

Accord with CBC unions could boost CWSG by 600

(Continued from Page 1) technical units into a single "program presentation unit" and to certify it as sole bargaining agent for the large new unit, dubbed the "super programming unit," Oldfield said.

It would include reporters, editors, announcers, hosts, producers, researchers, camera people, technicians and production support staff.

The Guild would gain hosts, writer/broadcasters, announcers, disc jockeys, sportscasters and researchers, who have been rep-

resented by unions such as the Alliance of Canadian Cinema, Television and Radio Artists (ACTRA) and the Canadian Union of Public Employees (CUPE).

With that lineup, the Guild membership would increase by at least 600, to 1,250 employees, Oldfield said.

NABET also would gain about 600 people, to 2,800; the producers unions, which are planning to merge, would increase by 500 people, to 1,000.

Under a provision in the council's constitution, jurisdiction dis-

putes among the four unions would be settled through an "internal arbitration procedure," Oldfield said.

The labor board has scheduled three days of hearings, beginning April 23, on the council's application.

After taking testimony, the board could simply certify the CCBU as bargaining agent for the proposed new unit. Or it could order a winner-take-all election between the CCBU and any other unions wanting to be on the ballot.

"The beauty of the council con-

cept is that it offers the best of both worlds to our people, and the new people we'll represent," CWSG executive officer Jerry MacDonald said.

"Guild members get the bargaining strength of greater numbers, and yet they will continue to be represented by a journalists' union which is most in tune with their concerns."

"Assuming the board orders a representation election, we believe we can win," MacDonald said. "But we expect CUPE to mount a hard fight."

Winning bargaining rights for a group this size would be the "biggest development for the local since we organized Canadian Press-Broadcast News and Reuters Canada in the mid-1970s," Oldfield said. "What we have to do now is get out the vote for the council if and when the board orders an election."

TNG President Charles Dale, a CBC editor and CWSG president during the 1950s, called the proposed council "a unique opportunity, not only for the Canadian Wire Service Guild, but for TNG in Canada."

The Guild has been pushing for expanded bargaining rights at the CBC for more than 20 years, MacDonald noted. In fact, the current proposal for realignment stems from a Guild application in 1982 to include announcers and other ACTRA-represented employees. (CUPE later filed a similar application.)

It took six years before the labor

board started hearings on the case. In March 1990, when it was CBC's turn to testify, the corporation instead filed for a "global review" of all union jurisdictions and asked for a streamlined programming unit identical to what the Guild was seeking.

"After many years of pursuing a divide-and-conquer strategy with its unions, the CBC has done a remarkable about-face," a special edition of CWSG's newsletter said at that time. "Suddenly, there are too many unions at CBC for management's liking."

"Once, the roles of announcers and reporters, or news reporters and current affairs reporters, were as separate as night and day. Each group had its own union. Today, the rigid separation of groups is harder to justify — and enforce," the newsletter said.

"We believe the CBC has come around to our long-held belief that there would be a quantum leap in flexibility and efficiency if everyone preparing and airing radio and TV programs were to be represented by one union."

"Until now, the status quo has frustrated a lot of ambition by maintaining artificial barriers that impede or discourage career moves," the newsletter continued, adding that union jurisdictional lines have changed little since the 1950s.

"Once those barriers are removed, it should be easier for people to move around within programs, and within the corporation," the newsletter concluded.

Hispanic Journalists hear TNG approach to RSI

"Is this you?" TNG Research & Information Director David J. Eisen asks participants in a workshop on repetitive strain injury (RSI) at the National Assn. of Hispanic Journalists convention. He was repeating the theme line of a New Zealand journalists union poster depicting an RSI victim in pain. "If not today, tomorrow?" he asked.

Eisen warned against underestimating the hazard of serious injury for VDT operators. TNG has tabulated almost 2,900 RSI cases in Guild locals, some 9 percent of its membership, he reported.

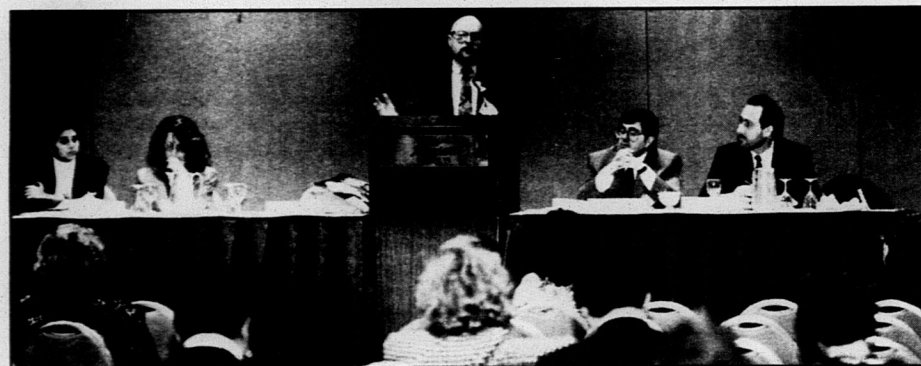
Eisen outlined the Guild's approach to combating RSI, and advised participants to work through their union, if they have one, or to organize themselves around the issue to deal with management, if they don't. The most important steps, he said, are obtaining ergonomically sound work stations and



adequate rest breaks.

Other workshop participants, seated below, from left: Rose Marie Arce, a Newsday reporter; Ruth Marcus, attorney for a group of RSI victims suing a VDT manufacturer; A.J.

Carter, a Newsday editor and RSI victim; and Dr. Craig Rosenberg, who has overseen treatment of several RSI victims as head of rehabilitative medicine at Jamaica (N.Y.) Hospital.



JACK MILLER/Miller Photography/New York Guild

Per-capita payments to rise 41 cents May 1

(Continued from Page 1) cent increase in 1989, an increase of 3.33 percent in 1988 and a 3.35 percent increase in 1987. TNG Secretary-Treasurer John C. Edgington said in a letter to locals announcing the new per-capita.

The constitutional formula for annually adjusting the per-capita was first adopted by TNG's 1964 Convention. It ties the per capita to a percentage of the average reporter top minimum in effect in Guild contracts each April 1 at newspapers published at least five days a week. It was designed to provide TNG with increasing income to meet rising costs as members' incomes rise.

Computed from 115 contracts, up five from last year, the new top minimum average was just over 3.19 percent higher than the April 1990 average of \$661.76. This year's average was multiplied by a factor of 0.01939 (1.939 percent), producing a figure of \$13,241.23, rounded to \$13.25 under the constitutional formula.

Another constitutional formula sets the salaries of TNG's president and secretary-treasurer each

April 1 at 2.16 and 2.02 times the reporter top-minimum average on that date. That formula increases the president's salary to \$1,475.04 a week, and the secretary-treasurer's to \$1,379.44 a week, both 3.19 percent above the salaries provided by the formula last year.

Computations made in determining the new reporter top-minimum average showed that 54 (45 percent) of the 115 reporter top minimums in effect April 1 had increased by more than the \$21.13 increase in the average. Thirty-seven were up by \$30 or more a week, 18 were up by \$40 or more, nine were up by \$50 or more, seven were up by \$60 or more and five by \$70 or more.

The same compilations showed:

- ✓ 114 daily newspaper contracts with top reporter minimums of \$400 or more a week;
- ✓ 101 contracts with top minimums of \$500 or more;
- ✓ 78 contracts with top minimums of \$600 or more;
- ✓ 49 contracts with top minimums of \$700 or more.

One daily contract had a reporter top minimum between \$300 and \$399 a week; no contract had a reporter top minimum of less than \$300 a week.

Cahill is new AO for Philadelphia Guild

Philadelphia—Wayne E. Cahill, long a leader of the Pacific Northwest Guild, its former interim administrative officer and a former special TNG representative, is the new administrative officer of the Philadelphia Guild.

He has been serving in the fulltime position since January, replacing James R. Schaufenbil who, at the end of 1990, returned to the Manchester (N.H.) Union Leader after two years in the post.

With some 1,500 members, the Philadelphia Guild is the fifth largest in TNG.

Cahill, a former circulation district advisor for the Seattle Times,

held a variety of Guild posts at the unit and local levels after joining the daily's staff in 1962.

A shop steward for most of 20 years, he also was unit chairperson for more than two years, on bargaining committees since 1974, treasurer of the local for some six terms and a member of its executive committee for 18 years.

He also represented it as a delegate to seven TNG conventions and as a delegate to the Western District Council, where he was secretary-treasurer in 1989 and 1990.

He was the local's interim administrative officer for most of 1988 and then served for 19 months as a special TNG representative assisting the local's unit at the Tacoma News-Tribune, which has been seeking a new con-

tract since the paper's assets were purchased by the McClatchy chain in 1986.

In January 1990, while in the latter post, he was elected to the executive committee of the Tacoma/Pierce County Central Labor Council after serving on its community services committee.

Windsor ad employees vote 'no union'

Windsor, Ont. — Advertising department employees of the Southam chain's Windsor Star have voted against representation by the Windsor Guild for bargaining on wages, benefits and working conditions.

