



The GUILD REPORTER

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

Vol. 59, No. 3

Silver Spring, Md.

February 21, 1992

Baltimore two-tier ends early

Baltimore — Nearly 100 employees on the Baltimore Sunpapers' suburban editions were to move to "downtown" minimum-pay rates March 2, more than a month earlier than anticipated under a "Sunburst" agreement between the Washington-Baltimore Guild and the company to end the low-tier pay system that had afflicted suburban staffers for a decade.

Suburban reporters who had been paid \$585 a week (the top of the lower tier) move up immediately by \$46, to \$631, and will go from there to at least \$898 a week in two annual steps. Ad sales persons move up from \$450 a week, plus commission, in similar steps to at least \$874 a week; ad artists, from \$400 a week to at least \$616; and suburban clerks, from \$370 to at least \$470 a week.

The "Sunburst" plan is to substitute eight, full-run zoned editions of the paper for suburban tabloids and merge downtown and suburban staffs of the Sun and the Evening Sun.

Under the agreement, elimination of the lower suburban rates first had been projected to occur in April, then later in the year when the change to full-run zoned editions was delayed.

Elimination of the lower rates was moved up to March 2, however, after Guild leaders at the Sun pointed out that downtown reporters already were being moved to new assignments and that their work and that of suburban edition staffers was running in all editions.

Those events created "de facto Sunburst" papers, a Guild committee insisted to management, call-

(Continued on Page 2)



GUILD 'CLASS OF 1992' STRIKES A POSE AT MEANY CENTER FOR LABOR STUDIES

ANNE MARTENS/Washington-Baltimore Guild

'Studious' group gets high marks at seminar

Silver Spring, Md. — The Guild's 11th annual seminar for new local officers attracted "one of the more studious groups" in recent memory, according to TNG Education Director Phillip M. Kadis, who oversees the leadership workshop.

A total of 49 participants from 31 Guild locals in the United States and Canada assembled at the George Meany Center for Labor Studies here for more than 20 hours of instruction over the Valentine's/Presidents' Days weekend Feb. 14-17.

They were "very serious, very

thoughtful, one of the best classes we've had," Kadis said. "There were very good exchanges and good camaraderie."

Attending were 5 local presidents, 13 vice presidents, 5 secretaries, 5 treasurers or secretary-treasurers and numerous unit chairpersons, shop stewards and executive board members.

The diverse mixture included 40 participants from small locals and nine from large ones (those with professional staff); there were six members from five Canadian locals; and there were 27 men (55%) and 22 women (45%).

Members of TNG's headquarters and field staffs offered information and insights on local union administration, organizing, collective bargaining and contract enforcement.

TNG President Charles Dale welcomed the participants on opening night and introduced members of TNG's headquarters staff. The seminarists soon were involved in small-group huddles to exchange views on "the greatest problem" facing their respective locals.

Later in the weekend, during a trouble-shooting general session, a

panel of TNG staffers and seminar participants discussed solutions to the most frequently listed problems.

In a Saturday-morning split session, TNG Secretary-Treasurer John C. Edgington and Kadis led programs on "What Makes a Good Local Good," designed especially for local presidents and treasurers.

Through the weekend, Director of Field Operations William H.

(Continued on Page 4)

Decision near on arbiter in SONG strike

Toronto — Southern Ontario Guild members striking Thomson's Cambridge Reporter were awaiting a decision by the Ontario Labour Relations Board following the end of the board's hearing on the union's application for an order for first-contract arbitration.

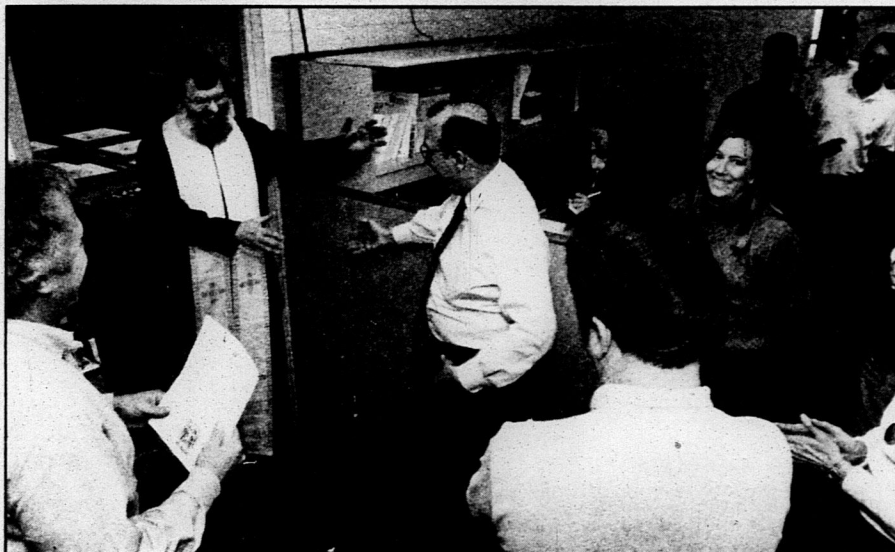
Meanwhile, 30-plus Guild members continued to maintain picket lines at the still-publishing Reporter as the sometimes-violent strike headed into its 16th week.

In a second dispute over a first contract, an additional 25 SONG

(Continued on Page 2)

Knoxville contract 'blessed' on St. Haralambos Day

Knoxville Guild members look on gleefully as the Rev. Demetrios Carellas greets his parishoner, News-Sentinel Editor Harry Moskos, in the daily's news room Feb. 10, feast of St. Haralambos, patron of the Greek Orthodox Church and Moskos. The Guild contract-signing party capped 14 months of bargaining, led by Guild President Laura Simmons, right foreground. Party also featured pizza, supplied by the News-Sentinel, and cake, supplied by the Guild. (Story, Page 3.)



MICHAEL PATRICK/Knoxville Guild

**The Guild's
'just cause'**
Page 5

Ruling near on SONG strike

(Continued from Page 1)

strikers continued to picket Thomson's nearby Guelph Mercury. Both strikes started in early November, after 18 months of talks failed to produce an initial contract with either paper.

Under Ontario law, either side may petition the labor board to direct a settlement by arbitration when "collective bargaining has been frustrated" in talks for a first contract. Strikers are returned to their jobs immediately after an arbitrator is appointed.

The Cambridge hearing ended in mid-February after 13 days of testimony, SONG Representative Bill Petrie reported. The board then asked for written arguments from both sides by Feb. 20. A decision was expected soon thereafter.

The hearing went "very well," Petrie said. "We believe we

showed that Thomson never intended to settle. We don't think the employer did much damage to our case."

In both Cambridge and Guelph, Thomson's demands for unilaterally controlled "pay-for-performance" wage schemes led to breakdowns in bargaining.

If the board appoints an arbitrator in Cambridge, the Guild will approach Thomson management about consolidating the two disputes and settling them simultaneously, Petrie said.

Morale continues to be high on the picket lines. "There's quite a bit of anticipation" about the possibility of arbitration, and because "some end may be in sight" to the bitter struggles, he said.

At both sites, strikers have endured mid-winter elements, extensive use of force by police and attacks by drivers attempting to cross picket lines.

Several strikers have suffered injuries, and a dozen have been arrested during peaceful picketing. A strike supporter suffered a broken jaw when slugged by police in late January. SONG President Gail Lem and Treasurer Sam Reyenga were among those arrested in recent weeks.

Guild members and locals and other groups have sent more than \$8,000 in contributions to assist the strikers and their families.

Lem has called the struggles "watershed strikes" because so few Thomson papers are organized in Guild jurisdiction.

Padia tells Midwest of harassment

Minneapolis—TNG Human Rights Director Anna M. Padia led delegates to the Midwest District Council and several Twin Cities Guild leaders in a seminar on ways to identify and combat sexual harassment on the job during the first day of the council's winter meeting here Feb. 1-2.

The second day, Padia guided delegates in an examination of the new U.S. Americans With Disabilities Act.

In the council business meeting, delegates re-elected all council officers: Neale Van Ness of Twin Cities, president; Les Ryshkus of Kenosha, vice president; Linda Hanner of Twin Cities, secretary; and Wallace (Mickey) Thrower of Gary, treasurer.

The council also approved a \$200 contribution to the Southern Ontario Guild's fund to aid members striking the Thomson chain's Guelph Mercury and the Cambridge Reporter.

Other TNG participants in the meeting included Sec'y-Treasurer John C. Edgington and Vice Presidents Luther P. Jackson, of Detroit, and David M. Mulcahy, of New York.

Unions laud ban on secret monitoring

(Continued from Page 1)

monitoring is routine and ever more pervasive." TNG President Charles Dale pointed out that a longtime Guild bargaining goal has been the "elimination of secret surveillance of employees as well as the use of electronic supervisors, tape recordings, telephone monitoring systems and similar devices."

