



The GUILD REPORTER

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

Vol. 59, No. 5

Silver Spring, Md.

April 3, 1992

Guild demonstrator makes a point in Massillon

Bag on head of one of scores of participants in a March 27 support rally for Guild members at Goodson chain's Massillon Independent carries a message. Reference is to Guild charges that publisher Jack Shores is harassing employees for continuing support of their 50-year-old union. Guild has been seeking new contract since 1987. Company broke off talks in early March. (Story, Page 6.) Inside the "gag bag?" The Cleveland Guild's Lou Mio.



DIANNA McNEES/Cleveland Guild

Eight unions' unity nets pacts, averts strike in Toledo

Toledo, Ohio—Keeping alive a quarter-century of joint and co-ordinated bargaining, the Toledo Guild and the seven other unions at the Toledo Blade reached new three-year contracts with the Block-chain daily March 20.

The settlements came a day before the deadline for a strike in the absence of satisfactory new agreements for all eight unions at the 150,000-circulation daily. All the unions' contracts expired March 21.

The settlements also brought an end to company demands for extensive takebacks and retrogressions from the unions' previous contracts, and to extensive preparations by the unions for a prolonged strike if necessary to resist them.

Management said they had to have the concessions because of low profits, said Toledo Guild President Jack Baessler, though they "never blamed the employees or their unions."

"They got none of it ... but we've given them some breathing

room" in the settlements, said Baessler. "Now it's up to them to show us they were serious" when they said they want to "work with us."

Baessler, along with Guild Negotiating Chairperson Tom Bendycki, played a major role in the talks and in actions surrounding them.

The latter included contracting for publication of a strike daily and production of a prototype, as well as several actions by the unions' memberships to demonstrate their determination to win fair new contracts.

One of the most dramatic membership actions, Baessler said, was union members throughout the Blade packing boxes distributed by the Guild with their belongings from their workstations and carrying them from the building the day of the bargaining session that produced the settlements.

Also, the unions' members turned out 250- and 150-strong as observers at what turned out to be the next-to-last (March 18) and final (March 20) bargaining sessions, Baessler said.

At the March 18 session, the unions jointly rejected company demands that included making all wage increases conditional on circulation and advertising lineage returning to 1990 levels, ending pension and health insurance payments for part-time employees and requiring employees to pay half of any increase in health insurance costs.

On March 19, the Guild's membership voted its bargainers strike-call authority by 211-2, with 1 abstention. The other unions all

(Continued on Page 2)

Vancouver group goes Guild by 86% vote

Vancouver—By an 86% majority, assistant circulation district advisers at the Southam chain's Vancouver Province and Sun have chosen the Vancouver Guild to be their collective bargaining representative.

There were 103 ballots cast for the Guild and 17 for "no union" in the March 16 secret-ballot election supervised by the British Columbia Industrial Relations Council. There were no challenged ballots.

Total strength of the new bargaining unit is more than 230 workers, according to Georgia Chisholm, who co-ordinated the Guild's organizing effort among the widely scattered group, also known as circulation submanagers.

As regular part-time employees

of Pacific Press, publisher of the Province and Sun, they work 2-4 pre-dawn hours, have no fixed work stations and rarely come to the plant, Chisholm said.

In the union's organizing drive, "we met them at Denny's, Beano's, the corner restaurant, wherever they had their morning coffee" before or after their shifts, Chisholm said, adding that management had little contact with the group.

The Guild conducted its sign-up campaign in three weeks and filed for certification March 6, after a strong majority demonstrated support for the union.

Many of the assistant DAs are either college students or pensioners, and a substantial number are women, Chisholm said.

Their job is to check on drop

spots, ensure that carriers deliver their routes, collect carriers' bills, and serve as trouble-shooters for the full-time district managers. They typically earn \$7 to \$8 an hour, and receive \$4.25-an-hour auto allowance.

In recent years, the assistant DA job has evolved somewhat as the delivery system has been increasingly motorized. The job formerly was viewed as a "senior carrier" position, but now the part-timers have more responsibility and must

have their own cars for the job.

Unit members were to hold an organizational meeting March 31, and discuss bargaining issues and first-contract goals. Leading issues likely will be wages, job security and car expenses, Chisholm said.

Another Guild contract already covers 1,000 employees in the two papers' advertising, business, circulation (including district managers), editorial, promotion, public relations, data processing and maintenance departments.

Senate contacts urged on anti-scab bill

Silver Spring, Md.—Guild members in U.S. locals are being urged to ask their senators to support the Workplace Fairness Bill, which would make it illegal for employers to hire permanent

strikebreakers in economic strikes.

The Senate is expected to vote on the bill, S. 55, before Congress adjourns April 11 for the Easter recess, and if not then, shortly thereafter.

A companion bill was passed overwhelmingly (247-142) in the House last summer, largely "because of the kind of grass-roots support for the measure you and the locals of other unions throughout the country developed," TNG President Dale wrote to local leaders March 26.

In the Senate, at least 60 votes are needed to cut off debate and prevent the bill from being filibustered to death. At present, 36 senators have signed on as co-sponsors of S. 55 and others have said they will vote to end a filibuster,

but the count is still short of the 60 votes needed.

"That's why grass-roots pressure is so important to get action," Dale wrote.

TNG has sent much material to locals on the anti-strikebreaker issue over the past two years. "The arguments in favor of it haven't changed, so you can use it to frame your own comments," Dale advised.

With Dale's letter, TNG also sent to locals postcards that can be addressed to senators, as well as posters that can be used on bulletin boards.

"The use of scabs to permanently take the jobs of striking union workers has reduced the right to strike to the right to be

(Continued on Page 2)

Per caps to rise by 40¢, to \$14.65

Silver Spring, Md.—Per-capita payments by Guild locals to TNG will increase to \$14.65 a month in May, up by 40 cents under a formula in TNG's Constitution linking per capitas to the average daily newspaper reporter top minimum-pay rate under Guild contracts each April 1.

The \$14.65 includes the \$1 a month for organizing that was added to the per capita by last summer's convention and affirmed by membership referendum in December.

Four at TNG headquarters given dismissal notices 6

The April 1 average reporter-top this year was \$703.82 a week, up by \$20.93 from the year-earlier figure, TNG Sec'y-Treasurer John C. Edgington said in a letter to locals announcing the new per capita.

The per-capita increase is one cent less than the rise in the payment a year ago. It is 22 cents less than the record 62-cent increase

under the formula in spring 1981.

The per-capita increase applies only to the monthly payments made by locals to TNG. It does not affect members' dues.