Tally in an election conducted April 12 by the Ontario Labour Relations Board was 23 for the Guild and 38 for no union. Four ballots

challenged by the Guild were not counted. The Guild petitioned to become the group's union Feb. 20 and the company and union agreed on the election during a March 14 labor-board hearing.

Some 150 employees in the daily's editorial and circulation departments and its business office continue to work under Guild contracts.



Cahill

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, May 10.) \$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.



PULITZER-WINNER NATALIE ANGIER, LEFT, AFTER GETTING NEWS OF HER PRIZE
She's about to be congratulated by New York Times managing editor Joseph Lelyveld, right.

Wilmington charges settled; 12 share \$9,000 in damages

Wilmington, Del.—The Wilmington News Journal is paying a dozen Guild-covered editorial employees \$9,000-plus in damages and restoring their hours of work, rehiring another employee and paying her some \$1,700, and promising to not commit eight kinds of violations of federal labor law.

It is all part of an agreement settling a series of unfair labor practice complaints against the Gannett-chain daily issued last fall by the National Labor Relations Board's Philadelphia office on charges brought by the Philadelphia Guild.

The charges alleged, among other things, that employees in the daily's newsroom were displaced,

demoted or had their hours cut because of support for the Guild and that the company had engaged in sham bargaining with the Guild, never intending to reach a contract.

The settlement agreement, in which the daily does not admit guilt, was posted in the News Journal newsroom April 1. Employees there in December 1989 voted by 73-44 to make the Guild their union.

The local, which still is seeking an initial contract for the group, filed the unfair practices charges addressed in the agreement last April, August and October. Some of the incidents cited date back to before the representation election. The local filed additional charges March 27 alleging new efforts to intimidate leaders and former leaders of the Guild group.

The daily's management pledges in the posted settlement agreement that, among other things, it will not:

- ✓ Threaten reprisals, loss of retirement benefits, more onerous work conditions, or adverse schedule changes to discourage union activity.

- ✓ Inform employees that union activities are an obstacle to promotion or that reduced working hours are a response to union activities.

- ✓ Give onerous assignments to a named employee or any other employee because of support for the Guild.

- ✓ Unilaterally reduce the working hours of parttime employees without giving the Guild an opportunity to bargain on it.

- ✓ Engage in bargaining "with no intention of entering a final agreement with the union."

- ✓ Solicit complaints and promise improved working conditions to discourage support for the Guild.

At the same time, the company agreed affirmatively to:

- ✓ Reinstate a union activist to her newsroom clerk job, from which she was laid off soon after the Guild was voted in, and "make her whole" for any losses she may have suffered since.

- ✓ Reinstate to pre-Oct. 2 levels the weekly hours of parttime employees who had them cut unilaterally, and make them whole for losses suffered since the hours cuts.

- ✓ Upon request, bargain in good faith with the Guild for the newsroom group "and embody any understanding reached in a written agreement."

The settlement agreement "represents a strong affirmation of the protections provided by the law for those who choose to organize," said Beverly Powell, Philadelphia Guild representative who is assisting the Wilmington Guild group.

Canada had 66 strikes

Ottawa—In 1990, there were 66 work stoppages in Canada, involving 224,183 workers, according to Labour Canada.

Strikes and labour disputes totaled 3.4 million "person days." That was 12 days per 10,000 worked, up from seven per 10,000 in 1989. Seven of the 10 largest strikes were in Ontario.

Pulitzers for members at Times, Post, Enquirer

Five current or former Guild members, including a pair of staffers at both the New York Times and the Washington Post, won Pulitzer Prizes in journalism this year.

One of the five, New York Times science reporter Natalie Angier, also has been a Guild activist. She was a floor representative for the New York Guild unit at Discover magazine, a Time Inc. publication, when she worked there in the early 1980s.

She also was an alternate delegate on the Guild negotiating committee in 1983 when the local successfully challenged a Time Inc. policy on exempting some 200 to 300 people from overtime pay, reported Key Martin, chairperson of the Guild unit there.

Angier, 33, now a member of the Guild's Times unit, won the Pulitzer for beat reporting for her "compelling and illuminating reports on a variety of scientific topics," the citation stated. A native of New York, she also worked for Savvy magazine and Time magazine before joining the Times in March 1990.

Angier said the award came as a "shock" because she never worked on a newspaper until last year.

Her mother, Adele, also is a member of the New York Guild and serves as shop steward in the index section at Time Inc., the local reported.

The Times' other winner was Serge Schmemmann, 46, a member of the New York Guild since 1981, who was awarded the Pulitzer for

international reporting.

He was cited for his coverage of the breakdown of East Germany and its reunification with West Germany. Schmemmann worked eight years at the Associated Press before joining the Times.

Also cited for international reporting was the Washington Post's Caryle Murphy, 43, who joined the Washington-Baltimore Guild in 1982, for her coverage of Iraq's invasion of Kuwait last August.

After the invasion, she was trapped in the occupied country for 26 days and, while hiding from Iraqi

authorities, managed to get four eyewitness accounts back to the paper for publication.

The winner for editorial cartooning was Jim Borgman, a member of the Cincinnati Guild since 1984, who was cited for his work in the Cincinnati Enquirer.

His subjects included President George Bush; Soviet leader Mikhail Gorbachev; the late photographer Robert Mapplethorpe, whose pictures nearly were banned in the city; and Cincinnati Bengals football coach Sam Wyche, who briefly barred women from his

team's locker room.

Post columnist Jim Hoagland, 51, a former member of the Washington-Baltimore Guild, won his second Pulitzer, for commentary on events leading to the Persian Gulf war. He won his first 20 years ago for reporting on apartheid in South Africa.

Winners receive cash awards of \$3,000, which will be presented Sept. 22 at Columbia University in New York, in ceremonies commemorating the 75th anniversary of the prizes. This year's awards were announced April 10.

TNG pension fund trustees approve 6th benefits increase in 9 1/2 years

Silver Spring, Md.—Trustees of TNG's Int'l Pension Fund have approved a 5 percent increase in benefits for retirees or beneficiaries and a 6 percent increase in benefits for employees who have yet to retire, both to take effect July 1.

The action, taken at the trustees' semi-annual meeting on April 11, was the sixth time in the last 9 1/2 years that benefits in the multi-employer plan have been improved. Each time the improvements have included increases for retirees.

For employees who have yet to retire, the benefit has been more than doubled since the plan's inception in 1977.

The trustees — representatives of TNG and employers participating in the plan — approved the

changes after reviewing an analysis of the fund's performance that showed an 11.2 percent annual return on investments over the past five years.

In the last year, the fund's invested assets earned 4.5 percent overall, the analysis showed.

Eighteen employers make contributions to the plan, which currently covers 2,691 union-represented employees. About 265 retirees or beneficiaries are receiving benefits.

The invested assets of the fund increased by \$10.5 million, to \$18 million, during the five years that ended Dec. 31. The fund gained \$6.4 million in investment earnings and \$4.1 million in new money since the end of 1985, according to a report issued by Segal Advisors Inc. of New York.

The increase in invested assets in the past year came to \$1 million, with investment earnings contributing \$800,000.

Investments include stocks, real estate funds, guaranteed investment contracts, money market funds and certificates of deposit.

The stock portfolio, managed by NWQ Investment Management Co., of Los Angeles, under guidelines established by the fund's trustees, returned 11.6 percent.

During 1990, funds invested in the AFL-CIO Housing Trust returned 9.6 percent, while investments in the Aetna Participating Mortgage Account, another real

estate investment vehicle, recorded an earnings loss of 4.2 percent.

The plan's assets as of Dec. 31, 1990, totaled \$18.9 million, compared with \$17.7 million as of Dec. 31, 1989, according to an audit by the fund's accountant, Shulman, Kurz, Turer & Topaz, of Gibbsboro, N.J.

The trustees also approved the settlement of a court case against a former participating employer, the group that publishes the Malden News, Medford Mercury and Melrose News. The newspaper group had not been making its required contributions to the fund, obligating the trustees to end the newspapers' participation in the plan last November.

The trustees, for several years, had attempted to collect past and current contributions from the Boston-based employer through negotiations and the courts. The fund's lawyers had to move to attach the newspapers' bank accounts before Warren Jackson, the papers' owner, agreed to a court-enforced settlement.

Since its severance from the plan, the newspaper group has paid a substantial amount of the shortfall and has agreed to a payment plan for the remainder, fund counsel David S. Barr, of Barr, Peer & Cohen, reported to the trustees.

Meanwhile, another employer, the St. Louis Labor Tribune, joined the plan on Oct. 1.

B.C. group chooses Vancouver-NW

Langley, B.C.—Employees in all departments of the twice-weekly Langley Times by a 13-11 vote have made the Vancouver-New Westminster Guild their bargaining representative.

The April 10 balloting was conducted by the British Columbia Industrial Relations Council eight days after the Guild local applied to the agency to be certified as the employees' union.