The Washington-Baltimore Guild's contract with the Washington Post, for example, mandates notification to new employees of company telephone monitoring practices, as well as reminders at least annually.

Two-tier system ends in Baltimore

(Continued from Page 1)

ing for immediate movement of the suburban staffers to the "downtown" pay rates. The committee was composed of Mark Bomster, acting unit chairperson, Jay Apperson, suburban vice chair, Joan Jacobson and Jon Morgan of the unit bargaining committee, and Washington-Baltimore President Connie Knox. Within days, the publisher, Michael J. Davies, announced the move would occur March 2.

In return for elimination of the low-tier suburban staff rates, the Guild agreed to "a measure of flexibility" in transfers of downtown employees to zone bureaus and to an end to mileage payments for commuting to the bureaus, reported Lance Compa, the Guild administrative officer.

"Maximum voluntariness" is required in transfers, however, and employees receiving mileage payments under the former system have that benefit "grandfathered," he added.

When the Guild agreed to the low-tier pay structure for suburban staffers in 1981 under threat of layoffs, "we vowed to do everything possible to eliminate it," and the gap has been narrowed in each contract since, Compa said. "Now we've closed it for good." Sunpapers unit members voted down an early "Sunburst" proposal by the company that would have permitted resumption of two-tier pay if the zoning plan were abandoned.

Also, the local's contract with BNA prohibits any attempt to "secretly listen in on employee telephone calls."

Critics say monitoring causes severe stress in workers, that it is an invasion of privacy and that it is an unfair method of measuring productivity, because human factors are ignored.

Monitoring also generally involves sex discrimination because the jobs tend to be those dominated by women. In the newspaper industry, they include classified ad takers, telephone operators, VDT operators and clerks.

Congressional action is anticipated this year on legislation that would prohibit some abuses related to privacy and fairness, although it would not outlaw outright any electronic monitoring.

The Privacy for Consumers and Workers Act would require that workers be notified when being monitored or recorded electronically.

cally, restrict monitoring to performance-related matters, and grant employees access to data obtained by monitoring.

The House version of the bill was approved last year by the education and labor subcommittee.

Sen. Paul Simon (D-Ill.), a sponsor of the Senate version, has said that "it is a sad irony" that while the FBI is required by law to obtain a court order to wiretap a conversation, "employers are permitted to spy at will on their employees and the public."

The CWA estimates 15 million U.S. workers are subject to electronic monitoring each day.

In its announcement, Telecom said it "will not engage in nor permit its employees or managers to conduct undisclosed monitoring of employee voice, video or data communications."

The company researched the policy for several years with the CWA.

Venezuelan censorship hit

Washington—A crackdown by the Venezuelan government on press freedom in that nation early in February has been condemned in a joint statement by TNG President Charles Dale and Larry Birns, executive director of the Council on Hemispheric Affairs (COHA), a research group headquartered here.

At the same time, Dale and Birns called on Venezuela President Carlos Andres Perez to refrain from any repetition of the actions, which occurred after a coup attempt was put down by the government, and to reinstate full press freedom.

Thousands of copies of newspapers and magazines were confiscated, strict censorship was imposed and one newspaper, El Nacional, one of the nation's largest and most respected, was shut down for a day as the government sought to squelch followup coverage of

the coup and its leader.

Expressing approval of the relaxation of press restrictions, Dale and Birns nonetheless deplored the "entirely unjustified and indiscriminate crackdown on the media for airing allegations of government corruption and charges that Perez's economic policies may have helped bring about the coup attempt."

"Censorship, intimidation and seizure [of publications] ... are intolerable to journalists and human rights supporters everywhere," Birns and Dale said.

They expressed particular concern, as well, that the Bush administration, "while quick to condemn infractions against the press by governments with which it has hostile relations, chose not to condemn the actions of the Perez government, with which it has especially close ties."

Patience urged on loan requests

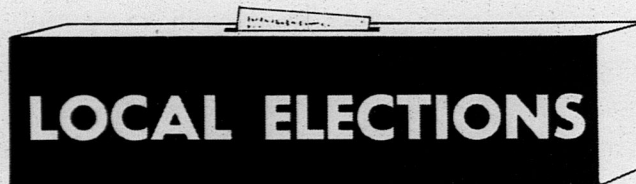
Washington—As is the case with most U.S. mortgage lenders, the AFL-CIO's Union Privilege mortgage program has been swamped with a flood of refinancing requests, so Guild members seeking loans are asked to be patient.

With home-loan rates at an 18-year low, refinancing requests have increased by 350% industrywide, and the union mortgage program has experienced a similar surge, according to John Ross, a

Union Privilege spokesperson.

In mid-February, the union program was receiving more than 2,000 inquiries a day, 75% of them about refinancing. About 35 people were fielding the "crush of calls" to ensure that members get "the best possible service," Ross said.

Details of current Union Privilege options, including the mortgage program, were published in the Guild Reporter's Jan. 10 issue.



Erie

Carol Przybyszewski, president; Pat Howard, vice president; Dan Folga, secretary; Jerry Trambley, treasurer.

Kenosha

Jennie Tunkiewicz, president; Dave Engels, vice president; Joe DiGiovanni, secretary; Dave Backman, treasurer.

Northern California

Bill Wallace, president; Will Jones, 1st vice president (Jones, 193; Linda Cearly, 143); Tim Moran, secretary; Steven Michael, treasurer; Doug Cuthbertson, executive officer.

Ottawa

Pat Bell, president; Steve Cole, vice president; Dave King, secretary; Ron Eade, treasurer.

Peoria

Paul Gordon, president; Terry Towery, vice president; Judy Howard, secretary; Pam Hagaman, treasurer.

San Jose

Ann Murphy, president; Mike Langberg, vice president; Frank Sweeney, secretary-treasurer.

Toledo

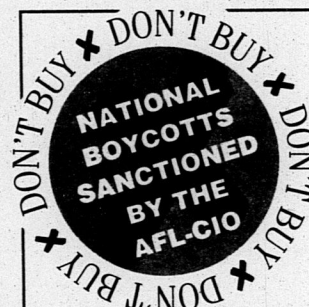
Jack Baessler, president; Isaiah (Ike) Lewis, vice president; Celso Rodriguez, secretary; Robert Dailey, treasurer.

Translators

Tom Malione, president; Tina Delia, and George Kirby, vice presidents; Sally Robertson, secretary; Hal Goldklang, treasurer.

Yakima

Frank Purdy, president; David Lester, vice president; Craig Reese, secretary-treasurer.



Ace Drill Corp.

—Drills, routers and steel bars
Auto Workers (UAW)

Austin Cablevision, Inc.

—Cable television
Communications Workers (CWA)

Brown Corp.

—Motor mounts, brackets, assemblies
Electronic Workers (IUE)

Brown & Sharpe Mfg. Co.

—Pumps, measuring, cutting and machine tools
Electronic Workers (IUE)

Bruce Church, Inc.

—Iceberg lettuce: Red Coach, Friendly, Green Valley Farms, Lucky
Farm Workers (UFW)

California table grapes

—Table grapes without the UFW label on carton or crate
Farm Workers (UFW)

Greyhound Lines, Inc.

—Inter-city bus and charter services
Transit Union (ATU)

Holly Farms

—Chickens and processed poultry
Teamsters (IBT)

International Paper Co.

—International and Hammermill bond, offset and writing paper, and related products
Paperworkers (UPIU)

Union Label & Service Trades Dept., AFL-CIO (2-3/92)

Kawasaki Rolling Stock

—Motorcycles
Transport Workers (TWU)

Krueger International, Inc.

—Chairs: Matrix, Poly, Dorsal, Vertebra, Stax, Afka; Modular, Auditorium and University Seating
Machinists (IAM)

Louisiana-Pacific Corp.

—Wood products: L-P Wolmanized, Cedarstone, Waterwood, Fibrepine, Oro-Bond, Redex, Sidex, Ketchikan, Pabco, Xonolite
Carpenters (UBC) and Woodworkers (IWA)

Mohawk Liqueur Corp.

—Mohawk label gin, rum, peppermint schnapps and cordials
Distillery Workers (DWIU)

R.J. Reynolds Tobacco Co.

—Cigarettes: Bright, Camel, Century, Doral, More, Now, Real, Salem, Sterling, Vantage, Winston, YSL/Ritz;
—Little cigars: Winchester;
—Pipe tobaccos: Apple, Carter Hall, George Washington, Madeira Mixture, Our Advertiser, Prince Albert, Royal Comfort, Top Bakery, Confectionery & Tobacco Workers (BC&T)

Rome Cable Corp.

—Construction and mining cables
Machinists (IAM)

Shell Oil Co.

—Subsidiary of Royal Dutch Shell, parent of Shell South Africa; petroleum and natural gas products
AFL-CIO

Silo, Inc.

—Retailers of electronic equipment and appliances
Teamsters (IBT)

United States Playing Card Co.

