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Silver Spring, Md.

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Philadelphia team wins 2nd Broun Award

Series probes dream gone wrong in U.S.

Silver Spring, Md. — Donald L. Barlett and James B. Steele of the Philadelphia Inquirer have won TNG's 1991 Heywood Broun Award for their nine-part series, "America: What went wrong?" documenting why the American dream has become a nightmare for so many citizens.

It is the second Broun Award for Barlett and Steele, both members of the Philadelphia Guild since joining the Inquirer's staff in 1970.

The selection of the pair's work by a panel of four independent judges from among 156 entries nominated for the award was announced Jan. 28 from TNG's international headquarters here.

The judges also awarded six honorable mentions.

The award — \$2,000 and a citation — will be presented to Barlett and Steele during the spring meeting of TNG's Int'l Executive Board the last week in April. Citations will go to the honorable mentions.

TNG has been making the Broun Award annually for 51 years for work in the spirit of the union's founding president. That spirit, marked by an abiding concern for the underdog and the under-privileged, was manifest in Broun's newspaper columns, published in the 1920s and 1930s.

Barlett and Steele's series — the product of two years' research — was a "clear-cut winner," the judges said, adding:

"The scope of their reporting, their lucid yet powerful and dramatic presentation, the distillation of complex data and economic concepts for the general reader" make it "a standard against which journalism will be judged."

"Barlett and Steele demonstrate convincingly how government policy and manipulators on Wall Street combine to grind the average American under their heels. The result: A tiny minority grows richer and more powerful and the rest of us are left to wonder: 'America, what went wrong?'"

"This is journalism in the finest tradition of Heywood Broun, capturing and reflecting his values, his spirit, his determination to expose, then eradicate malfeasance and injustice," the judges concluded.

Pointing to a statement by the Inquirer that nothing it ever has published has had the reader impact of the series, the judges said that "when you read it, you will understand why." [Series introduction reprinted, Page 4.]

The series was published Oct. 20-28, filling a total of 31 pages. The Knight-Ridder chain's Inquirer has distributed more than

(Continued from Page 4)



J. KYLE KEENER/Philadelphia Inquirer/Philadelphia Guild

BROUN WINNERS JAMES B. STEELE AND DONALD L. BARLETT IN INQUIRER OFFICE
The pair said they "are deeply gratified and honored" to again receive the Broun Award.

St. Paul key rate to hit \$914 as talks yield early renewal

St. Paul—Two months before their current contract expires, Twin Cities Guild members at the Pioneer Press have approved a contract renewal with the Knight-Ridder daily that will raise top-minimum pay for key news jobs by \$57 a week, to \$914 for day work and to \$978.28 for night work.

Under the new 42-month agreement, pay raises range from 6.7% at the key level to 11.5% in lower-paid classifications.

In a major improvement, circulation district supervisors for the first time will receive night-differential pay, something the Guild has been seeking since the 1970s. So will street circulators, district assistants and junior computer operators, meaning all night workers now earn the premium.

Other improvements include company-paid disability insurance, quicker access to medical insurance for part-timers, and an extra \$4 a week per employee in the pension plan.

The contract also includes a substantial change in medical insurance options, under a new system that will include an indemnity plan, a preferred-provider network and a health maintenance organi-

zation (HMO) — all to be offered by one insurer instead of three.

The contract is effective from this April 1 through Oct. 1, 1995. General pay raises are effective on July 1, on Aug. 1, 1993, and on Sept. 1, 1994. The first-time night differential payments (\$60.90 a week for district supervisors) are effective May 1.

Top minimum for experienced reporters, copy editors, photographers, rewrite persons, promotion writers and artists increases by \$19 each year, with the first increase boosting the day rate to \$876 a week, the night rate to \$940.28.

Top-minimum hikes of \$19 each year also go to district supervisors, (Continued on Page 6)

Guelph, Cambridge strikers visit 'Thomson Tower'



JOE GRAFFAGNINO/Southern Ontario Guild

Southern Ontario Guild strikers from the Guelph Mercury and Cambridge Reporter move their picket lines to Thomson chain headquarters in downtown Toronto Jan. 10 as they await conclusion of hearing that could result in arbitrated settlement of dispute over the Cambridge group's first contract. Banner reads: "Ken Thomson/Canada's richest man/won't bargain in good faith." Local leaders, meantime, allege continued police harassment of pickets at dailies' premises. (Story, Page 8.)

Reporter top up \$150 in Reuters settlement

New York—The top minimum-pay rate for reporters and photographers is increased by \$150.59, to \$991.34 a week, under a new New York Guild contract with the Reuters news and information service's U.S. operations.

An immediate across-the-board raise of 8.5% is retroactive to April 1 and increases the reporter top-minimum by \$71.46, to \$912.21 a week from that date.

That increase and the contract's second — 5% this July 1 — go to all employees covered by the contract, including those paid more than the minimum rates. A third increase, 3.5%, is effective July 1, 1993, eight months before the contract's end.

Members of the 500-employee unit ratified the new agreement in voting conducted Jan. 27-30 at a series of meetings in six cities

across the continent.

The pact, reached Jan. 17, runs through Feb. 28, 1994. It replaces a contract that expired the same date in 1990. The latter's terms and conditions had remained in effect since then under a so-called "evergreen clause."

Talks leading to the new contract had been prolonged by management's insistence on several severe weakenings in key areas of the contract.

The July 1 increase will add \$45.61 to the top minimum for reporters and photographers, taking it to \$957.82 a week. The final increase in that rate will be \$33.52.

The minimum rate for beginning reporters and photographers increases by a total of \$121.93, to \$802.68 a week, in increments of \$57.86 (to \$738.61), retroactive to (Continued on Page 6)

Guild prevails in Buffalo dispute on health payments

Buffalo—Under its contract with the Buffalo Guild, the Buffalo News must pay its fair share of a 1991 increase in premiums for employees' health insurance, rather than saddling workers with the entire increase, an arbitrator has ruled.

Some 175 Guild members, outraged at management's refusal to abide by the contract, formed informational picket lines around the building in December 1990 in protest of the company's action.

Under a contract concluded in September 1990, the News agreed to pay 80% of insurance increases each year, with the other 20% coming from a pool established by the contract.

The pool was created as part of a cost-cutting mechanism under which the union accepted a redesigned health plan that saves the company 20% on premiums.

The redrawn plan contains slightly reduced benefits for 375 Guild-covered employees, includ-

ing higher deductibles and increased co-payments for prescription drugs.

To fund the pool, the company agreed to deposit \$600 for each employee with family coverage and \$300 for each with single coverage. When created Jan. 1, 1991, the pool totaled \$174,900, with the company holding the money and agreeing to pay interest.

For reasons it never explained, however, the News refused to pay its 80% share of the 1991 increase and withdrew pool funds for the full increase. (Management, however, said it would pay 80% of any increases in 1992 and 1993.)

The Guild grieved the action, alleging it was a violation of "clear and unambiguous" contract language. Guild leaders calculated that full payment of the 1991 increase — \$45 a month for family insurance and \$25 for single coverage — would bankrupt the pool within 18 months.

In upholding the Guild's position, arbitrator Herbert L. Marx, Jr., ordered the News to uphold its part of the bargain and pay the agreed-upon 80% of the 1991 increase.

In the Dec. 16 decision, Marx also directed the News to restore to the pool all funds it had removed in excess of 20% of the increase, plus interest at the Federal Reserve discount rate. He further ordered the company to withdraw "no more than 20%" of future premium increases from the pool.

"It's a wonderful victory," local representative Marian Needham said of Marx's ruling. "It was very clear what we had bargained, so the members just couldn't believe

what management was doing. But, yes, they were doing it."

Needham said the company "wasn't just double dipping. This was an attempt at five-fold dipping."

Bob McCarthy, who was local president when the contract was signed, said the ruling "really raised morale" among members. "It stopped (the company from doing) something that wasn't right, and that's why we feel so very good about it."

In reaching his decision, Marx found the New had achieved precisely what it had sought in bargaining on health-care costs.

"The initial downsizing and rearrangement (of benefits) ...

achieved an immediate 20% reduction in cost — equivalent to what would have resulted if the health plan had been left undisturbed and there had been a 20% contribution by employees," Marx wrote.

Under the ruling, it appears that pool funds will cover insurance increases through 1993, as intended by members when they agreed to the contract, Needham said. If a balance remains after 1993, the Guild retains authority on how to disperse it.

After the ruling, the company announced it was seeking "outside council" to see if there is basis for an appeal, Needham said, adding, "We feel there is none whatsoever."

Computer firms face 18 lawsuits on RSI

New York — Civil damages suits against computer companies by users disabled by repetitive strain injuries (RSI), including news and clerical employees of newspapers, continued to increase in number during 1991, according to a report by VDT News, a newsletter published here.

At least 18 such suits were pending at year's end, 10 of them filed during 1991, the newsletter reported in its January-February issue. None of the suits has yet come to trial.

Half the 1991 suits listed were by news industry employees, and three of the five involved employees of firms where workers are represented by locals of the Guild.

