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Organizing \$1 is central convention issue

Montreal—Central issue facing delegates to TNG's 58th Annual Convention here June 24-28 is a proposal from the union's Int'l Executive Board to increase dues by \$1 a month, with all of the money raised to go to maintaining the Guild's organizing programs.

More than 200 delegates and alternates representing more than 50 Guild locals in the United States, Canada and Puerto Rico are ex-

pected to take part in the week-long meeting, at Le Meridien Hotel here.

It will be the eighth time in its 58-year history that the Guild has held a convention in Canada; the first time it has met in Montreal. The first was in 1938, in Toronto; the most recent previous was in 1988, in Vancouver.

Other proposals going before the convention from the IEB in-

clude creation of an annual award for human rights achievement by local unions, renewal of the union's commitment to stemming the increase of repetitive strain injuries (RSI), and giving new emphasis in contract bargaining to achieving the Guild's pay-equity goals [Guild Reporters, May 10 and May 31].

The afternoon of the opening day will be given over to a conven-

tion-wide forum on "Equality & Diversity in the '90s," focusing on identifying prejudices of various kinds and using laws in bargaining for elimination of discrimination in the work place. A workshop that evening will explore "Tough Times, Tough Bargaining, Tough Choices."

In voting to make the \$1-for-organizing dues-increase proposal, the IEB expressed "deep concern

about asking the membership for additional funds." The minimum-dues rate currently is 1.3846-percent of regular compensation. Out of that, \$13.25 per member per month goes to the international.

Terming it "a blueprint for survival in 1992 and beyond," however, the board pointed to TNG's financial situation at the conclusion of the fiscal year that ended
(Continued on Page 2)

ADD 2 MORE

List grows to 10 for 6 VP spots

Isaiah (Ike) Lewis, a former president of the Toledo Guild, and Todd Cunningham, president of the Los Angeles Guild, have become the ninth and tenth persons to announce as candidates to be among the six TNG vice presidents who will be elected this summer from the union's membership at large.

The eight who declared earlier include five of the six incumbents; all save Gene Turner of the Northern California Guild, who will leave the Int'l Executive Board when his fourth term expires in October.

In addition, TNG's three top officers and all seven vice presidents elected from geographical regions have declared they will seek reelection this summer. Four days before the opening of the union's 1991 Convention, June 24-28 in Montreal, there were no announced challengers to any of these 10 incumbents.

Nominations for all 16 offices will be made at the convention's final session. Uncontested nominees will be declared elected. Contests will be resolved by membership vote late in the summer or early in the fall.

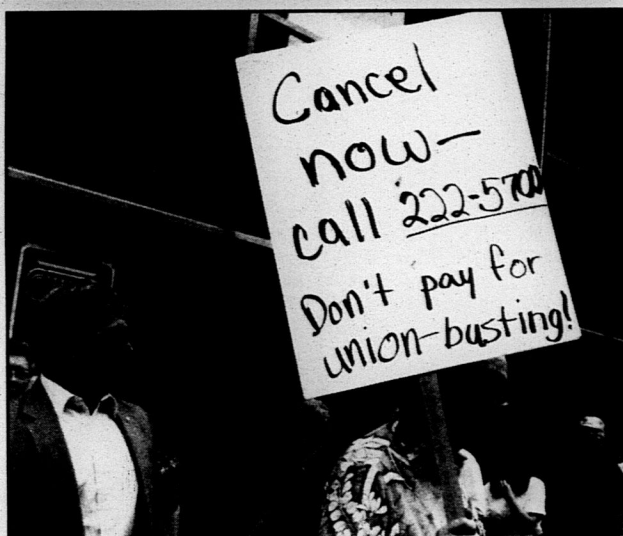
Both Cunningham and Lewis put themselves forward last summer for the final year of an at-large vice president seat that was vacant then because of a resignation. Full
(Continued on Page 2)

Boycott is 'for real' now in Dayton



Area code 513 rings Dayton

Dayton Guild President Rob Modic, above, announces full-scale boycott of Dayton Daily News during May 22 press conference outside the Cox daily's offices, as pickets from Guild and other area unions march in demonstration of support, below. Looking on, at Modic's right, is Wesley Wells, Miami Valley AFL-CIO executive director.



Daily News parries with 'SOS' push

Dayton, Ohio—The voice on the telephone said she was calling from the "save our subscribers" committee at the Dayton Daily News.

She was sorry to learn that the Dayton resident had cancelled his longtime subscription to the paper. If he would reconsider, the price could be discounted. But, why had he cancelled?

The former subscriber, a union member, told the caller matter of factly that he had cancelled the paper because the Cox-chain daily would not agree to a fair contract with the Dayton Guild.

He explained that the company had been giving its newsroom employees' union the runaround through some 55 meetings over the previous 19 months, demanding to strip away the basic job protections it had agreed to before the employees had voted to affiliate their union with the Guild. He would resubscribe when the company agreed to a fair Guild contract.

He was intrigued by her call, he continued. "The save our subscribers committee? That sounded serious. Are you getting a lot of cancellations?"

"We sure are," the SOS caller answered.

Just a few days before, the Dayton Guild and the Miami Valley AFL-CIO Regional Labor Council had announced to a news conference in front of the daily's downtown headquarters that they were calling on area residents to cancel
(Continued on Page 6)

Denver gets pact early in talks at the News... 5

NLRB affirms photogs in Guild in Milwaukee... 3

N.Y. Post shares profitability with its employees... 8

District managers win autonomy, 'core' pay

Adapted from the June 12 "Shoptalk," newsletter of the Twin Cities Guild

Minneapolis—Circulation district managers at Cowles Media's Star Tribune here will work in self-managed teams and receive premium pay for working in inner-city areas under agreements reached by the Twin Cities Guild with the daily's circulation management.

Four agreements were ratified by district managers (DMs) April 24, with conditions attached to

each before signing could occur. Three were signed on May 14 and the last, related to the self-managed teams, was signed June 4.

The agreement on premium pay, also known as "core" pay, will result in up to \$40 extra each week for some DMs. It's a response to concerns that DMs were being penalized for having to work in the inner city where their jobs are tougher.

A second agreement on self-

managed teams will create greater autonomy and increased decision-making power for DMs. Among other things, the agreement will allow them to do their own scheduling, to delegate their work to other employees and to perform work previously done by zone managers.

DMs can take back any work they delegate and can refuse to perform work they haven't done in the past. A committee of Guild and

management representatives will meet monthly to review the team concept.

The team concept agreement contains an escape clause that allows either side to terminate it with 30 days' notice.

A third agreement will clarify where Guild jurisdiction ends and where the work of nonunion employees begins. It adds work to the Guild's jurisdiction.

(Continued on Page 5)

Patriot-News pickets push for progress on pact

Harrisburg, Pa. — About two dozen members of the Harrisburg Guild picketed and passed out information May 15 near the Patriot-News Co. to dramatize the lack of progress in contract talks with the Newhouse firm.

The protest marked the "one-year anniversary" of the first bargaining session for renewal of the Guild contract covering 91 newsroom employees at the chain's Patriot, Evening News and Sunday Patriot-News.

Joining local Guild leaders and members in the lunchtime demonstration were William George, president of the Pennsylvania AFL-CIO, and several unionized college teachers from area campuses.

Despite 15 meetings over 12 months, progress in the talks "has been minimal," said Andy Isaacs of the Guild's bargaining team.

Management "has not budged" from its original proposal to increase top-minimum pay for key employees by just \$10 a week, Isaacs added.

To show solidarity, members also have been wearing "Guild and Proud" buttons and displaying balloons with union messages at their workstations, Isaacs said.

The Guild is seeking a 5.5-percent raise for all employees, plus an improved pension plan, employer-paid dental care, and guarantees on maternity and paternity leave.

The company's proposal calls for a one-year contract with a 1.7-percent raise and a so-called "merit-pay pool" to provide additional raises averaging 2.3 percent. The latter, however, would be totally under management control with no guarantees for any individual, Isaacs said.

Over the past three years, management's merit-pay practices have resulted in newer employees falling behind by about \$45 a week, Isaacs said.

The two sides last met May 14. Another session is scheduled for July 23. The papers' publisher, who participated in past talks lead-

ing to Guild contracts, has left the company's bargaining in the hands of a New York lawyer.

Meanwhile, the National Labor Relations Board has issued a complaint against the Patriot-News in response to a Guild charge that company broke the law by refusing to provide information about end-of-year bonuses paid to some employees.

At one point, management offered to meet the Guild's request but sought to put restrictions on use of the data, Isaacs said.