—Playing cards: Bee, Bicycle, Tally Ho, Aviator, Congress
Retail, Wholesale & Dept. Store Union (RWDSU)

The Guild Reporter (ISSN: 0017-5404) is issued 18 times per year, at three week intervals, on Fridays, at 8611 2nd Ave., Silver Spring, Md. 20910-3327. (Next issue, March 13.) \$20 a year. Single copies, \$1.50. Second-class postage paid in Silver Spring, Md., and additional mailing offices. Printed in the U.S.A.
Postmaster: Send address changes to The Guild Reporter, 8611 2nd Ave., Silver Spring, Md. 20910-3327.

Top raised \$67 in Knoxville pact; King holiday added

Knoxville, Tenn. — Top-minimum pay for key editorial employees at the Knoxville News-Sentinel increases by \$67, to \$617.50 a week, under a new three-year agreement between the Knoxville Guild and the Scripps Howard-chain daily.

Also under the agreement, Martin Luther King Day becomes a holiday for Guild-covered employees, culminating a long battle by members and giving them a total of eight paid holidays annually.

Other improvements include the extension of contract coverage to part-time sports editorial assistants; a company-paid, long-term disability plan; six months' leave to care for dependents; and a three-cent hike in mileage reimbursement, to 27.5 cents.

At the key level — reporters, photographers, copy editors, artists and librarians — a first raise of \$24.50 was effective Jan. 13. Additional increases of \$21.25 each are effective Jan. 11, 1993, and Jan. 10, 1994.

Minimums in all wage classifications increase by 3.5% each year, and full-time employees received \$300 lump-sum payments in lieu of retroactive raises to the February 1991 expiry of the previous contract.

Top minimum for editorial assistants increases by a total of \$40.25 (increments of \$13.25, \$13.50 and \$13.50), to \$338.75 a week. The hourly top for sports assistants with three years' experience was set at \$6.25.

Guild negotiators rejected management's proposals for drug testing of employees "for cause" and for drastic givebacks on sick leave, Knoxville Guild President Laura Simmons said.

Members gave "overwhelming approval" for the contract, which covers some 85 editorial employees at the 125,000 circulation daily, Simmons said.

A cake-and pizza, contract-signing party on Feb. 10 coincided with St. Haralambos Day, the patron saint of the Greek Orthodox Church for whom News-Sentinel editor Harry Moskos is named.

At the Guild's invitation, Father Demetrios Carellas of Moskos' church attended the party, and "blessed the contract, the cake, the pizza and the newsroom," Simmons said.

During 14 months of bargaining, members had demonstrated their solidarity with several in-plant actions, including wearing black armbands, displaying balloons proclaiming "All I Want for Christmas is a Decent Contract," and wearing King Day T-shirts on several occasions, Simmons said.

Members pointed to management's refusal to give employees the holiday, even as the News-Sentinel annually printed editorials extolling King and his contributions.

Management's hypocrisy on the issue so irritated employees that Guild membership grew by more than 25% last year, Simmons said. Guild-covered employees are the only ones with the holiday, although others may use a personal day and take King Day off.

In addition to Simmons, the Guild's bargaining team, included members Roland Julian and Stan DeLozier, and TNG Int'l Representative James Griffin.

Tentative agreement on the Guild contract was reached shortly after the Scripps-Howard daily and the Persis-chain Knoxville Journal dissolved a joint operating agreement (JOA) in late December, 10 years ahead of schedule.

Scripps Howard had objected to Persis buying the nearby Maryville Times, claiming the 21,000-circulation daily was a competitor. Scripps Howard demanded that Persis either quit the JOA or sell the Times.

After leaving the JOA, Persis reduced the Journal (whose daily circulation had dipped to 40,000) to a weekly with little editorial content. Since the JOA was ended, the News-Sentinel's daily circulation has jumped more than 20,000, Simmons said.

Some 40 employees, none of them Guild-covered, lost their jobs when the JOA ended, she said.



LADALE LLOYD/Knoxville Guild

KNOXVILLE MEMBERS WEAR T-SHIRTS USED IN PUSH FOR MARTIN LUTHER KING HOLIDAY
Shirts display January 1990 News-Sentinel editorial headed: "Not just another holiday," and Scripps Howard editorial-page slogan: "Give light and the people will find their own way."

TNG raps subpoenas for reporters

Silver Spring, Md. — TNG has joined other news industry and advocacy groups in protesting subpoenas against reporters who disclosed Anita Hill's sexual-harassment charges against Clarence Thomas last fall during the Senate hearing on his nomination to the Supreme Court.

The reporters, Nina Totenberg of National Public Radio and Timothy Phelps of Newsday, were ordered to appear before special counsel Peter Fleming, a New York lawyer chosen by Senate leaders to investigate "leaks" during the Thomas hearing.

The Guild is "greatly concerned about the course chosen" by the special counsel, TNG President Charles Dale said in a Feb. 7 letter to leaders of the Senate Rules Committee. "I strongly urge you

to have the subpoenas withdrawn."

The reporters said they would appear but not answer any questions that might help the special counsel identify their sources.

Phelps and Newsday Editor Anthony Marro were called in Feb. 13 but refused to identify sources or supply notes, tape recordings or phone records demanded by Fleming. Totenberg was ordered to appear Feb. 25.

"Any attempt to force the disclosure of sources in a case such as this threatens the press's ability to perform its function of informing the public and thus constitutes a very real infringement on its First Amendment rights," Dale said.

"The flow of information will diminish substantially if reporters cannot protect the confidentiality of their sources. A more poorly

informed public, with diminished ability to make important decisions on which our democracy rests, will be the result," he concluded.

In a similar protest, the Washington-based Reporters Committee for the Freedom of the Press denounced the subpoenas and urged journalists to send their own protests to the Senate.

"Journalists simply cannot do their jobs if they can be compelled to reveal confidential sources of news and information, particularly in investigations such as this one involving no violation of the law," the Reporters Committee wrote to Senate leaders.

Another target of Fleming's probe is release of confidential information from the Senate Ethics Committee's investigation of five senators' dealings with savings and loan executive Charles Keating.

Paul M. Rodriguez, a reporter from the Washington Times, has been subpoenaed in that case. He was called in Feb. 14 and refused to divulge his sources.

Special meeting for IEB in Boston

Silver Spring, Md. — TNG's Int'l Executive Board will hold a special meeting Sunday afternoon and Monday morning, Feb. 23-24, in Boston, TNG President Charles Dale said Feb. 14.

The sessions, at the Sheraton Hotel & Towers, will be devoted to reviewing TNG's financial performance during the current fiscal year's first nine months and to exploring ways it can be improved in the current quarter and beyond, he said. No actions are expected.

The IEB's next regular meeting is its spring session, April 26-30 at TNG headquarters. That is the meeting at which the board traditionally formulates fiscal and other recommendations for submission to the union's convention.

The special meeting is being held in Boston because several IEB members, including Dale, already will be in nearby Bedford, N.H., for the New England District Council's winter meeting.

General fund shows surplus for 3, 9 months

Silver Spring, Md. — Income to TNG's general operating fund exceeded outgo by \$2,525 during the three-month period that ended Dec. 31, the union's accountants have reported.

Combined with the results of the first two quarters of TNG's current fiscal year, that third-quarter result put income ahead of expenditures for the nine months by a total of \$36,885.

TNG's accountants also reported that total assets in TNG's Defense Fund stood at \$6,738,713 at the end of the December, up by \$35,604 from three months earlier, while TNG's Organizing Fund balance at the end of the quarter was \$204,588, down by \$47,070 from the end of September.

Reporting on the third-quarter and nine months figures to winter meetings of district councils of Guild locals, TNG President Charles Dale repeated earlier cautions against reading into the operating fund figures a sense of fiscal well being, however.

Key lines in the balance sheets, revenue and expense statements for the third quarter, as in the earlier two periods, show the Guild continuing to walk a financial

tight-rope, he told the meetings.

He expressed guarded confidence that continued belt-tightening through the balance of the fiscal year, which ends March 31, will produce a general fund performance far more salutary than the \$97,755 deficit projected by TNG's 1991 Convention in adopting the budget for the year.

Third quarter income was \$1,281,638 while expense payments totaled \$1,279,113. For the nine months, income totaled \$3,552,942 and expense payments were \$3,516,057. Expense payments exceeded income by \$4,680 in the April-June quarter, while income was \$39,040 greater than expenses in the second period.

For the third quarter, TNG was under, at, or near budget projections on many expense items, including headquarters employees' salaries and expenses, per capita to the AFL-CIO and the Canadian Labour Congress, Guild Reporter printing, employee pensions and rent and maintenance.

Several other categories, however, were considerably over budget for the period, most notably organizing and servicing, employee health insurance and Guild

Reporter postage, the latter largely the residue of the extra cost of efforts to deliver the publication to Canadian members during a postal strike there.