The most recent was filed in October by four employees of the Reuters news service office in Manhattan. One of the four is Bernice Napach, a desk editor, who was stricken with tendinitis in August 1989 and who helped lead a forum on RSI problems at TNG's

1990 Convention in New York.

The Reuters employees' suit seeks \$40 million in compensatory and punitive damages from System Integrators, Inc., asserting that, among other things, SII "knew or should have known ... repetitive use of its computer system would expose plaintiffs to a risk of developing" RSI.

Their suit also alleges that SII "failed to take reasonable precautions or otherwise warn plaintiffs adequately of the risks, dangers and harm to which [they] would be exposed" by using SII's systems.

Two of the other 1991 suits by newspaper employees also are against SII. One is by a reporter at the Fresno Bee and the other by a reporter at the Santa Rosa Press Democrat.

The three suits are the first such against SII, VDT News reported.

The two other news industry employees' suits filed in 1991, by employees of Newsday, the Amer-



ican Banker magazine and the Record in Hackensack, N.J., seek damages against Atex, Inc.

All five 1990 news employees' suits listed by VDT News are against Atex. The firm's newsroom systems are widely used in the industry.

In all, eight manufacturers are defendants in the 18 suits, the

newsletter reported, including IBM, Apple, Wang, Unisys and Westinghouse.

Others who have brought suits, according to VDT News, include phone company employees, state and county employees, a legal secretary and airline reservations clerks.

An assistant professor of business law at Chicago's DePaul University told VDT News that one of the arguments expected to be advanced by the defendant VDT manufacturers is the so-called "state of the art defense." It asserts that a manufacturer has no duty to warn against risks it does not know exist. The argument was used by asbestos manufacturers in product

liability cases.

A lawyer for plaintiffs in one of the Atex suits told VDT News that that firm is not expected to address the warnings issue, however, "because they claim there is no relationship" between their systems and the injuries users have suffered.

The first known suit by VDT users against a manufacturer — in 1987 by 29 directory assistance operators in Denver — was settled out of court in 1990, the newsletter said, adding that the settlement's details were "kept under wraps."

A Communications Workers representative told VDT News the 29 operators were "very happy" with the settlement.

British union sues four news companies

Britain's National Union of Journalists reportedly is suing four news firms on behalf of NUJ members with repetitive strain injuries (RSI).

The suits are being brought against the Financial Times in London, on behalf of seven current and three former employees; the Yorkshire Post in Leeds, five employees; the Evening Gazette in Middlesbrough, two employees; and Reuters, London, one employee.

Financial Times employees started to complain of pains in their arms about a year after systems were brought in five years ago; according to Alan Pike, NUJ repre-

sentative at the paper, who estimated that 150 staffers have made the complaints.

Meanwhile, in mid-December NUJ members at the paper voted by 17-67 to authorize a strike after management sought the early retirements of nine employees with RSI. By an even wider margin, the NUJ members called for disruptive job actions short of a strike.

The NUJ has been seeking to have the RSI victims continue to work without using VDTs, but management has refused.

The paper's managing editor told one reporter for a U.S. daily that if you cannot work at a com-

puter, "you can't be a journalist. ... That's a sad fact of life."

The Times, meantime, reported that in mid-December a British court for the first time awarded damages to office workers suffering from RSI.

The court ordered the telephone company British Telecom to pay 6,000 pounds each to two data processing employees.

The decision, the Times reported, "gave notice to employers that they must ensure that operators of visual display units are provided with ergonomically designed chairs and adopt proper sitting posture."

Workers' compensation manual available

Silver Spring, Md.—TNG has alerted leaders of all U.S. Guild locals to the availability of a new AFL-CIO resource manual on workers' compensation, with a specific segment on repetitive strain injury (RSI).

"It contains a wealth of information on benefits, varying degrees

of disability, medical considerations, attorneys and other aspects of workers' comp," wrote David J. Eisen, TNG director of research and information.

Copies are available for \$5 each from the AFL-CIO Reproduction & Mailings Dept., 815 16th St. NW., Washington, D.C. 20006.

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LOCAL ELECTIONS

Cleveland

Elizabeth Sullivan, president; Edd Pritchard, 1st vice president (Pritchard, 236; John Long, 204); Joseph Frolik, 2nd vice president; Gloria Millner, 3rd vice president; Maria Fox Stanford, 4th vice president; J. Stephen Hatch, executive secretary (Hatch, 248; Bob Young, 197).

Indianapolis

Judy Wolf, president; Ralph Chrysler and Bill Koenig, vice presidents; Jay Harvey, secretary; Dave Remondini, treasurer.

Los Angeles

Sabrina Hockaday, president; Carmen Ramos Chandler, 1st vice president; Todd Cunningham, David K. Li, Reina Schmitz, Don Murphy, vice presidents; Don Chorpennig, secretary; George Laine, treasurer (Laine, 79; Leroy Montoya, 30); Neil Strassman, sgt.-at-arms.

Manchester

Jim Schaufenbil, president (Schaufenbil, 98; Denise Paiste, 28); Tom Thibault, vice president; Maddy Maslbas, secretary; Barbara Jahn, treasurer.

Montreal

Larry McInnis, president; John Belcarz, 1st vice president; Ohannes Bedrossian, 2nd vice president; Bob Hill, secretary-treasurer.

Pacific Northwest

Emmett Murray, president; Karin McGinn, vice president; Gordy Holt, secretary; Gene Achziger, treasurer.

St. Louis

Joe Pollack, president; Becky Awett, 1st vice president; Rich Hughes, 2nd vice president; Ed Kirgan, secretary; Roger Kaufhold, treasurer.

Manchester toasts local's health at age 50

Manchester, N.H. — Eight past presidents and two charter members were among the 200 members, retirees and friends of the Manchester Guild celebrating the local's 50th anniversary with a banquet-reception here Jan. 25.

The local, chartered in January 1942 with 21 editorial employees at the Manchester Union Leader, won its first contract four months later. (The three-page contract, the weathered charter and numerous historical photographs were on display.) The local long since expanded to represent advertising, circulation and maintenance employees, as well.

The celebration included a whimsical look at the past, and a confident look at the future.

Jim Bucknam, the local's second president, recalled for the crowd an early round of negotiations soon after World War II in which the union asked for a 50% raise for members.

The publisher, saying he didn't think he could afford such a raise, offered instead to open up the financial books. After the Guild examined the documents, Bucknam said, it was determined the paper could afford a 47% raise. And that's what employees got.

Local President Jim Schaufen-



PAST MANCHESTER GUILD PRESIDENTS LINE UP FOR LOCAL'S 50th ANNIVERSARY

From left: Fred Todd, Frank Donovan, David Rousseau, Denis Paiste, Dianne Martino, Jim Schaufenbil (also the local's current president), Jim Bucknam and Tom Thibeault.

bil, also a past president, declared the local "healthy at age 50" with nearly 150 members, many volunteer leaders and a growing special defense fund started more than eight years ago.

Other past presidents attending were: Dianne Martino and David Rousseau, both former TNG vice presidents, as well; Denis Paiste; Frank Donovan; Fred Todd and Tom Thibeault, now a TNG vice president.

Two of the three surviving charter members attended and were presented 50-year Guild

pins: Walter F. Healy and Paul Lacaille. The other living charter member is William K. Thornton.

TNG Int'l Chairperson Peter E. McLaughlin, of the New York Guild, and TNG Sec'y-Treasurer John C. Edgington also attended. Edgington asked the guests to stand and applaud the members, whom he called the "true heroes of the local."

One shining example of the "true heroes" was Louise Weber, a long-time activist who served 20 years as local secretary. She

was presented with a special pin.

Nackey Loeb, publisher of the

Union Leader and the New Hampshire Sunday News, also spoke to the gathering. She became publisher in 1981 upon the death of her husband, William Loeb. The Loebes purchased the newspapers in 1946, four years after the Manchester Guild was founded.



Louise Weber

King Day vigil again in Detroit

Detroit—For the third consecutive year, Detroit Guild members held a vigil in front of the Detroit Free Press and Detroit News to honor the memory and deeds of Dr. Martin Luther King Jr., and to protest the papers' refusal to recognize his birthday as a holiday for their employees.

Braving icy winds, News and Free Press members stood in front of the buildings on Jan. 10 from 7 a.m. to 7 p.m.

Detroit Guild members initiated the vigils in 1990 to protest the refusal of Gannett's News, Knight-Ridder's Free Press and their joint publishing arm, the Detroit Newspaper Agency (DNA), to agree to a paid King holiday in contracts with the five major unions representing their employees.

The Guild represents DNA maintenance employees as well as News and Free Press editorial-department workers.

Detroit Guild Treasurer Luther Jackson discussed the Guild's vigils in a talk that night to a King commemoration program hosted by the Detroit chapter of the National Assn. of Black Journalists.

The primary reason for the vigils is to honor King's memory by helping continue the historic partnership between civil rights and labor groups, Jackson said.

"After 12 years of Reagan-Bush trying to divide us, we need these coalitions more than ever," he said.