"We find it repugnant that a newspaper, which espouses freedom of information, would insist on secrecy in dealing with its newsroom employees," said TNG Int'l Representative Bill Brown, who is assisting the local in bargaining.

The NLRB has set a hearing for Nov. 14.



KAREN CASTELLI/Harrisburg Guild

HARRISBURG MEMBERS WALK INFORMATIONAL LINE AT NEWHOUSE'S PATRIOT-NEWS
At left: Withe Kever, Jack Scherzer and Barry Fox; right, TV reporters interview James A. Lewis.

\$1 for organizing is central convention issue

(Continued from Page 1)

March 31: TNG's general fund had operated at a deficit of \$76,812, its defense fund's assets had declined by \$1.2 million, and recession-induced staff cuts were continuing to erode the Guild's membership base.

"There is no other course available to expand organizing," the IEB said in its Officers Report to the convention. TNG made organizing its priority appropriation three years ago, but corollary convention legislation provides that the organizing appropriation be redirected to the defense fund when its liquid assets fall below \$6.5 million. They stood at \$6.2 million on March 31. Principal defense fund expenses were \$1.5 million for the five-month strike at the New York Daily News.

If approved, the increase would be effective in August and would raise an estimated \$160,500 over the final six months of the current fiscal year and twice that the next year.

The IEB also is recommending

the convention adopt a budget for the current fiscal year that reflects reductions in several areas, including contributions, dues and expenses associated with membership in the International Federation of Journalists, and not replacing a field staffer retiring at the end of June. Even so, the proposed budget and income estimate project a deficit of \$97,755.

The human rights award for Guild locals would be given in recognition of efforts that have improved the employment status of

women and/or minority group members.

The pay-equity proposal would increase the union-wide minimum-wage goal for the lowest-paid clerical positions covered by Guild contracts to at least 60 percent of the minimum rates set for such jobs as reporters, ad salespersons, programmers and others. Women and minorities "often are forced to begin their newspaper careers" in the lower paid jobs and should not have to "lose ground by taking smaller pieces of the economic

pie," the IEB pointed out.

It will be the last convention for two of TNG's veteran staff members:

✓**G. Richard Pattison**, who will retire this month after 22½ years as an International Representative on TNG's field staff, and;

✓**Robert E. Bruner**, who will be retiring early in 1992 after 35 years variously as an administrative officer for several locals and as an international representative, his current position.

Rates raised in 2-year Fall River accord

Fall River, Mass.—Top minimum-pay rates increase to \$714.50 and \$683.71 a week for key advertising and news jobs under a new two-year contract between the Boston Guild and the Fall River Herald News, formerly managed by the now defunct Ingersoll chain.

Wage minimums in all classifications advanced by 1% (with a

minimum hike of \$5 a week), from Feb. 15, and go up by another 2 percent Jan. 1.

National ad solicitors' top minimum goes up a total of \$20.95, to \$714.50 a week, while the rate for reporters and photographers goes up by a total of \$20.04, to \$683.71 a week, in increments of \$6.64 and \$13.40.

Other classifications and new

weekly top minimums, effective Jan. 1, include: copy, wire, assistant sports and women's editors, up by \$20.47, to \$698.45; librarians, up by \$13.03, to \$409.70; editorial aides and clerk-typists, up by 12.32, to \$373.29.

Also, classified telephone solicitors, up by \$12.90, to \$402.69; ad clerk-typists, billing machine and telephone operators, up by \$12.52, to \$383.40; and janitors, up by \$12.31, to \$373.

The agreement, replacing one expired since Dec. 31, was approved by a two-thirds majority of voting Guild members.

Formerly managed by Ingersoll Publications, the 35,000-circulation daily was taken over last year by the Warburg Pincus investment firm when Ingersoll traded away or sold most of its U.S. holdings in the face of fiscal difficulties.

Under the new agreement, management also agreed to immediately increase payments for group health insurance premiums for full-time employees to \$215 per month for family or single coverage, to \$230 on Nov. 1, and to \$245 on Nov. 1, 1992.

In addition, the company will establish a program for employees to pay their portion of the premiums through payroll deductions, allowing reduced income tax obligations.

Lewis, Cunningham announce for at-large spots

(Continued from Page 1)

term is two years for all 16 seats on TNG's Int'l Executive Board. Regular elections are held in odd-numbered years.

In a Guildwide vote late last summer, Carol Przybyszewski of Erie bested Cunningham by 4,517 to 2,063. Lewis was off the ballot, having come in third when, under a procedure spelled out in TNG's Constitution, convention delegates pared candidates to two for the election.

Lewis, 44, is a circulation district manager for the Toledo Blade and is vice president of the Toledo Guild. He was its president in 1987, has served on the local's grievance and bargaining committees and has been one of its delegates to the Toledo Area AFL-CIO Council, as well.

He also has been one the Toledo Guild's delegates to the last seven TNG conventions, serving on the finance, collective bargaining and human rights committees.

Cunningham, 37, is in his second year as president of the Los Angeles Guild after serving two years as chairperson of the local's unit at the Long Beach Press-Tele-

gram. In the latter post he played roles in organizing campaigns that led to Guild representation for editorial department employees at the Los Angeles Daily News and the Santa Barbara News-Press and for employees of the Los Angeles Hotel & Restaurant Employees union.

He also has been one of the Los Angeles Guild's delegates to the last three TNG conventions, serving on the organizing and finance committees. He also is a delegate to the Knight-Ridder Council and the Western District Council of Guild locals.

Going into this year's conven-

tion, the other non-incumbents who have declared their candidacies for the at-large vice presidencies are Bill Knight of Peoria and Connie Knox of Washington-Baltimore [Guild Reporter, May 31], plus Russ Cain of San Jose [Guild Reporter, May 10].

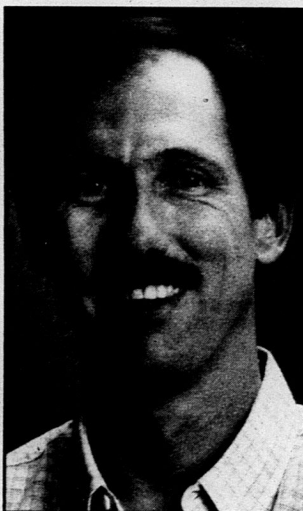
Incumbent at-large vice presidents seeking re-election are: David M. Mulcahy of New York; Przybyszewski; Carol D. Rothman of Philadelphia; Marie A. Shellock of Youngstown; and Stanley J. Souza of Hawaii.

The incumbent regional vice presidents are: Thomas J. Thibeault of Manchester, the Northeast; Faye McCracken of Memphis, the South and Puerto Rico; Luther P. Jackson, 3rd, of Detroit, the Midwest; Larry D. Hatfield of Northern California, the U.S. West; Richard J. Brando of New York, New York City and environs; Lee C. Clifford of Canadian Wire Service, Eastern Canada; and Doug M. Louth of Vancouver-New Westminster, Western Canada.

Also seeking re-election are TNG President Charles Dale, Sec'y-Treasurer John C. Edgington and Int'l Chairperson Peter E. McLaughlin of New York.



Isaiah (Ike) Lewis
Toledo VP to seek IEB seat.



Todd Cunningham
Los Angeles leader declares.

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Reporter has right to differ with editor, arbitrator declares

Rochester, N.Y.—A veteran reporter at the Gannett chain's Democrat & Chronicle was improperly disciplined for disagreeing with his editor about whether an article he had written about Eastman Kodak was fair, an arbitrator has ruled.

The reporter, John Riley, was reprimanded and transferred off the Kodak beat to general assignments in April 1989 after a company spokesperson complained to the paper about the story.

In its grievance, the Rochester Guild asserted the paper had taken "unjust disciplinary action" against Riley, then a 10-year reporter. The Guild demanded removal of the reprimand from his personnel file and sought his reinstatement to the Kodak beat.

The arbitrator, James B. Atleson, upheld the Guild in its allegation and concluded there was "no basis for discipline." He ordered the letter removed from Riley's file.

"It is obviously proper for an editor to criticize a reporter for a decision she feels resulted in an unbalanced or unfair story, but it is certainly not misconduct for an employee to disagree with an employer," Atleson said in his decision, issued Feb. 18.

"Nor is it misconduct ... for an employee to protest when he thinks he has been unfairly charged with having slanted a story or used poor judgment. There is simply no requirement that a reporter agree with an editorial judgment," the

arbitrator continued.

"Riley is basically being punished, according to [the editor's] own testimony, for not agreeing with her assessment of the article," he concluded.

Rochester Guild President Steve Orr hailed the decision as "a good ruling, not just for our newsroom but for many others, as well."