Per-capita payments to TNG by locals on behalf of employed members averaged 27,318 per month during the period, up by 2,539 from the previous quarter. Dale, however, said that some 800 of the increase in the average was due to one local making four months' payments during the period to satisfy an arrearage. "Agency member" per-capitas were up by 218, to 797. Income projections for the year were based on an average of 26,750 per capita for members and 600 agency fees.

In cautioning against satisfaction at the general fund's bottom line surplus, however, Dale pointed to more than \$230,000 in "accounts payable" and the large amounts the general fund continued to owe the defense and organizing funds at the end of December. Combined, the debts exceeded \$428,000, down by just over \$70,000 from three months earlier.

The \$35,604 increase in the assets of TNG's Defense Fund in the

third quarter resulted from \$190,527 in income and expenses that totaled \$154,923.

The income consisted of \$90,527 from interest and investments plus \$100,000 allocated from the general fund.

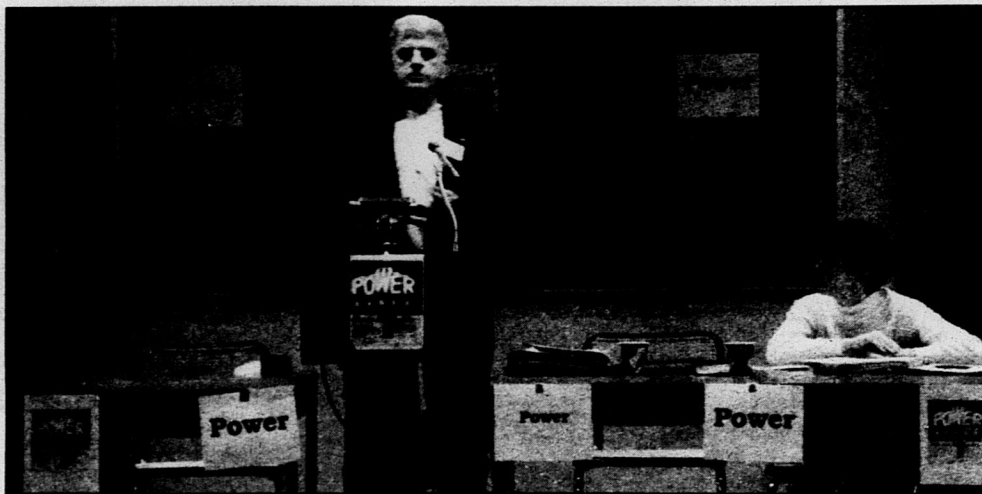
Included in defense fund expenditures were \$73,303 for strike benefits for Southern Ontario Guild members striking the Thomson chain's dailies in Cambridge and Guelph since early November, and "innovative strategies" outlays to Akron (\$9,384), Cleveland (\$10,299), Dayton (\$37,760), San Antonio (\$11,949) and the Wire Service Guild (\$24,184).

Income to TNG's Organizing Fund during the period totaled \$86,789, consisting of \$667 in interest and \$86,122 from the \$1 per member per month dues increase enacted by the 1991 convention and ratified in a Guild-wide referendum in December.

Organizing fund expenditures totaled \$133,859, including \$46,148 to the Philadelphia Guild, \$20,000 to the Southern Ontario Guild, \$12,600 to Memphis, \$12,000 to Washington-Baltimore, \$10,500 to the Chicago Guild and \$9,000 to Denver.



John Fairbanks, Sheboygan.



Instructors included TNG's William H. McLeman, at podium; Linda K. Foley, seated.

'Studious' local leaders drawn to 11th seminar

(Continued from Page 1)
McLeman and Linda K. Foley, executive secretary of TNG's contracts committee, led participants through the core courses of the workshop — collective bargaining and organizing — with an emphasis on "building power" through both activities.

Int'l Representative Bruce Nelson conducted his annual session on grievances and contract enforcement, using a hypothetical case involving allegations of sexual harassment.

Human Rights Director Anna Padia explained the Guild's programs for protecting women's and minorities' rights and achieving

greater diversity among the union's members.

Research and Information Director David J. Eisen outlined the Guild's efforts to protect members' health and safety. His presentation included a showing of TNG's video on repetitive strain injuries (RSI), produced from the Guild's 1990 convention forum.

In a Sunday evening sing-along, Washington-based troubador Laurel Blaydes and keyboardist Steve Jones entertained and led participants in the singing of traditional and modern labor songs.

Tom Malione and George Kirby, two leaders of the Translators Guild, also unleashed their

vocal talents in spirited versions of "The Internationale" — in no fewer than five languages.

The duo first "harmonized" on an English version — with a humorous version adapted to their own local — and then sang the original version in French and German. Malione finished with solos of the original in Russian and Polish that drew equal measures of hearty laughs and warm applause.

The "Class of '92" received "graduation" certificates Monday morning from President Dale, who congratulated the participants and urged them to continue their good work in the locals.



Mark S. Taylor, Gary; Ohannes Bedrossian, Montreal.

Roster of 'Meany U. Class of '92'

Participants in TNG's 1992 seminar for new local officers included the following, listed alphabetically by local:

Albany — Carol DeMare, secretary, Mark Sharer, steward, and Melissa Locke, unit chairperson; **Bakersfield** — Jennifer Self, vice president, and Maxine Warren, steward; **Canadian Wire Service** — Ray Aboud, president.

Eugene — Tad Shannon, executive committee, and Denise Breen, treasurer; **Gary** — Mark S. Taylor, president; **Hudson County** — Martin Murphy, executive committee.

Indianapolis — William J. Koenig, vice president; **Kenosha** — David Backmann, treasurer; **Lake Superior** — Andrea Novel, secretary.

Manchester — Ron Wielbrenner, Maureen Milliken and David Mac-

Gregor, all executive committee; **Memphis** — Lynn Eckert, 3rd vice president, Ruth Beaumont, 2nd vice president, and Joey Senat, 1st vice president; **Milwaukee** — Robert Helbig, treasurer.

Montreal — Ohannes Bedrossian, 2nd vice president; **Northern Ontario** (Sudbury) — Sue Guilbeau, executive committee; **Philadelphia** — Russell Cooke, vice president, Martha McHale, secretary, and Steven Talbot, executive committee.

Pittsburgh — Catherine Gianella, 2nd vice president; **Portland** — David Hench, secretary, and M.F. (Chip) Gavin, unit secretary-treasurer; **Providence** — Robert Jagolinzer, secretary; **Pueblo** — Karen Vigil, secretary.

San Jose — Karen Miller, unit chairperson and representative assembly delegate, and June Cornea,

representative assembly delegate; **Sheboygan** — John Fairbanks, vice president; **Terre Haute** — Robert Orlandini, vice president; **Toledo** — Belen Rankin and Betsy Kenniston, executive committee, and Deborah Grimes, steward.

Translators — Tom Malione, president, and George Kirby, vice president; **Twin Cities** — Steven Brandt, unit vice chair, and Larry Olson, representative assembly delegate; **Victoria-Vancouver Island** — Joyce Berry, steward.

Wilkes-Barre — Esther Mager, executive committee, and Jacqueline Maira, asst. secretary; **Windsor** — John Baker, vice president, and Anne Jarvis, executive committee; **Woonsocket** — Michael Holtzman, president; **Yakima** — Frank Purdy, president; **York** — Todd Mountford, vice president.



Deborah Grimes, Toledo; Esther Mager, Wilkes-Barre.



Foreground: Ron Wielbrenner, Manchester; Andrea Novel, Lake Superior; Joey Senat, Memphis.



Robert Helbig, Milwaukee.

'With Just Cause' could help fill void at J-schools

By James Boylan

THE MOST poignant line, for me, in this whole sprawling collection is spoken by Mary DeHaven, one of a batch of experienced reporters at the nonunion Bethlehem (Pa.) Globe-Times who had just been fired without warning. Contemplating her inability to fight back, DeHaven remarked: "They don't teach you about unions in journalism school."

All too true. The historical mission of the journalism schools has been to bring gentility to the trade, and unions have never risen high on the agenda of tweedy professors. In most schools, there is a great deal of lecturing about rights, but almost solely about the rights enjoyed by the employers, the institutionalized press, which claims the First Amendment as a wholly owned subsidiary.

This new textbook, assembled by Walter M. Brasch, himself a teacher

James Boylan is a former teacher of journalism at the University of Massachusetts and a former editor of the Columbia Journalism Review.

With Just Cause: Unionization of the American Journalist
University Press of America (Lanham, Md.), 1991
488 pp. \$47.50 hardcover, \$24.50 paper

of journalism at Bloomsburg University in Pennsylvania, an institution he chooses not to mention in the jacket copy, is an effort to fill this very big hole in the journalism curriculum. It consists of 44 items: documents, reprints, and some original articles, among which several of the best were written by Brasch himself.

IT IS USEFUL to have in contemporary print excerpts from such foundation documents as the Associated Press decision of 1937 (the Morris Watson case), which not only protected the Guild's right to organize but reminded the publishers sternly that the First Amendment does not excuse lawbreaking. The reprints, too, are useful—for example, Daniel J. Leab's reworking of the opening chapter of his durable history of the founding of the Guild, "A Union of Individuals."