Jackson cited the mammoth Solidarity Day rally in September in Washington, where unions joined hands with civil rights, church, environmental and other groups, as proof that the civil rights-labor partnership still is going strong.

The other reason for Detroit's King Day actions is a nonviolent protest to highlight the managements' refusal to agree to the holiday for their employees.

"We want these companies to live up to their progressive pronouncements about human rights," Jackson said.

While the News, Free Press and other papers have congratulated themselves on increasing newsroom racial diversity, "there is much unfinished business," he said.

He cited the high levels of turnover for minority group members and the so-called "glass ceiling" that blocks many minorities and women from managements' upper ranks.

In addition, minorities and women "tend to get more than (their) share of poor performance evaluations" and come out on the short end in so-called "merit pay" plans, he said.

The Guild, through contract enforcement, legal assistance and "the sheer strength of our numbers" is working throughout the U.S. and Canada to help create an atmosphere where people of all backgrounds can thrive and do their best work, Jackson said.

The Detroit Guild's King Day vigils have not gone unnoticed in the larger Detroit community.

Former Michigan State Supreme Court Justice Dennis Archer, also speaking at the NABJ program, criticized the Detroit dailies for failing to recognize the holiday.

\$68 boost pushes Erie key minimum to \$734

Erie, Pa. — A new three-year agreement between the Erie Guild and the Morning News and Erie Times increases top minimum-pay for key-level employees by \$68.99, to \$734.99 a week in the final year.

A first raise of \$22.98, to \$688.98, is retroactive to last March when the old contract expired. An additional \$23.01 hike, to \$711.99, is due this March 2, and a final increase of \$23 is effective March 2, 1993.

The key group includes reporters, photographers, artists, outside salespersons, district managers and others at the Mead-chain papers, which have a combined daily circulation of 72,000 daily and 104,000 on Sunday.

The contract raises minimums in all job classifications by 3.45%

the first year, 3.34% the second and 3.23% the third.

Also under the agreement, shift and higher-work premiums are raised, life insurance benefits are increased and new provisions were added to protect the rights of employees during economic layoffs.

Covering 154 employees in five departments, the contract was approved by an "overwhelming majority" of Guild members on Jan. 12, reported Erie Guild President Carol Przybyszewski.

Members voted to divert \$1 a week of the first-year wage increase to the employees' pension fund, allowing the fund's top benefit to increase to \$846 per month for employees retiring with 29 years' service credit, Przybyszewski said.

Also under the contract, the

company continues to pay through 1992 the full cost of health-care coverage under an improved plan, Przybyszewski said. The company is paying a 14% increase in premiums for the new plan this year, but beginning next year increases will be shared 50-50 by employer and employees.

Premium pay for employees subbing for city or Sunday editors is increased by \$4, to \$10 a shift; for sports editor subs, is increased by \$1.50, to \$6; and for telegraph editor subs, by \$1, to \$4. The premium for telemarketing representatives is increased by \$5, to \$25 a week.

The contract provides a new premium of \$2.50 per shift for ad dispatchers who work on Camex machines.

The life-insurance benefit in-

creases by \$1,000 twice, to \$13,000 on Feb. 1, and to \$14,000 on March 1, 1993.

Under new job-security provisions, the company is required to give three weeks' notice before making economic layoffs, and to allow employees to resign voluntarily with severance pay during that period.

Employees in jeopardy who have 10 years' employment must be offered retraining and new positions with no reduction in pay.

Other job classifications, the increases and resulting top minimums include:

Telegraph editor and editorial writers—up by \$71.14 (increments of \$23.69, \$23.73 and \$23.71), to \$757.92; **circulation office manager and makeup persons**—up by \$65.27 (increments of \$21.74, \$21.77 and \$21.76), to \$695.42; and **newsstand collectors and street circulators**—up by \$51 (increments of \$16.99, \$17.01 and \$17), to \$543.40.

Also, **building maintenance persons**—up by \$50.38 (increments of \$16.78, \$16.81 and \$16.79), to \$536.75; and **secretaries**—up by \$42.60 (increments of \$14.19, \$14.21 and \$14.20), to \$453.84.

Plus, **stenographers, cashiers, bookkeepers, phone solicitors and librarians**—up by \$31.38 (increments of \$13.78, \$13.80 and \$13.79), to \$440.83; and **typists, clerks, telephone operators and editorial assistants**—up by \$39.72 (increments of \$13.23, \$13.25 and \$13.24), to \$423.21.

TNG Int'l Representative Harry McCormick assisted the local in the talks, which lasted just over 10 months. In addition to McCormick and Przybyszewski, the Guild's bargaining team included William (Bucky) Buchanan of retail advertising, Dan Folga of circulation, Jerry Trambley of the newsroom and Jim Wojtkielewicz of maintenance.

U.S. mediator enters Dayton talks

Dayton, Ohio — A federal mediator has been assigned to try to assist representatives of the Dayton Guild and the Dayton Daily News in attempts to resolve the lengthy contract dispute at the Cox-chain daily.

Since mid-1989, the Guild has been seeking an initial contract for the paper's 180 newsroom employees. Early in December, members authorized local leaders to call a strike if necessary to obtain a decent contract.

The mediator joined the talks on Jan. 28, but little progress was reported in that session. Unresolved issues include wages, equitable treatment of part-timers and union-security provisions.

The Nashville firm King & Balow, which has a national reputation for union-busting tactics, is representing management.

The union, meantime, is continuing to make strike preparations, the Guild reported. Following the strike vote, management

offered interim raises of up to \$50 a week to most employees, but set lower raises for 43 part-timers and excluded 24 others from any increase.

Members voted to accept the raises while reaffirming their resolve that part-timers be treated equitably in the contract.

The 24 were included in the bargaining unit in a National Labor Relations Board decision more than two years ago, but the company has refused to recognize them among its Guild-covered employees.

In a related development, the NLRB's acting regional director in Cincinnati on Jan. 10 dismissed two unfair-practices charges filed by the Cox management against the Guild.

The regional director, Edward C. Verst, held that an investigation did not support allegations the Guild sought to change "the scope of the collective bargaining unit" by including certain part-timers or

that the union refused to furnish the company with bargaining information.

Verst found that some of the individuals in contention were eligible voters in the 1989 union certification election. He also held the Guild need not provide the company with copies of contracts bargained by other Guild locals because such information is irrelevant to the Dayton talks.

The company has appealed Verst's decision to the NLRB general counsel. Pending the appeal, a hearing has been delayed on the NLRB's complaint, filed in October, that management is bargaining in bad faith and refusing to agree to union-security and dues check-off provision because of its "animosity" towards the Guild.

Members also are continuing a subscription boycott that reportedly has cut the News' normal 178,000 circulation by several thousand copies daily, and a parallel advertising boycott.

Philadelphia Inquirer team wins Broun Award

(Continued from Page 1)

400,000 reprints throughout the United States. So many people jammed the paper's lobby for the 18,000 reprints available there that security guards were used to control the crowd. The 18,000 were gone in three days. An expanded version of the series is to be published as a book in March.

Barlett and Steele won their first Broun Award in 1973 for a series that exposed broad patterns of discrimination by judges and prosecutors as well as uneven treatment in the sentencing and jailing of hundreds of persons, some of them innocent.

Since then they have received a plethora of other awards for local, national and foreign reporting, including Pulitzer prizes for national reporting in 1975 and 1989.

Before joining the Inquirer's staff, Barlett, 55, worked as a reporter for the Reading (Pa.) Times, the Akron Beacon Journal, the Cleveland Plain Dealer and the Chicago Daily News.

Steele, 48, previously covered

Judges are awed at scope of task

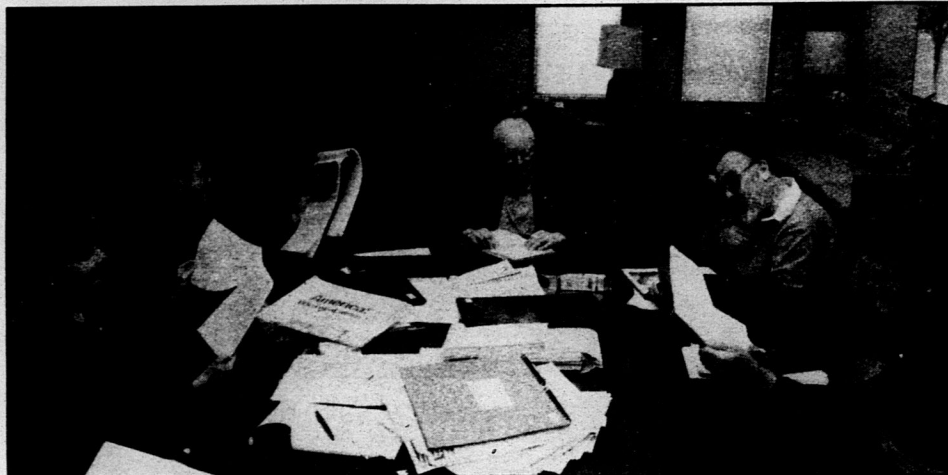
The judges of the 1991 Broun Award entries expressed awe at the scope of the task reflected in the winning series.