"It says in clear, strong language that reporters can't be disciplined for differing with editors. And God knows, we disagree enough with our editors. It's the nature of the relationship."

An active Guild member, Riley co-chairs the local's grievance committee and chairs the council of Guild locals representing Gannett employees.

The article that prompted the reprimand concerned a state engineer's claim that Kodak, the area's largest employer with 43,000 workers, had lied to the government when applying for an industrial landfill permit.

In an interview with Riley, a Kodak spokesperson did not categorically deny the company had lied on the application, but he claimed it was "absolutely not our practice to withhold data" from the government. In his story, Riley included several comments by the spokesperson but not the "generic denial."

A few days later, a Kodak vice president complained in a letter to the editor that the generic denial was not in the story.

The manufacturing giant could

Running (plus biking, paddling) for parks in Yakima

Frank Purdy, a Yakima Guild steward, finishes the last leg of the 49-mile Gap-to-Gap Relay Race June 2. He was part of a four-member team the union sponsored in the race, held annually to raise funds for the Yakima River Greenway, a series of riverside parks. The Guild team finished in 3 hours, 57 minutes, 30 seconds, good for fifth-place in 19-team "almost prime" division and 43rd overall in field of 152 teams from throughout the Pacific Northwest. Also on the team: Guild member Kirk Hirota, who rode a nine-mile mountain-bike leg; former member Craig Troianello, a 10-mile kayak leg; Graphic Communications Union member Greg Wilder, a 22-mile road-bike leg. Purdy ran two legs: the opening 1.8-mile cross-country course and the 10-kilometer (6.2-mile) finish. It was the third year of participation by a team under Guild colors.



GORDON KING/Yakima Guild

have been sensitive about its image because a week earlier it paid \$2 million in state fines on claims it had violated environmental laws.

The Democrat & Chronicle published the letter as an Op-Ed column with an attached editor's note saying: "In this story, poor judgment was used in not including the essence of Kodak's response. We apologize for the exclusion."

After receiving Kodak's letter, the editor expressed her concern to Riley about his article not including the denial. He responded in a letter to her, defending the article as being fair and fairly representing Kodak's position.

She replied with the reprimand, saying: "Your choice of what to include and what to exclude resulted in an unfair story being published. ... Please make sure you use better judgment in future stories. Nothing less will be tolerated."

In his reasoning, Atleson found that even if an editor's view on an issue is correct, it is "surely not improper for an employee to feel otherwise or to respond to that effect in writing. By no stretch of the imagination can this be treated as insubordination or misconduct."

Riley "did not say that he would flaunt or violate editorial norms," the arbitrator noted. "He simply disagreed about whether poor judgment had been used and whether the story as published was unfair."

In upholding employees' right to put their opinions in writing to

their editor, Atleson wrote:

"The real dispute in this case, however, is not simply the difference of opinion as to how the story should have been written. As noted, such differences of opinion seem to occur with some frequency in newspapers ..."

"Yet, if Riley had not written a response to [the editor] following his meeting with her, there may very well have been no discipline in this case."

Although he found the change of beats "was admittedly an aspect of discipline," Atleson did not order Riley back to the Kodak assignment.

"I believe this issue is moot because of the passage of time," he said, but reserved the right to make a ruling if "both parties desire."

The Guild is satisfied with Atleson's decision on that question and is not asking for any further ruling, Orr said.

Although the Kodak environmental story was "among the most prominent in the newspaper for a couple of years," Riley has received equivalent assignments since being transferred and now covers the suburban beat, Orr said.

2nd caution issued on photo machines

A second report by a federal agency on mercury dust found on and around laser photo machines — this one on the three AP laser-photo machines at Gannett's dailies in Rochester, N.Y. — points up the advisability of taking the same precautions with those that receive photos as with those that transmit them.

As in its report following tests of the 22 machines at Associated Press headquarters in New York, the agency said mercury levels in the air around the machines in Rochester "do not constitute any long- or short-term hazard to the employees working with or around" them. Mercury levels were well below current hazard standards, both reports said.

The National Institute for Occupational Safety & Health tested the machines and the areas around them in Rochester and New York last November and December in response to requests from TNG.

There currently are no hazard standards for exposure from contact with dust or paper containing mercury.

Even so, as in its AP report, NIOSH pointed out that "working directly with the paper and dust inside the machine does have the potential for higher exposure because of possible skin absorption of mercury."

The "dry silver" paper used in the machines generates mercury dust.

NIOSH recommended, there-

fore, that both the Rochester dailies and AP require that nitrile rubber gloves be worn "while cleaning the oven, removing paper dust from inside the machine, and restocking the paper."

In its AP report, the agency's Hazard Evaluations & Technical Assistance Branch also recommended that ventilation system diffusers and filters serving the machine areas be cleaned and changed regularly "to prevent the potential circulation of dust containing trace amounts of mercury."

Steve Orr, president of the Rochester Guild, said that management of the Times-Union and Democrat & Chronicle appears to have been following the NIOSH recommendations, made in April.

McKerrow first in Guild at Canada college

Ottawa—Joyce McKerrow, first vice president of the Southern Ontario Guild and chairperson of its Toronto Star unit, is nearing completion of an eight-week course in labor studies at the University of Ottawa after winning two scholarships worth \$5,000.

McKerrow, who began classes May 5, was one of 55 union activists from across Canada selected for the 1991 Residential Program of the Labour College of Canada at the university. She is the first Guild



member selected in the 24-year history of the program.

Individuals were selected based on their involvement in local, union council and national labor activities and educational programs, and a 1,000-word essay they submitted with their applications, a college spokesperson said.

Course work includes concentrated studies in labor law, political science, and the history, sociology and economics of the labor movement, from a Canadian perspective.

McKerrow, who works in the Star's advertising department, described student life as "quite a change, but certainly no vacation."

"The classes are excellent, very

challenging," she said.

McKerrow won a \$4,500 scholarship provided by the Ontario Federation of Labour as well as the \$500 Larry Wagg Bursary offered by the Ontario Region of the Canadian Labour Congress.

A year ago, she also won the first Fred Jones Memorial SONG Service Award, which carried a \$1,500 scholarship for a course in union education. She is applying it towards the Labour College course, as well.

Earlier this year, McKerrow helped the local achieve a \$1-million pay-equity agreement with the Star that provided 349 employees in female-dominated jobs with wage hikes averaging \$56 a week.

NLRB upholds Guild for 35 photogs

Washington—The National Labor Relations Board has upheld a ruling by its Milwaukee regional director that 35 photographers and artists at the Milwaukee Journal and Sentinel are now represented by the Milwaukee Guild.

The regional director, Joseph A. Szabo, last November approved the union's petition to add the group to the existing Guild bargaining unit of 325 employees in the papers' editorial departments.

Acting for the full board, a three-member panel of the NLRB on June 10 dismissed the Journal-Sentinel's appeal of Szabo's decision, saying the company raised "no substantial issues warranting review."

The photographers and artists were excluded from the bargaining unit when the Milwaukee Guild was revived in 1984 because, at that time, they worked in a centralized production department.

Last year, management reorganized the production department, splitting up the photographers and artists and assigning most of them specifically to the Journal or Sentinel.

In his ruling, Szabo noted that all hiring, firing, disciplining and payroll decisions on photographers and artists was transferred to the editorial department, and that they now work alongside the papers' reporters and copy editors.

UPI members OK continued wage cut; buyer still sought

New York—For the third time in six months, Wire Service Guild members at United Press International have voted to accept reduced wages while the financially ailing news agency continues its search for new ownership.

Under the latest agreement, approved in early June by 64 percent of voting Guild members, employees' wages will remain at 75-80 percent of contractual minimums until Sept. 15, or until UPI is sold.

Last November and again this March, Guild-covered employees approved 90-day agreements cutting wages as low as 65 percent of contract minimums. Under the second agreement, full wages were to be restored May 19.

Some employees of the 84-year-old Washington-based wire service have expressed irritation at being asked again and again to carry UPI's financial burden.

"The company's repeated demands for draconian salary concessions without presenting a clear and realistic plan to recover are at best arrogant and at worst cruel to the corp of dedicated journalists who work for UPI," veteran staffer Pam MacLean of San Francisco told the Guild's publication, Wire Report.

The latest concession keeps all wages at 75 percent of contract minimums until July 14. Then they go to 80 percent until Sept. 15.

In return, employees receive one additional day off with pay each month during the reduced period, and they will not pay any increases in health insurance premiums through next May.

UPI also agreed to provide the Guild with a list of executive salaries so the union "can ensure that the wage cut burden is equally borne by management."

All other provisions of the Guild's contract with UPI, effective through June 1992, continue unchanged.