The increase in the adjustable portion of the per capita is 3.02%, compared to a 3.19% increase last May, a 2.56% increase in 1990, an increase of 3.47% in 1989 and

(Continued on Page 6)

THE SHORT



OF IT

FED BY NARROWLY framed denials, rumors refuse to die that one of the partners in the joint operating agreement (JOA) that since 1965 has been publishing the San Francisco Examiner and the San Francisco Chronicle may be about to buy out the other partner.

The most persistent scenario would have the Hearst chain buying the Chronicle and the DeYoung-Thieriot family's half of the San Francisco Newspaper Agency, the papers' production, business and distribution arm. Beyond that, however, there are more questions than answers. What might be the federal antitrust implications? Would both papers still be published? Would there be job cuts? Would seniority and other provisions of the Northern California Guild's contracts govern?

Because the rumors have generated widespread fear among union members at the papers, the Guild held a "summit meeting" March 20-21 to explore those and other questions. Participants included local and international Guild leaders as well as experts on labor and antitrust law, particularly the Newspaper Preservation Act, under which the papers have been publishing, pooling profits and fixing prices since it was enacted in 1970.

Dailies that once were published under JOAs in three other cities have been closed: Knoxville, Tenn. (the Journal), Miami (the News), and St. Louis (the Globe-Democrat).

Quotes: "Daily newspapers were dying by the dozens. ... I thought that most of these vanishing dailies deserved to die. ... not a popular position for me to take with my friends in the press, especially management. They blamed the deaths on the unions or rising newsprint costs. I thought the culprit was mismanagement. Bosses of these newspapers had screwed up ..." — Al Neuhauser, retired Gannett-chain boss, in his 1989 book, "Confessions of an S.O.B." "The managers' brains are under the workingman's cap" — William (Big Bill) Haywood, union leader, 1911. "Work and thought will be ongoing to help us complete our \$10 million [budget cut] goal ... if you would also have an idea about how work could be changed to permanently eliminate your job, I suggest you contact your manager or the human resources department. We will need the help and good will of all as we proceed." — Roger Parkinson, (Minneapolis) Star Tribune publisher, in a memo to staff last June 6.

Labor beat: A book rounding up recent research by some academics in the employment field debunks the notion that unions have been responsible in large part for the United States' international trade deficit, U.S. firms' poor fiscal performances and lack of innovative technology and work practices. "Unions and American Economic Competitiveness" is published by the Economic Policy Institute, which is heavily backed by unions, "a fact the book does not try to avoid," Frank Swoboda points out in the Washington Post. The book's arguments are "persuasive, and no more biased than often-cited studies from other Washington think tanks largely financed by business," Swoboda notes. Now it's the National Writers Union, UAW/AFL-CIO. The NWU, with its membership of some 3,000 largely home-based free-lancers, has affiliated with the United Auto Workers after a decade of going it alone. Shirley Carr, Canadian Labour Congress president since 1986 when she became the first woman ever to head a national union federation, is not seeking a fourth term at this June's CLC convention. Instead she'll head the workers' group at the Int'l Labor Organization (ILO). Bob White, president of the Canadian Auto Workers, is running to replace Carr in the CLC office.

Potpourri: What does a college senior list as "skills" in a resume sent trolling for "a challenging writing position"? The Guild Reporter received one lately in which "Lotus 1-2-3, Aldus Pagemaker 4.0, Microsoft Word 4.0" were the only ones. Electronic layout of news and feature stories "does represent a natural and legitimate progression of the skills and responsibilities that a journalist is required to use in the normal course of his or her work," the Australian Industrial Relations Commission has ruled in a case in which the Printing & Kindred Industries Union claimed the work should be assigned to printers. Free trade with Mexico? It takes 18 minutes' work for the average employee in Chicago to make enough to buy a Big Mac and fries. In Mexico City the average worker has to put in nearly four hours for the same gustatory treat.

Among ourselves: The Philadelphia duo that won the 1991 Broun Award, Inquirer reporters and Guild members Donald L. Barlett and James B. Steele, have won the 1991 George Polk Award for economics reporting for the same nine-part series that netted the Broun prize. The Polk education award went to Jeff Gottlieb, of the San Jose Mercury News and the San Jose Guild, while the foreign reporting prize went to Francis X. Clines and Barbara Crossette, of the New York Times. The Smithsonian Institution is including cartoons by Mike Konopacki and Gary Huck, whose work often appears in the Guild Reporter, in a travelling exhibit titled "Who's in charge? Workers and managers in the U.S." Ed Ruffing, whose long tenure as president of the Utica (N.Y.) Guild included the 100-day strike against Gannett's Observer Dispatch there in 1967, has retired after 33 years at the paper. He won TNG's Guild Service Award in 1968.



250-PLUS MEMBERS OF TOLEDO GUILD, OTHER UNIONS OBSERVE BLADE BARGAINING
Tradition draws member-observers to unions' joint bargaining on economics with Block daily.

Eight unions' unity nets pacts, averts strike at Toledo Blade

(Continued from Page 1)
had taken strike vote earlier.

The settlements provide for across-the-board increases of \$60 a week for all members of all the unions, establishment of a 401(k) retirement savings plan, and continue full company payment of health insurance premiums, with wage diversions possible in the second and third years to cover increases in the jointly administered plan. The latter is a longstanding practice at the Blade.

The "breathing room" comes in the form of a freeze in the contracts' wage rates for the first year, and suspension of company payments until next March into existing employee pension plans. They then will resume at 1991 levels.

The pension-payments' suspension was the most difficult issue of the talks, Baessler said. However, the plans are overfunded and union actuaries said the arrangement will not affect the funds' ability to maintain benefits at current levels for current or future retirees, he noted.

The \$60 increases come in \$15 increments at six-month intervals beginning next March 22.

Resulting weekly top minimum-pay rates under the Guild's contract include:

Advertising outside salespersons, circulation district mana-

gers, photographers, reporters, systems analyst programmers — \$839.08, \$854.08, \$869.08 and \$884.08 on Sept. 22, 1994.

Classified inside salespersons — \$579.66, \$594.66, \$609.66 and \$624.66.

Librarian I — \$586.98, \$601.98, \$616.98 and \$631.98.

The lowest-paid clerk classification — \$462.77, \$477.77, \$492.77 and \$507.77.

Copy and office persons — \$408.96, \$423.96, \$438.96 and \$453.96.

The minimum rate for beginners in the pay group that includes reporters goes to \$520.92 next March, then to \$535.92, \$550.92 and \$565.92.

Non-economic gains by the Guild include provisions Baessler said are expected to halt the increase of part-time positions as full-time jobs are vacated through retirements and resignations.

Included is an agreement that at least three full-time positions will be created from existing part-time hours and staff in the inside classified and circulation departments. Also, a guarantee that future full-time vacancies will be filled by full-time employees.