"Imagine," the four said in their statement, "embarking on an assignment to investigate and document why so many people are fed up with their leaders, why for so many the American dream has become a nightmare? Can our profession offer a more daunting challenge?"

They quickly added: "Barlett and Steele pulled it off."

labor, politics and urban affairs for the Kansas City Times and was editor of the Laborer, publication of the Laborers Int'l Union.

The six honorable mentions (in alphabetical order of their news organizations' names):



BROUN JUDGES EXAMINE SOME OF NEAR-RECORD 156 ENTRIES IN COMPETITION
From left: Eleanor Clift, Newsweek correspondent; Mark Shields, columnist/commentator; Jack Howard, award chairperson; Ron Cohen, Gannett News Service; and Philip Robbins, journalism educator.

• **Mark Lukaszewicz, Chris Wallace and Ed Eaves** for a feature, "Readin', Writin' and Right," for ABC-TV's "Prime Time Live" on a black high school

principal in Houston and his controversial techniques that see his poor and black students regularly outperform students from wealthy white schools.

• **Stacy A.** for stories for Manhattan an alternative newspaper, led mainstream New York City dailies in an investigation that resulted in freedom for a homeless murder suspect.

• **Michael Lacey** for a series of biting articles and columns for New Times, an alternative publication in Phoenix that championed the oppressed. (Lacey also received an honorable mention in the competition for the 1989 Broun Award, for New Times columns that exposed persistent bigotry in Arizona.)

• **Andrew Schneider and Mary Pat Flaherty** for a series in the Pittsburgh Press that documented the phenomenon of federal seizure and forfeiture laws, fashioned as a weapon against drug dealers, being used often to strip homes, cars, money and other possessions from private citizens innocent of any proven crime.

• **Michael Wagner, Marcos Breton and Donna Wares** for a series in the Sacramento Bee showing that laws passed to alleviate the lot of California's migrant farm workers have not helped.

• **Tim Poor and Louis J. Rose** for a "fascinating look" in the St.

'Hand-wringing' said unwarranted

"Our industry's hand-wringing about its future can stop," the judges said in concluding their statement announcing the 1991 Heywood Broun Award.

They explained:

"This year's (156) entries prove a lot of dedicated, talented people are producing a lot of sensitive, high-impact journalism that does great honor to the legacy of Heywood Broun."

Louis Post-Dispatch at how federal search and forfeiture laws are being used in the St. Louis area to fatten police coffers by confiscating money and property from the poor and defenseless.

Judges for the 1991 Heywood Broun Award were:

• **Eleanor Clift**, congressional and political correspondent for Newsweek magazine;

• **Ron Cohen**, executive editor for Gannett News Service;

• **Philip Robbins**, director of the journalism program at George Washington University; and,

• **Mark Shields**, syndicated columnist and television commentator.

Members assisted winning team

Philadelphia — Several other Philadelphia Guild members at the Philadelphia Inquirer in addition to reporters Donald L. Barlett and James B. Steele had a hand in producing the pair's Broun Award series.

Photographer Rick Bowmer traveled across the U.S. and into Mexico to record images of people and places Steele and Barlett wrote about.

Art department staffer Bill Marsh designed the graphics for each story.

Bing Mark, an editorial assistant, helped with research in Washington, Charleston, W. Va., and Philadelphia, and the entire library staff also did research. Copy editors were Julie Stoiber and Hope Keller; and Bob Filarsky, deputy news editor, and Jim Preston, photo editor, also helped.

Dan Carmichael, 38, WSG ex-leader

Alexandria, Va. — Dan Carmichael, Wire Service Guild secretary-treasurer for most of the 1980s and a United Press Int'l reporter for 20 years, died Jan. 18 in a hospital here of complications of AIDS. He was 38.

A native of Australia, he worked in UPI bureaus in Honolulu, Dallas and New York before coming to the Washington bureau in 1983, where he covered the Labor and Justice Dept.

Carmichael also helped bargain

three Guild-UPI contracts and was heavily involved in Guild efforts to protect employee rights when the company first filed Chapter 11 bankruptcy in 1985. He resigned from the union in 1988 during an internal dispute with other leaders of the local over concession bargaining with the news service. He resigned from UPI in November.

The Wire Service Guild contributed \$100 in Carmichael's memory to the Whitman Walker Clinic, which concentrates on AIDS research.

'Dismantling the middle class'

The following is reprinted from the lead installment of Donald L. Barlett and James B. Steele's Broun Award winning nine-part series, "America: What went wrong?" The installment was titled "Dismantling the middle class."

Subsequent installments were titled: "Getting rich off bankruptcy," "Shifting taxes: From them to you," "The foreign connection," "The high cost of deregulation," "Playing Russian roulette with health insurance," "Simplicity Pattern: Irresistible to raiders," "The disappearing pensions," and "How Washington really works." The last page of the latter listed the names, addresses and telephone numbers of each member of the House and Senate.

WORRIED THAT you're falling behind, not living as well as you once did? Or expected to?

That you're going to have to work extra hours, or take a second job, just to stay even with your bills?

That the company you've worked for all these years may dump you for a younger person?

Or that the pension you've been promised may not be there when you retire?

Worried, if you're on the bottom rung of the economic ladder, that you'll never see a middle-class life-style?

Or, if you're a single parent or part of a young working family, that you'll never be able to save enough to buy a home?

That you're paying more than your fair share of taxes?

Worried that the people who represent you in Congress are taking care of themselves and their friends at your expense?

You're right.

Keep worrying.

For those people in Washington who write the complex tangle of rules by which the economy operates have, over the last 20 years, rigged the game — to favor the privileged, the powerful and the influential. At the expense of everyone else.

Seizing on that opportunity, an army of business buccaners began buying, selling and trading companies the way most Americans buy, sell and trade knickknacks at a yard sale. They borrowed money to destroy, not to build. They constructed financial houses of cards, then vanished before they collapsed.

Caught between the lawmakers in Washington and the dealmakers on Wall Street have been millions of American workers forced to move from jobs that once paid \$15 an hour into jobs that now pay \$7. If, that is, they aren't already the victims of mass layoffs, production halts, shuttered factories and owners who enrich themselves by doing that damage and then walking away.

As a result, the already-rich are richer than ever; there has been an explosion in overnight

new rich; life for the working class is deteriorating, and those at the bottom are trapped.

And for the first time in this century, members of a generation entering adulthood will find it impossible to achieve a better life-style than their parents. Most will be unable to even match their parents' middle-class status.

Indeed, the growth of the middle class — one of the underpinnings of democracy in this country — has been reversed. By government action.

Taken as a whole, the rules that govern the game have:

■ Created a tax system that is firmly weighted against the middle class.

■ Enabled companies to cancel health-care and pension benefits for employees.

■ Granted subsidies to businesses that create low-wage jobs that are eroding living standards.

■ Undermined longtime stable businesses and communities.

■ Rewarded companies that transfer jobs abroad and eliminate jobs in this country.

■ Placed home ownership out of reach of a growing number of Americans and made the financing of a college education impossible without incurring a hefty debt.

Look upon it as the dismantling of the middle class. . . .

For we are in the midst of the largest transfer of wealth in the nation's history. It is a transfer from the middle class to the rich, and from the middle class to the poor.

Those who have taken advantage of the changed rules are beneficiaries of the transfer. . . .

While those who have played by the old rules are victims of the transfer. . . .

The extreme differences between the life-styles of the rich and those of ordinary working people have existed always. But there is a notable difference today. . . .

Once upon a time, membership in the middle class was open to everyone. Now it is severely restricted. And existing memberships are being revoked. . . .

Norristown top rates up by \$62

Norristown, Pa. — Top minimum-pay rate for reporters, photographers and outside salespersons at the Norristown Times Herald increases by \$62.35, to \$683.44 a week, under a new agreement negotiated by the Philadelphia Guild.

The three-year contract, effective through April 19, 1994, provides overall raises of 10% to 13% for all Guild-covered jobs, including a pair of retroactive increases.

The first raise, \$13 a week applied to all steps in the pay schedules, was retroactive to the expiration of the old contract on April 19, 1991. The second, \$7 at all steps, was retroactive to Oct. 19, 1991.

With the retroactive hikes, top minimum for reporters, photographers and outside salespersons advanced to \$641.09. It increases by another \$20.84 this April 19, to \$661.93, and by an additional \$21.51 on April 19, 1993.

The contract also provides a \$6 upgrading raise for ad takers, whose top minimum advances by a total \$53.98, to \$457.58 a week.

The agreement covers some 70 employees in the advertising, editorial, business and circulation departments at the 30,000-circulation Strassberger-family daily. Tentative agreement was reached in late December, and Guild members ratified on Jan. 6.

On Oct. 1, members had voted strike-call authority to Guild bargainers as talks bogged down over economic issues, reported Local Representative Beverly Powell, who led the Guild's bargaining team. Following the strike vote, members demonstrated their solidarity with informational picketing at the county courthouse.

Members also wore buttons at their work stations for months, protesting management's demands for a first-year wage freeze and reductions in employees' health-care benefits, Powell said.