The employees work in the 30,000-circulation paper's advertising, business, circulation, editorial, production and sales departments.

The paper is one of 13 published less than daily in the Fraser Valley east of Vancouver by Hacker Press, which bought several of them about a year ago, said Gary Engler, who is working for the Guild local as an organizer under a partial subsidy from TNG's organizing fund.

The papers are printed in a central plant.

Also among the 13 Hacker papers are the Richmond Review and the Fraser Valley Record where employees have for some time worked under contracts bargained by the Guild local.

Guild-covered jobs cut at dailies in S.F., Albany, San Antonio

(Continued from Page 1)

Examiner, but at least initially was mum on the number. It earlier had economized by phasing out its Tokyo bureau, cutting free-lance material by 10 percent, dropping United Press Int'l, and not filling some vacancies.

The Chronicle-Examiner agency job cuts were the first to hit Guild members there in a quarter century, the Guild reported. The two dailies are so "thin" these days, its "noticeable even to the unpracticed eye," said Steven Michael, former local president. He estimated that as many as 100 members will have lost their jobs by the time the cuts are completed.

Twenty-two of the cuts at the Examiner came through resignations under an enhanced severance offer of 150 percent of the contractual two-weeks-per-year, with a floor of \$5,000 and a maximum of 20 additional weeks. Among the 22 was Bill Boldenweck, a former local president and Guild Service Award winner.

The other Examiner cuts came through economic dismissal of two part-time critics and cut-backs in the use of part-time copy editors. The Guild has initiated a grievance on the latter, however, asserting that their seniority rights were not honored.

Ten people at the agency left under enhanced-severance offers; 21 accepted offers of normal severance; and seven were cut involuntarily, with severance. Hardest hit were advertising jobs, where the company was seeking a reduction of 20. The rest were in the business office, marketing and inside circulation departments.

Across the continent, meantime, the New York Guild remained at loggerheads with Times management over the impact of cuts at that paper on the joint Guild-Times pension and health and welfare funds.

The Times late in March gave

dismissal notices to 61 junior employees in advertising and support positions in 16 other departments after withdrawing a proposal to first seek voluntary buyouts as an alternative to economy dismissals.

The Guild, pointing to an actuarial study for the joint funds, continues to seek a commitment that the company will increase its payments to the funds sufficiently to prevent possible cuts in health insurance and pension benefits unless employees contribute directly to the funds.

In San Antonio at Hearst's Light, a plant-wide staff reduction came to the equivalent of 45 full-time positions, including 29 of 325 Guild-covered jobs, nearly 9 percent. The cuts were announced April 3 and completed within five days.

The cuts in Guild jurisdiction included elimination of 12 newsroom positions — 8 by dismissal, 3 by attrition and 1 through job sharing. Seventeen other Guild-covered jobs were cut in the business and circulation departments.

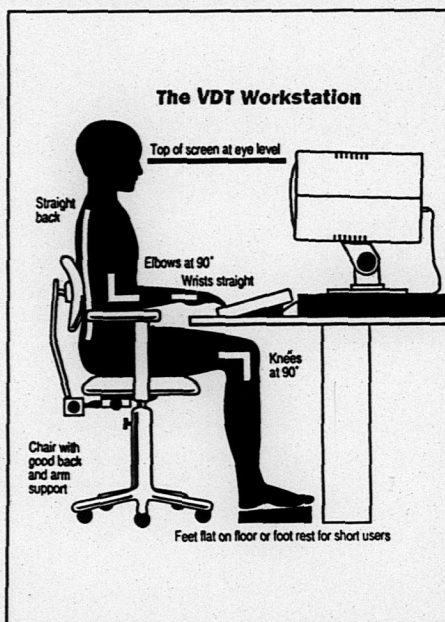
All laid-off employees received a minimum of four weeks severance pay, including two weeks' extra, said San Antonio Guild Vice President Tom Honeycutt, who added that the largest such payment totaled about \$12,000.

The Light is paying for dismissed employees' health insurance through Oct. 31, and in some cases for employees' job-wanted ads in a national publication. All employees were placed on the Light's rehiring list.

The Guild is investigating allegations that some cuts were made not in accordance with contract provisions on seniority. Honeycutt said. One employee with more than nine years' service was let go, and another with seven years was dismissed.

Honeycutt also reported the Hearst chain recently reduced the unorganized staff at its Beaumont

Locals develop cards on preventing RSI



The Pacific Northwest and Wire Service Guilds have collaborated to develop and produce desk-top size cards suggesting practices that will enable VDT operators to reduce the likelihood of developing repetitive strain injury (RSI). Both sides of the 4 3/4 x 6 1/2 inch cards are reproduced above. They deal with equipment, posture, rest breaks and more and were developed in consultation with TNG's David J.

FIVE STEPS TOWARD PREVENTING REPETITIVE STRESS INJURY (RSI) AT VIDEO DISPLAY TERMINAL WORKSTATIONS

1. Adjust the screen, keyboard, desk and chair so that you are as comfortable as possible. Thighs should be horizontal with the neck and back straight, backrest of the chair curving inward to support the lower back, feet resting flat on the floor (or on a footrest), arms extending straight out to the keyboard and elbows and knees each at a 90-degree angle. (See illustration on back of card.)
2. Vary your tasks and take a break of five minutes away from the screen every half hour.
3. Shift position from time to time. Avoid a rigid posture, perhaps by readjusting the furniture slightly.
4. Use headphones and a microphone for telephone work. Avoid cradling the telephone between head and shoulder while typing.
5. Use a document holder. Avoid typing while looking down and to the side to review notes or other source material on a flat desk or table.

STOP IMMEDIATELY if you feel numbness or tingling in the fingers or pain in the fingers, hands wrists, arms, shoulders, neck, back or legs.

Other potential warning signs of RSI include reduced strength in the arms or hands and a lessened capacity for gripping or lifting.

If any of these symptoms persist, **SCHEDULE AN APPOINTMENT WITH A PHYSICIAN KNOWLEDGEABLE ABOUT REPETITIVE STRESS INJURY AT THE EARLIEST POSSIBLE TIME.**



Courtesy of the Wire Service Guild, Local 222 and the Pacific Northwest Newspaper Guild, Local 82 of The Newspaper Guild, AFL-CIO, CLC



Eisen. He emphasized that it is the employer's responsibility to provide the equipment and atmosphere to meet ergonomic requirements. Meanwhile, a joint Guild-management subcommittee at Vancouver's two dailies has developed a four-page illustrated brochure on RSI and its avoidance and the Northern California Guild's unit at the Modesto Bee has developed an RSI card that rests atop a VDT.

Enterprise and instituted a hiring freeze at its non-union Houston Chronicle.

At Hearst's Albany Times Union, management announced in early April a plan to cut 35 positions, including 26 of some 330 Guild-covered jobs, or 8 percent.

Guild members strongly opposed the company's original proposal offering buyouts only to employees over age 50 with 15 years' employment.

After 10 hours of talks, however, Guild and company negotiators reached agreement April 14 on a new plan, which later was approved by 85 percent of voting Guild members, said Albany

Guild President Ken Crowe.

The new buyout offer, available to all Guild-covered employees, includes normal severance of two weeks per year, to a maximum of 30 weeks; a lump-sum payment of \$8,400 or two years of fully-paid health insurance; and job-search assistance such as resume copying and 30 inches of employer-paid classified advertising.

The employer has the right to make dismissals if 26 employees do not accept buyouts by an early May deadline. The offer could be worth up to \$30,000 for some employees, Crowe said.

Hearst management, in an annual report to employees in Janu-

ary, said advertising in its newspapers declined 2 percent last year, but that revenue increased "modestly" and profits improved, Editor & Publisher reported. Strong economies boosted performances by the Seattle Post-Intelligencer and Houston Chronicle, but profits declined sharply at the Times Union, the report said.

Despite sizeable ad linage increases at the Post-Intelligencer last year (4 percent daily, 8 percent Sunday, 11 percent classified), the paper's management trimmed 18 positions through an enhanced severance-pay buyout program in late March [Guild Reporter, March 29].

Short decision by NLRB settles question on DMs

(Continued from Page 1)

gional director, found in favor of the Guild and dismissed the petition.

Dunn held that the paper's adult and youth carriers are independent contractors, not employees, and that the district managers are neither supervisory nor managerial employees.

The Light appealed, giving the NLRB the final word — or 22 words, as it turned out.

In a ruling issued March 28, the majority on a three-member panel acting for the full board said: "Employer-petitioner's request for review of the regional director's decision and order is denied as it fails to raise substantial issues warranting review."

Now the Light has agreed to bargain in good faith with the Guild for the district managers, whose bargaining unit has been expanded to include 60 inside circulation employees who came into the Guild in 1988.

Voting against the Light's request for review were NLRB members Mary Miller Cracraft and Dennis M. Devaney.

Dissenting was board member Clifford R. Oviatt Jr., who needed only eight words to announce his view: "I would grant the employer-petitioner's request for review."