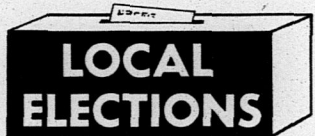
There also is an agreement that the Guild and company will initiate regular "dialogue" and consultations on "matters of mutual business concerns," outside the labor-relations arena.

Also, "religion" is added to the contract's non-discrimination provisions.

Contact senators on anti-scab bill

(Continued from Page 1)
fired," Dale wrote. "It must not be permitted to continue. Contact your senator today."

The AFL-CIO has identified the following senators, in states where the Guild has locals, whose support for ending any filibuster, and for passage of the bill itself, could be crucial: David Durenberger (R-Minn.), Arlen Specter (R-Pa.), John Chaffee (R-R.I.), William Cohen (R-Maine), Wendell Ford (D-Ky.), Alphonse D'Amato (R-N.Y.), Lloyd Bentsen (D-Texas) and Chuck Robb (D-Va.).



Lexington

Doug Scott, president; Rita Gattton, vice president; Linda Smith Niemi, secretary-treasurer.

Wire Service (U.S.)

Kevin Keane, president; Martha Model, secretary-treasurer; James Ryan, AP vice president; Chuck Moody, UPI vice president; Paul Reilly, AP delegate; Doug Levy, UPI delegate; Adolphe Bernotas, AP chair/representative assembly; Les Kjos, UPI chair/representative assembly.

Guild members at the Blade ratified the new contract April 2. Six of the other unions had done so previously. One was expected to do so shortly.

Toledo's newspaper unions began bargaining jointly on economic benefits during a 150-day strike at the Blade in 1966-67 and have been doing so ever since. They co-ordinate their bargaining on non-economic matters.

It was during that same strike that the unions also jointly published their first strike daily, the highly successful Toledo Record.

Other unions in the Toledo Council of Newspaper Unions are separate locals of Teamsters drivers and mailers, separate locals of Graphic Communications pressmen, paper handlers and engravers, Communications Workers printers and IBEW electricians. Chief bargainer for the council is Ted Iorio, its legal counsel.

Recognize shirt unit, TNG tells Guatemala

Silver Spring, Md.—TNG has called on Guatemala's government to grant legal recognition without further delay to a union of employees at the Phillips-Van Heusen shirt factories here to prevent the U.S. firm's breaking the union for the second time in a year.

Collective bargaining is a universally recognized human right and the government's earlier delay was responsible for its violation, TNG President Charles Dale wrote to Guatemala President Jorge Serrano Elias.

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, April 24.) \$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.



Unions United in Detroit:

From left, at left: Graphic Communications Vice President Charles G. Ellington; Teamsters Newspaper Division Director Tom McGrath; Metro Detroit AFL-CIO Council President Edgar Scribner; Metro Detroit Newspaper Unions Council President Al Derey, also a local Teamsters leader; at right: AFL-CIO Industrial Union Department President Elmer Chatak; TNG President Charles Dale.

Detroit unions unite for talks; DNA plays the 'bully'

Detroit—Leaders of the Newspaper Industry Co-ordinating Committee (NICC), including TNG President Charles Dale, met here March 12 to pledge solidarity with the Detroit Guild and other local unions seeking contract renewals at the city's two major papers and a pair of suburban dailies.

The NICC is promoting a united front in the talks with the Free Press, the News, the Detroit Newspaper Agency (DNA) — the papers' joint operating arm — and Adams Publishing, which operates the (Mt. Clemens) Macomb Daily and the (Royal Oak) Daily Tribune.

Besides TNG, the NICC includes the Communications Workers, Graphic Communications and Teamsters international unions and the AFL-CIO's Industrial Union Dept.

In late March, the Guild started talks with Gannett's Detroit News

and Knight-Ridder's Detroit Free Press on contracts expiring April 30 for some 500 newsroom employees at the papers.

"Seemingly joined at the hip, the New and Free Press opened negotiations ... by proposing pay plans without guaranteed annual raises," the local's "Guild Bargaining Update" reported.

Although advanced by separate companies, both of the so-called "merit-only" pay plans are based on subjective evaluations for editorial employees. The News' demand, however, goes beyond the Free Press' by making evaluation ratings, not seniority, the chief criteria for layoffs.

In addition, the Guild is seeking a contract for 100 DNA maintenance workers, who have worked without a collective agreement for nearly two years after choosing Guild representation when the two dailies merged their business, pro-

duction and distributions operations.

Locals representing some 2,000 other DNA employees — including printers, press operators, mailers, drivers and others — are seeking renewals of their contracts, also expiring April 30.

The Guild and four other unions representing a total of 200 employees at the Adams papers have been working without contracts since Sept. 30.

In November, the newspaper unions and the Metro Detroit AFL-CIO formed the Metropolitan Council of Newspaper Unions to present a united front in those talks [Guild Reporter, Nov. 29].

For the past month, the coalition has been conducting a "very effective" advertising boycott of the suburban dailies, reported Luther Jackson, Detroit Guild treasurer and TNG vice president.

The coalition also continues to

inform political and religious leaders, community groups and local residents about severely regressive company demands that have prevented fair renewals, Jackson said.

Now the council has expanded its activities to include the bargaining struggle with the DNA and the Detroit dailies.

A broad-based community campaign will tell subscribers, advertisers, elected officials and the 340,000 Detroit-area union members about the news unions' struggle for renewals.

"We're going to show the DNA that trying to take us on, to provoke us, would be a bad business decision," Jackson said. "We don't want war; we want contracts."

For its part, management is playing "the role of the schoolyard bully ... by placing newspaper ads for scabs," making plans to house them at a local hotel, hiring "a vicious security firm" and

by installing security cameras around the building, the Guild's "Update" said.

"The DNA, News and Free Press want to intimidate us. They want to frighten us into accepting sub-par contracts," the "Update" continued. "We will not stand for these insulting, goon-like tactics."

Management also has set up a strike-breaking headquarters in a former News printing site in Lansing that was "mothballed" after the joint agreement was implemented in November 1989.

The site, surrounded by razor wire and rough-looking guards, apparently is being used to train supervisors to run presses in the event of a strike.

At its March 12 meeting, the NICC condemned such tactics as well as the DNA's advertising for workers to replace unionized employees.

Minimums up \$25 at Independent

Wilkes-Barre, Pa.—A new two-year agreement between the Wilkes-Barre Guild and the Sunday Independent raises minimum pay rates for most job classifications by \$25 a week, boosting the top minimum for reporters, photographers and outside salespersons to \$652.25 by July 1.

A first increase of \$10 is retroactive to Oct. 1; a second raise, \$8, is retroactive to Jan. 1; and a final hike of \$7 takes effect July 1.

