-pay rates for beginning reporters and, for the most part, photographers and copy editors under Guild contracts at daily and Sunday papers and news services in the United States, Canada and Puerto Rico as of Dec. 1.

Constructed from information compiled by TNG's Collective Bargaining Dept., the table includes rates under 120 contracts at newspapers and at seven news services.

Average of all of the rates as of Dec. 1 was \$430.37 a week (\$22,379.24 for 52 weeks), before overtime, up by 3.2 percent from the year before. Median of the rates was \$405 a week (\$21,060 a year), up by 2.5 percent from Dec. 1, 1989.

Average of the rates in Canada was \$547.97 (\$28,494.44 a year), up by 4.5 percent. Average of the U.S. rates was \$415.25 (\$21,593), up by 2.8 percent.

The rates were \$350 or more under 79 percent (100) of the contracts; \$450 or more under 34 percent (43) of them; \$500 or more in 24 percent (31) of the contracts; and \$600 or more in 10 percent (13) of them.

Results of settlements effective after Dec. 1 and deferred increases effective since the same date are not reflected in the table.

Newspaper/Wire Service	Minimum
New York Times	\$1,072.30
New York Daily News	*860.16
Reuters (U.S.)	*670.75
Washington Post	666.80
Toronto Star	660.12
Montreal Gazette	653.00
Victoria Times-Colonist	642.38
Honolulu Advertiser	625.05
Honolulu Star-Bulletin	625.05
Ottawa Citizen	621.09

Average of minimums for starting reporter hits \$430 on Dec. 1

Newspaper/Wire Service	Minimum
Agence France-Presse (Canada)	619.62
Chicago Sun-Times	610.75
Vancouver Sun and Province	*600.06
Hamilton (Ont.) Spectator	599.00
Canadian Press/Broadcast News	*581.62
Toronto Globe & Mail	580.54
Reuters (Canada)	578.53
Boston Herald	570.57
New York Post	559.98
Philadelphia Inquirer and Daily News	543.97
Hilo: Hawaii Tribune-Herald	540.32
Pittsburgh Post-Gazette	534.00
Manchester (N.H.) Union Leader	526.97
Windsor (Ont.) Star	525.72
Maui (Hawaii) News	525.56
St. Louis Post-Dispatch	525.00
Detroit News	509.84
Detroit Free Press	509.14
Wilkes-Barre Sunday Independent	504.65
San Francisco Chronicle and Examiner	501.05
San Mateo (Calif.) Times	*501.05
Seattle Post-Intelligencer	495.95
Seattle Times	487.13
San Jose Mercury-News	485.49
Toledo Blade	484.32
Mt. Clemens, Mich.: Macomb Daily and Daily Tribune	*480.00
Cleveland Plain Dealer	477.87
Monterey (Calif.) Herald	*466.00
Denver: Rocky Mountain News	463.00
Portland (Me.) Press Herald and Express	*460.29
Eugene (Ore.) Register Guard	460.10
Agence France-Presse (U.S.)	*456.00
Associated Press	*450.15
New Brunswick (N.J.) Home News	445.00
Santa Rosa (Calif.) Press Democrat	443.21
St. Paul Pioneer Press	441.87
Delaware County Times (Primos, Pa.)	434.75

Newspaper/Wire Service	Minimum
Minneapolis: Star Tribune	434.00
Providence Journal and Bulletin	433.65
Jersey City, N.J.: Jersey Journal	430.18
Denver Post	430.00
Oakland Tribune	429.34
Milwaukee Journal and Sentinel	426.00
San Diego Union and Tribune	421.31
Lowell (Mass.) Sun	420.47
Sheboygan (Wis.) Press	418.84
Fall River (Mass.) Herald-News	418.37
Buffalo News	*418.02
Brantford (Ont.) Expositor	*415.70
Memphis Commercial Appeal	414.15
Woodbridge (N.J.) News Tribune	*411.79
Indianapolis Star	410.00
Modesto Bee	*407.00
Woonsocket (R.I.) Call	406.40
Tacoma (Wash.) News Tribune	*405.60
Bakersfield Californian	405.55
Joliet (Ill.) Herald-News	400.52
Sacramento Bee	*400.18
Long Beach Press-Telegram	400.16
North Bay (Ont.) Nugget	400.00
Fresno Bee	*398.79
Norristown (Pa.) Times Herald	396.39
Kenosha (Wis.) News	396.00
Pottstown (Pa.) Mercury	395.40
San Juan: El Vocero	*395.00

* Rate from expired/previous contract.
 # Associated Press rate listed applies in 29 cities, including Albany, Cincinnati, Cleveland, Harrisburg, Indianapolis, Providence, Sacramento and San Diego. Rate is \$5 higher in 18 cities, including Baltimore, Denver, Detroit, Honolulu, Milwaukee, Minneapolis, Philadelphia, Pittsburgh and Seattle. It is \$25 higher in Boston, Chicago, Los Angeles and San Francisco, and \$67 higher in New York and Washington and at AP Radio/Broadcast News. The rate is \$5 lower in 88 cities, including Chattanooga, Dayton, Fresno, Knoxville, Lansing, Memphis, Peoria, San Jose and Yakima.
 ** Full contract rate; temporary 35% reduction (to \$234.33) in effect Dec. 1; diminishing to 30-percent reduction from Feb. 16 (\$252.35) and to 25 percent reduction (\$270.37) from April 14; full restoration May 19.