The company backed down from those demands, and the new contract continues health coverage at the same levels as under the old agreement. Beginning April 19, a flexible-spending plan will be established under which employees can set aside pre-tax dollars for uncovered medical expenses or their share of premiums, \$4 a week for family coverage.

The agreement also prohibits drug testing of employees required to have physical examinations in connection with extended sick leave or workers' compensation claims. It also prohibits drug testing of applicants undergoing pre-employment exams.

Other classifications, total raises and new top minimums in the final year include:

Desk assistants and chief photographers—up by \$63.31, to \$698.92 a week; **layout artists**—up by \$52.87, to \$530.47; and **circulation collectors**—up by \$50.87, to \$498.14.

Also, **cashiers, bookkeepers and telemarketing representatives**—up by \$49.42, to \$474.80; **librarians**—up by \$47.98, to \$451.58; **clerks and receptionists**—up by \$47.50, to \$443.89; and **messengers and copy persons**—up by \$43.19, to \$374.34.

'Too busy at 50,' Los Angeles marks 55th

Long Beach, Calif.—The Los Angeles Guild said it was too busy fighting for survival to celebrate in 1987 when its 50th anniversary rolled around.

Some 200 members, friends and well wishers made up for it, however, when they gathered in the Grand Salon of the Queen Mary here Jan. 11 to mark the local's 55th birthday.

They did so, the local's current officers explained in a 24-page souvenir program given to each participant, both to celebrate Guild victories of the past and to rededicate themselves "to defending and expanding these hard-won gains."

"We offer the rich history of the Guild and our most recent achievements," the officers wrote, "as proof that the corporate bullies don't win every time."

The program featured a history of the local — by 54-year member and local historian Gene Bradford — and a multiplicity of congratulatory ads from other Guild locals, other unions and union coalitions within and without the industry, and businesses. Bradford was presented with a gold 50-year membership pin.

His history traced the local from its founding at a meeting in actor Edward Everett Horton's barn and subsequent chartering on Jan. 9, 1937, through its first



A FEW OF 200 WHO CELEBRATED THE LOS ANGELES GUILD'S 55th ANNIVERSARY
From left: Entertainer Ross Altman; David K. Li, Carmen Ramos Chandler and Todd Cunningham, local Guild vice presidents; Sabrina Hockaday, local president; George Laine, local treasurer; Juan Gonzalez of the New York Guild's Daily News unit; and Jim Smith, local administrative officer.

contract (and strike) at the Hollywood Citizen-News in 1938.

Also, its 1967-73 strike at Hearst's Herald-Examiner, its more recent victories against hired-union-buster tactics in Long Beach, its successful organizing at the Los Angeles Daily News and the Santa Barbara News-Press, and its continuing organizing efforts at other area dailies, including the Los Angeles Times.

Participants in the celebration included leaders and members from each of the local's units, leaders and members of other California Guild locals, including Northern California, San Diego and San Jose, the Twin Cities Guild, and representatives of other area unions and federations and coalitions of unions.

Juan Gonzalez, a leader of the New York Guild Daily News unit's 1990-91 strike at that

paper, was the evening's main speaker. He spoke of the importance of union coalitions and of working to retain the right and ability to strike in today's bargaining climate.

Said Los Angeles Guild President Sabrina Hockaday: "We may have been too busy to celebrate five years ago, but we had such a good time being 55, some people think we ought to have another party for our 56th."

185 take Baltimore buyouts, 31 in Philadelphia

Some 185 Guild-covered employees at the Baltimore Sunpapers have left their jobs after accepting enhanced benefits negotiated in a staff-reduction agreement between the Washington-Baltimore Guild and management of the Times Mirror dailies.

Meanwhile, under another agreement negotiated earlier by the Guild, Sunpapers management agreed to raise the minimum-pay rates of 100 suburban edition employees — reporters, ad sales persons, photographers, artists and clerks — to match the higher minimum rates guaranteed "downtown" employees.

Under the Sunpapers buyouts, a total of 294 employees, Guild and union-exempt, accepted incentives to quit the Morning Sun and the Evening Sun by mid-January. The offer was made to a total of 1,200 employees, some 850 in Guild jurisdiction, but not to members of others unions.

Unlike a program last year under which 23 long-term, Guild-covered workers accepted enhanced benefits to retire early, the buyouts were offered to individuals with as

little as six months' employment.

Meantime in Philadelphia, a staff-reduction agreement negotiated by the Philadelphia Guild with Knight-Ridder management saw 31 employees at the Daily News and Inquirer accept buyouts, an additional 59 agree to take unpaid leave (ranging from 2-3 days to a full year), and 12 opt to work shorter weeks — three or four days.

The tripartite trim amounted to an estimated 5% reduction in the work force. The buyouts were to be completed by Jan. 31.

The Philadelphia incentives, offered only to full-time, Guild-covered employees, included 26 to 40 weeks' severance pay, and at least six months' health insurance. Employees over 55 were entitled to five years' medical coverage or a \$6,000 lump sum in lieu of such coverage.

Knight-Ridder President Tony Ridder, noting the papers' profits were off by 40% last year, said he expected profits to increase by 20% with these and other cost-cutting measures.

Coincidentally, Times Mirror recently opened an expensive new

plant for printing the Sunpapers in suburban Baltimore, and Knight-Ridder is readying a similar modern plant for News-Inquirer color work in suburban Philadelphia.

Under the Baltimore buyout agreement, concluded Nov. 19, Guild members could receive up to \$60,000 in enhanced severance pay, plus company-paid health coverage worth up to \$11,000.

Severance entitlement ranged from 26 weeks for employees with under two years service, to 65 weeks pay for those with over 14 years of work. Medical coverage ranged from 6 to 18 months.

Under the earlier Baltimore agreement, raises to eliminate the lower suburban pay rates will be effective when the company implements a long-planned scheme for zoned suburban editions, anticipated by mid-summer. The Guild has been seeking to get rid of the two-tier pay rates for the past 10 years.

The current top-minimum for downtown reporters, photographers and desk editors is \$862 a week, compared with \$585 a week for suburban reporters. When zoned editions begin, the higher rates will be phased in over the next couple of years.

During December, under the zoning agreement, management merged the formerly separate staffs of the two Suns, including the news, features, sports and business sections. A combined photo staff already existed.

Under the buyouts, 78 employees in the newsrooms (including 13 union-exempt) have departed, from an estimated pre-buyout total of nearly 300, Washington-Baltimore Guild President Connie Knox said.

Announcement of assignments to suburban beats just before a Jan.

7 buyout-offer acceptance deadline apparently triggered a "flood of signups" in the last two days, she said.

Up to 75% of employees in other departments left, with many departures in inside sales, marketing and communications, and building services.

Management said continuing declines in advertising and circulation mandated the new round of cuts, but 100-150 had been expected to leave, not nearly 300, Guild leaders said.

"Everyone was shocked by the high number that took buyouts," said Lance Compa, the local's administrative officer. "The rumor mill says they may need to hire up to 75 people to fill the gaps, especially if the zoning is successful."

Days after the buyouts were completed, the company already had posted for several job openings in the advertising and building departments, he said.

In Philadelphia, the buyouts followed a cost-cutting move last year in which 38 employees over age 55 accepted early-retirement packages. This is the fifth straight year staff cuts have been made.

Four reporters, several editorial assistants and "a lot of people in the credit department" were among those taking buyouts, a Guild spokesperson said.

Incentives included four weeks' extra severance for those not continuing medical coverage, plus all 1992 vacation and personal days' pay.

Those taking unpaid leave continue to have medical coverage and are eligible for tuition reimbursement. They can return to their former jobs or comparable one and may return to work if a personal emergency arises.

Reopener brings raises at CWA unit

Washington — Guild-covered employees at Communication Workers (CWA) union headquarters here have ratified a wage-reopener agreement that provides \$38.46 in weekly raises for all job classifications. Of that, \$23.08 is retroactive to Oct. 1; the remainder is effective April 1.

The agreement, negotiated by the Washington-Baltimore Guild, includes an additional boost of \$57.98 for librarians, to take their weekly rate to \$754.11, up 15.7 percent in one year.

Besides the general increase, the

Guild negotiated a grievance settlement that provides \$31.31 more for six research economists, taking their top rate to \$1,089 a week on April 1.

With the general increase, weekly pay increases to \$1,120.29 for the highest-paid research economists, and to \$1,011.25 for the senior public relations associate and the senior writer/editor.

The Guild represents staffers in the CWA's research, internal communications and external public relations departments.

Reporter top going to \$991 in Reuters agreement

(Continued from Page 1)

April 1, \$36.93 (to \$77.54), this July 1, and \$27.14, 12 months later.

An entirely new set of provisions is added on health and safety for employees using VDTs.

Provision also is made to establish a flexible spending account into which employees can make pretax deposits to be used for dependent care and other obligations as permitted by U.S. tax law, such as employee portions of health insurance premiums.

In one of several upgradings in the settlement, technicians will move automatically to a higher-paid senior technician classification a year after reaching the three-year pay level in the lower-paid position unless an individual's move up is stopped by a manager. Previously the move up was made only upon a manager's recommendation.