Effective through Dec. 31, the agreement covers 30 employees in the advertising, business and editorial departments at the 65,000-circulation Sunday-only paper.

Weekly minimum will go to \$529.65 for beginning reporters, photographers and outside salespersons. The top rate applies to those with four years' experience.

Others raised by \$25, with new top and starting rates, include: **Copy readers**—\$659.75 after one year, \$642.50 to start; **bookkeepers**—\$541.25 after two years, \$504.60 to start; **clerks, typists** and "general help"—\$518.60 after two years, \$502.85 to start; **messengers, copy and office workers**—\$501.35 after one year, \$500.10 to start.

Top minimum for **display and classified telemarketing salespersons** is raised by a total of \$18.75, to \$405.94 a week, in increments of \$7.50, \$6 and \$5.25. Those employees can earn more under a commission plan.

Denver editor quits after harassment probe

Denver—The executive sports editor of the Denver Post has stepped down from that position but is remaining as a sports columnist following the Denver Guild's investigation of a sexual-harassment claim against him by a woman assistant.

Under a financial settlement negotiated by the Guild, editorial assistant Carrie Ludicke opted to leave her \$22,000-a-year job and accept a cash offer from the Post.

Both sides agreed not to disclose the amount; the rival Rocky Mountain News reported it was "in the ballpark of \$25,000."

The harassment claim resulted from a March 6 incident in which executive editor/columnist Woody Paige reprimanded Ludicke in a "loud, profane and abusive" manner in his office, said a statement by Bruce Meachum, the Guild's administrative officer.

Paige called Ludicke "a vulgar name for a part of the female anatomy during the tirade," Editor & Publisher reported. Ludicke and several witnesses to the incident said he had used obscene language, the Post itself reported.

The witnesses, however, disputed the Post's report there was a "shouting match" between the two, and said Ludicke made only one comment as she left Paige's office in tears.

Paige, a high-profile figure in the area, was angry that she conveyed what he considered personal information about him in a phone message to a radio station where he co-hosted a sports talk show.

Ludicke's phone message was that financial data given to Paige by the Post's payroll department was inaccurate, but the message included no figures.

Besides Ludicke's original complaint, the Guild looked into other allegations, and the evidence convinced the union that she "had been victimized by a pattern of sexual harassment," Meachum's statement said.

After discussions with Guild representatives, Post management offered Ludicke the options of remaining in her job or transferring to a comparable position in another department.

Ludicke, 24, decided "it was in her best interest to leave the Post," and accepted what she considered a "fair settlement," Meachum said.

In response to the Guild's demands that management take steps "to insure that there be no repetition of the offending behavior," the Post "took appropriate personnel action," Meachum said.

Paige resigned as executive sports editor March 17 and accepted the Guild-covered columnist position. The Rocky Mountain News reported that he "was forced to resign."

Paige, 45, also told that paper: "In the best interests of the Denver Post and my career, I have agreed to concentrate all my efforts on my first love, my column."

He has been a Post columnist since the early 1980s, and was its executive sports editors for two years.

TNG's Human Rights Director

Anna Padia hailed the manner in which the case was resolved, calling it a "win-win situation" for all involved.

"Justice was served for the victim; the harasser didn't lose his job; and the company was put on notice that something needs to be done in this area," Padia said.

Post Publisher Don Hunt said "every effort will be made to prevent similar incidents from occurring in the future," the paper reported.

The Denver Guild also sharply responded to local news items that "publicly challenged" Ludicke's credibility, inferring she had made untrue charges or statements.

William McLinden, Peoria leader

Peoria, Ill.—William P. McLinden, a leader of the Peoria Guild when it was organized and won its first contract at the Journal Star and the local's third president, died Feb. 4 in a nursing home. He was 77.

He had been retired from the Journal Star since mid-1982, when he completed 34 years as wire editor of its afternoon edition. He first went to work for its predecessor Journal-Transcript in 1937, just after a Guild organizing effort had been squelched. After World War II service in Italy and two years at Caterpillar Inc., he returned to the paper in 1947.

He became a charter member of the local when it was successfully organized in 1956-57 in the Journal Star's editorial and outside cir-

"The Guild believes such allegations are typical of the attack-the-victim syndrome surrounding cases of unfair treatment of women," Meachum said.

"These particular statements are the more reprehensible since Ludicke is no longer at liberty to discuss the events leading to the charges."

"Ludicke believes she has been truthful throughout. She, too, would be willing to submit to a lie-detector test to establish her veracity," he said.

Paige had said he would submit to a lie detector to prove that he did not harass Ludicke.

culation departments, was elected vice president and served on the committee that bargained the first Guild contract at the paper, in 1958, to end a 10-week strike.

McLinden was president of the local in 1959, represented it at TNG conventions and served on many subsequent local bargaining committees.

He also was a former chairperson of the Illinois Associated Press Telegraph Editors Assn.

Survivors include two sons, a daughter, a brother, a sister and nine grandchildren.

The family suggests memorials to the American Cancer Society or the school endowment fund of St. Philomena Catholic Church in Peoria.

By Penny Pagano

THE DAY MAY soon arrive when newspaper readers sit down to skim the morning headlines and check stock prices, the weather, classified ads and their horoscopes without getting ink on their fingers. They'll be using a computer or television set linked to a telephone line.

While they're at it, they may use their "telecomputer" to check specialized business news and sports scores, peruse the Yellow Pages, and even do some banking and shopping.

If you're one who imagines this scenario is from the script of some off-off Broadway production of "The Future Front Page," think again. These are just a few examples of the brave new world of information services that the nation's seven regional telephone companies — the Baby Bells — are prepared to offer. They are currently spending millions of dollars trying to convince members of Congress and the general public that they should be allowed to enter this marketplace.

For most of the nation's daily newspapers, however, the idea of a future without newsprint is a nightmare. And they are not sitting idly by. The industry that tried to kill radio and television news in their cribs is also now on Capitol Hill to stop the latest and greatest menace to its existence.

As Democratic Rep. John Dingell of Michigan has observed, it's a battle between "the very rich and the very wealthy." Caught in the middle is the public.

Some consumer advocates maintain that the government should ensure that there are diverse sources for news and information. Allowing the phone companies into the electronic information business, they say, would let them not only manage the delivery system — the phone lines — but dominate the news, information and entertainment marketplace as well.

Some constitutional experts, however, contend the Bells' right to provide news and information is protected by the First Amendment regardless of the arguments against them.

No matter how the dispute plays out in Congress and the courts, one thing is certain for the newspaper industry. Having survived the computer revolution, it now faces a new challenge: how to electronically repack and distribute news and information. Even if the telephone companies are not the threat that newspapers think they are, the current debate is forcing newspaper publishers from Maine to California to change the way they do business. And experts predict that the newspapers, in order to survive, will eventually have to work jointly with the phone companies.