Newspaper/Wire Service	Minimum
Malden News, Medford Mercury and Melrose News	*392.46
Lynn (Mass.) Item	*391.41
Santa Barbara (Calif.) News-Press	388.24
Sudbury (Ont.) Star	386.61
York (Pa.) Daily Record	384.00
Akron Beacon Journal	380.00
Waukegan (Ill.) News-Sun	*378.91
Pawtucket (R.I.) Times	375.82
Salem (Mass.) News	*374.17
Baltimore Sun and Evening Sun	370.00
Cincinnati and Kentucky Post	370.00
Allentown (Pa.) Call	369.85
Erie (Pa.) News and Times	369.59
San Juan Star	365.00
Canton (O.) Repository	363.69
Youngstown (O.) Vindicator	361.90
United Press Int'l	*360.50
Knoxville (Tenn.) News-Sentinel	357.83
Tonawanda (N.Y.) News	*357.37
Oshawa (Ont.) Times	*355.60
Albany Times-Union	355.05
York (Pa.) Dispatch	354.51
Harrisburg Patriot and News	*353.75
Bellevue (Wash.) Journal-American	351.69
Dayton Daily News	*351.00
Sioux City (Iowa) Journal	340.16
Waterville (Me.) Sentinel	339.20
Great Falls (Mont.) Tribune	338.63
Kingston (N.Y.) Daily Freeman	336.90
Yakima (Wash.) Herald-Republic	*336.44
Peoria (Ill.) Journal Star	334.00
Gary (Ind.) Post-Tribune	333.21
Lexington (Ky.) Herald-Leader	330.00
Waterbury (Conn.) Republican-American	*329.07
Brookton (Mass.) Enterprise	*328.21
Wilkes-Barre (Pa.) Citizens' Voice	310.00
Hazleton (Pa.) Standard-Speaker	301.03
Chattanooga (Tenn.) Times	*300.00
Monessen (Pa.) Valley Independent	299.00
Scranton (Pa.) Times	*295.55
Rochester Democrat & Chronicle and Times-Union	295.00
Lansing (Mich.) State Journal	*289.95
Newport News (Va.) Daily Press and Times-Herald	*285.00
San Antonio Light	268.45
Pueblo (Colo.) Chieftain	267.48
Bristol (Conn.) Press	*265.30
Terre Haute (Ind.) Tribune-Star	263.88
Massillon (O.) Independent	*262.09
Duluth (Minn.) News-Tribune	252.02
Utica (N.Y.) Observer-Dispatch	245.00
Glens Falls (N.Y.) Post-Star	*220.00
Battle Creek (Mich.) Enquirer	*184.00

'No Ballows,' New England unions tell publishers

Boston—Leaders and members of the Guild and other newspaper employee unions in at least eight New England cities marched outside the New England Newspaper Assn. Winter Convention here March 20-21 to protest the kind of union-relations tactics symbolized by the Nashville firm of King & Ballow.

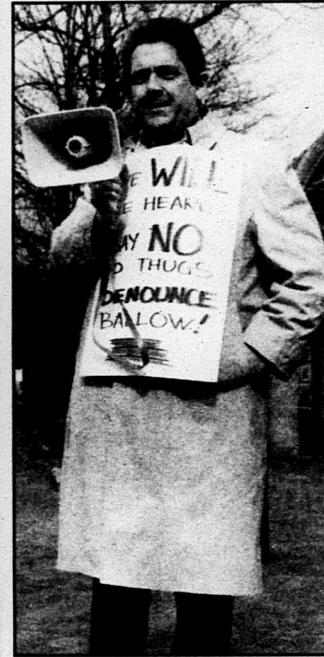
Robert Ballow, principle representative for (Chicago) Tribune Co. management before and during the just concluded 22-week strike at the New York Daily News, was keynote speaker at the convention's opening session.

Ballow has been widely identified as the chief architect of the takeback demands and bargaining tactics that provoked the strike at the Daily News, leading to a plunge in its circulation, desertion by advertisers and its sale to Robert Maxwell.

"Ballow tactics provoke violence," read some of the signs. "Say no to thugs" and "Boo! Ballow," said others.

Area newspaper union pickets were joined by Daily News strikers, the president of the New Hampshire AFL-CIO, Mark Mackenzie, TNG Sec'y-Treasurer John C. Edgington and representatives of other area unions.

Aim of the demonstrations — one the evening of March 20 as publishers checked in at the hotel housing the convention and the other the following morning as



TOM THIBEAULT/Manchester Guild

SOME WHO PROTESTED NEW ENGLAND NEWSPAPER ASSN. KEYNOTE BY NASHVILLE ATTORNEY BOB BALLOW.