The technicians' top minimum, required after three years' experience, increases by a total of \$130.32, to \$857.83 a week, in increments of \$61.84 (to \$789.35), \$39.47 (to \$828.82) and \$29.01.

The senior technicians' top is increased by \$151.00, to \$994.04 a week, in increments of \$71.66 (\$914.70), \$45.73 (to \$960.43) and \$33.61.

Other upgradings include moving database operations clerks up by one pay classification and creating a new senior-secretary classification slotted above the pay group covering secretaries.

The settlement also provides for a new health plan devised by the Guild in place of a plan the company installed for contract-exempt employees and which it had insisted Guild members also accept. The Guild reported that while its plan trims some benefits, it offers "solid protection" for less money out of members' pockets.

Management also had sought to

eliminate the contract's maternity leave and paternity leave provisions, but they remain unchanged, with six weeks paid plus up to nine months unpaid for the former and three days paid for the latter.

The expense per diem for employees on out-of-town assignments is increased by \$9, to \$45 a day, plus breakfast. Travel overtime-pay guarantees, however, are reduced. For example, double-time now will be paid only for actual hours spent traveling when returning from a six-day work assignment, rather than for the entire travel day.

In the new VDT-safety provisions, management agreed to provide training for employees working at least 26 hours a week on the machines and to provide glare shields, wrist and foot rests and desk shelving for those who request them.

The company also will reimburse employees for corrective lenses and frames purchased specifically for VDT use, to limits of \$33 for single-vision lenses, \$42 for bifocals and \$42 for frames once every 24 months.

While continuing a joint committee to address issues surrounding repetitive strain injuries (RSI), the Guild and management also agreed to form a new committee to study issues of general "employee wellness" and health care costs.

Other increases and new top-minimum rates under the agreement include:

Reporters/deskpersons and technicians in charge: Up by \$162.68, to \$1,070.93 a week, in increments of \$77.20 (to \$985.45), \$49.27 (to \$1,034.72) and \$36.21.

Copy tasters, filing and desk editors: Up by \$178.46, to \$1,174.79 a week, in increments of \$84.68 (to \$1,081.01), \$54.05 (to \$1,135.06) and \$39.73.

approach that dismisses critics as undesirables, or attacks the administration because they are the administration. The first is McCarthyesque, the second knee-jerk, and our fine union deserves neither.

Let's rise beyond divisiveness and do what needs to be done. The Guild is a great union and deserves a strong future.

In solidarity.

BERNIE LUNZER
Executive Secretary
Twin Cities Guild

Editor's note: Lunzer was spokesperson for the ad-hoc Committee for Referendum in the recent Guildwide vote on the \$1-a-month dues increase for organizing.

Add-all one-daily cities, Knoxville retiree reports

KNOXVILLE, TENN.

Editor:

I just read in your Jan. 10 edition that Little Rock and Dallas have become one-daily cities.

You now may add Knoxville to this growing list.

A Republican paper, the once-lively and proud Knoxville Journal ceased to exist with publication of



BILL BURKE/Page One Photography/Washington-Baltimore Guild

REUTERS WASHINGTON BUREAU MEMBERS PREPARE TO VOTE ON NEW CONTRACT

N.Y. Guild President Barry Lipton, standing, turns to Unit Chair Peter Szekeley during discussion. Also bearing the Guild's bargaining load were Local Representatives Jim Madden and Bill O'Meara.

St. Paul rate up \$57 in early pact

(Continued from Page 1)

to \$869 (days) and \$929 (nights) in the final year; classified telephone solicitors, to \$715.75 and \$765.16; display phone salespersons, to \$833.53 and \$891.77; and color lab technicians, to \$691.29 and \$738.86.

Key-level outside salespersons also will receive \$19 raises, unless they choose to divert them to a commission plan yet to be bargained.

At the key level, the \$19 raises translate to 2.2% the first year, 2.2% the second and 2.1% the third. Those percentage increases also apply to lower seniority steps in the key scale and other classifications that receive \$19 raises.

Senior clerks at top scale will get increases of \$14 each year, boosting their weekly top minimums by \$42, to \$407.05 (day) and \$434.43 (night).

The annual percentage raises at the top — 3.8%, 3.7% and 3.6%

— would be the same for senior clerks in lower experience steps.

For all other top minimums, the increases will be \$14 a week, or percentage increases equal to those received at the top scale 2.2%, 2.2% and 2.1% — whichever is higher.

Janitors, for example, will get the \$14 increases, to \$474.97 (day) and \$507.44 (night) in the final year.

The contract's highest minimum — the night rate for desk editors and for co-op advertising supervisors — will increase by \$62.71, to \$1,076.11. The day rate goes up by \$62.70, to \$1,005.40.

Top minimums for other jobs, in the contract's final year, include the following:

District supervisors, \$869 (day) and \$929.90 (night); **street circulators,** \$498.23 and \$532.45; **library assistants,** \$585.91 and \$625.95; **programmer-analysts,** \$755.59 and \$808.73; and **senior programmer-analysts,** \$897.97 and \$961.12.

Covering about 500 employees, the agreement was reached in early January, three weeks after early talks were started. Guild members ratified the contract in mid-January, by an 87% majority, reported Bernie Lunzer, the local's executive secretary.

The Guild made extension of night differential to circulation district supervisors a priority because "they have been working the most difficult hours of anyone," Lunzer said. They typically start their work day before 3 a.m.

Those employees and others previously excluded from night pay — circulation district assistants, street circulators and junior computer operators — receive the premium beginning May 1. In exchange, the Guild agreed to maintain the premium at current dollar levels for all other employees.

In addition:

✓ Pension contributions will be increased by \$2, to \$32 a week, on Jan. 1, 1993, and by another

\$2 on Jan. 1, 1994.

✓ Company-paid disability insurance begins Oct. 1 and covers 60% of an employee's pay beginning 90 days after an absence from work caused by illness or injury.

The agreement contains as much "occupation protection" as possible, Lunzer said, in a reference to long-term repetitive strain injuries (RSI).

✓ Current medical insurance coverage will continue, with the company paying 80% of premiums.

A new union-management committee will seek and select a provider for the consolidated plan — to include an HMO, a preferred-provider network and an indemnity plan. (The committee also will bargain on future proposed changes in coverage.)

Effective April 1, part-timers will qualify for medical insurance after the equivalent of six months' full-time employment, down from three years' equivalent service.

Contract bargaining started in mid-December when both sides agreed to meet for a one-week period in pursuit of an early agreement. "We worked hard at it and quickly got to crunch bargaining," Lunzer said.

The talks, however, snagged on the commission proposals for outside salespersons, who traditionally have been slotted at the key rate. The Guild rejected management's demand that wages be frozen for the contract's term.

When talks resumed after the holidays, management agreed to the Guild's proposal to settle the issue by "consultative negotiations," Lunzer said. Under the compromise, management and sales staff representatives will bargain a commission plan, on which the outside salespersons themselves will vote by June 15.

If a majority approves the plan, it will be implemented. If it's rejected, salespersons will get the key-level raises instead.

Cain re-elected council president

Honolulu — Delegates to the Western District Council, meeting here Jan. 25-26, re-elected Russ Cain of the San Jose Guild to a new term as council president.

Also re-elected to council offices were Craig Reese of the Yakima Guild, secretary-treasurer, and Stanley Souza of the Hawaii Guild, second vice presi-

dent. Steven Michael of the Northern California Guild was elected first vice president, succeeding Michele Davis of the San Diego Guild.

TNG President Charles Dale reported to delegates on union-wide developments. The council set its next meeting for May 2-3 in San Francisco.

IT

SEEMS TO US

Still face difficult issues on future, Lunzer says

MINNEAPOLIS, MINN.

Editor:

Recent comments attributed to me in the Guild Reporter ["Final count shows 54% backed \$1 hike," Jan. 10] came close to the mark, but took a turn I had not intended. Nightmarish memories of a Hubert Humphrey speech came to mind, specifically the one that started out, "I concede, I do concede..."

I do concede the buck. The "bucks" did a yeoman's job of getting the membership to support a difficult taxation issue. The referendum can make us all confident that we have the membership's support. Let's use the resources garnered and "grow" this union.

Beyond that, we still face difficult issues concerning the future of the Guild. We need to reject an

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: Feb. 14.)

Far From St. Louis, Woods addresses labor editors



STEVE YARMOLA/Washington-Baltimore Guild

Harriett Woods, standing left, once a member of the St. Louis Guild and a former Missouri lieutenant governor and candidate for the U.S. Senate, speaks to the biennial "changing of the guard" luncheon of the Int'l Labor Communications Assn. Jan. 17 in Washington. Recently elected president of the nonpartisan National Women's Political Caucus, Woods urged her audience to encourage women union

members to seek office at all levels. Her spouse, James B. Woods, was long a TNG vice president and from 1969-73 was TNG international chairman. The biennial gathering also heard from the ILCA's new officers, led (inset) by Sec'y-Treasurer Susan Phillips, of the United Food & Commercial Workers, and President Leo Canty, of the Connecticut State Federation of Teachers.