"NEWSPAPERS THAT aren't experimenting with and learning about electronic information today are going to be left behind tomorrow," Frank Blethen, publisher of the Seattle Times, told industry colleagues recently.

He was delivering the keynote for the third annual conference on "Talking Newspapers and Telecommunications Opportunities." His message was clear. "The successful newspapers of the future will be the ones that figure out how to enhance their core printed product while reusing their database ... to provide supplemental information with as many delivery options as possible."

But are newspaper managers ready for the Electronic Information Age? "Key executives at most newspapers came up through the ranks before computer technology had much impact on the newspaper," says Roger Fidler, director of new media development for Knight-Ridder. "There is a fairly high degree of technophobia among many [of them]. They are comfortable with the printing press and the way the process has worked."

Even so, attitudes are evolving. "I've seen significant changes in the minds of senior executives at major newspapers," says Fidler. "There is an awakening process going on about the potential of new technology."

According to the American Newspaper Publishers Assn. (ANPA), 150 newspapers now provide free interactive voice services; more than 500 offer 900 numbers or other pay telephone services for access to a variety of full-text databases; 11 offer a FAX delivery of the next day's headlines; and seven offer local consumer-oriented videotex services using home computers or terminals.

The Washington Post's free telephone service allows readers to punch in codes for three dozen categories of information, ranging from AP news to a soap opera directory.

In Chicago, the Tribune Co. bought a \$5 million stake in America Online, a computer information firm. The two companies created Chicago Online, which soon will offer news, sports and other information to Chicagoans who own computers with modems.

Cox Enterprises bought an interest in Teleport Communications — an alternative to the telephone companies — which offers private fiber optic communications networks to businesses.

IN SEATTLE, Blethen, who heads ANPA's telecommunications committee, is even helping the "enemy" deliver an information service. Since December, cellular phone customers of US WEST, one of the seven regional phone companies, have had access to stock and weather reports, sports scores and other information by calling the Seattle Times InfoLine.

Blethen stresses that US WEST is a distributor, not a partner. It's an arrangement, he adds, illustrating what both do best. "They distribute. We assemble, edit and package information. ... a perfect match."

"Both industries are being pressed and don't have high growth rates now," says Teresa Elder, director of strategic planning for US WEST. It's silly not to be talking."

There seems to be more shouting than talking, though — at least publicly. In February hearings on the regional Bell companies, House members asked newspaper industry officials why the papers and the telephone companies can't co-operate. ANPA President Cathleen Black replied that the Baby Bells have made it "nearly impossible to work together" by obstructing access to local service.

ANPA wants the Bells, which service more than 80% of U.S. household phone lines, to continue to provide maintenance and leave the content to others. Unless this separation is assured, the association says, the Bells will jeopardize the wide range of information sources currently available, which include 24,000 services operated by cable companies, broadcasters and database firms. These services range from legal-library files to reports on local surfing conditions.

Historically, newspapers haven't welcomed competition from new media sources. They took active steps to challenge radio networks in the 1930s and television in the late 1940s. But they never believed the phone companies would pose such a substantial threat until one night in 1980 when a few publishers were having dinner with AT&T Chairman Charles Brown at the prestigious Metropolitan Club a few blocks from the White House. It was all quite friendly until Brown told the group that AT&T considered information services, including classified ads and electronic Yellow Pages, fair game for competition.

The next day, Katharine Graham, then publisher of the Washington Post and head of the ANPA, called former Federal Communications Commission Chairman Richard Wiley and hired him to help lead ANPA's fight against AT&T. The war heated up very quickly.

Newspapers and the Baby Bells face off on new-age electronics

This article is reprinted with permission from the April issue of the Washington Journalism Review, published by the College of Journalism at the University of Maryland.

Penny Pagano is a Washington writer who covered telecommunications issues for the Los Angeles Times from its Washington Bureau for 10 years.

In early 1981, while ANPA pressed its case in the courts and on Capitol Hill, the trial in the Justice Dept.'s longstanding antitrust suit against AT&T began. The next year, Justice announced a consent decree calling for the breakup of AT&T in 1984. As part of the agreement, Ma Bell was barred from electronic publishing for at least seven years, when its status was to be reviewed.

A worried ANPA, however, appealed to U.S. District Court Judge Harold Greene, who was responsible for overseeing the decree's implementation, to extend the ban indefinitely to the new Baby Bells. Much to newspapers' relief, Greene barred the seven regional companies from providing information services. He also forbade them from offering long-distance service and manufacturing equipment.

In 1987, at the request of the Justice Dept., which favored removal of these restrictions, Greene reviewed the decree. A year later he gave the Bells limited rights to transmit information produced by others. As a result, new services, such as Prodigy and CompuServe, which give consumers access to myriad databases and electronic bulletin boards, became available.

That was just the beginning. For the newspapers, the ground gave way on July 25, 1991, when Greene reluctantly lifted the full ban on information services. Greene wrote in his 71-page decision that unshackling the Bells would make them "the only entities in the developed world to have this kind of stranglehold on information." But the judge was under strict instructions from the appeals court to remove the restriction unless he had concrete evidence that the Bells would hamper competition. He had none, and Bell opponents appealed all the way to the U.S. Supreme Court to no avail. The high court turned down their request for a hearing.

FREED BY THE courts, the telephone companies can now go after the news industry's most vulnerable and most valuable asset: advertising revenues. Newspapers are the major beneficiaries of media advertising, pulling in \$32 billion last year. Advertising accounts for approximately 80% of the total revenues of a newspaper. So when the phone companies threaten to market electronic classified ads and Yellow Pages, especially at a time when the number of newspapers, readers and revenues are declining, the newspaper industry takes out the long knives.

The Bells say the newspapers, which own radio and television stations and have financial interests in cable, are only interested in protecting their investments in print operations and that all their talk about diversity is purely self-serving.

"It's not that we will drive them out of business or take classified revenues away from them," argues Ronald Stowe, vice president of Washington operations for the Pacific Telesis Group. "They simply don't want to make the upfront investment in electronic systems. In hard times, with declining revenues, they don't want to have to deal in a field that is competitive."

The Bell companies argue that newspapers now have a virtual monopoly on daily classified and display advertising and therefore the freedom to raise rates as much and as often as they wish.

Now that the courts have removed legal obstacles, the Baby Bells say they are entitled to offer new information services. They contend that this burgeoning market already has a diversity of information services and that strict safeguards and enforcement mechanisms imposed by federal and state regulators will guarantee equal access to markets for other competitors, including newspapers. Furthermore, Bell executives say that existing restrictions on using local telephone revenues to fund new information services will also help ensure that they have no special advantage over other information service providers.