But the book eventually rises or falls on its new material, and that tends to be uneven, especially in dealing with

journalists' unions other than The Newspaper Guild. Not always finding an appropriate writer at hand, Brasch himself has often rushed into the breach, maybe a few times too often. His name is on fully a quarter of the items. There are a few outstanding original contributions by others: David Wazeter on the Wilkes-Barre strike, Marianne Saloetti in a too-short discussion of newsroom rights, for example.

BRASCH'S OWN article about the Bethlehem firings, "Cold, Calculating, and Deliberate," strikes closest to home. It does not really talk about unions at all, but about the absence of unions, the circumstance in which a majority of American journalists work.

Drawn from a longer study, Brasch's article tells in compelling terms how the newspaper business, like much of the rest of American business, balances its budgets on the backs of those who have given of their time

and talents. Credentials, hard work, skills, awards—none of these count in the face of the will to retrench.

BRASCH SHOWS dramatically that every American journalist who works in a "union-free" shop is similarly vulnerable. It remains clear that job security, the possibility of building a career, a system of being rewarded for work done well is—contrary to the great American folklore of individual pluck and luck—union work. As Judith Crist pointed out 30 years ago (in an article that is one of the conspicuous omissions from this collection), the Guild brought stability and opportunity to the newspaper business. The Reagan-Bush era has demonstrated that the forces of managerial anarchy are always waiting for a comeback.

Because it is an anthology put together on what was no doubt a low budget, this is a far from perfect book—lumpy, uneven and of varying relevance. It will do for now, but perhaps Brasch or a colleague will have it in them to do the coherent textbook that journalism schools ought to have in teaching journalists their rights. The problem, of course, will be to get the faculty to use it.

Locals, members can get copies at 40% discount

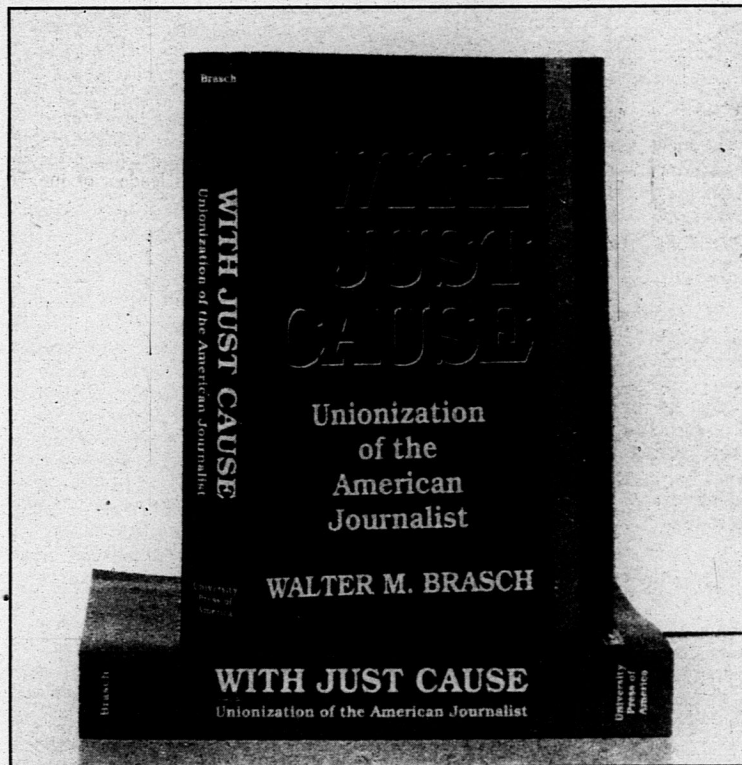
Silver Spring, Md.—Copies of Walter M. Brasch's "With Just Cause: Unionization of the American Journalist" are available to Guild members at a 40% discount price through TNG.

The 488-page volume is a collection of 44 essays on the history and achievements of news workers' unions, including more than a dozen items on The Newspaper Guild's early years, its prominent strikes and its future.

The lead-off article, an overview of the Guild, was written by TNG President Charles Dale. There are other chapters about Heywood Broun, the Guild's founding president; the 1990-'91 New York Daily News strike and other walkouts in Los Angeles, Wilkes-Barre and Newark; and anti-communism in the New York Guild.

Brasch wrote 12 of the articles himself. Other contributors include novelist Upton Sinclair, former New York Times labor reporter A.H. Raskin, labor historian Daniel J. Leab, and a onetime assistant editor of the Guild Reporter, Dale Larson.

"Not since the publication two decades ago of 'A Union of Individuals,' an account of the Guild's early years (by Leab), has there been a book so wedded to the Guild's reason for



being," David J. Eisen, TNG director of research and information, wrote in a late-January announcement to locals of the book's availability.

"There's no question that at least one copy of the volume should be on every local's bookshelf," Eisen wrote, adding:

"It can't but benefit the cause of newspaper unionism to circulate this book as widely as possible." Eisen suggested locals may want to obtain copies for college journalism departments and local libraries in their area.

Brasch, a journalism instructor at Bloomsburg University in Pennsylvania, is a member of the Guild and the National Writers Union. A former reporter and editor, he has written eight other books, including "The Press and the State."

Priced at \$47.50 for hardcover, \$24.50 for paperback, "With Just Cause" is available through TNG at 40% discounted rates of \$28.50 or \$14.70, both to locals and individual members. Locals should return order forms to Eisen, with checks made out to TNG.

Guild members also may order directly through the publisher, but at a discount of only 20%.

Rights nominees due March 18

Silver Spring, Md. — Local leaders and human rights committee chairpersons have been reminded that March 18 is the deadline for nominations for the Guild's first Human Rights Achievement Award.

The award, created by TNG's 1991 Convention, will recognize the local that in the past year has shown an increase of women and minorities in leadership positions and/or has improved the equal employment status of women and/or

minorities in workplaces covered by a Guild contract.

Any Guild member can nominate a local by sending a statement and supporting documentation to TNG Human Rights Director Anna Padia at TNG headquarters.

Included in Padia's deadline notice, sent Feb. 5 to all locals, were award guidelines and selection criteria.

The Human Rights Committee of TNG's Int'l Executive Board will review nominees in April and select three finalists. The committee will make the final selection in June and announce the winner at this summer's convention in Chicago.

Padia also urged locals to complete and return to TNG headquarters by April 3 the Guild's annual Local Affirmative Action Survey, which was sent Feb. 5 to all locals.

R.I. Democrats favor Guild humor

Providence, R.I.—Democratic Party leaders in Rhode Island appear to have their priorities straight — Guild humor before political dollars.

The Providence Guild's 19th annual Follies — a night of spoofs, skits and satirical songs about politicians and state personalities — is scheduled for Feb. 28.

So were a pair of Democratic State Committee fund-raisers — until Gov. Bruce Sundlun scratched the party's dinner that evening, which was to include an appearance by Sen. Bill Bradley of New Jersey.

"The governor suggested we cancel it," state Democratic chairman Mark Weiner told the Providence Journal. "He didn't want to

do anything that might detract from the Follies."

The Democrats had planned a \$250-a-person late-afternoon reception followed by a \$25-a-plate dinner. Now they will hold only the reception, priced at \$125.

"Then we're all going to the Follies," Weiner said. Bradley has accepted an invitation to attend as a guest of the Guild.

"We knew the Follies were popular, but we didn't know they were better than money in the bank," said Tim Schick, the local's administrative officer. "Maybe we should take them on the road."

The Follies normally attracts upwards of 1,200 guests, Schick said. Tickets are \$25 for members, \$35 for non-members.

Service award entry deadline is April 3

Silver Spring, Md.—The deadline for Guild locals to submit nominations for the 1992 Guild Service Award is April 3, local leaders have been notified.

The award — up to \$1,500 for a course in union education — is made annually for outstanding service at the local level. Eligibility is reserved to local officers and members who serve unpaid.

Nominations must be made by local membership meetings, executive boards or other governing bodies.

Judges for this year's award are TNG Vice Presidents Faye McCracken of Memphis and Carol D. Rothman of Philadelphia, and TNG Education Director Phillip M. Kadis, to whom nominations should be sent.

Guild to join in founding of APALA

Washington — At least two Guild leaders will be among the delegates at the founding convention of the AFL-CIO's new Asian Pacific American Labor Alliance (APALA) here April 30-May 2.

Initiated a year ago by the AFL-CIO Executive Council, the new group aims "to promote participation of Asian Pacific Americans in the union movement at the national, state and local levels," according to APALA's convention call.

All AFL-CIO affiliates have been invited to send representatives to the convention, at the Hyatt Regency Washington on Capitol Hill. TNG Human Rights Director Anna Padia and TNG Vice President Luther P. Jackson of Detroit are among those planning to attend.