That contract set the top minimum for newsmen, photographers and artists at \$690.10 a week. At 75 percent of minimum, the rate is \$517.56; at 80 percent, \$552.08.

A three-percent contract raise takes effect July 1, moving the top minimum to \$710.80. At 75 percent, the rate is \$533.10; at 80 percent, \$568.64.

UPI has gone through several upheavals in the 1980s and now employs about 350 reporters and editors, down from 850 just four years ago.

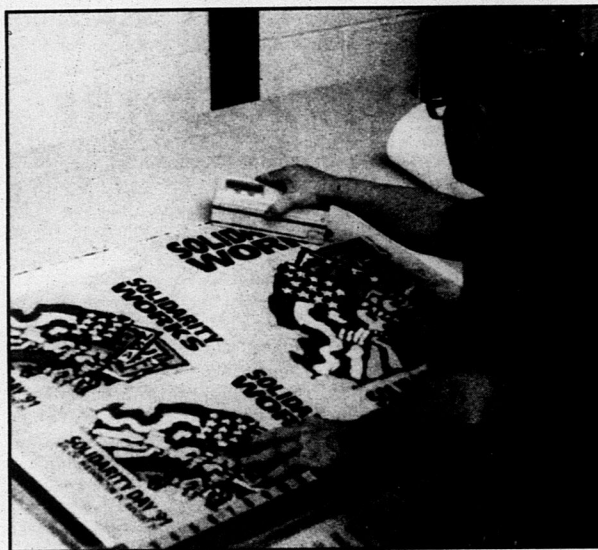
New York-based Infotechnology, UPI's fourth owner in eight years, filed for Chapter 11 bankruptcy court protection in March, about the time it sold its cable television Financial News Network. Infotechnology put UPI on the

block last November, two years after acquiring it.

Pieter VanBennekum, UPI's chief operating officer, told Wire Service Guild leaders in late May he believed a sale was near.

Countdown to Solidarity Day '91 — Aug. 31

Graphic Communications Union member George Holt checks the colors on fresh-off-the-press posters promoting the Saturday before Labor Day (Aug. 31) as Solidarity Day '91. The AFL-CIO and its constituent unions, including TNG, are planning a major demonstration in Washington that day to show "what the labor movement stands for," as the event's director, the AFL-CIO's John Perkins, put it. Copies of the poster can be ordered through state and local AFL-CIO councils, or by calling 1-800-LABOR 91.



In another matter relating to the crisis, UPI agreed to resume issuing bi-weekly severance and buyout payments to individuals it cut off in March because of cash-flow problems.

Management also agreed to reinstate four Guild-represented employees laid off from UPI's Chicago bureau in early May and permit them to exercise their contractual bumping rights.

McClatchy gets message—inside and outside

Sacramento—While dozens of Northern California Guild members and supporters walked an informational picket line outside McClatchy headquarters May 22, Guild leaders took the union's message inside the media chain's annual shareholders' meeting.

Outside, one picket sign said: "Take the sting out of the Bee." Another read: "Negotiate for the good of the Bee."

Inside, the message to McClatchy's directors and stockholders was quite basic: Bargain fair new contracts with the Guild at the chain's four West Coast dailies.

Talks at the papers have been stalled for four to five years. At the Sacramento Bee, the McClatchy flagship, a contract covering 400 reporters, photographers, copy editors, advertising salespersons and others expired in April 1986.

At the Fresno Bee and Modesto

Bee, contracts covering a total of 200 employees expired in March 1986 and April 1987, respectively. At the Tacoma News Tribune, 175 Guild-covered employees have been seeking an initial contract since mid-1986. [See story, Page 5]

A central dispute in all talks has been management's demands for employer-controlled pay systems — so-called "merit-pay" or "pay for performance."

Such raises averaged 3 percent to 5 percent last year, the Guild reported, but some employees received no increase, because of the "merit" bias.

Last September, however, the National Labor Relations Board ordered Sacramento Bee management to bargain with the Guild on the company pay system there.

At the stockholder meeting, Guild leaders asked why merit raises were so low, compared to

the 132-percent raise McClatchy president Erwin Potts received, to \$1.06 million total. And why vice president Robert Byerly was raised by 181 percent, to \$629,660 — in a year when the company's net income dropped by 22 percent.

The figures were reported by the San Francisco Chronicle in a mid-May survey of executive pay at publicly held California companies. Potts and Byerly were the only media bosses who made the Chronicle's "Top 100" list.

Attending the stockholder meeting were Northern California Guild President Bill Wallace; Sacramento Bee Unit Chair Phil Smith; Modesto Bee Unit Chair Rusty Coats; Guild Local Representatives Linda Cearly and Ana Sandoval, who is on maternity leave; and TNG Int'l Representative Eugene Bryant.

Outside, members of the Communications Workers, Bakers,

Laborers, Food & Commercial Workers and other unions joined Guild members in walking the picket line and distributing leaflets.

Other bargaining issues include management's demand for a "peer panel" to replace grievance-arbitration procedures; unilaterally imposed reductions in sick leave and health-care plans; proposals to cut severance pay; and VDT-safety provisions.

Guild and management bargaining teams are continuing to meet at the Sacramento Bee (next session is July 17) and Fresno Bee (next sessions, July 24-25).

There have been no meetings at the Modesto Bee since management broke off talks last year. An NLRB administrative law judge has conducted hearings on the Guild's charge that the company's declaration of "impasse" and implementation of its "final offer" in April 1990 violated labor law.

IEB dismisses two charges brought against N.Y. Guild

New York — The Newspaper Guild's Int'l Executive Board has dismissed charges filed against the New York Guild by a group of 10 employees at the New York Daily News who themselves have been charged with violating TNG's Constitution by crossing picket lines to work for the paper during the 22-week strike that ended in late March.

In total, more than 135 Daily News employees have been charged by members for crossing the picket lines.

Acting after a telephonic meeting held June 3, the IEB dismissed two of the group's charges outright and referred the other two to the New York Guild Trial Board.

Vote by the IEB was 13-0, with absentions by each of the three IEB members who are members of the New York Guild: Int'l Chairperson Peter E. McLaughlin and Vice Presidents Richard E. Brandow and David M. Mulcahy. McLaughlin and Brandow were Daily News strikers.

The referred charges "raise

questions which are best decided, in the first instance," by the local's trial board, "subject to appeal to the IEB" from its decision, the board said. The two charges challenge the timeliness and validity of the local's actions against the picket-line crossers.

One of the charges dismissed outright alleged that the local violated the Guild's constitutional purpose of fostering "friendly co-operation with all other workers" when it did not protect the picket-line crossers against harassment by strikers. "Even if true ... the allegation does not make out a violation" of the constitutional provision, the IEB said, noting it was "based on the thin reed of a single press release."

The other dismissed charge — that the local's processing the charges violates the strike settlement agreement and thus TNG's Constitution — "refutes itself," the IEB said, pointing out that the agreement notes the Guild's obligation to process the charges under TNG's Constitution.



NORTHERN CALIFORNIA GUILD HAS MESSAGE FOR McCLATCHY STOCKHOLDERS
Some 35 union members set informational picket outside annul meeting May 22 in Sacramento.

Northern California Guild

Key top raised \$74 in Rocky Mountain News pact

Denver — Top-minimum pay for reporters, photographers, artists and librarians at the Rocky Mountain News increases by \$74, to \$873 a week, under a new contract made four months early by the Denver Guild and the paper.

The settlement with the Scripps Howard-chain daily came after the two sides failed to reach agreement in talks on a wage reopener for the final year of the old contract, which was to expire this Oct. 18.

Early this spring, Guild members rejected a 2.5 percent reopener offer, and bargaining teams then focused on achieving new wage agreements covering four years.

Tentative accord was reached June 7 after three weeks of intense negotiations, said Bruce Meachum, the local's administrative officer.

Under the new agreement, minimums in all classifications are increased by 3 percent effective June 22, 17 weeks before the previous pact was to expire. In addition, employees receive \$550 lump-sum payments for the 12-month reopener period.

The contract also provides a \$16-a-week increase in all classifications in October 1992 — in effect upgrading lower-paid positions — and a final hike of 4 percent in October 1993.

For the reporter-photographer

classification, the incremental hikes amount to \$24, \$16 and \$34.

Also advancing by \$74 (in the same increments) are wire and makeup editors and heads of copy desks, to \$880 a week; and copy editors, to \$888 a week.

The highest minimum, covering the assistant news and assistant sports editors, increases by \$76 (increments of \$25, \$16 and \$35), to \$903 a week.