STOWE and officials at other Bell companies view the dispute as a battle of Gutenberg versus fiber optics, glass strands that can move large quantities of high-speed data, audio and video. With the transition from copper wires to a

protects the free speech of corporations, including the phone companies, just as it does individuals.

In an analysis sent to Capitol Hill, Tribe describes information services as "expressive activities" protected by the First Amendment. "The provision of information services by local telephone companies is protected speech," he writes.

Businesses, he argues, have the right to create and edit information, or buy it from others to supply consumers. Tribe says these activities are no different from what a newspaper does, or what a publishing company does when it buys and publishes a manuscript, or what a brokerage firm does when it gathers data and provides investment advice over the phone.

Court rulings favoring the Bells, he adds, reinforce their "clear and substantial right" to offer information services, including the business of "gathering, creating or editing information." He believes these guarantees also bar action by federal lawmakers to limit the Bells' activities: "Congress has no legitimate role in deciding who may compete in the marketplace of information or ideas."



nationwide network of fiber optic "superhighways" expected to be completed between 2010 and 2020, telephone, television and computer services could all flow through one or two wires, delivering libraries of information to American homes.

The Baby Bells have rallied the support of educators, organizations for the disabled, and other groups who say new services would bring important benefits. Their roster includes the American Council of the Blind, the Communications Workers of America, the NAACP, the National Education Association, the National Consumers League, Alliance for Public Technology and the United States Telephone Association, which represents more than 1,100 local telephone companies.

"We see the inevitability of Bells going into information services," says John Barker, senior associate for telecommunications policy studies at the National Consumers League, a group that focuses on workplace, consumer fraud and telecommunications issues. "And we think the current safeguards and regulatory authority are sufficient to regulate them."

The Bells' case has received strong support from leading experts on constitutional law. Floyd Abrams, who has argued First Amendment cases for newspapers and whose client roster has included ANPA, represented Bell Atlantic in court to lift the information services restriction. Harvard Law School professor Laurence Tribe says the First Amendment

to strengthen its presence in Washington, last June ANPA hired Black away from her position as publisher of USA Today.

"Cathie's coming on board has given ANPA a spark of new leadership and helped to coalesce the industry," says Wiley, a leading partner in a prominent Washington law firm that represents ANPA.

Black, who worked for Gannett for eight years, doesn't mince words. She describes the Baby Bells as "modern-day robber barons" and the "hydra-headed" offspring of AT&T. "We are charged up," she says. "We smell blood." In addition to hiring Black, ANPA has made a major financial commitment to beef up its stable of outside lobbyists.

FEAR OF THE telephone companies has spurred an unusual alliance among the newspaper, cable and broadcasting industries. Supporters include Dunn & Bradstreet, Mead Data Central (suppliers of LEXIS-NEXIS), MCI, the Consumer Federation of America and the National Newspaper Assn., representing nearly 5,000 small dailies and weeklies.

Gene Kimmelman, legislative director of the Consumer Federation of America, a group representing 246 non-profit organizations, says the Bells' anti-competitive behavior has been well-documented and must be monitored so that local telephone customers do not finance the companies' expansion into new market areas. Last December, CFA issued a report ac-

cusing the Baby Bells of overcharging their customers \$30 billion since they were created in 1984.

Kimmelman worries that as part of their drive to maximize profits, the phone companies' chief priority will be to expand their own monopolies rather than to enhance competition and improve service for their local phone customers — one of the primary reasons they were spun off from AT&T.

"Their track record demonstrates their predilection to inflate local telephone rates, to finance ventures that undercut competitive firms, and to discriminate against firms outside the phone network," he says.

Jeffrey Chester, co-director of the Center for Media Education, a public interest policy and research group, is also wary of the Baby Bells' intentions. "By using new fiber optic networks," he says, "the phone companies will eventually eclipse both broadcasting and cable to become the primary delivery system for all communications."

Especially troubling for Chester is the prospect that the diversity of views and information, as well as the public's access to information, could be constrained by the consolidation of such power in the hands of the phone companies.

KATHRYN MONTGOMERY, the center's co-director, believes that as concepts such as pay-per-view television become more widely accepted, they will be applied to other areas, including news.

"News as we know it is going to be completely repackaged ... and sold for a lot of money," she says, "making it less accessible and affordable. We need to make sure that we build in guarantees for certain kinds of services. Otherwise, we have no assurance that a national news service will be available and affordable to most members of the public."

Chester's and Montgomery's concerns echo those of Judge Greene in his ruling last July: the most probable consequences of the Bells' entering information services "will be the elimination of competition from that market and the concentration of the sources of information of the American people in just a few dominant, collaborative conglomerates."

On Capitol Hill, help for the newspapers' cause came in the form of a bill sponsored by Reps. Jim Cooper (D-Tenn.), Thomas J. Bliley (R-Va.), Mike Synar (D-Okla.), John Bryant (D-Tex.), and Dan Schaefer (R-Colo.). The Bells oppose it because it bars them from offering electronic publishing in the regions where they provide telephone service until 50% of their customers have access to another local telephone service and at least 10% actually sign up for it. Sen. Daniel Inouye (D-Hawaii), chairman of the Senate Commerce Committee's communications subcommittee, has introduced a similar measure.

Cooper defends his bill as "pro-competitive," but the telephone companies argue that the restrictions smack of protectionism for the newspapers. "It's like telling the Washington Post that [it] can advertise only products for sale in Chicago, Atlanta and San Francisco," says Pacific Telesis' Stowe.

Newspapers have published dozens of editorials favoring the bill. A handful, including the Wall Street Journal, the Washington Times and the Journal of Commerce, as well as New Republic columnist Michael Kinsley, have opposed it. Meanwhile, a steady stream of publishers has flowed through the halls of Congress. The lobbying effort has provoked allegations by several lawmakers that some news-

paper executives are using the power of the press to intimidate them into support.

The Bells have been pressuring federal legislators as well. They targeted Cooper and the other initial sponsors of the House bill with letter-writing campaigns and radio ads in their districts. Even more annoying for Reps. Bryant, Schaefer and Synar was a Bell-sponsored phone attack in which the Bells prodded employees to dial a toll-free number, then connected them to the representatives' offices.

In an election year with anti-incumbent sentiment running high, members of Congress are understandably worried about alienating either of these two powerful interests. So despite the publishers' efforts, lawmakers have been reluctant to officially sign on to Cooper's bill, and there has been little progress in crafting compromise legislation that both sides could accept.

"THIS IS SUCH a sensitive issue and a battle of titans that a lot of members are lying low," says Dave Eck, legislative director for Schaefer.