However, Barbara L. Camens, a member of TNG's legal team who had written briefs of 99 and 56 pages when presenting the union's arguments to the NLRB, was even more economical in giving her opinion of the ruling: "Yippee!" she said.

That apparently summed up the feelings of Guild leaders and members in San Antonio — and in other locals where the district manager question has been at issue.

San Antonio bargainers, meanwhile, are hoping to return to the table soon, and have the final final words in the dispute: "We have a new contract."

60 in San Antonio win delayed raises

San Antonio—After being denied raises for more than two years while seeking their first Guild contract, 60 employees in the San Antonio Light's inside circulation department have won back pay estimated at \$53,000 to \$60,000.

Under an agreement negotiated by the San Antonio Guild with the Hearst-chain daily, the employees receive three retroactive raises of 3 percent each — effective March 15 of 1989, 1990 and 1991.

Earlier, the Guild rejected the Light's offer to settle an unfair labor practice complaint stemming from the dispute by giving 1989 and 1990 raises in amounts that management alone would determine.

"It's a very substantial victory," said TNG Representative Gene Bryant, who assisted the local in the dispute. "These people were forced to go without raises for a very long time."

One employee received \$1,430, and most full-time workers got checks for more than \$1,000, reported Dianne Robinson, the Guild chairperson for the group. All employees on the payroll as of April 1 were eligible for the raises.

"There was a pretty good reaction" among the members in and out of the department, Robinson

said. "It was a long time coming."

The employees, who voted for the Guild as their bargaining representative in late 1988, had not received raises since March 1988.

It had been the Light's practice to give non-union employees annual raises close to cost-of-living increases for a particular year.

The Guild charged it was unfair to deny annual raises without first notifying or bargaining with the union. Last November, the National Labor Relations Board's regional director issued a complaint against the paper, asserting its action violated federal labor law.

In the "settlement agreement" reached April 4 and approved by the regional director, the Light promised to make the raises fully retroactive. It did not, however, admit it had broken the law.

Management also promised to "bargain in good faith" with the Guild in contract talks involving circulation department employees. There have been no contract talks for the group since September.

The bargaining unit includes 55 circulation district managers, whose previous contract expired in 1980, and the 60 inside people.

The settlement marks the second time in two years the Guild has prevailed over an employer at-

tempting to deny annual raises during initial contract bargaining.

Thirty-five employees at the Central Maine Morning Sentinel won 4-percent raises from the Guy Gannett-chain daily in August 1989, when the NLRB ruled in their favor.

In a third case, last April an administrative law judge ruled the Los Angeles Daily News must give annual raises to 200 Los Angeles Guild-represented workers seeking a first contract. The NLRB is reviewing the law judge's decision. Employees ratified their first contract this February.

WKAQ tally is 26-13

San Juan, Puerto Rico—Employees of radio station WKAQ chose a local of the Steelworkers union over the Puerto Rico Guild in a representation election April 17.

Tally was 26-13, with two additional votes for no union and five challenged ballots.

Late last year the Guild was voluntarily recognized as the union for all 125 employees of WKAQ-TV after an arbitrator's check of signed Guild cards showed that 100 percent had authorized the Guild to bargain for them.

'War story' exposes enemy: press pools, managers

By Carl Nolte
Northern California Guild

EVERYBODY HAS war stories. This is mine.

After eight weeks in Saudi Arabia and assorted way stations, I still am seething about the way American reporters and photographers were treated by the enemy, which turned out to be American military bureaucrats — many of them bumbling incompetents — as well as self-appointed "pool co-ordinators" who collaborated with the military, played favorites, punished those who showed enterprise and rewarded their pals.

These pool co-ordinators, by the way, were all working journalists. Instead of helping us fight the military restrictions, however, they developed a case of the Stockholm Syndrome. They fell in love with their captors.

The pool system, set up by Inside the Beltway geniuses months ago, did not work. It was a disaster, as everybody knows by now.

The basic idea was that the Army, Navy and Marines would set up pools that would cover the war. Each pool would have slots for newspapers, radio, magazines, wire services and photographers. The military would provide the slots and they would be filled on an equitable basis by co-ordinators drawn from the media. I never found out how these co-ordinators were selected; certainly they were not elected.

IN PRACTICE, there were some wondrous surprises: The newspaper pool had slots assigned to *Mirabella*, a magazine similar to *Vogue*, to *Aviation Week*, a magazine, and to *Esquire*, whose correspondent was writing an article on the First Armored Division. These folks occupied slots that newspapers were denied. They had been here a long time, we were told. They were friends.

The pools would send their "products" and we could all use them. We were stongly advised to stay in Dhahran, where we could get copies of the pool dispatches, or in Riyadh, where daily briefings were held.

No reporter worth a goddam is going to sit around in some hotel rewriting some other bozo's prose, not when

Carl Nolte, a former president of the San Francisco-Oakland Guild (now the Northern California Guild), is a reporter for the San Francisco Chronicle. He was the only Bay Area newspaper reporter covering the war in the Persian Gulf.

This is reprinted, with Nolte's permission, from the Chronicle Insider, publication of the Guild unit at the Chronicle.

there is real news to be had. One look at the fatuous journalistic Colonel Blimps in Riyadh asking pompous questions at televised briefings was enough.

The northern part of the country we were told was off limits, for our own protection and for Operational Security.

THAT WAS another lie. A Saudi contact, a friend of a friend of Washington staffer Leonard Curry, told me I might find interesting things in the frontier town of Hafer Al Batan. I had been partially brainwashed. Wasn't that forbidden? Wasn't that dangerous? "Of course not," he said.

The Saudi MPs let me right through checkpoints; so did the American MPs. On two separate trips, for 12 glorious days, I roamed just behind the front lines and wrote about American soldiers, and civilians trapped in the war. It was obvious something big was hap-

pening up there, but I, and the handful of other journalists who worked up there, kept it to ourselves.

IT TURNED out that we had gotten ourselves in the middle of the biggest secret operation since World War II — a huge sweep of the undefined right flank of Iraq's army. But we did not give it away, and when the ground war started, the Iraqis were totally surprised.

We called ourselves "The Honourable Company of Unilaterals" — that was a British idea — or sometimes just "hacks."

Press credentials were not good there; in fact it was foolish to wear them. We always identified ourselves as reporters when talking to someone, but one got by giving the impression that one was someone else. I am not a chameleon, but I was mistaken at times for an Arab, a CIA agent, a civilian military contractor, a naval officer and one day in Kuwait, for a colonel in the U.S. Army Special Forces. I never wore a uniform, or even part of one, but I took the advice of a good friend of mine, a Navy captain: "The best way to deal with the military," he said, "is to stand around and look important."

Meanwhile back at the JIB (Joint Information Bureau), 200 miles to the rear, the pool co-ordinators were busy selling us out. One day, Pete Williams, the Pentagon's official spokesman, came to Dhahran to hear com-

plaints about the pool system. Instead, he was treated to a diatribe by the latest pool satrap. He told Williams that the present pool reporters were not experienced enough; they know nothing about the military. They were, he said, "feature writers."

The only ones to be trusted, he said, were the wire services, the New York Times, the Washington Post, the L.A. Times, the Boston Globe, and a few others. The rest of us were not big leaguers. Did the Pentagon really want reporters from "The Tobacco Gazette" covering the war? Or, said someone else, local TV stations, "like KORN?"

NOW THE ground war was getting closer, and in Hafer Al Batan, the heat was on. They were going to come and kick us all out, the rumor was. I felt I had little choice. Without the military, what could you do? I did not relish the idea of driving to a war in a Chevy Caprice, with no protective equipment, no chemical warfare suit, no training and no military help. So I made a mistake: I went back to Dhahran and threw myself on the mercy of the court.

More slots had opened up, but surprise! The big boys and the favored others had the best ones. All the East Coast papers, even the little ones, were taken care of.

The only West Coast papers in the pool were the L.A. Times, and the two Copley papers in San Diego, which had convinced the military that they competed against one another. All the big papers had more than one slot.

Finally, after some sharp words, the Chronicle got a slot. I was shipped to a supply base, 80 miles south of the border. Not much to do there, though there were plenty of Public Affairs people to do it; a major, three captains, several lieutenants, and many enlisted people described as couriers. The pool consisted only of me.

THROUGH LUCK, and because I asked a three-star general for help, I eventually got to Iraq and Kuwait. I arrived in Kuwait City literally in the baggage train of the victorious army.

I guess it eventually worked out; I leave that to others. But I have only two words for the pool system: never again.



CHRONICLE USED THIS LOGO WITH NOLTE'S WAR DISPATCHES

New BNA pact breaks \$1,000

Washington—A new three-year contract between the Washington-Baltimore Guild and the Bureau of National Affairs will raise minimums by up to \$77.76 a week in the first two years, taking the highest minimum-pay rate to \$1,030.26, the contract's first \$1,000 minimum.