Under a major contract improvement, the employer is committed to making "matching contributions" of 50 cents for each \$1 an employee puts into a 401(k) tax-deferred savings plan, up to 6 percent of regular pay.

The contract received unanimous approval by voting members June 19, Meachum said. It covers 700 people in the editorial, business, classified advertising, circulation, maintenance and other departments of the 345,000 morning tabloid.

Also under the agreement, the employer is offering a "cafeteria-style" health insurance program allowing employees to choose from five optional plans.

Single employees for the first time will pay a portion of premiums for 100-percent hospital coverage, but employees will pay far less than previously for family coverage. The agreement extends medical coverage to part-timers

working at least 30 hours a week.

Family leave provisions are improved to provide five days for personal emergencies, maternity leave for part-timers, paternity leave for full-timers, and bereavement leave for the death of a grandparent.

For the first time, the employer agreed to reimburse half the cost of tuition for courses "related to employees' current job assignments or logical avenues of promotion."

After rejecting the company's reopener offer in March, Guild members demonstrated their solidarity with informational picketing, speeches and a rally at the News building, and "balloon days" inside the plant.

"There was a high level of tension," Meachum said. "Relations were strained to the limit, but both parties wanted a complete settlement, so we agreed to try to finish it by the end of June."

He called it a "good agreement" and praised Guild bargaining team members for achieving "a new day in labor relations" with management of the paper.

The committee included: David Krieger, president of the local; John McLaughlin, Rocky Mountain News unit chair; Teresa Seltzer and Rebecca Ben-Sar, of classified advertising; Laurie Faliano,

of circulation; and Meachum.

Other increases, and new weekly top minimums, include:

✓ Telephone classified ad taker — Up by \$45 to \$440 a week, plus commission.

✓ Street circulator — Up by \$54 to \$577.

✓ Junior, intermediate and

senior clerks — Up by \$42, \$44 and \$48, respectively, to \$396, \$437 and \$496 a week.

✓ Maintenance mechanic, machinist, electrician — Up by \$64 to \$737.

✓ Garage mechanic — Up by \$59 to \$652.

DMs win inner-city pay

(Continued from page 1)

Special drivers who previously took orders from downtown operations now will answer directly to Guild district managers. Special drivers deliver papers to make up for shortages and to satisfy complaints by customers. Guild DMs believe the arrangement makes better business sense, increasing the efficiency of operation.

The fourth and final agreement allows DM participation in an experiment in single-sheet advertising. Three DMs will sell one-page preprints to small advertisers with the intent of focused distribution.

If the experiment is successful, the Guild hopes to retain this work, allowing district managers the ability to work full time on this type of advertising. (The Star Tribune's ad-sales persons are not represented by any union.)

The core-pay agreement sets up

a premium pay system of up to \$40 a week for work in hazardous areas.

The premium will be paid in districts where DMs work under difficult and sometimes unsafe circumstances. The Guild and the company agreed to geographic boundaries that would define core areas.

DMs working in those areas will receive premium pay according to the following formula: Districts that are 70 percent or more within a core area will result in a \$40-a-week premium; those 40-69 percent within an area will bring a \$20 premium; those 10-39 percent within an area will mean an extra \$10 a week.

Current top minimum for district managers under the Guild-Star Tribune contract is \$742.50 a week, for DMs with more than five years' experience.

Members in Tacoma take to the road in quest for initial pact

Tacoma, Wash. — Little daunted by a petition seeking to decertify their union at the Tacoma Morning News Tribune, members of the Pacific Northwest Guild from that daily again took their five-year quest for a new contract to the public at the annual Sound-to-Narrows race June 8.

Joined there by members of the Guild units at the Seattle Times and Post-Intelligencer and by members of two Teamsters locals, they passed out several thousand helium-filled balloons, leaflets and subscription-cancellation cards during the 12-kilometer run sponsored by the Tacoma daily.

Some members and supporters ran in the race itself, wearing new Guild T-shirts proclaiming: "Fight for my union? Damn right I will!" Others, in the race and in the crowd of spectators, wore an earlier Guild T-shirt declaring that the McClatchy-chain daily "runs because we do!"

The balloons that Guild and Teamsters members gave to children in the crowd echoed the earlier T-shirt's message.

The bright yellow balloons were visible floating above the crowds awaiting the runners all along the race course.

It was the third consecutive year

that the Guild and other unions at the News Tribune took their contract quests to the public at the Sound-to-Narrows race.

"The crowd was amazingly receptive," said Jon Rabine, secretary-treasurer of Teamsters Local 793. "Most people were pleased to support the unions' fight and sign the boycott cards."

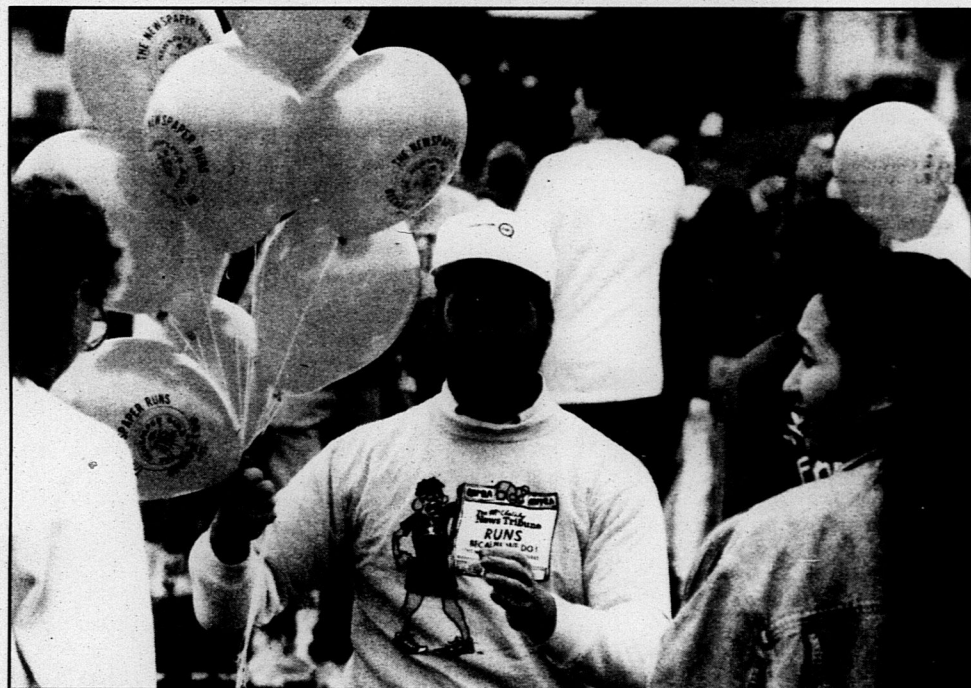
The boycott campaign, launched by the Guild late in February with the backing of the Pierce County Labor Council, asks subscribers to give the Guild their proxy to cancel the paper until the union gets an acceptable contract.

"With the tens of thousands of union members in the paper's distribution area, the boycott's potential is unlimited," said Art Joyner, the Guild's administrative officer. "We intended to win the decert election and then win a contract." The daily circulates just under 118,000 copies daily and 135,000 Sundays.

The National Labor Relations Board's regional office has scheduled hearings on the decertification petition for June 24-25, Joyner said. The petition was filed May 16.

The company is seeking to exempt a total of 18 employees from the voting process and from further Guild coverage. Included are the paper's editorial writers. The Guild sees seven supervisors and confidential employees as being legitimately exempt, Joyner said.

The 185 employees represented by the Guild — in the news, advertising and circulation departments — have been working without a contract since August 1986 when the Morning News Tribune was purchased by McClatchy, which



UNIONS' MESSAGE AT 12-KILOMETER RUN: TACOMA DAILY RUNS 'BECAUSE WE DO'
Distributing Guild balloons, above, is News Tribune unit member Dean Koepfler; fighting for his union — and breath — below, is Angelo Bruscas, of Seattle Post-Intelligencer unit.

refused to recognize existing union agreements.

The Guild pointed out in its leaflets to the crowds at the Sound-to-Narrows run that management last December froze the wages of all Guild-covered employees after Guild members refused the company's "take-it-or-leave-it" contract demands.

Even after the Guild declared impasse in the talks — to permit management to act without the union's assent — the company still refuses to unfreeze the wages or institute other new benefits it has provided for nonunion employees.

In addition, the leaflet said, the company in May refused an offer by the Associated Ministries of Tacoma/Pierce County to provide an internationally known conflict resolution expert to try to help resolve the contract dispute.



Western District Council, fall meeting, Oct. 26-27, Great Falls, Mont.
59th Annual Convention, June 29-July 3, 1992, Congress Hotel, Chicago.
1st Biennial Convention, July 19-23, 1993, Honolulu.