In a letter to U.S. locals, TNG President Charles Dale encouraged other members to join the Guild delegation, and "to participate in local chapters being formed throughout the country."

More than 200,000 Asian Pacific Americans have joined unions in the U.S., making the group one of the fastest-growing segments of the labor movement.

A steering committee of Asian Pacific American unionists from 18 AFL-CIO unions was appointed last spring to select the group's name, draft a constitution and plan the founding convention.

The proposed constitution establishes a 41-member board, including three national officers to be elected at the convention.

The major social event of the convention will be a banquet honoring Asian Pacific Americans for achievements as trade unionists and community role models.

Deadline for delegate-credentials requests is March 2. More information can be obtained by calling Tony Sarmiento, interim APALA co-ordinator, at the AFL-CIO Department of Education, (202) 637-5144.

Great Lakes unit re-elects Buchanan

Detroit — William (Bucky) Buchanan, who recently stepped down after 18 years as president of the Erie Guild, was acclaimed to his 10th consecutive term as president of the Great Lakes District Council during its winter meeting here Feb. 8-9.

Council delegates from 11 locals also re-elected without contest Ken Fisher of Pittsburgh, 1st vice president, and Patricia Nuttal of Terre Haute, treasurer.

NICC meets with leaders of local unions on Dayton bargaining



The Newspaper Industry Co-ordinating Committee (NICC) met in Dayton Feb. 5 to discuss with leaders of that city's newspaper unions a unified approach to contract talks at the Cox chain's Dayton Daily News where the Dayton Guild has been seeking an initial pact for 180 newsroom employees since mid-1989. Also participating was Wes Wells, executive secretary of the Dayton



AFL-CIO Regional Council, at left in picture at left. Next to him are June Herold of the Dayton Guild and TNG Representative Hannah Jo Rayl. At the podium, above right, is Joe Uehlein of the AFL-CIO Industrial Union Dept. Seated is TNG President Charles Dale. Also in the NICC are the Graphic Communications Int'l Union, the CWA Media Workers Sector and the Teamsters.

Top hits \$678, many upgraded in Albany pact

Albany, N.Y. — Members of the Albany Guild at the Times Union here have ratified a new three-year contract with the Hearst chain daily that raises top minimum pay for key employees by \$51.47, to \$678.22 a week.

The contract also provides "significant gains" through upgrading pay for several lower-paid jobs held mostly by women, said Albany Guild President Kenneth Crowe II.

Pay rates in all classification are increased by 2%, retroactive to Aug. 4; by another 3% this Aug. 3; and by an additional 3% on Aug. 2, 1992.

In the key classification — reporters, photographers, copy editors, artists, district managers, ad writers/photographers, promotion/public service co-ordinators, computer trainer specialist and librarian — a first raise of \$12.54 takes the current top to \$639.29, with additional increases of \$19.18 and \$19.75 to follow.

Upwards of 120 employees received upgrading pay, and another 80 received extra money in shift and weekend premium pay.

The contract covers some 310 employees in the news, advertising, business, maintenance and inside and outside circulation departments of the 106,000-circulation daily. Guild members approved the agreement by an 84% majority in late January.

Crowe called it a "contract we can build on in 1994."

With upgrades, top-minimums for all but one of the lowest-paid classifications reached 60% of the key-level top, as recommended by TNG's collective bargaining goals, Crowe added. Upon ratification, full-time employees received \$150 lump-sum payments, pro-rated for part-timers. Drivers receive an additional lump sum of \$400, the first \$200 upon ratification and the remainder next Jan. 1.

Some upgrades were achieved by diverting to lower classifications and to premiums money that was offered as lump sums.

Also under the agreement, medical insurance coverage is maintained with no cuts in coverage or increases in employee costs, despite the company's demands for givebacks in those areas.

Management also went "hot and heavy" after control of the employees' retirement plan, but "members united" and retained representation on the joint Guild-management board, Crowe said.

With an initial \$10 upgrading, the contract's highest rate — a flat minimum covering news, wire, features, sports and regional editors, copy desk chief and slot person — increases by \$63.83, in increments of \$23.11, \$20.06 and \$20.66, to \$709.33 a week.

Top minimum for outside sales-

persons, and for ad-makeup persons hired before 1986, advances by \$49.41 — in increments of \$12.04, \$18.41 and \$18.96 — to \$651.21 a week.

Ad makeup persons hired since 1986 are upgraded and moved into a new classification. Their top advances by a total of \$85.10, first by \$51.80, then by \$16.50 and \$17, to \$583.50.

The top for cashiers, assistant librarians, and ad-sales and marketing assistants is increased by \$40.91 — in increments of \$9.96, \$15.24 and \$15.71 — to \$539.11.

Other contract improvements include:

- ✓ Future layoffs must be by seniority in each of the five Guild-covered departments. Vacations also now will be scheduled by seniority. Under the previous agreement, seniority was one factor but not the sole consideration in determining dismissals for economy. Twenty-nine employees were laid off in a round of Hearst-mandated job cuts last year.
- ✓ Weekend premium for district managers increases by \$5, to \$10 per weekend. Copy editors get a first-time premium of \$5 a week.
- ✓ Employees gain the option of setting up job-sharing arrangements with other workers.

Employees may work a four-day week by mutual consent of the company and the Guild.

✓ A joint committee is set up to make recommendations on child care.

✓ Fair-employment protections are expanded to prohibit discrimination for disability, age or sexual preference, in addition to previous prohibitions on race, color, sex, creed, marital status and national origin.

TNG Int'l representative Bruce Nelson assisted the local in the talks.

Some other jobs, their total increases and resulting new top minimums in the final year include:

Advertising layout artists and photo technicians—Up by \$90.50 (including \$45 upgrading), to \$613.55.

Copy and office persons, mail and dispatch clerks—Up by \$79.10 (\$45 upgrading), to \$350.43.

Inside classified and retail salespersons—Up by \$45 (\$10 upgrading), to \$471.30.

Computer operators, and editorial, advertising, accounting and circulation clerks, as well as **dispatch clerks** hired before 1986—Up by \$41.09 (\$7.50 upgrading), to \$444.94.

IT

SEEMS TO US

San Jose member asks about currencies in list
BERKELEY, CALIF.

Editor:

In the Jan. 31 issue, you list Canadian media taking 12 of the top 16 positions in weekly Guild salaries. An explanation is in order: Which dollars do you use?

If they're Canadian converted to U.S., please give the conversion rate. If they're given as Canadian dollars, then the actual positions by today's exchange rate (84.5 cents U.S. to the Canadian dollar) drop down: instead of places 2-16, the top 12 Canadian pay scales would place Nos. 5 to approximately No. 40.

PAUL HERTELENDY
Mercury News unit
San Jose Guild

Editor's note: The minimum-pay rates listed were in the currency of the country in which the newspaper/news service is located. Exchange rates do not measure relative purchasing power of currencies.

Reminder on convention votes

Silver Spring, Md.—Guild locals have been reminded that Feb. 29th is the deadline for per-capita payments to be at TNG headquarters for determining the number of votes and delegates each local will be entitled to at this summer's convention. The convention is set for June 29-July 3 in Chicago.

Under TNG's Constitution, representation at conventions is based on the average number of per-capitas received by TNG during the 12 months "ending the last day of February of the convention year." TNG Sec'y-Treasurer John C. Edgington noted in a Feb. 3 notice to all locals.

Edgington also reminded locals that, under provisions of the constitution, "to be entitled to voice and vote" at this year's convention, locals must be current in their per-capitas at least through April and payments must be postmarked no later than May 29.

UNION PRIVILEGE LEGAL SERVICE

- Free initial consultation
- Free document review
- 30% discount on complex matters

1-202-842-3500
For Lawyers Near You

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: March 6.)

Members join rally by 10 unions in Pittsburgh struggle

Pittsburgh — During a large rally Jan. 27, Guild members at the Pittsburgh Post-Gazette demonstrated their solidarity with members of 10 other unions seeking fair contract renewals at the Pittsburgh Press.

Scripps Howard's Press performs all business, production and distribution functions for the Block chain's Post-Gazette under a joint operating agreement in effect since 1961.

The "Stop the Press" rally near the Press's downtown building drew nearly 500 people protesting management demands for severe contract regressions and elimination of at least 450 delivery jobs.

The Pittsburgh Guild was one of 11 unions in the Newspaper Unions Unity Council sponsoring the rally. A Guild contract covers 135 people in the Post-Gazette newsroom. No union represents their counterparts at the Press.

At least 10 Guild members joined the late-afternoon protest, and "another 20 were en route" after completing their Post-Gazette shifts but did not make it before the rally ended, said Pittsburgh Guild President Harry Tkach.

Some 1,500 union-covered Press employees have been working since Dec. 31 without contracts. Since then, the Press has attempted to cut the jobs of 22 Teamsters drivers in a shift of delivery routes of both papers.