The agreement calls for 4-percent raises in all minimums in each of the first two years. In the third year, increases will be pegged to the Washington-area Consumer Price Index, with a minimum guarantee of 3 percent and a maximum raise of 5 percent.

The contract covers some 650 employees in BNA's offices in Washington and suburban Rockville, Md. Tentative agreement was reached early March 1, less than an hour after the old contract expired. Guild members ratified the accord a week later.

BNA is a firm specializing in newsletters, books, studies and films on developments and trends in government, labor, legal affairs,

safety, the environment and other areas.

Other features of the new contract include a 4.35 percent increase in the base pension, and continuation of fully employer-paid health insurance.

Major medical deductibles, however, are doubled over the contract term, to a total of \$200 for individuals in the final year, and to \$600 for family coverage.

New benefits include full coverage for well-baby care and for routine dental work (up from 80 percent coverage).

The two-year increase of \$77.76 in the top minimum for highest-level editors and reporters comes in increments of \$38.13 from Feb. 25 and \$39.63 next Feb. 24.

The two-year hike in another top minimum covering experienced reporters and editors is \$62.82, taking it to \$832.68 a week before the final cost-of-living raise.

A top minimum covering secretaries and customer service representatives is raised by \$45.63

over the two-year period, to \$604.94. An entry-level minimum for mail clerks and collators — the contract's lowest pay rate — is raised by \$24.16 over two years, to \$320.27 a week.

The agreement allows use of 10 days' sick leave for parenting within 90 days of birth or adoption, and 5 days to care for a disabled spouse, parent or partner.

Reimbursement for an annual eye examination and glasses for employees working on VDTs is increased by \$25, to \$75 for each.

The ceiling on tuition reimbursement is raised by \$200, to \$2,200 per academic semester or quarter.

A subsidy for employees using public transportation to downtown offices is increased by \$4 over the term, to \$22 every two weeks.

Provisions on fair employment practices were strengthened to make testing of applicants more fair; improve training opportunities; and expand the period to file grievances with the company.

OSHA cites AP on photo lab info

New York—The Manhattan office of the Occupational Safety & Health Administration has cited Associated Press for four violations of federal safety regulations in the photo lab at the wire service's Rockefeller Plaza bureau.

Based on inspections in late February-early March, the citations said the firm did not include a complete list of hazardous chemicals on the "material safety data sheet" in the lab, did not inform employees of the availability of exposure records and of their right to access to them, and did not keep a copy of the records at the workplace.

"Various employees utilize hazardous chemicals" in the lab, OSHA said.

No penalty was assessed for the violations cited.

Review denied for 115 in Denver

Washington — The National Labor Relations Board has refused to review a decision by its regional director in Denver that 115 circulation district managers at the Rocky Mountain News are managerial employees and therefore ineligible to be covered by Denver Guild contract as they were for nearly 50 years.

In rejecting an appeal filed well over two years ago by the Denver

Guild, a three-member NLRB panel voted 2-1 to uphold the September 1988 ruling by Regional Director W. Bruce Gillis Jr. on a unit clarification petition filed by the company.

"The decision is a disaster for the district managers," Denver Administrative Officer Bruce Meachum said. "Their accounts of how they are being treated without union protection are not happy."

Glens Falls lawsuit on sex harassment settled for \$77,000

Albany, N.Y. — The Albany Guild and a former mailroom employee of the Glens Falls Post-Star have accepted \$77,000 in settlement of their sexual-harassment lawsuit against the Howard Publications-chain daily, its publisher and the employee's former supervisor.

The suit, which alleged violations of state and federal law, was settled out of court March 27 after three days of testimony in U.S. District Court here. The trial was being conducted before a six-person jury of five men and one woman.

The employee testified the supervisor molested her in a company warehouse and harassed her at work over a yearlong period, from July 1987 through June 1988.

In one incident, the supervisor lifted her car off the ground with a forklift while she was parked in a company lot; in another, he disengaged a mechanical safety device while she was working on a machine, she alleged.

In the suit, the Guild asserted management violated the anti-discrimination clause in the union's contract with the Post-Star by condoning the supervisor's actions and not taking proper measures to end the harassment.

Under the settlement, the company pays \$75,000 and the supervisor pays \$2,000. None of the defendants, however, admitted any wrongdoing.

Publisher James Marshall said the Post-Star was "absolutely not" conceding any liability.

The company fired the supervisor in June 1988, shortly after the safety-device incident. In April 1989, he pleaded guilty in Glens Falls municipal court to misdemeanor sexual abuse in the warehouse incident.

The woman and the Guild, which pursued her grievance and paid attorney fees, will share the settlement payment. Legal bills could total \$140,000 for the union, Albany Guild President Kenneth Crowe said.

TNG has assisted the local with a \$12,500 grant, a \$48,500 loan and commitment for an additional loan of \$67,936 from the union's Anti-Discrimination Fund.

The employee had sought more than \$4 million in damages for "pain and suffering" for violations of Title VII of the U.S. Civil Rights Act of 1964 and New York Human Rights Law.

Last year, the Guild rejected the company's offer of \$10,000 to settle the case. The Guild also rejected a \$60,000 offer on the second day of the trial, Crowe said.

Taking the suit to trial forced the Post-Star to "come into court and explain in public the atmosphere that existed at the paper's mailroom," Crowe said. "As a result, management has undergone training to recognize and eradicate sexual harassment in the workplace."

"Hopefully, this wipes out the atmosphere of fear" for women going to work at the Post-Star that their supervisors are going to make sexual advances, Crowe said.

The outcome "sends the message that companies can't condone or tolerate sexual harassment in the

workplace. They have to take action. If they fail to do so, they could find themselves in court," he said.

The Guild sought to arbitrate the grievance shortly after filing it in late 1987. However, the company, acting under a contract condition requiring "mutual consent," refused.

While discussions were continuing, two other women came to the Guild alleging sexual harassment by the same supervisor two years earlier. The union added those charges to the grievance.

When the Guild subsequently sought seminars for managers on sex harassment, the company asked union leaders to understand there is a "different culture back there" in the mailroom.

During the trial, a lawyer for the supervisor claimed the woman accompanied him to the warehouse area for a "romantic interlude" and that the sexual contact was consensual. The incident happened in July 1987, three weeks after she was hired.

The lawyer argued that the woman pursued a vendetta against her boss because he disciplined her.

"There is nothing more here than an office romance which has been turned around" against my client and the paper, the lawyer told jurors.

In the suit, the woman alleged the supervisor asked her to come to the warehouse because he "had something to show her." Once there, he began to make sexual advances, "grabbed her hair, twisted one of her arms behind her back ... pulled off her bra and put his mouth on her breast," the suit said.

She did not report the incident until three months later, after the pattern of abuse emerged and the forklift incident occurred, she alleged.

The Post-Star's attorneys argued that management immediately investigated the charges, disciplined the supervisor, and offered the woman a higher-paying position not under his supervision, but that she rejected the transfer.

Brian J. O'Donnell, who represented the employee and the Guild, said the woman's interests "were vindicated" in the settlement.

The woman was laid off from her mailroom job in early 1989. She has not returned to the Post-Star because of a wrist injury and is now working for reform of New York laws on sexual harassment, Crowe said.

Free-lance fees go to Guild fund

New York—Two free-lance writers, unhappy that work they submitted before the strike was published in the Daily News during the 22-week strike that ended in March, have contributed their payments from the paper to the Daily News strike fund, the New York Guild reported.

One writer, a professor, sent a check for \$350 he said he received after the paper published his op-ed piece under his byline months after it was submitted.

The second, a restaurant consultant and food writer who once was a Guild member at the Washington Star, sent the fund \$300.

"How can any so-called 'free-lance' writer allow his or her name to appear in this scab tab?" he wrote. "They must have been asleep during journalism ethics class."



JACK MILLER/Miller Photography/New York Guild

Party, promotion poster mark N.Y. Daily News settlements

Some of the key union figures in the 22-week New York Daily News strike and its settlement pose with a promotion poster signaling the paper's return as a union-made product during an April 3 victory party attended by several hundred, including new Daily News publisher Robert Maxwell. Above, from left: Tom Pennacchio, N.Y. Guild sec'y-treasurer; Jack Kennedy, N.Y. Printing Pressmen president; Mike Alvino, Newspaper & Mail Deliverers president; and Barry F. Lipton, N.Y. Guild president. At right, TNG Int'l Representatives Leo J. Ducharme and Harry L. McCormick, who alternated with TNG Int'l Representative G. Richard Pattison in assisting the local throughout the strike. Alvino and Kennedy reported that combination of staff cuts plus ban on overtime were making publication and distribution of the paper very difficult.



\$145,135 given to N.Y. strike aid fund

New York—The New York Guild reports receipt of contributions totaling \$145,135.52 to its emergency fund during the 22-week strike at the Daily News that was settled in March.

Contributions totaled \$32,776 since Jan. 21, 14 weeks into the strike, when the local previously reported [Guild Reporter, Jan. 25].