'REAL' BOYCOTT

Residents canceling in Dayton

(Continued from Page 1)
their subscriptions to the paper until the company agrees to an equitable Guild contract.

For several months, the Guild and the area labor movement had been asking people to sign cards pledging to boycott the Dayton Daily News, which sells some 183,000 papers daily and 232,000 on Sundays. Unions represent 100,000 employees of area firms.

The time for pledging was over. Now it is time for an active boycott, Rob Modic, Dayton Guild president, and Wesley Wells, the labor council's executive director, said May 22 as dozens of members of the Guild and other area unions picketed.

The announcement was made just days after the Guild membership had voted its unanimous support for launching the boycott.

It also came hard on the heels of the Guild's filing unfair labor practice charges with the National Labor Relations Board accusing the Dayton Daily News of withholding information it is required to provide the union, failing to bargain in good faith and engaging in surface bargaining.

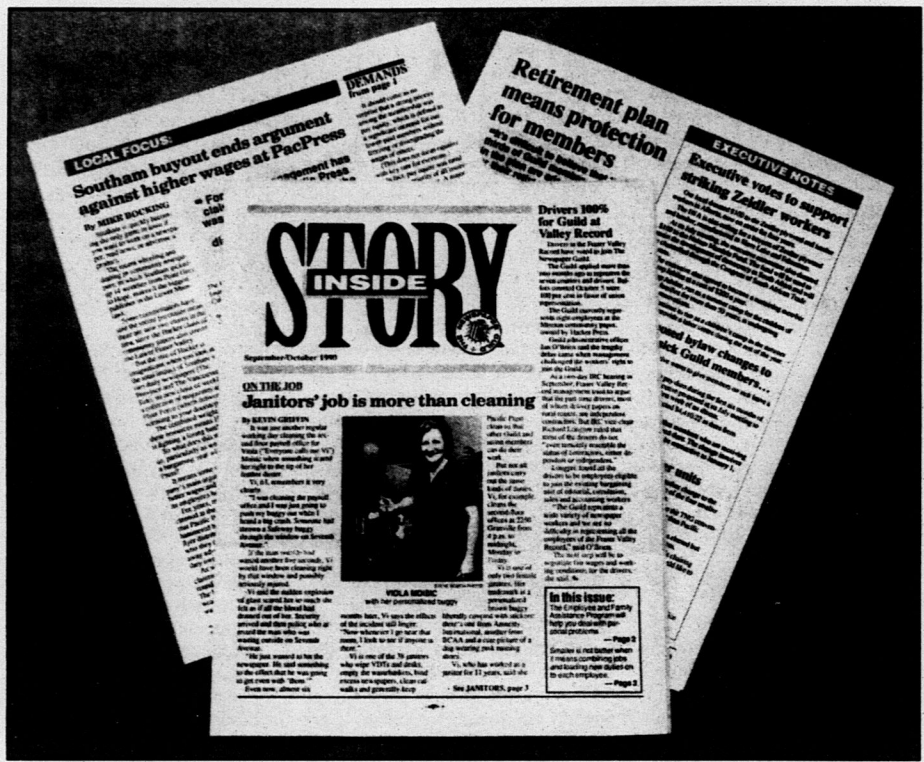
"Our people just feel this is the right thing to do," Modic said of the boycott. "They are determined not to let the company run over them" either by agreeing to its retrogressive contract demands or by abandoning their union.

Modic called the boycott "a painful step," explaining that Guild members "are dedicated to digging out the news and events of this community and state to pass along" to the public.

"But now we are asking you to

Vancouver local's union newsletter is best in all of Canada

The Vancouver-New Westminster Guild's newsletter, "Inside Story," has won the two top prizes for local-union publications in the 1990 Canadian Assn. of Labour Media journalism awards competition: (1) best overall, and (2) excellence in layout and design. The judges called it a publication with "an attractive design and lots of great stories," citing particularly industry analyses and membership profiles that imparted the union's value in an admirably restrained way. Responsibility for the six-times-a-year publication is shared principally by Gary Engler, Craig Ferry, Kevin Griffin, Mike Rand, Bob Sarti, President Mike Bocking and Jan O'Brien, administrative officer, with help from Carolyn Jerome and Karen Merriam.



cancel your subscriptions. Don't buy the Dayton Daily News. Boycott the paper we produce until the owners abandon their attempts to strip us of such basic rights as the right to challenge an unfair dismissal. Help us preserve work lives with dignity," he said.

"We newsroom workers at the Dayton Daily News are neither reckless nor disruptive. We have never had a work stoppage or slowdown in our newsroom, nor will we have one now. But we will persist, with patience and firmness, in urging the public to boycott the Dayton Daily News until it agrees to preserve fair play in a new contract."

The company's contract demands include the right to discharge any employee without writ-

ten notice or warning and without the possibility of recourse to arbitration.

It also is demanding that part-timers' pay be capped at \$5 an hour, and it wants no restrictions on the number of hours a part-timer can be required to work, up to and including 40 per week.

Guild and company bargainers met June 12 for the first time since the active boycott began. Some progress was made, Modic reported. They met again June 18, but there was absolutely no progress. The company arrived 45 minutes late and seemed to not be prepared. More meetings were scheduled for June 20 and into July.

The Guild was to deliver several hundred more signed cancellation

cards to the company June 19. It had been delivering at least 100 most days since May 22.

Meantime, three boycott committees were stepping up their activity.

One is writing, producing and placing radio ads.

Another is distributing boycott leaflets in shopping areas and at several large industrial plants in the area.

The third is raising funds to help support the activities of the other two. It reported the following initial contributions from a mailing by the Dayton Guild to Guild locals and leaders elsewhere:

Akron Guild	\$200
Cincinnati Guild	200
Cleveland Guild	50
Detroit Guild	100

Hawaii Guild	100
Madison Guild	100
Youngstown Guild	300
TNG VP Luther Jackson	40

The leafletting committee's activity outside a large General Motors plant on one of the boycott's first mornings was given heavy news coverage by one television station, Modic reported.

The Roman Catholic archbishop of Cincinnati, Daniel Pilarczyk, has assigned a social action director to investigate the Guild-Daily News dispute. Since the company has refused to permit him access to the bargaining table as a neutral third party, the Guild has offered to make him a member of its bargaining committee, Modic said.

The Dayton Guild represents 120 full-time and 60 part-time newsroom employees. They have worked without a contractual raise for nearly 3-1/2 years.

Full-time newsroom employees voted to affiliate their union with TNG on Sept. 12, 1986. After the company challenged the vote in the courts, it agreed with the Guild to end the litigation with a new election, supervised by the NLRB.

The Guild won again, on May 18, 1989, by a wide margin.

St. Louis retirees prevail in Medicare dispute

St. Louis — Under terms of its contract with the St. Louis Guild, the St. Louis Post-Dispatch must continue paying the full cost of supplemental Medicare insurance for its Guild-covered retirees over age 65, an arbitrator has ruled. There are 370 such retirees.

Beginning in January 1990, management of the Pulitzer-chain daily sought to cap at the 1988 rate of \$24.80 a month its payment for Medicare Part B coverage, which includes out-patient services such as visits to doctors, X-rays and laboratory work.

The U.S. government sets the monthly premium for Part B coverage each year, which now stands at \$29.90 a month, up from \$28.60 last year.

Individuals over 65 who receive Social Security retirement benefits are entitled, without payment, to Medicare Part A coverage, which pays for hospitalization and major medical expenses.

Had the company prevailed in its attempt to cap Part B reimbursement at \$24.80, the combined cost to the St. Louis retirees last year would have been about \$17,000, or \$46 per person. This year's cost would be \$23,000, or \$62 per retiree.

The Guild filed its grievance in December 1989 after receiving a complaint from a retiree on the premium cap.

In upholding the grievance, arbitrator Arthur Malinowski found the Post-Dispatch violated the collective agreement when it "unilaterally discontinued" full reimbursement.

The contract says that "when an employee retires ... the publisher shall continue to pay the full premiums for the employee's coverage, only, for the remainder of the retired employee's life."

It also says that "when an employee reaches age 65" the employer will reimburse retirees "for the cost of Medicare coverage."

Malinowski ordered the company to "make all of the affected retirees whole" for any premiums they were required to pay, and to "continue to reimburse the retirees for the full cost" of Part B coverage, including all future increases.

He noted that since July 1966 the established practice of the employer had been to pay the full premiums.