TNG urges standard on work-place air

Silver Spring, Md.—TNG has asked the federal Occupational Safety & Health Administration (OSHA) to remedy "a gap in its regulatory structure" by requiring employers "to maintain an adequate flow of unpolluted air" in employees' work areas.

In a Jan. 15 letter to the Labor Dept. agency, TNG President Charles Dale said Guild-represented employees in the U.S. have found indoor air quality to be "among their most serious occupational safety and health problems."

Dale was responding to an OSHA appeal for comments on the air-quality issue as agency officials consider if regulatory action is needed and feasible.

Pointing to a poll among Guild members, Dale's letter said almost 20% cited poor ventilation as the most important hazard they faced. "In some of our shops, almost two-thirds of our members reported that poor air quality is a significant problem."

Members have encountered problems "ranging from ink mist and photocopier emissions to asbestos and microbial diseases," Dale wrote. Furthermore, the level of toxic contaminants is often "alarmingly high in our darkrooms, and carbon-monoxide emissions from trucks at news-

paper loading docks frequently penetrate the ventilation systems," he said.

Dale noted that smoking has been banned in many newspaper work areas, but "pollution problems persist."

It may be impossible to entirely eliminate low-level contaminants in newspaper plants, but adequate ventilation can greatly reduce the hazards, along with the danger of disease, Dale stressed.

Lacking rules requiring adequate ventilation, "OSHA inspectors responding to our members' complaints have said they are powerless to act" unless the contaminants exceed a federal standard, where one exists, Dale wrote. Thus, inspectors "are limited to making non-binding recommendations."

OSHA's air-quality standard should include a standard for fresh-air changes and require an evaluation of pollution sources, employee information and training, and a written program developed with employee input, Dale asserted.

TNG "would be happy to cooperate closely with OSHA" on developing such a standard, and to provide additional information from Guild research over the years, Dale concluded.

Average top minimum for reporters hits \$694.34

LISTED HERE are the top minimum pay rates for experienced reporters and, for the most part, photographers and copy editors under 127 Guild contracts in the United States, Canada and Puerto Rico on Dec. 1.

Constructed from information compiled by TNG's Collective Bar-

gaining Dept., the table includes rates at seven news services along with those at 132 daily and/or Sunday newspapers.

Half the rates are higher than \$670 a week; nearly 45% (57 of the 127) are higher than \$700 a week; more than a quarter (35, or 27.6 percent)

are higher than \$800 a week; 15 top \$900 a week; and seven are more than \$1,000 a week.

Average of all 127 rates is \$694.34 a week (\$36,105.68 a year); average of the 109 in the U.S. is \$664.83 (\$34,571.16); average of the 16 in Canada is \$923.52 (\$48,023.04).

Results of settlements effective after Dec. 1 and deferred increases effective since Dec. 1 are not reflected in the table. The listings under the column headed "Exp." refer to experience, which is not necessarily synonymous with tenure with that employer.

Newspaper/Wire service	Minimum—Exp.	Newspaper/Wire service	Minimum—Exp.	Newspaper/Wire service	Minimum—Exp.
New York Times	\$1,144.63—2 yrs.	Seattle Post-Intelligencer	738.51—4 yrs.	Sheboygan Press	615.85—5 yrs.
Montreal Gazette	1,086.00—5 yrs.	Denver Post	738.00—5 yrs.	Pawtucket Times	610.00—4 yrs.
Toronto Globe and Mail	1,076.72—6 yrs.	Brantford Expositor	737.57—4 yrs.	Brockton Enterprise	609.27—4 yrs.
Toronto Star	1,059.00—6 yrs.	Maui News	735.75—5 yrs.	Lynn Item	608.00—4 yrs.
Vancouver Sun and Province	1,055.35—5 yrs.	Santa Barbara News-Press	*724.00—6 yrs.	Gary Post-Tribune	607.45—5 yrs.
Victoria Times-Colonist	1,032.23—5 yrs.	Primos, Pa.: Delaware County Times	*718.83—5 yrs.	Peoria Journal Star	605.00—5 yrs.
New York Daily News	1,009.41—6 yrs.	Indianapolis Star	718.75—6 yrs.	Youngstown Vindicator	603.35—5 yrs.
Canadian Press/Broadcast News	+ 964.89	Manchester Union Leader	713.75—3 yrs.	Scranton Times	*591.09—4 yrs.
Ottawa Citizen	956.19—5 yrs.	Cincinnati and Kentucky Post	712.50—5 yrs.	Waterbury Republican-American	590.94—5 yrs.
Philadelphia Inquirer and Daily News	952.13—5 yrs.	Memphis Commercial Appeal	710.35—5 yrs.	Harrisburg Patriot and News	*589.50—4 yrs.
Reuters (Canada)	*939.14—5 yrs.	North Bay Nugget	693.00—5 yrs.	Duluth News-Tribune	582.59—5 yrs.
Chicago Sun-Times	918.78—5 yrs.	New York Post	*683.00—5 yrs.	Lansing State Journal	*579.86—5 yrs.
Hamilton Spectator	915.00—4 yrs.	Modesto Bee	*682.00—6 yrs.	Woodbridge News Tribune	574.24—4 yrs.
London Free Press	904.00—5 yrs.	Oshawa Times	681.87—4 yrs.	San Antonio Light	570.80—5 yrs.
Kitchener-Waterloo Record	901.00—5 yrs.	Mt. Clemens, Mich.: Macomb Daily		Salem News	*568.72—4 yrs.
Windsor Star	898.18—5 yrs.	and Royal Oak Daily Tribune	*678.00—5 yrs.	United Press Int'l	568.64—7 yrs.
St. Louis Post-Dispatch	897.85—5 yrs.	Allentown Call	676.82—4 yrs.	Oakland Tribune	560.42—6 yrs.
Baltimore Sun and Evening Sun	862.00—5 yrs.	Fall River Herald-News	670.31—4 yrs.	Woonsocket Call	560.07—4 yrs.
Washington Post	860.70—4 yrs.	Portland Press Herald	*666.60—4 yrs.	Canton Repository	+ 554.82—5 yrs.
St. Paul Pioneer Press	857.00—5 yrs.	Erie News and Times	+ 666.00—5 yrs.	Knoxville News-Sentinel	*550.50—4 yrs.
Honolulu Advertiser	855.87—5 yrs.	Joliet Herald-News	666.00—4 yrs.	Great Falls Tribune	*546.10—5 yrs.
Honolulu Star-Bulletin	855.87—5 yrs.	Dayton Daily News	*660.50—5 yrs.	York Daily Record	544.70—4 yrs.
Reuters (U.S.)	+ 840.75—6 yrs.	Hilo: Hawaii Tribune-Herald	660.20—5 yrs.	Pueblo Chieftain	543.33—5 yrs.
Cleveland Plain Dealer	838.12—4 yrs.	Kenosha News	660.00—5 yrs.	Kingston Daily Freeman	540.90—4 yrs.
San Francisco Chronicle and Examiner	835.14—6 yrs.	Fresno Bee	*654.77—6 yrs.	Milwaukee Journal and Sentinel	535.00—4 yrs.
San Jose Mercury-News	835.14—6 yrs.	Waukegan News-Sun	*653.56—5 yrs.	Waterville Sentinel	533.00—4 yrs.
San Mateo Times	835.14—3 yrs.	Jersey City: Jersey Journal	650.03—4 yrs.	York Dispatch	523.00—4 yrs.
San Diego Union and Tribune	832.76—6 yrs.	Los Angeles Daily News	650.00—6 yrs.	Malden Daily News-Mercury	*514.25—3 yrs.
Agence France-Presse	+ 831.84—6 yrs.	Sacramento Bee	*649.00—6 yrs.	Bakersfield Californian	509.34—5 yrs.
Buffalo News	829.97—5 yrs.	Lowell Sun	*638.00—4 yrs.	Sioux City Journal	503.20—4 yrs.
Pittsburgh Post-Gazette	826.00—5 yrs.	Pottstown Mercury	*637.26—5 yrs.	Lexington Herald-Leader	*500.00—4 yrs.
Toledo Blade	824.08—4 yrs.	Wilkes-Barre Sunday Independent	627.25—4 yrs.	Bellevue Journal-American	494.96—5 yrs.
Denver: Rocky Mountain News	*823.00—5 yrs.	Albany Times-Union	*626.75—4 yrs.	Hazleton Standard-Speaker	*487.71—5 yrs.
Agence France-Presse (Canada)	816.06—5 yrs.	New Brunswick Home News	*625.00—4 yrs.	Yakima Herald-Republic	*484.29—4 yrs.
Minneapolis: Star Tribune	812.00—5 yrs.	Norristown Times Herald	+ 621.09—5 yrs.	Tonawanda News	*480.46—4 yrs.
Providence Journal and Bulletin	787.25—4 yrs.			Wilkes-Barre Citizens' Voice	479.00—4 yrs.
Long Beach Press-Telegram	786.00—5 yrs.			San Juan: El Vocero	470.00—5 yrs.
Associated Press	777.00—5 yrs.			San Juan Star	468.00—6 yrs.
Monterey Herald	775.00—6 yrs.			Bristol Press	*465.00—5 yrs.
Akron Beacon Journal	770.00—4 yrs.			Monessen Valley Independent	453.00—5 yrs.
Boston Herald	768.28—4 yrs.			Terre Haute Tribune-Star	438.02—5 yrs.
Santa Rosa Press Democrat	763.37—6 yrs.			Massillon Independent	*426.92—4 yrs.
Eugene Register Guard	750.30—5 yrs.			Chattanooga Times	*425.00—4 yrs.
Detroit Free Press	749.84—4 yrs.			Rochester Democrat & Chronicle and Times-Union	419.00—4 yrs.
Detroit News	748.84—4 yrs.			Utica Observer-Dispatch	*387.50—5 yrs.
Sudbury Star	741.94—6 yrs.			Battle Creek Enquirer	*346.00—5 yrs.
Seattle Times	738.52—5 yrs.				