Management also said it wants to convert from using 4,300 youth carriers to only adult deliverers. The move would throw some 450 Teamsters-covered drivers and circulation managers out of work and replace them with subcontractors.

The unity council has charged that the Press is seeking "to provoke a confrontation," knowing "a long conflict might force the Post-Gazette to permanently cease oper-



STEELWORKERS PRESIDENT LYNN WILLIAMS (CENTER) HELPS LEAD DEMONSTRATION
Other protest leaders include Joe Molinero, Teamster, left, Jim Lowen, CWA-Printers, right.

ations," making Pittsburgh a one-newspaper town.

The company has not budged from its original contract proposals which include a two-year wage freeze, elimination of a longstanding medical plan and reductions in

retiree health and pension benefits.

If there is a strike against the Press, it is not expected either paper would publish. Post-Gazette management reportedly told newsroom employees the Press apparently had decided not to operate

with imported strikebreakers.

Post-Gazette employees are "edgy" about the situation because "we don't have any control over our own fate," Tkach said, adding there has been no strike authorization as yet by any union.

AFL-CIO News/BILL CAMPBELL/Pittsburgh Guild

HIGHEST MINIMUM pay rate among 126 top and flat rates for a wide variety of computer and computer-related jobs under Guild contracts with daily newspapers in the United States, Canada and Puerto Rico was \$1,144.63 a week as of Dec. 1, according to a compilation by TNG's Collective Bargaining Dept.

That rate is for senior programmers, systems analysts and senior systems programmers at the New York Times.

Overall, 83 (65.9 percent) of the minimum-pay rates on the list exceeded \$500 a week; 50 (39.7 percent) were more than \$600 a week; 34 (26.9 percent) were above \$700 a week; 20 (15.9 percent) were more than \$800 a week; and 7 of them topped \$1,000.

The rates listed are from 40 contracts, the bargaining department reported. Results of settlements reached since or deferred increases effective in the interim are not reflected in the table.

Newspaper/Wire service	Minimum—Exp.
New York Times	
Sr. programmer, Systems analyst,	
Sr. systems programmer	\$1,144.63—4 yrs.
Systems programmer, Programmer	837.46—3 yrs.
Computer operator	991.19—4 yrs.
EDP control clerk	753.49—3 yrs.
EDP posting clerk	613.86—3 yrs.
EDP tape library clerk	577.59—2 yrs.
Keypunch operator	553.48—2 yrs.
New York Daily News	
Systems analyst, Sr. programmer,	
Computer operations supervisor	1,080.79—1 yr.
Programmer, Sr. Computer operator,	
Data control supervisor	942.30—6 yrs.
Computer operator	713.64—3 yrs.
Asst. computer operator, Head data	
control clerk	664.77—3 yrs.
Data control clerk	612.47—2 yrs.
Systems and data processing clerk	483.39—3 yrs.
Keypunch operator	448.05—3 yrs.
Toronto Star	
Sr. programmer	1,031.42—1 yr.
Supervisor data processing	1,012.23—2 yrs.
Intermediate programmer	981.93—2 yrs.
Jr. programmer	848.63—2 yrs.
Sr. computer operator	825.54—2 yrs.
Asst. supervisor data processing	796.70—flat
Computer operator	730.38—4 yrs.
Sr. keypunch operator	715.52—4 yrs.
Keypunch operator	646.17—3 yrs.
Vancouver Sun and Province	
Sr. programmer analyst,	
Operations supervisor	1,055.35—flat
Programmer	1,055.35—5 yrs.
Systems administrator	1,072.48—flat
Computer operator	943.57—5 yrs.
Data entry supervisor	795.53—1 yr.
Control clerk	724.77—2 yrs.
Key station operator	612.86—1 yr.
St. Louis Post-Dispatch	
Sr. programmer, Sr. systems analyst	897.85—5 yrs.
Jr. programmer, Jr. systems analyst	670.77—5 yrs.
Machine operator	623.76—4 yrs.
Keypunch operator	424.59—3 yrs.
San Francisco Chronicle and Examiner	
Systems co-ordinator	885.14—6 yrs.

\$1,144 a week tops list of computer rates

Newspaper/Wire service	Minimum—Exp.
Washington Post	
T-5 data processing programmer	
analyst	860.70—4 yrs.
T-4 data processing programmer	616.35—3 yrs.
T-3 sr. processing machine operator	539.40—1 yr.
T-2 data processing machine	
operator	483.55—3 yrs.
T-1 keypunch operator	443.80—2 yrs.
St. Paul Pioneer Press	
Sr. programmer-analyst	841.97—5 yrs.
Programmer-analyst	708.47—4 yrs.
Programmer	673.61—4 yrs.
Jr. programmer	505.82—2 yrs.
Computer room shift supervisor	733.78—5 yrs.
Sr. operator	642.42—4 yrs.
Operator	611.83—4 yrs.
Jr. operator	417.03—1 yr.
Keypunch operator	441.99—6 yrs.
San Jose Mercury-News	
Computer programmer A	835.14—6 yrs.
Computer programmer B	694.91—3 yrs.
Sr. computer operator	659.90—2 yrs.
Computer operator	550.42—2 yrs.
Keypunch operator	490.75—2 yrs.
Toledo Blade	
Systems analyst programmer	824.08—4 yrs.
Programmer	770.69—4 yrs.
Systems co-ordinator	733.30—3 yrs.
Computer operator	655.89—3 yrs.
Keypunch operator	524.68—2 yrs.
Providence Journal-Bulletin	
Computer operator	787.25—4 yrs.
Computer room supervisor	667.93—3 yrs.
Computer operator	628.38—2 yrs.
Lead data entry clerk	483.11—2 yrs.
Data entry clerk	427.99—2 yrs.
Boston Herald	
Programmer	757.12—3 yrs.
Computer operator	623.18—3 yrs.
Keypunch operator	503.36—3 yrs.
Honolulu Advertiser and Star-Bulletin	
Sr. programmer	780.64—4 yrs.
Computer operator/Jr. programmer	671.84—3 yrs.
Keypunch operator	515.55—3 yrs.
Memphis Commercial Appeal	
Sr. programmer	710.35—5 yrs.
Computer programmer	580.45—5 yrs.
Computer operator	478.25—5 yrs.
Keypunch operator	455.65—5 yrs.
Monterey Herald	
Computer operator	685.00—4 yrs.
Baltimore Sun and Evening Sun	
Programmer	659.00—5 yrs.

Newspaper/Wire service	Minimum—Exp.
Eugene Register Guard	
Computer operator/data control analyst ..	539.00—5 yrs.
Head computer operator	559.00—flat
Programmer librarian	451.00—5 yrs.
Keypunch operators	426.00—4 yrs.
Victoria Times-Colonist	
Computer operator	687.30—flat
Philadelphia Inquirer and Daily News	
Computer operator	875.08—4 yrs.
IBM programmer	588.08—4 yrs.
Keypunch operator	492.17—4 yrs.
Lowell (Mass.) Sun	
Computer operator/programmer	638.00—4 yrs.
New York Post	
Asst. data processing supervisor	601.80—3 yrs.
Head machine operator-data	
processing	604.44—3 yrs.
Keypunch operator	383.00—3 yrs.
Portland Press Herald	
Computer programmer	583.82—3 yrs.
Computer operator A	530.96—1 yr.
Computer operator B	435.82—1 yr.
Clerk-computer input	411.41—1 yr.
San Mateo Times	
Computer operator	541.12—4 yrs.
Keypunch operator	507.96—3 yrs.
Kitchener-Waterloo (Ont.) Record	
Data input clerk	521.00—2 yrs.
San Diego Union and Tribune	
Keypunch operator	507.66—3 yrs.
San Juan Star	
Programmer	468.00—5 yrs.
Computer operator	303.00—4 yrs.
Keypunch operator	280.00—4 yrs.
Mt. Clemens, Mich.: Macomb Daily	
and Royal Oak Tribune	
Data processing operator	462.00—2 yrs.
Denver Post	
Computer operator	461.00—3 yrs.
Keypunch operator	390.00—3 yrs.
Salem (Mass.) News	
Computer applications specialist	428.72—flat
Computer operator	403.34—3 yrs.
Duluth News-Tribune	
Computer operator	401.89—4 yrs.
Keypunch operator	349.46—4 yrs.
Brantford (Ont.) Expositor	
Keypunch operator	394.38—2 yrs.
Brockton (Mass.) Enterprise	
Computer operator	394.12—4 yrs.
Wilkes-Barre Citizens' Voice	
Keypunch operator	380.00—2 yrs.
Yakima Herald-Republic	
Computer operator	367.47—4 yrs.
Pueblo Chieftain	
Computer operator	366.84—3 yrs.
Keypunch operator	340.32—3 yrs.
Erie (Pa.) News and Times	
Keypunch operator	356.60—3 yrs.
Great Falls Tribune	
IBM machine operator	340.79—4 yrs.
Keypunch operator	290.25—4 yrs.
Bristol (Conn.) Press	
Computer operator	333.97—5 yrs.
Terre Haute (Ind.) Tribune-Star	
Keypunch operator	250.31—flat

St. Louis wins another round on use of 'free' interns

St. Louis—The St. Louis Post-Dispatch violated its contract with the St. Louis Guild by refusing to pay student interns for their work at bureaus in Springfield, Ill., and Washington, an arbitrator has ruled.