Malinowski rejected the company's assertions that the dispute was not arbitrable because retirees are not employees; the grievance was not timely because it was filed 10 months after the premium cap was "announced"; and the Post-Dispatch was not obligated to continue full payment because in 1966 it had unilaterally started paying the premiums and "it cannot now

be viewed as an ongoing commitment."

In his findings, the arbitrator held that: the Guild indeed could pursue the grievance because the dispute rose from provisions of the contract covering retirees; the grievance was timely because it

was filed before the "occurrence of the event," i.e., imposition of the cap; and that the obligation to make full payment continued because "the record established" that payment of the premiums "was understood by the parties to be a benefit."



Translator leader hails TNG organizing support

WASHINGTON, D.C.

Editor:

The Organizing Committee of Local T-100, The Translators' Guild, wishes to go on record with gratitude for TNG's initiative, foresight and generosity. You have helped us open a promising new chapter in the history of translation, the Guild and the labor movement.

We want to acknowledge publicly TNG's dedication to our cause and its vigorous support. TNG has responded to our non-traditional situation by helping us devise and implement creative organizing strategies. With the Guild's assistance and encourage-

ment, we now are successfully organizing a neglected and beleaguered segment of the workforce that was rumored to be unorganizable. Our numbers are increasing steadily, and some of the most accomplished translators in the United States have come forward, asking to join. Our very existence is a sign that TNG is indeed keeping pace with the times.

As a very new local, we cannot thank the convention in Montreal in person, but we could not let the

Deadline for letters is the Friday before publication. (Next deadline: July 5.) Letters relating to elections or referendum to appear in the issue immediately preceding distribution of ballots and subsequent issues preceding the official voting period shall contain no new charges.

Guild's compassion, courage and commitment go unacknowledged.

We pledge ourselves to support our brothers and sisters, and to make a substantial contribution to the growth of a strong, vigorous Newspaper Guild.

Heartfelt thanks and best wishes to the convention from our Organizing Committee.

TOM MALIONEK
President (provisional)
Translators' Guild

Total ban on jeans 'unreasonable' rule, B.C. arbitrator says

Victoria, B.C. — Holding that management may not arbitrarily impose a dress code on Guild-covered employees at the Times-Colonist, an arbitrator has found that such rules must be "reasonable" and attire should be "appropriate" for the job.

In so doing, arbitrator Peter W. Klassen struck down a universal ban against the wearing of blue jeans by employees in the paper's front office.

For reporters and circulation department employees, blue jeans are "appropriate" attire, the arbitrator said, and the rule against them was "unreasonable and therefore unenforceable."

In his decision, issued April 22, Klassen also ordered management to withdraw letters of reprimand to three members of the Victoria/Vancouver Island Guild who had been disciplined for alleged violations of the rule before its validity was determined by the grievance procedure, a breach of the contract's "status quo" clause.

Joe Ravick, president of the local, praised the decision as "a very important ruling" not only because it allows employees to wear appropriate clothing but also because it upheld the Guild on two other important issues.

"It's very significant" the arbitrator found that the contract's management rights clause, under which the dress rule was imposed, must be applied "in a reasonable fashion," Ravick said.

"And in throwing out the reprimands, the employer had to adhere to the status-quo provision of the contract," Ravick added. "It's two big wins for the local."

The local represents 180 employees in the Times-Colonist's editorial, circulation, advertising, business and maintenance departments.

The Guild's grievance stemmed from a management memo of May 5, 1989, which said: "Staff members who come into contact with the public ... or who regularly work in areas of the office open to

the general public are expected to dress appropriately. Blue jeans, short shorts and track pants are not appropriate."

There was little disagreement about the ban on short shorts and track pants, but "the battle lines were drawn" on the blue jeans issue, Klassen noted.

The reason for the directive, management testified during three days of hearing last year, was the

CLUW honors Gildersleeve, others on VDT ordinance

Northern California Guild Administrative Officer Larkie Gildersleeve, seated left, and four others pose after receiving East Bay Coalition of Labor Union Women award for "Women Who Have Made a Difference." The five were honored for their leadership in persuading San Francisco's city council and mayor to pass and sign measure mandating standards for VDT workplaces [Guild Reporter, Jan. 4]. Other honorees are, standing, from left: Joan Moore, Communications Workers Local 9410; Laura Stock, Teachers Local 1474; Alicia Ribeiro, Technical Engineers Local 103; seated: Barbara Kellogg, Service Employees Local 790.



DOUG CUTHBERTSON/Northern California Guild

DATELINE: OTTAWA

Year after Oka standoff, native politics gets press

By Hugh Winsor, Southern Ontario Guild



WHETHER IT WAS prompted by the armed standoff between Mohawk warriors and the Canadian army last summer near Montreal, or by the role aboriginal concerns have played in Canada's constitutional impasse, the media attention and hoopla associated with the recent election of a new national chief of Canada's status Indians was a dramatic illustration of how native politics has moved mainstream.

All of the Canadian television networks and major newspapers descended on the Assembly of First Nations convention in Winnipeg in mid-June to give it the kind of treatment that in the past has only been accorded to Canada's three major political parties.

Some of the networks carried live reports on the balloting from the convention floor, there were profiles of the candidates and extensive analyses of the third ballot victory of Ovide Mercredi, a Cree from northern Manitoba who was born on a trapline and went on to become a lawyer.

EVEN MORE revealing was the description of Mr. Mercredi as the "11th premier of Canada," a suggestion that the new grand chief will become just as important a player in national politics as the heads of Canada's 10 provincial governments. In the current state of Canadian disunity, that represents a huge elevation of the media consciousness of and appetite for native issues.

The new attention may be a mixed blessing for the more than 500 chiefs from Indian bands across the country. While it got them on national television, it also meant more mainstream scrutiny than they previously had been ac-

customed to receive.

That meant extensive reporting of the divisions within the native movements, criticism of the eventual winner, Mr. Mercredi, as a "suit-and-tie Indian" because he lives in Ottawa and not on a reserve, and suggestions that the original front-runner, Phil Fontaine, seemed to be very close to the Liberal Party of Canada.

Given the current state of native militancy, the appearance that a potential grand chief was close to any of the old mainline political parties was enough to damage his credibility.

THE EXTENSIVE presence of the media also allowed Mr. Mercredi to put the country on notice to expect more of the kind of confrontation that led to the death of a Quebec Provincial Police officer and the eventual mobilization of the army last summer at Oka, north of Montreal, unless grievances and demands for self-government are taken more seriously.

The incident last summer began as a dispute over a land claim. Armed Mohawk warriors occupied an area where a local municipal government was attempting to expand a golf course.

The shooting began when Quebec police tried to remove them and the whole situation escalated dramatically when other Mohawks blocked a bridge over the St. Lawrence River whose approach ramps were on reserve land. One of the major approaches to Montreal was blocked for 11 weeks, a move which prompted an angry backlash among the non-native population.

Mr. Mercredi was one of the principal advisors last year to

the Manitoba Legislature, who blocked the ratification of an amendment to the Canadian Constitution because there was a perception among native politicians that it would detract from aboriginal rights.

While he disavows violence, Mr. Mercredi does support a Ghandi-type civil disobedience which has the potential to create major disruptions. Both of the transcontinental Canadian railways, the Trans-Canada Highway, microwave networks and other communications facilities pass through many of the more than 2,000 native reserves in Canada and could become targets.

Not only do native politicians feel they have been ignored in the past by mainstream politicians, they also are negotiating settlements of native land claims that could total billions of dollars, based on the precedents already established.

THE OKA confrontation also created a crisis for members of the media covering it. Several officials accused journalists who stayed on the Mohawk side of the barricades of becoming victims of the "Stockholm syndrome," i.e. becoming too close to the people they were covering.

The Canadian army got court orders to cut off the journalists' cellular telephones in an attempt to block their stories. French-speaking journalists, responding to anger in Montreal, also accused their English-speaking colleagues of being too soft on the Mohawks.

For the Canadian media, however, the Winnipeg convention showed that when it comes to news value, native politics has already arrived.

newspaper's desire to project itself as a "conservative business" to attract advertising dollars.

In its grievance, the Guild argued that blue jeans are appropriate attire for some office workers, that employees had for many years been permitted to wear them in certain departments, and that the directive was unenforceable.

Witnesses for the Guild testified, among other things, that employees were careful to dress appropriately when the occasion demanded, and that the new rule was inconsistent in permitting "black, green and purple jeans" and denim skirts.

In addition, the Guild contended that "societal norms" had changed, that jeans are a universally accepted form of dress, and that they are worn by reporters and office workers at other papers.

In cross-examination, management conceded it had received no complaint from the public regarding the dress of employees and that there was no evidence the Times-Colonist was losing business because workers wore jeans.