Contributors during the strike's final 8 weeks included the following from within the Guild — other locals, members of identifiable groups within locals and local and international leaders:

Akron Guild	\$ 200
Albany Guild	300
Brockton Guild	100
Canadian Wire Service Guild	1,000
Chicago Guild	1,000
Cleveland Guild	300
Detroit Guild	1,000
Individual IEB members	200
Kenosha Guild	100
Los Angeles Guild members	245
Madison Guild	200
Mid-Atlantic District Council	1,000
Midwest District Council	500
Montreal Guild	3,600

New England District Council	500
New York Guild:	
—Amsterdam News unit	50
—Consumers Union unit	1,103
—Guild staffers	125
—New York Times unit	162
—Scholastic unit	72
—New York Post unit	100
Northern California Guild	1,000
Ottawa Guild	200
Philadelphia Guild	2,000
San Jose Guild	1,350
Terre Haute Guild	250
Vancouver-New	
Westminster Guild	6,000
Victoria/Vancouver Island Guild	500
Western District Council	300
Wilkes-Barre Guild	200
Wire Service Guild	1,500
—Representative assembly	135
Woonsocket Guild	50
Youngstown Guild	250

Non-Guild contributors included:

Actors Equity Assn.	\$ 100
Amalgamated Jewelry Union	100
Boston Globe Editorial Assn.	200
Chicago Firemen's Assn.	500
Electrical Workers Local 1314	104
Hotel Maintenance Workers	100
National Capital Area	
Union Retirees	368
Teamsters Local #808	600
Tempus International	500
Trade Union Peace	
Committee	250
United Transportation Union	1,000

Benefits to Guild strikers from TNG's Defense Fund started at \$150 a week, increased to \$155 the strike's fifth week and went to \$160 the 13th week.



Lipton of N.Y. thanks locals, members, Dale

NEW YORK, N.Y.

Editor:

One of the many reasons our strike at the Daily News turned out as well as it did was the tremendous help we received from across the Guild — from locals, Guild units and individual members. The support was overwhelming.

The help and assistance we got from the international was also superb! Chuck Dale was always there to help, and help he did, day in and day out. It was a pleasure to work with him. Leo Ducharme, Harry McCormick and Dick Pattison, the three international repre-

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: May 3.)

sentatives assigned to New York during the strike, were invaluable with their expertise and assistance.

The Guild was like one big family for us during the strike. We will never forget it.

Thanks to all.

BARRY F. LIPTON
President
New York Guild

Key jobs' top increases by \$115 in Oshawa pact

Oshawa, Ont.—Top-minimum pay for key jobs in the Oshawa Times newsroom increases by \$115.78 a week, to \$721.93, under a new agreement negotiated by the Southern Ontario Guild.

Minimums in full-time classifications in the editorial, advertising, business, circulation and maintenance departments are increased by 6 percent, retroactive to last Aug. 4; by another 6 percent this Aug. 3; and by 6 percent again Aug. 3, 1992—totaling more than 19 percent over three years.

For the first time, some 40 part-time employees who opted for Guild representation last summer also are covered by the contract with the 25,000-circulation Thomson daily.

In the newsroom key classification—reporters, photographers, deskpersons, district and sports editors—the top minimum increases retroactively by \$36.37, to \$642.52; then by \$39.35, to \$681.87; and finally by \$40.06, to \$721.93.

Top minimum for display ad salespersons increases by \$111.79, to \$696.84, in incre-

ments of \$35.13, \$37.22 and \$39.44; for circulation representatives it goes up by \$97.75, to \$609.47, in increments of \$30.70, \$32.55 and \$34.50.

Over the term, the top minimum for senior clerks advances by \$78.55, to \$496.016; for junior clerks and receptionists, by \$76.98, to \$479.97; for maintenance and janitorial employees, by \$71.28, to \$444.42.

In addition, minimums for classified salespersons, photo technicians and editorial assistants are upgraded by \$15 to \$40 a week.

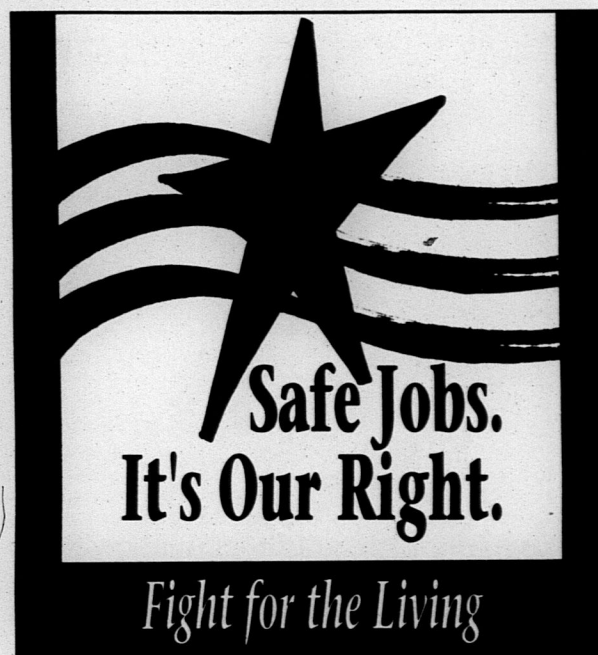
With annual raises and upgradings, the top for classified salespersons increases by \$120.67, to \$523.66; for photo technicians, by \$116.45; for editorial assistants, by \$108.50, to \$511.49.

Also under the agreement, the vision care benefit is doubled, to \$150 every two years; the car-use reimbursement floor increases by 5 cents, to 24 cents per kilometer; and the \$1-an-hour night differential is extended to all employees (previously, it applied only in the newsroom).

Also improved were provisions

Workers Memorial Day/Day of Mourning — April 28

Guild locals and members in several locales in the U.S. and Canada are marking this year's observances of Workers Memorial Day (U.S.) and a Day of Mourning (Canada), scheduled for Sunday, April 28. General theme of the U.S. observances is organized labor's push for improvements in the Occupational Safety & Health Act. In Canada, the focus is on improving contract protections along with applicable regulations and enforcement mechanisms. The U.S. observance is the third such annual event; in Canada, it is the sixth.



on pregnancy and parental leave, grievances and disciplinary meetings, severance pay for staff cuts, schedule posting and changing, and rotation of weekend work,

SONG local representative Lorne Slotnick said.

Upon the contract's ratification, hourly minimums for part-timers were established as follows: mailroom inserters, \$6.15; line workers, \$6.25; mailroom asst. supervisor, \$7.50; shortage drivers, \$6.41 to start, going to \$6.93 after one year; clericals, \$6.20 to start, going to \$6.70 after 18 months.

Those minimums increase by 6 percent Aug. 4 and by another 6 percent Aug. 4, 1992. In lieu of retroactivity, part-timers received lump-sum payments of \$30 to \$60 for the first year.

In addition, any time the Ontario minimum wage is raised, mini-

mums in all part-timer classifications increase by the amount of the minimum-wage boost. (The New Democratic Party government has promised an effort to boost the provincial minimum wage by up to \$2, from \$5.40 an hour.)

The bargaining team included Guild unit chair Mark Stewart, Phil Raby, Stella Rinaldi, Rose Whyte, Pat Switzer and Slotnick.

Contract talks commenced last August, shortly after a dispute involving 20 mailroom part-timers was settled. They had walked off their jobs May 29 in protest of the firing of a co-employee. All protesting employees were reinstated two months later.

Glens Falls byline strike shows solidarity

Glens Falls, N.Y.—Guild-represented employees in the newsroom at the Glens Falls Post-Star have staged a weeklong "byline strike" to show their solidarity with members of a Pressmen's local striking the Howard-chain daily.

Some 30 newsroom employees participated in the protest by withholding bylines or credit lines from

April 1-6, said Ken Crowe, president of the Albany Guild, which represents the group.

Post-Star management has employed strikebreakers to replace the four press operators, who walked out after negotiations failed to produce a new contract.

The paper's management also hired a dozen additional security

guards—or three for each striker—and covered the plant's windows with heavy-duty plexiglass, Crowe reported.

"It looks like they're re-fighting the New York Daily News strike," Crowe said of management's hard-line stance. The local labor community has rallied around the strikers, he added.

Copy desk rates higher in 52 percent of contracts

MINIMUM WEEKLY pay rates for experienced copy editors are higher than those for experienced reporters under more than half the 123 Guild contracts for editorial department employees at daily and Sunday newspapers in the U.S., Canada and Puerto Rico, according to TNG's Collective Bargaining Dept.

There are copy desk differentials under 64, or 52 percent, of the 123. The differentials range from \$3 to \$82 a week. Twelve of the 64 also

include minimums for rewrite staffers that are higher than those for reporters. Under 11 of the 12, the rewrite differential is the same as that for copy editors.

In 20 of the 64, less experience is required to reach the higher copy-editor top than to reach the reporter top, while in 5, more experience is required for the copy-editor top.

In five other contracts—New York Daily News, New York Post, New York Times, Philadelphia

Inquirer and Daily News and the Vancouver Sun and Province—the top minimums for reporters and copy editors are the same but less experience is required for copy editors.