The bill's prospects aren't helped by the waning session, pending cable legislation, lack of desire for negotiating compromise by the telephone companies, and overlapping interest of several House committees on the Baby Bells' future.

"Based on our merits, we're doing extraordinarily well," says Charles Ferris, a lobbyist for the newspaper industry and former FCC chairman. "But I can't say that we can translate that sentiment into enactment of law. The real concern is that it's an election year with limited time and we need action."

But it's a lot easier to stop legislation than to pass it. "It's a tough fight," says Jacquelyn Jackson, who heads the Times Mirror corporate office in Washington. "We have time working against us."

The newspaper industry's position is also hampered by the Bush administration's hands-off-business philosophy. At the FCC, Chairman Alfred Sikes has put deregulation on a fast track and is even pushing to lift restrictions that now bar the telephone companies from entering the cable television business.

The newspaper publishers plan to keep court challenges alive, but the phone companies are already trumpeting potential new information services from traffic reports to interactive video services that can link schools to each other. In February, NYNEX made the first move into electronic Yellow Pages.

"Our strategy is to take advantage of the freedom won in the courts and to discourage members of Congress who might be tempted to turn back the clock," says Laird Walker, US WEST vice president of federal relations.

Some observers say the Bell companies' united front gives them a pronounced edge over the loosely affiliated newspaper industry.

"The newspapers can't agree among themselves," complains Cooper. He's frustrated that the American Society of Newspaper Editors (ASNE) has not publicly supported his bill, and is miffed by reporters, bent on displaying their independence, who "enjoy provoking their publishers" by writing articles critical of the newspaper industry.

"It may well mean that ANPA will lose this battle because it can't marshal its troops the way the Bells do," he says.

Isn't a comfortable issue for the newspapers. In fact, it's one that some organizations have sidestepped so far. When asked about ASNE's position, its president, Miami Herald Publisher David Lawrence, says tersely: "Simply, the issue has arisen between board meetings. We had one in November, we'll have a board meeting in April. It would certainly be a fitting topic to discuss."

"It is a battle we should not fight," says Allen H. Neuharth, former chief of Gannett and now head of the Freedom Forum. "Instead we should acknowledge that the free enterprise system is as important as the free press. ... The posture of ANPA

is to preserve a monopoly while crying monopoly on the other side."

ONE POTENTIAL area of conflict of interest arises when publishers are lobbying for the bill while their reporters are covering the issue. Those actively involved in the fight, such as Robert Johnson, publisher and CEO at Newsday, say they see a sense of duty, not conflict.

"I feel it's not only appropriate but essential," he says. "Our reporters have had enough experience with an activist publisher who has served on various boards or other organizations they had to cover. ... It's no different than reporters going out to cover something that has been on the editorial page."

Arthur Ochs Sulzberger Jr., new publisher of the New York Times, says he is "extremely comfortable" with ANPA's role. "The issues that ANPA deals with, whether it is telecommunications, postal rates or diversity in the work force, are issues that all of us in this business face. My experience with ANPA is that it is astutely aware of the division between the news and business sides of a newspaper."

"A publisher has to wear both hats," he adds. "It's not an easy line. It's often a difficult line for Congress to understand. But it does not negate our need to have a voice in these important issues."

The political ploys and legal jockeying will undoubtedly drag on for a while. But both titans realize that each side has the knowledge the other side lacks: The newspapers know how to assemble, edit and package large amounts of information, while the phone companies control the most sophisticated delivery system to American homes. The nascent medium of fiber optics just may need their combined efforts to succeed. And they know that without a truce, both stand to lose out in the marketplace.

Not surprisingly, away from the klieg lights of the public arena, executives from both sides are beginning to discuss possible partnerships. "I wish we were spending as much on joint ventures as fighting the battle in Washington," says Walker of US WEST. Seattle Times Publisher Blethen, who is already working with US WEST, concurs: "We'll probably look back in 10 years and ask ourselves, 'Why did those people waste millions of dollars arguing over public policy?'"

Jerry Friedheim, vice president of the Freedom Forum and Black's predecessor at ANPA, notes that executives at newspapers and local phone companies have traditionally been close associates, with newspaper publishers serving as directors on local phone company boards. While this debate has pitted them publicly against each other, "at no time has it driven them away from talking to each other," he says. "Ten years ago neither industry had to commit to the future. Both have had time to learn about it and to try some experiments. In the end, and sometimes it seems to take forever, people are more likely to do the right thing."

But does the "right thing" mean that a new entity made up of the phone companies and the newspaper industry will come to dominate the news and information business? If so, will the public interest be served by such a marriage?

CHESTER OF THE Center for Media Education is among those calling for an open debate to ensure public access to a diversity of information sources.

"No one," he says, "is talking about safeguards. The Bells with their tremendous clout and the added power of the daily newspapers can potentially drive out all competition in the local information market."

"We're unleashing a new media hybrid on the American public," he adds, describing a monster with two heads representing the phone companies and the newspapers, and two legs representing broadcasters and cable. "Pity the competitor or the special interest group that tries to go against this powerful torrent of communications might."

150 protest moves against the Guild in Massillon

Massillon, Ohio — Some 150 members and leaders of the Cleveland Guild, other unions and the area labor movement rallied outside the Goodson chain's Massillon Independent March 27 in a show of support for Guild members at the paper whose publisher has unilaterally declared the Guild no longer represents them.

Ralliers heard TNG President Charles Dale, leaders of the Massillon Trades & Labor Council, the Canton AFL-CIO Council, Steelworkers District 27 and others denounce what the Cleveland Guild has labelled a "campaign of intimidation, harassment and coercion" by the paper against its 32 employees in Guild jurisdiction.

Pointing to the union's half-century bargaining history at the 15,000-circulation daily, Dale said the Guild cannot stand by while the publisher, Jack Shores, ignores U.S. labor law and attempts to destroy the Guild at the Independent.

Declaring he is ready to go to the bargaining table with Shores anytime, Dale said, however, that

the Guild will not back away from "a war, if that is what Mr. Shores prefers."

Steelworkers District Director Dan Martin, Massillon Labor Council President William Burga and Canton AFL-CIO Sec'y-Treasurer Anthony J. Carpinelli declared their organizations' full support of a Guild-inspired circulation boycott.

Cleveland Guild Executive Secretary J. Stephen Hatch told of the unfair labor practice charges the Guild filed alleging the company forced or duped several employees to sign a petition to decertify the Guild and forced resignations of Guild supporters who refused to sign the petition.

After the rally, participants who gathered nearby for sodas and coffee were moved when a courier delivered a type-written message of thanks from members at the Independent. It said, in part:

"Our publisher and his union-busting attorney say we don't have a union any more. They say we are no longer protected by our contract."

"Well, we may not be visible today, but our resolve remains indivisible! ...