In sustaining the Guild's grievance, arbitrator Timothy J. Heinsz held the students were doing bargaining unit work, and that they should be compensated at the contract's rate for student "apprentices": currently \$308.58 a week.

"It's a very good decision, and very important," said Herb Goodrick, the local's executive secretary. "We don't believe in people working for free."

Management of the Pulitzer daily reacted to the ruling by refusing to pay two Washington interns who were halfway through their programs, forcing them to seek work elsewhere.

"But the paper tries to make us look like the bad guy," Goodrick said of the company's action. "The apprentice rate is the lowest in the contract, and still they won't pay them."

The college intern system has become a large source of free labor in the news industry, he charged, calling it a "serious threat" to working reporters, editors and others.

"If left unchecked, this unfair use of unpaid interns could cause serious job losses in the industry," he said.

The University of Missouri alone currently deals with 100 newspapers and up to 30 radio, television and cable companies requesting interns each year, he said.

One glaring example, Goodrick said, was at KSDK-TV in St. Louis, where there are 22 unpaid interns — and just 19 regular employees, who are covered by a Guild contract.

"If you pulled the interns out of there, the station wouldn't be able to operate," he said.

"If companies can get students to do reporting and other Guild-covered work for free, that's unfair competition against people who work for a paycheck. Industrywide, we really need to flush



St. Louis Guild honors leader's, members' service

St. Louis Guild Secretary Ed Kirgan (right, photo at left) is presented with plaque marking his being named "1992 Guilder of the Year" during the local's annual dinner meeting. Presenter is Tim Renken, chairperson of the local's Post-Dispatch unit. Four members received 40-year membership pins, from left, photo at right: Guy B. Arant, Robert Specht, Anita James and Anthony



KEVIN MADDEN/Labor Tribune/St. Louis Guild

this thing out," he said.

He also lashed a system in which "students are actually paying to work," while both the journalism schools and the companies are profiting from their efforts.

"The students aren't even getting minimum wage," Goodrick said. "In fact, they're paying for tuition, transportation and parking — because they can't get a job without successfully completing an internship. They'll do almost anything to get experience."

This "unfortunate situation" discriminates against the non-affluent students, he charged. "Most college student want to earn some money in the summer, but they must have money saved or rich parents just to get through the internship."

The Guild has no complaint with the Post-Dispatch's practice of hiring students as summer fill-ins and paying them contract-required rates, which are higher than apprentice wages, he said. Current minimum for inexperienced, beginning reporters at the Post-Dispatch is \$546 a week.

Under the contract, the paper also may employ four students as reporters and/or copy editors and two students as outside ad salespersons for up to three months each year. Their apprentice rate is artificially low, Goodrick said, because "we acknowledged they are getting class credit for their work as well."

The union, however, grieved in early 1991 when it learned the company had made a practice of using unpaid interns in bureaus.

The Springfield program was started in 1972 with students from Sangamon State University, who did regular reporting, including

coverage at the state capitol.

Testimony before the arbitrator showed the interns worked up to 55 hours a week during legislative sessions, with no compensation from the 375,000-circulation Pulitzer daily.

The Washington program was started in 1989, and interns' duties included research, gathering comments from members of Congress and other sources, and "some writing," the record showed.

The interns' duties in both bureaus "to research stories, interview persons, attend hearings and participate in the writing of stories for which they received bylines ... squarely fall" within the category of bargaining unit work, Heinsz wrote.

"Nor was the work performed by the Springfield interns negligible," Heinsz continued. "From 1986, the records indicated that during a typical six-month internship, these students wrote or participated in the writing of between 68 and 104 stories apiece."

In rejecting the company's claims that the students "provided no benefit to the company," Heinsz held that "although most of the value of the program was for the students ... some of the stories would have gone unreported without the intern."

Heinsz also rejected the company's claim that interns' time with bureau reporters constituted a "student-faculty relationship."

The arbitrator, however, denied the Guild's request for back pay for students who had completed internships since March 1, 1986, because the programs were run for many years without contract-covered compensation and "without union objection."

The union "reasonably should have known" of the Springfield and Washington programs much sooner, Heinsz said, denying back pay on that basis.

Nevertheless, "there was no evidence of express acceptance of the program by the union," he wrote. About two years ago, the Guild had challenged the Post-Dispatch on its use of unpaid University of Missouri interns, and the company ended that program rather than pay the students.

Heinsz said his ruling "should not be construed to negatively reflect in any way on the educational value" of the Springfield or Washington internship programs.

P-D contract clear on student jobs

St. Louis — Here are pertinent parts of the St. Louis Guild contract with the Post-Dispatch that apply to employment of college students as interns.

An arbitrator has ruled the paper violated the contract by not paying college interns for their work.

"Students may be employed as reporter or copy editor apprentices for not over three consecutive months of a given year. The number of such reporter apprentices shall be limited to two at any one time, with a total limit of four in any one calendar year."

The contract's current apprentice rate is \$308.58 a week, going to \$320.92 on March 19. After three months' work, the students

must be dismissed or upgraded to the starting minimum for their job "and may not again be used as apprentices." Current starting minimum for reporters and copy editors is \$546 a week, going to \$567.84 on March 19.

"Such apprentices may be used for copy messenger work in the news departments, and may perform minor news production functions, but not to a degree or in a manner as to supplant regular news employees or reduce the number of vacation replacement employees."

The contract also allows for employment of two apprentice outside ad salespersons between May 1 and Sept. 15 each year.

NEW ADDRESS?

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

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

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

Name _____

New Address _____

City _____ State/Province _____

Zip/Postal Code _____ Guild Local _____

ATTACH
OLD
MAILING
LABEL
HERE

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

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



Int'l Executive Board, special meeting, Feb. 23-24, Sheraton Hotel & Towers, Boston.
Middle-Atlantic District Council, winter meeting, March 7-8, Independence Holiday Inn, Philadelphia.
Guild Service Award, nomination deadline, April 3, TNG headquarters, Silver Spring, Md.
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.
Midwest District Council, fall meeting, Nov. 7-8, Milwaukee.

The Guild Reporter



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

Published by The Newspaper Guild (AFL-CIO, CLC) 18 times per year, at three-week intervals, on Fridays. (Next issue: March 13.) \$20.00 per year. Single copies, \$1.50. Guild Reporter deadlines at TNG headquarters: News, Monday before publication; features and letters, Friday before publication. (Next letters deadline, March 6.) Letters limited to 200 words by TNG convention action.

POSTMASTER:—Notice to Publisher Form 3579 should be sent to The Guild Reporter, 8611 2nd Ave., Silver Spring, Md. 20910-3327

Publication #231580

ISSN: 0017-5404

Vol. 59, No. 3

Feb. 21

The Newspaper Guild

8611 Second Avenue
Silver Spring, Md. 20910-3327
Telephone: 301-585-2990
FAX: 301-585-0668

PRESIDENT: CHARLES DALE

SECRETARY-TREASURER: JOHN C. EDGINGTON

INTERNATIONAL CHAIRPERSON: PETER E. McLAUGHLIN

AT-LARGE VICE PRESIDENTS: Russ Cain, P.O. Box RR, Carmel, Calif. 939 Knox, 15 Old Forge Ct., Sparks, Md. 21152; David M. Mulcahy, c/o Standair Corp., 25 Broadway, New York, N.Y. 10004; Carol Przybyszewski, 617 Ras Erie, Pa. 16502; Carol D. Rothman, 5604 Henry Ave., Philadelphia, Pa. 19141; A. Shellock, P.O. Box 67, Canfield, Ohio 44406.

REGIONAL VICE PRESIDENTS: Region 1—Thomas J. Thibault, P.O. Box 38127, Region 3—Luther P. Jackson, 3rd, 1115 Granger, Ann Arbor, Mich. Region 4—Larry D. Hatfield, 16 Jewell St., San Rafael, Calif. 94901; Region 5—J. Brandow, 2708 Harway Ave., Brooklyn, N.Y. 11214; Canadian Region: East—Vacant; West—Doug M. Louth, 4140 Dallyn Rd., Richmond, B.C. V6X 2S7.

DIRECTOR OF FIELD OPERATIONS: William H. McLeman.

EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Linda K. Foley.

CANADIAN DIRECTOR: John T. Bryant

30 Concourse Gate, Unit 103

Nepean, Ont. K2E 7V7.

DIRECTOR OF RESEARCH & INFORMATION: David J. Eisen.

EDUCATION DIRECTOR: Phillip M. Kadis

HUMAN RIGHTS DIRECTOR: Anna M. Padia.

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