Foreground above, from left: Tom Hiltz, Boston Guild; Adolphe Bernotas, Wire Service Guild; Richard Bergeon, Graphic Communications Local 271-M, Manchester. Behind Bergeon: Mark Mackenzie, New Hampshire AFL-CIO president. At far right, TNG's John Edgington.

Ballow spoke — was to "discourage employers in this region from buying into King & Ballow's union-busting program," said the Boston Guild's Tom Hiltz, who organized the unions' "Ballow Alert!!!"

John R. Hooper, newspapers

vice president for the Guy Gannett chain of Portland, Me., and president of the NENA, cautioned a group of Guild pickets afterwards not to interpret Ballow's appearance to mean New England publishers were out to bust their employees' unions.

Convention participants reported that Ballow, who was removed from the bargaining when new Daily News publisher Robert Maxwell took over, said little about the New York strike, even in response to questions. He concentrated instead, they said, on urging publishers to oppose passage of union-backed federal legislation to outlaw hiring so-called "permanent replacements" for economic strikers.

The measure would result in more strikes, Ballow predicted.

More than 100 demonstrated outside the convention's non-union hotel the first evening while

the next morning's lines attracted from 25 to 50 pickets from 9 a.m. to 1:30 p.m.

Guild locals represented included: Boston, most of its units; Brockton; Manchester, Pawtucket, Portland, Providence and the Wire Service Guild.

Other unions included Teamsters locals representing mailers and drivers, Graphic Communications press operators, the unaffiliated Boston Globe Employees Assn., the Quincy (Mass.) Patriot-Ledger Assn. of advertising and office employees and the Patriot Ledger Editorial Assn., also unaffiliated.

Post ordered to arbitrate librarian pay

Washington—A dispute over upgrading the pay levels of 20 assistant librarians at the Washington Post must be submitted to binding arbitration if the paper does not reach agreement with the Washington-Baltimore Guild, a federal judge has ruled.

Pay levels for librarians were left unresolved when the paper and the Guild reached a new five-year contract in 1989.

The Guild had proposed that the librarians be upgraded to the same contractual minimum-pay rates as

reporters because their jobs had changed to include highly technical computer searches.

In a side letter to the contract the Post agreed to review the positions within 120 days of the contract signing, but refused to upgrade the librarians' pay levels after the review was completed.

The Guild moved for summary judgement in U.S. District Court to compel the Post to arbitrate the issue and, drawing from "evidence of the bargaining record," Judge Joyce Hens Green in late January granted the motion, ordering the Post to arbitrate.

The Guild's contract with the Post allows it to challenge through grievance and arbitration the pay-level classification of new or substantially altered positions.

Judge Green pointed to the transcript of a bargaining session in which the Post's principal spokesperson, Franklin J. Havlicek, acknowledged that "there's been a profound change in the nature of the function" of the librarian positions. "It's apples and oranges... they are totally different functions," he said.

Green also cited the transcript quoting Havlicek as pointing out in bargaining on the librarians' pay grades that "there is a procedure for the parties to discuss, even to

grieve and, if necessary, to arbitrate differences of opinion on salary classifications."

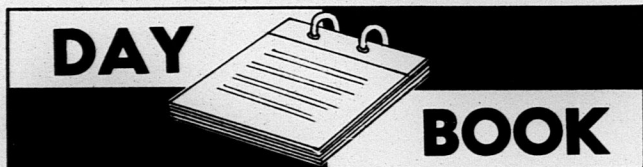
"What we are telling you is that within 120 days, at the latest, maybe 30 days after the signing of the contract, we'll be in a position to [complete the Personnel Department review]," Havlicek said. "Then, the contract has a binding third-party arbitration procedure for deciding if we are still in disagreement."

While the side letter on the upgrading proposals "does not explicitly mention arbitration as a possible mechanism for dispute resolution, it is clear from the contract provisions and discussions at the bargaining table that this dispute is covered by the agreement's arbitration provision," Green said.

The Guild presented "forceful evidence" that the Post would submit to arbitration on the library positions, the judge said.

The Post has appealed the decision, but the two sides are continuing to seek a negotiated agreement on the upgradings.

About five years ago, the Post converted its library to mostly electronic files, and assistant librarians now spend much of their time searching data bases to gather information they formerly pulled from clip files.



Guild Service Award nominations deadline, April 3, TNG headquarters.
Int'l Executive Board, spring meeting, April 22-26, TNG headquarters, Silver Spring.
Western District Council, spring meeting, April 27-28, San Jose.
Knight-Ridder Council of Guild locals, spring meeting April 28-29, Miami, Fla.
Canadian District Council, spring meeting, May 4-5, Holiday Inn/Broadway, Vancouver.

Great Lakes, Midwest and Southern District Councils, joint spring meeting, May 18-19, Cleveland.
Int'l Executive Board, pre-convention meeting, June 21-22, Le Meridien Hotel, Montreal.
58th Annual Convention, June 24-28, Le Meridien Hotel, Montreal.
59th Annual Convention, June 29-July 3, 1992 Congress Hotel, Chicago.
60th Annual Convention, Hawaii, 1993.

The Guild Reporter



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

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The Newspaper Guild

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