Listed below in alphabetical order are comparisons of the top and flat minimums for copy editors with the reporter top minimums from the 64 contracts where the rates differ. This listing is as of April 1 and does not reflect deferred increases or settlements since then.

Weekly Top Minimums			Copy-editor			Weekly Top Minimums			Copy-editor		
Newspaper	Copy editor—After	Reporter—After	Differential	Newspaper	Copy editor—After	Reporter—After	Differential	Newspaper	Copy editor—After	Reporter—After	Differential
Allentown (Pa.) Call	\$660.44—4 yrs.	\$644.59—4 yrs.	\$15.85	Pottstown (Pa.) Mercury	†\$673.26—flat	637.26—5 yrs.	36.00	Pottstown (Pa.) Mercury	†\$673.26—flat	637.26—5 yrs.	36.00
Baltimore Sun and Evening Sun	*\$56.00—6 yrs.	826.00—5 yrs.	30.00	Providence Journal and Bulletin	802.81—4 yrs.	787.25—4 yrs.	15.56	Providence Journal and Bulletin	802.81—4 yrs.	787.25—4 yrs.	15.56
Battle Creek (Mich.) Enquirer	†\$349.00—5 yrs.	346.00—5 yrs.	3.00	Salem (Mass.) News	†\$587.20—4 yrs.	568.72—4 yrs.	18.48	Salem (Mass.) News	†\$587.20—4 yrs.	568.72—4 yrs.	18.48
Boston Herald	754.39—2 yrs.	745.10—4 yrs.	9.29	San Antonio Light	*\$75.00—flat	570.80—4 yrs.	4.20	San Antonio Light	*\$75.00—flat	570.80—4 yrs.	4.20
Brantford (Ont.) Expositor	†\$756.00—2 yrs.	737.57—4 yrs.	18.43	San Diego Union and Tribune	859.01—2 yrs.	832.76—5 yrs.	26.25	San Diego Union and Tribune	859.01—2 yrs.	832.76—5 yrs.	26.25
Bristol (Conn.) Press	†\$475.00—5 yrs.	465.00—5 yrs.	10.00	San Francisco Chronicle	846.50—6 yrs.	821.50—6 yrs.	25.00	San Francisco Chronicle	846.50—6 yrs.	821.50—6 yrs.	25.00
Brooklyn (Mass.) Enterprise	†\$44.52—1 yr.	609.27—4 yrs.	35.25	and Examiner	839.00—6 yrs.	821.50—6 yrs.	17.50	and Examiner	839.00—6 yrs.	821.50—6 yrs.	17.50
Buffalo News	*\$801.07—5 yrs.	792.25—5 yrs.	8.82	San Jose Mercury-News	†\$603.59—6 yrs.	591.09—4 yrs.	12.50	San Jose Mercury-News	†\$603.59—6 yrs.	591.09—4 yrs.	12.50
Chicago Sun-Times	*\$949.98—5 yrs.	918.78—5 yrs.	31.20	Scranton (Pa.) Times	726.52—flat	720.93—3 yrs.	5.59	Scranton (Pa.) Times	726.52—flat	720.93—3 yrs.	5.59
Denver Post	*\$753.00—5 yrs.	738.00—5 yrs.	15.00	Seattle Post-Intelligencer	726.15—5 yrs.	720.93—5 yrs.	5.22	Seattle Post-Intelligencer	726.15—5 yrs.	720.93—5 yrs.	5.22
Denver: Rocky Mountain News	806.00—5 yrs.	799.00—5 yrs.	7.00	Seattle Times	521.97—5 yrs.	503.20—4 yrs.	18.77	Seattle Times	521.97—5 yrs.	503.20—4 yrs.	18.77
Detroit News	*\$739.84—4 yrs.	728.84—4 yrs.	11.00	Sioux City (Iowa) Journal	910.35—5 yrs.	897.85—4 yrs.	12.50	Sioux City (Iowa) Journal	910.35—5 yrs.	897.85—4 yrs.	12.50
Eugene (Ore.) Register Guard	736.90—6 yrs.	721.40—5 yrs.	15.50	St. Louis Post-Dispatch	†\$672.85—3 yrs.	664.60—5 yrs.	8.25	St. Louis Post-Dispatch	†\$672.85—3 yrs.	664.60—5 yrs.	8.25
Fall River (Mass.) Herald-News	†\$684.76—1 yr.	670.31—4 yrs.	4.45	Tacoma (Wash.) News Tribune	448.71—5 yrs.	427.34—5 yrs.	21.37	Tacoma (Wash.) News Tribune	448.71—5 yrs.	427.34—5 yrs.	21.37
Glens Falls (N.Y.) Post-Star	†\$260.00—1 yr.	240.00—1 yr.	20.00	Toledo (Ohio) Blade	*\$862.91—2 yrs.	824.08—4 yrs.	38.83	Toledo (Ohio) Blade	*\$862.91—2 yrs.	824.08—4 yrs.	38.83
Hamilton (Ont.) Spectator	952.00—4 yrs.	915.00—4 yrs.	37.00	Toronto Globe & Mail	1,019.27—6 yrs.	1,006.28—6 yrs.	12.99	Toronto Globe & Mail	1,019.27—6 yrs.	1,006.28—6 yrs.	12.99
Harrisburg (Pa.) Patriot and News	†\$604.50—4 yrs.	589.50—4 yrs.	15.00	Toronto Star	1,047.76—6 yrs.	1,018.27—6 yrs.	29.49	Toronto Star	1,047.76—6 yrs.	1,018.27—6 yrs.	29.49
Jersey City: Jersey Journal	658.58—flat	628.03—4 yrs.	30.55	Victoria Times-Colonist	1,013.21—2 yrs.	969.23—5 yrs.	43.98	Victoria Times-Colonist	1,013.21—2 yrs.	969.23—5 yrs.	43.98
Kenosha (Wis.) News	719.00—5 yrs.	660.00—5 yrs.	59.00	Washington Post	*\$912.01—4 yrs.	829.10—4 yrs.	82.91	Washington Post	*\$912.01—4 yrs.	829.10—4 yrs.	82.91
Kitchener-Waterloo (Ont.) Record	918.00—5 yrs.	901.00—5 yrs.	17.00	Waterbury Republican-American	†\$526.15—1 yr.	490.83—5 yrs.	35.32	Waterbury Republican-American	†\$526.15—1 yr.	490.83—5 yrs.	35.32
Lansing (Mich.) State Journal	†\$595.00—5 yrs.	579.86—5 yrs.	15.14	Waukegan (Ill.) News-Sun	†\$659.14—5 yrs.	653.56—5 yrs.	5.58	Waukegan (Ill.) News-Sun	†\$659.14—5 yrs.	653.56—5 yrs.	5.58
London (Ont.) Free Press	948.00—5 yrs.	904.00—5 yrs.	44.00	Wilkes-Barre Sunday Independent	634.75—1 yr.	627.25—4 yrs.	7.50	Wilkes-Barre Sunday Independent	634.75—1 yr.	627.25—4 yrs.	7.50
Lowell (Mass.) Sun	679.18—1 yr.	638.00—4 yrs.	41.18	Wilkes-Barre Citizens' Voice	491.00—1 yr.	479.00—4 yrs.	12.00	Wilkes-Barre Citizens' Voice	491.00—1 yr.	479.00—4 yrs.	12.00
Lynn (Mass.) Item	†\$623.65—flat	608.00—4 yrs.	15.65	Windsor (Ont.) Star	913.62—5 yrs.	898.18—5 yrs.	15.44	Windsor (Ont.) Star	913.62—5 yrs.	898.18—5 yrs.	15.44
Malden (Mass.) Daily News-Mercury	†\$539.25—flat	514.25—3 yrs.	25.00	Woodbridge (N.J.) News Tribune	†\$590.22—2 yrs.	574.24—4 yrs.	15.98	Woodbridge (N.J.) News Tribune	†\$590.22—2 yrs.	574.24—4 yrs.	15.98
Manchester (N.H.) Union Leader	723.75—6 mos.	713.75—3 yrs.	10.00	Woonsocket (R.I.) Call	563.36—4 yrs.	560.07—4 yrs.	3.29	Woonsocket (R.I.) Call	563.36—4 yrs.	560.07—4 yrs.	3.29
Monessen (Pa.) Valley Independent	500.00—3 yrs.	433.00—5 yrs.	67.00	York (Pa.) Daily Record	539.55—flat	523.75—5 yrs.	15.80	York (Pa.) Daily Record	539.55—flat	523.75—5 yrs.	15.80
Monterey (Calif.) Herald	†\$770.00—6 yrs.	755.00—6 yrs.	15.00	York (Pa.) Dispatch	535.00—flat	523.00—4 yrs.	12.00	York (Pa.) Dispatch	535.00—flat	523.00—4 yrs.	12.00
Montreal Gazette	*\$1,074.00—5 yrs.	1,034.00—5 yrs.	40.00								
New Brunswick (N.J.) Home News	645.00—1 yr.	625.00—1 yr.	20.00								
Norristown (Pa.) Times Herald	635.61—5 yrs.	621.09—5 yrs.	14.52								
Ottawa Citizen	946.28—2 yrs.	902.07—5 yrs.	44.21								
Pawtucket (R.I.) Times	615.90—1 yr.	610.00—4 yrs.	5.90								
Pittsburgh Post-Gazette	*\$827.00—3 yrs.	813.00—4 yrs.	14.00								
Portland (Me.) Press Herald	†\$674.00—3 yrs.	666.60—4 yrs.	7.40								

†Rate from expired/previous contract.