* Rate from previous/expired contract.

+ Rate superceded since Aug. 1.

Associated Press rate listed applies in 29 cities, including Albany, Cincinnati, Cleveland, Harrisburg, Indianapolis, Providence, Sacramento and San Diego. Rate is \$5 higher in 18 cities, including Baltimore, Denver, Detroit, Honolulu, Milwaukee, Minneapolis, Philadelphia, Pittsburgh and Seattle. It is \$40 higher in Boston, Chicago, Los Angeles and San Francisco, and \$77 higher in New York and Washington and at AP Radio/Broadcast News. The rate is \$5 lower in 88 cities, including Chattanooga, Dayton, Fresno, Knoxville, Lansing, Memphis, Peoria, San Jose and Yakima.

Cambridge hearing quickens; 'brutality' on lines alleged

Cambridge, Ont.—A hearing on the Southern Ontario Guild's petition for first-contract arbitration at the strikebound Cambridge Reporter was moving toward a mid-February conclusion, after prodding by the union helped move the hearing off a snail's pace.

Under Ontario law, when a union and company are unable to conclude a first contract, one may petition the labor board to direct a settlement by arbitration. When an arbitrator is appointed, strikers are to be returned to their jobs immediately.

Meanwhile, 30-plus Guild strikers in Cambridge, and 25 others at the Guelph Mercury, continued to brave winter elements and police harassment to maintain picket lines at the Thomson dailies.

In addition, 100 union members rallied Jan. 10 in support of the strikes outside "Thomson Tower" in Toronto, and at the nearby home of Ken Thomson, who controls the 175-paper chain and whose personal wealth is estimated at \$6.7 billion.

Thomson refused to meet with Guild representatives, but the rally was upbeat and a morale booster, SONG President Gail Lem reported.

The situation on the picket lines, however, has been discouraging, Lem said, mostly because of injuries suffered during what she termed "massive displays of force" by police.

At least three strikers or supporters have sustained "somewhat serious" injuries; 20-30 have been kicked or otherwise struck by Cambridge and Guelph police; and a dozen have been arrested during peaceful picketing, Lem said.

One supporter suffered a broken jaw when slugged by police Jan. 25; one striker sustained a severe ankle sprain when police bowled over pickets in the ice and snow; and another striker received head and neck injuries when struck by a private vehicle.

There are "very few people left unbruised" on the lines, Lem said.

Lem and SONG Treasurer Sam Reyenga were among those arrested, Lem on a trespassing

charge and Reyenga on a motor vehicle violation.

The local has hired counsel and is considering criminal charges against police, complaints to city councils and other actions "to bring this police brutality to light," Lem said.

She said it appeared police were targeting strike supporters from the local communities, which have given strong backing to SONG's subscription and advertising boycotts against the papers.

Police have been out in force at both papers, with up to 17 officers assigned to a line of 30 pickets at Guelph one morning, said Bob Rutter, chairperson of the Guild's Mercury unit.

The Cambridge and Guelph units struck in early November, after months of talks failed to yield initial contracts. In both disputes, Thomson's demands for unilaterally controlled "pay-for-performance" wage schemes led to breakdowns in bargaining.

Since then, there have been no talks. The Reporter and the Mercury continue to publish with strikebreakers from Thomson operations in Toronto, Ottawa, Niagara Falls, Orangeville and other sites.

Despite sometime blizzard conditions and temperatures below zero, strikers maintain lines for 12 to 14 hours six days a week.

At Guild Reporter press time, the Ontario Labour Relations Board's hearing on first-contract arbitration in Cambridge was entering its seventh day in Toronto, with three more days scheduled. The board planned to conclude the hearing by Feb. 10, with a recommendation to follow soon thereafter, Lem said.

Prodding by the Guild and other labor groups helped push the hearings up from an anticipated mid-March ending, three months past the legal deadline. The Guild filed for arbitration Dec. 10, and by law the board had 30 days to decide if an arbitrator should be appointed.

Local representatives Fran Soboda and Bill Petrie have testified for the Guild, and Thomson repre-



FOUR OF GUELPH, CAMBRIDGE STRIKERS WHO PICKETED 'THOMSON TOWER' JAN. 10
From left: Dan Melanson, Bub Rutter and Maggie Petushevsky, all Guelph; Janet Kelly, Cambridge.

sentatives were to follow.

Meanwhile, other Guild locals and other groups have responded to appeals by Lem and TNG President Charles Dale by sending more than \$6,600 to assist the strikers. SONG members at units in Toronto, London and Kitchener-Waterloo contributed an additional \$1,140 in office collections.

In a Jan. 16 appeal to all locals, Dale said the strikers "are faced with an uphill battle against an employer who uses every tactic to avoid dealing realistically with their union."

The same day, Dale sent letters of support to the Cambridge and Guelph units, saying in part:

"As our struggle against one of the world's wealthiest newspaper companies continues in your efforts to get the decent initial contract you need and deserve, I want you to know that, morally and financially, Guild members across Canada and the United

States are solidly behind you."

Contributions to the strikers from Guild locals and other unions through Jan. 28 included:

Victoria-Vancouver Island	\$1,700
Canadian Wire Service	\$1,000
Ottawa	\$600
Vancouver-New Westminster	\$500
Montreal	\$500
Media Union of Manitoba (CWA)	\$300
Northern California	\$250
Northern Ontario	\$200
Buffalo	\$200
Akron	\$200
Pittsburgh	\$200
Cleveland	\$200
Toledo	\$200
Windsor	\$150
Providence	\$100
Albany	\$100
Cincinnati	\$100
Sheboygan	\$100
San Jose	\$100
Pacific Northwest	\$100
Brooklyn	\$50
Peoria	\$50
Wilkes-Barre	\$50

Strikers are receiving weekly benefits from TNG's Defense Fund, plus matching benefits from the local's defense fund.

Lem labeled the struggles "watershed strikes because so few Thomson papers are organized," including about a dozen by the Guild.

In Canada, the Guild has contracts with Thomson's Globe and Mail in Toronto, the Victoria Times-Colonist, the Sudbury Star, the Oshawa Times and the Comox District Free Press in Courtenay, B.C.

Thomson management has spent \$300,000-plus at each paper fighting the union, a Guild representative estimated.

Families alerted on federal tax credit

Washington—The AFL-CIO has again joined a national campaign to alert U.S. workers with children to the availability of the Earned Income Credit (EIC), a federal tax credit for working parents who meet the income limit of \$21,250 for the 1991 year.

Eligible families can receive up to \$2,000, and many will receive at least \$1,200 from the IRS.

Working Guild families whose incomes average \$408.65 a week or less could be eligible for benefits.

Nearly 12 million U.S. families received the credit in 1990, after Congress expanded eligibility.

Many more workers are expected to qualify for 1991 benefits because of the year-long recession.

Starting this year, however, eligible families must file a new Schedule EIC with their federal tax return to get the credit. Qualifying families can apply even if they don't owe federal tax.

In most areas, families can receive more information and free assistance at a Volunteer Income Tax Assistance (VITA) clinic. A call to the local IRS office or the toll-free IRS number, 1-800-829-1040, should produce the location, number and hours of the nearest VITA clinic.



Great Lakes District Council, winter meeting, Feb. 8-9, Detroit.
11th annual TNG Residential Seminar for new local officers, Feb. 14-17, George Meany Labor Studies Center, Silver Spring.
New England District Council, winter meeting, Feb. 22-23, Sheraton Tara Wayfarer, Bedford, N.H.
New England Servicing-Organizing Program, board of directors, Feb. 22, Sheraton Tara Wayfarer, Bedford, N.H.
Middle-Atlantic District Council, winter meet-

ing, March 7-8, Independence Holiday Inn, Philadelphia.
Int'l Executive Board, spring meeting, April 26-30, TNG headquarters, Silver Spring.
Western District Council, spring meeting, May 2-3, San Francisco.
59th Annual Convention, June 29-July 3, 1992, Congress Hotel, Chicago.
1st Biennial Convention, July 19-23, 1993, Sheraton Waikiki Hotel, Honolulu.
2nd Biennial Convention, summer 1995, Boston.

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The Guild Reporter



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

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