Klassen, however, found that the dress rule was "not in conflict

with any provision of the collective agreement," including the management rights clause.

The rule against short shorts is "valid and enforceable" among all front office employees, Klassen ruled. The prohibition against blue jeans and track pants is "enforceable" among all but reporters and circulation workers, he found.

In so doing, he upheld the company's assertion that those types of clothes "created an atmosphere of informality, and did not conform with the image the employer wanted to project."

Since employees "transmit the employer's image," they therefore "must be dressed appropriately," Klassen concluded.

Ravick reported that Times-Colonist circulation employees, photographers and reporters going "on certain outdoor assignments" are now wearing jeans but that office employees are not.

One of the ironies of the case, Ravick said, is that the manager who issued the directive once worked in the newsroom where his customary dress was "blue jeans and open-toed sandals."

Group claims N.Y. police stymied protest coverage

NEW YORK—New York police interfered with news coverage of demonstrations against the June 10 military parade celebrating the Persian Gulf war victory, the watchdog group Fairness & Accuracy in Reporting (FAIR) has charged.

"Numerous journalists reported obstruction of attempts to cover protesters" at the Operation Welcome Home parade featuring military hardware and 24,000 troops marching up Broadway, FAIR alleged in a statement June 14.

In a sidebar on news coverage of the parade, the New York Times reported that "wherever protesters appeared, the police kept cameras at a distance."

WNBC-TV reporter John Miller was harassed by police, then arrested and cited for disorderly conduct while trying to cover attacks on protesters by crowd members, Newsday reported.

"Other journalists reported similar treatment by police," FAIR alleged. The statement said police covered photographers' lenses and declared areas where protesters were active to be "frozen zones," off limits to the press.

FAIR called on New York

Mayor David Dinkins to conduct "a full examination" of practices that "prevented citizens from getting full and accurate coverage" of the Welcome Home events.

In a related matter, seven Newsday reporters pulled their bylines from special parade sections because the paper helped sponsor the victory celebration with at least a \$25,000 donation, the Washington Post reported.

And Village Voice columnist James Ledbetter called Newsday's hawking of its own "Victory!" T-shirt in house ads "the most painful media sellout."

The New York Post and the New York Daily News also contributed at least \$25,000 each to the parade, and the New York Times donated at least \$50,000 in proceeds from an "advertorial" section on the war to the Living Memorial Fund, a charity that serves military families.

"Not ones to miss a chance to hype jingoism — and turn a buck while they're at it — the papers have fallen in line with the new militarism, leaving any sense of journalistic integrity standing behind at parade rest," Ledbetter said in his June 11 column.

Appeal set on pact for RSI protection at San Diego dailies

San Diego — The San Diego Guild has petitioned the state's work-place safety appeals board to reconsider its dismissal of Guild objections to the adequacy of an agreement between the state and the San Diego Union and Tribune on steps to protect Guild-covered employees from repetitive strain injury (RSI).

The agreement contains at least two major flaws, the Guild pointed out: 1) it calls for VDT keyboard support surfaces that are adjustable in height only over a three-inch range, and 2) it does not provide for readily adjustable chairs unless two or more VDT users regularly share the same workstation.

The agreement emerged from talks involving the state safety agency (Cal-OSHA), company representatives and the Guild after the company objected to provisions of a "special order" issued to it by Cal-OSHA last July after agency inspections of the Union-Tribune plant at the Guild's request.

The Guild detailed dozens of RSI cases in the papers' editorial and circulation departments in its complaint seeking the inspections.

The agreement replaces Cal-OSHA's order with a voluntary "Union Tribune Safety Program" which, like the order, covers both VDTs and the operations of the papers' tear-sheet room.

Like the order, the agreement calls for VDT workstations "designed to prevent injury or illness" and sets forth several "minimum ... features," including:

Knee space with specified minimum depths and heights; rounded and/or padded edges on keyboard support surfaces; adjustable screens, placed or outfitted to reduce glare; and work surfaces sufficiently large for VDT equipment and other items, such as hard copy.

Also a written description of a

VDT user-safety training program; five-minute breaks for each hour of "continuous typing" on a VDT; and a committee to address employee concerns on ergonomics and prevention of RSI, with Guild representatives to be on the committee.

For employees in the tear-sheet room, there is to be proper cutting equipment, adjustable chairs with backs and training in recognizing and preventing RSI.

However, on chairs for VDT users the agreement says that "chair height will be adjustable without the use of tools" only when "two or more VDT users share the same VDT workstation every other day on a regular, ongoing basis."

The Guild called that provision "unacceptable," pointing out that "even if a chair is only used by one user it should be adjustable to accommodate that particular user." The union cited statements and standards from national authorities, and a stipulation between Cal-OSHA and the Sacramento, Modesto and Fresno Bee newspapers calling for adjustable chair seats and backs.

The Guild also cited several authorities advocating keyboard support surfaces that are adjustable by at least five inches, and asserted that the 26-29 inch range in the agreement is a range that starts "far too high for short users."

In response to the Guild's objec-

'Guests' bolster informational line at Canadian Press



LOCAL NEWS/Canadian Wire Service Guild

Canadian Wire Service Guild (CWSG) members are joined on informational picket line at the Canadian Press/Broadcast News (CP/BN) bureau in Vancouver by delegates to Public Service Alliance of Canada (PSAC) convention, and by at least one reporter covering the PSAC-union convention. Walking with CWSG's Mike Bernard, foreground left, is Ginny Galt, a former CP reporter now with the

Globe and Mail. Guild contract with CP/BN expired the end of last year. Guild leaders said there is little in news agency's proposal except wage increases of 4.5 percent in each of two years. Current newperson top minimum is \$918.94 a week. CP/BN is running a surplus and can do better, Guild said. Agency has withdrawn a raft of concession demands. Next talks were scheduled for June 20-21.

tions to the agreement, the company told the appeals board that adjustable chairs and footrests have been provided upon request since before the Cal-OSHA inspection and that the keyboard surface problems can be adequately

handled by a combination of footrests and height adjustments.

It accused the Guild of raising the chair adjustability issue late in the talks, after consultation with TNG. Cal-OSHA's order didn't mention adjustable chairs, the company said, "because such chairs were in place before the investigation."

The company called the Guild's objections "untimely, counter-productive and extraneous" to the agreement.

In dismissing the Guild's objections to the agreement on May 6, the appeals board said that Cal-OSHA "did not abuse its discretion by entering into the settlement [with the Union-Tribune] over the Guild's objection."

Pay partially restored as N.Y. Post rebounds

New York—Guild-covered employees at the New York Post have approved an agreement with publisher Peter Kalikow that restores roughly half the wage cutback they accepted last September to keep the then-financially straitened tabloid alive.

At the time, the New York Guild and eight other unions gave Kalikow some \$23 million in concessions — \$8 million by the Guild alone.

About 70 Guild-covered employees accepted buyouts to quit their jobs and the remaining 300 accepted 20 percent cuts in their wages and hours, leaving them with a 7-hour day and a 4-day work week.

Kalikow said the Post's circulation and advertising had rebounded during the five-month New York Daily News strike, enabling him to offer a partial restoration of the cutbacks. The publisher predicted the paper would show a profit of about \$14 million this year, its first in decades.

Under the Guild's new agreement with Kalikow, employees will work 2 hours and 20 minutes more a week, for which they will be paid at the overtime rate, the equivalent of 3.5 hours of extra pay.

The current weekly top-minimum wage for a variety of key jobs, including reporters and photographers, and outside display salespersons is \$683 a week. The overtime will boost that by about \$85, to \$768 at the key level.

Top minimum for a variety of assistant editors and department heads is \$711.12 a week. With an additional \$89 in overtime, they will be earning slightly over \$800.

For clerks, bookkeepers, inside classified solicitors and secretaries, the top minimum is \$450.04 a week. They will pick up \$56 plus in overtime.

Most employees will continue in a 4-day week, with the work day increasing to 7 hours, 35 minutes.

Guild members approved the settlement by 109-31 during a meeting June 11.

Negotiations also are scheduled this summer on renewal of the Guild contract, which expired March 31 although terms and conditions remain in effect.

The union will seek restoration of the fifth day of work, as well as wage increases and improvements in benefits, New York Guild president Barry Lipton said.

In the emergency talks last September, the other unions accepted mostly job cuts, and they will be seeking restoration of some of those when bargaining resumes on their contracts, said George E. McDonald, president of the Allied Printing Trades Council.

Kalikow bought the Post from Rupert Murdoch in 1988 and told the unions last fall he had lost \$80 million in the first two years, and expected to lose \$27 million in 1990 unless the unions agreed to major concessions.

The Guild Reporter



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