*Rewrite top or flat minimum-pay rate is identical to copy desk rate in these contracts, except slightly lower at the Jersey Journal and the rewrite minimum is a flat rate in Toledo.

Plus \$24 a week for front page responsibilities, or \$4.80 per shift for less than three shifts per week.

Dayton rally kicks off full-scale boycott sign-up

Dayton, Ohio—A full-scale subscription boycott of the Dayton Daily News unless the paper resumes good-faith bargaining with the Dayton Guild by the end of April was announced by area and international union leaders during a support rally for Guild members April 4.

More than 300 persons from dozens of area unions — Electronic Workers, Auto Workers, Teamsters, Machinists, teachers and more — and TNG President Charles Dale and IUE President William H. Bywater participated in the session at Sinclair Community College.

The Dayton Guild represents 180 editorial department employees at the Cox-chain daily. They haven't had a contract in more than two years, nor contract raises in three years.

In that time, the Guild has met with management for contract talks more than 50 times, Dayton Guild President Rob Modic said. The company, however, has seemed intent on breaking the union's ranks, he said, accusing it of not bargaining fairly since the Guild joined the Dayton-Miami Valley AFL-CIO Regional Labor Council nearly two years ago.

A month before the rally, the company broke off talks with the Guild.

The company is being advised by King & Ballow, the Nashville, Tenn., firm that represented the New York Daily News' old management before and during the 22-week, nine-union strike that was settled in late March after the paper was sold. [Guild Reporter, March 29.] Circulation and advertising boycotts were major factors in winning the settlements, with circulation cut by some 75 percent from a prestrike level of 1.1 million.

TNG's Dale predicted that Guild members at the Dayton Daily News soon would be enjoying a victory similar to that of the New York unions. "I hope they learned a lesson in New York," he said of King & Ballow.

Modic pointed out that it is "the

same firm that tore apart the Big Apple." He said he saw no need for a walkout in Dayton, however, noting that virtually every union in the area supports the Guild struggle. That support, he said, sets the stage for a circulation boycott that will send management a message in its most sensitive area — its pocketbook.

Aim is to collect more than 20,000 signed subscription boycott-pledge cards by April 28. More than 60,000 cards have been distributed to unions and community groups. Signed cards ordering the paper stopped will be turned over to publisher J. Bradford Tillson if the company doesn't resume meaningful bargaining, said TNG Representative Hannah Jo Rayl, who is assisting the local.

Once the Guild gets a fair contract, Modic added, the union will order resumption of the papers.

The Dayton Daily News sells some 183,000 copies daily and 232,000 on Sundays.

Other labor leaders spoke in support of the circulation boycott and threatened to take it one step further, to advertisers.

Barter Campbell, sec'y-treasurer of IUE District 7, was most emphatic:

"I want to send a message to the Dayton Daily News management: They need to get to the bargaining table. If they don't, Plan B will kick into effect."

Other speakers included Jessie Gooding, president of the Dayton branch of the National Assn. for the Advancement of Colored People, and Wesley Wells, execu-



BILL GARLOW/Dayton Guild

MESSAGE ON CAP, RIGHT, CATCHES MEETING THEME

Above, some of 300 at April 4 rally; right, IUE President Bywater, TNG President Dale.

tive director of the Miami Valley AFL-CIO.

Gooding, noting that labor and civil rights leaders often have followed separate paths since the beginning of Ronald Reagan's presidency, said that in Dayton the groups are coalescing around the Guild-Daily News situation to forge new alliances.

"We need each other," the NAACP leader said.

LOCAL ELECTIONS

Bakersfield

Tom Maurer, president; Ed Homich, vice president; Jennifer Self, secretary; Jim Carnal, treasurer.

Eugene

Harry Esteve, president; Ron Kangail, vice president; Bill Bishop, secretary; Ann Esteve, treasurer.

Harrisburg

Mary B. Klaus, president; James A. Lewis, 1st vice president; Karen B. Castelli, 2nd vice president; Barbara C. Fox, secretary; James P. Brown, treasurer.

Lehigh Valley (Allentown)

Ron Devlin, president; Stan Schaffer, vice president; Rosa Salter, secretary; Gene Tauber, treasurer.

Pacific Northwest

Emmett Murray, president; James Kjeldsen, vice president; Gordy Holt, secretary; Karin McGinn, treasurer.

Peoria

Paul Gordon, president; Karen Sorensen, vice president; Judy Howard, secretary; Elaine Hopkins, treasurer.

Portland

Joanne Lannin, president; Clark Canfield, vice president; David Hench, secretary; Michael Norton, treasurer.

Pueblo

Juan Espinosa, president; Mark Gassino, vice president; Peter Strescino, secretary; Mike Nasch, treasurer.

Salem

Peter Homan, president; James Lazar, vice president; Robert Buckley, secretary; Henry J. Collins, treasurer.

San Antonio

David Elizondo, president (Elizondo, 8; Tom Honeycutt, 7; Kim Phelan, 1); Tom Honeycutt, vice president (Honeycutt, 8; Suzanne McAuliffe, 5; Nora Lopez, 3); Pam Parmer, secretary (Parmer, 11; Monique Duval, 4; Michael Olivari, 1); Robert Wynne, treasurer.

Scranton

Victor Alfano, president; Mary Ann Wylam, vice president; John Hambrose, secretary; Margaret Emery, treasurer.

Terre Haute

Pat Nuttal, president; Kim Wilkerson, vice president; Jeanne Davis, secretary-treasurer.

Wilkes-Barre

Jack Wallace, president; Tony Pavloski, vice president; John Sukowski, secretary; Frank Roche, treasurer.

Youngstown

Tony Markota, president; Mike Braun, vice president; Joe Sullivan, recording secretary; Jack Kennedy, treasurer.

DAY BOOK

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.
New England District Council, spring meeting, May 4-5, Sheraton Towers Hotel, Portland, Me.
New England Servicing-Organizing Program,

board of directors, May 4, Sheraton Towers Hotel, Portland.
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

CALM
ACPS

3

ILCA
INTERNATIONAL
LABOR COMMUNICATIONS
ASSOCIATION
AFL-CIO/CLC

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

Published by The Newspaper Guild (AFL-CIO, CLC) 18 times per year, on Fridays, usually at three-week intervals. (Next issue: May 10.) \$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, May 3.) 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. 58, No. 6

April 19, 1991

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 Przybyszewski, 617 Raspberry St., E. 16502; Carol D. Rothman, 5604 Henry Ave., Philadelphia, Pa. 19128; Marie A. Lock, 4031 Glenwood Ave., #24, Youngstown, Ohio 44512; Stanley J. Souza, 4 Lupo St., Kaneohe, Hawaii 96744; Gene Turner, 219 E. Park #2, Stockton 95202.

REGIONAL VICE PRESIDENTS: Region 1—Thomas J. Thibault, P.O. Box 643 Chester, N.H. 03105; Region 2—Faye McCracken, 2059 Kingsley Ave., Memphis, 38127; Region 3—Luther P. Jackson, 3rd, 1115 Granger, Ann Arbor, Mich. 4 Region 4—Larry D. Hatfield, 16 Jewell St., San Rafael, Calif. 94901; Region 5—R J. Brandow, 2708 Harway Ave., Brooklyn, N.Y. 11214; Canadian Region: East C. Clifford, 5656 Morris St., Halifax, Nova Scotia B3J 1C5; West—Doug M. I. 4140 Dallyn Rd., Richmond, B.C. V6X 2S7.

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. Eissen.

EDUCATION DIRECTOR: Phillip M. Kadis

HUMAN RIGHTS DIRECTOR: Anna M. Padia.

INTERNATIONAL REPRESENTATIVES: William M. Brown, Robert E. Bruner, Eugene Bryant, Janet David, Leo J. Ducharme, James H. Griffin, Harry L. McCormick, Luis Montanez Jr., Bruce R. Nelson, G. Richard Pattison, Hannah Jo Rayl, Dan Zeidler.

NEW ADDRESS?

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

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

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

Name _____
New Address _____
City _____ State/Province _____
Zip/Postal Code _____ Guild Local _____

ATTACH
OLD
MAILING
LABEL
HERE

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

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

9100000313
9099
XEROX UNIT
MICROFILM
300 N ZEEB ROAD
ANN ARBOR, MI 48106