"Our members have suffered threats, harassment, coercion and intimidation. This is unfair, unjust and un-American."

"With your continued support, we will persevere ... our union will be preserved — stronger than ever!"

The Cleveland Guild has been seeking a new contract with the paper for five years. The last agreement expired Feb. 28, 1987. Its terms and conditions, however, were continued under an "ever-green" provision.

Hatch said that two days of talks in mid-February had resulted in progress toward a new agreement and he and Guild leaders at the Independent were hopeful that a session scheduled for March 4

could produce one.

On March 2, however, Hatch said, the Guild received a statement from the company's attorney via facsimile transmission stating that the publisher had "objective" evidence the Guild no longer represented a majority of the employees and he no longer recognized it as their union, was cancelling the March 4 talks and declaring the previous contract's terms and conditions null and void.

Earlier, Hatch said, the Guild had learned that a decertification petition was being circulated, with employees at times being asked to sign in a supervisor's office with a supervisor present.

While the Guild expects justice to prevail when the unfair-practices charges it has filed finally are adjudicated, it knows that can be a lengthy process and "we do not intend to wait for it," Hatch said.

The local has begun a campaign to inform the community of the Independent's anti-union actions and is asking area residents to suspend their subscriptions until there is a new Guild contract at the paper. In the process, it is reminding the public that the Repository in nearby Canton has a contract with the Guild.

It also is asking residents to write and call the publisher himself to urge him to return to the bargaining table.

Late in March, the Guild posted the following message on a billboard in Massillon:

"Talk back to Jack!"

"Q: Why is Jack Shores trying to make the Massillon Independent a nonunion newspaper?"

"A: Call Shores at 833-2631 and ask him. If you don't like it, tell him so."

The local also has been purchasing radio and newspaper ads to promote the circulation boycott.

"Shores has created a concentration camp atmosphere" at the paper, Hatch said. "It has to stop."



Massillon Guild support rally participants included Steelworkers and their children (below, foreground). Speakers (above) included William Burga, president of the Massillon Trades & Labor Council, with microphone, and Anthony Carpinelli, secretary-treasurer of the Canton AFL-CIO Council. Weather was grey and blustery with temperatures in the low 30s.



Support is sought on Penn. legislation

Harrisburg, Pa.—Leaders and members of Guild locals in Pennsylvania are being asked to assist the state AFL-CIO in mobilizing support for pending legislation to reform and improve the workers' compensation system there.

In a Feb. 25 letter, TNG Director of Research and Information David J. Eisen asked locals to urge state senators to back the "Governor's Bill" (H.B. 2140) for reform, already passed by the state House but threatened in the Senate by "ripper amendments" that would cut safety provisions, slice benefits and restrict eligibility. Copies of letters should be sent to the state AFL-CIO.

Per caps to rise by 40¢, to \$14.65

(Continued from Page 1)
a 3.334% increase in 1988. The increase in the total per capita — including the organizing dollar — is 2.81%.

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

Computed from 114 contracts, off one from last year, the new top minimum average was 3.06% higher than the April 1991 average of \$682.89. This year's average was multiplied by a factor of 0.01939 (1.939%) producing a figure of \$13.6471, rounded to \$13.65 under the constitutional formula. To that is added the organizing dollar.

Polish Alliance employees vote out SONG

Toronto — Employees of the Polish Alliance Press (PAP) have decertified the Southern Ontario Guild as their union. Tally in balloting supervised by the Ontario Labour Relations Board in early February was 4 for the Guild, 6 for no union.

Citing TNG's straitened finances, meantime, TNG President Charles Dale and Edgington said they are foregoing pay raises produced under another constitutional formula that sets the salaries for the two officers each April 1 at 2.16 and 2.02 times the reporter top minimum average on that date.

That formula would have produced 3.07% raises for each; \$45.21 for the president, from the current \$1,475.04 a week; \$42.28 for the secretary-treasurer, from the current \$1,379.44 a week.

Computations made in determining the new reporter top minimum average showed that 54 (47 percent) of the 114 reporter top minimums in effect April 1 had increased by more than the \$20.93 increase in the average. Thirty-one were up by \$30 or more a week, 20 were up by \$40 or more, eight were up by \$50 or more, five were up by \$60 or more and three by \$70 or more.

The same compilations showed:

Employees had voted by 7-2 for Guild representation in the spring of 1989. The Guild's first contract for the group expired the end of December. PAP publishes a newspaper, *Zwia Zkowiec*, that circulates mainly among Polish-speaking persons in the area.

✓ 113 daily newspaper contracts with top reporter minimums of \$400 or more a week;

✓ 101 contracts with top minimums of \$500 or more;

✓ 83 contracts with top minimums of \$600 or more;

✓ 54 contracts with top minimums of \$700 or more.

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

Four TNG staffers given dismissal notices

Silver Spring, Md.—Asserting that other cost cutting has failed to bring TNG's operating obligations even close to being in line with income and enable reduction of \$650,000-plus in debt, TNG President Charles Dale has notified four TNG headquarters employees, and their unions, that the four are being dismissed for economy.

Notified of their "dismissals to reduce the force," barring voluntary resignations by others in the interim, were Phillip M. Kadis, TNG education director, John R. Small, Guild Reporter assistant editor, Cathy Strassnick, a secretary, and Maryann Chapman, a receptionist.

"Outgo continues to exceed in-

come by more than \$10,000 a month" with average regular per capita membership payments from locals "below the ultra-conservative estimate of last year's convention, with little prospect of increasing in the foreseeable future," Dale wrote in the notices.

"We must economize now," he continued, estimating that "at the outset ... it will be necessary to save at least \$250,000 [from payroll costs] to reverse the general fund shortfall and put TNG on a sound economic footing once again."

"We plan to eliminate the Dept. of Education and reduce the number of issues of the Guild Reporter from 18 to 12 per year,

eliminating the need for two staffers in that area," Dale wrote to Small and Kadis and the Federation of Guild Representatives (FGR), the union for TNG's professional staff. The reductions in the clerical staff and other areas will "help achieve the necessary savings," Dale added.

TNG and bargaining committees of the FGR and Local 2 of the Office & Professional Employees Union, which represents the clerical employees, met twice in late March on the economy dismissals and on renewal of their contracts. The FGR contract expired Feb. 28; the OPEIU's expires June 30. Additional meetings were scheduled the first week in April.

Assistant city editors moves to \$540.96 this year, to \$553.96 next year. Assistant sports and assistant social editors advance to \$525.96 this year and \$538.96 next year; the chief photographer goes to \$522.21, then to \$535.21.

In a major improvement, Guild-covered employees now are entitled to three days of paid bereavement leave upon the death of an immediate member of the family, including mother-in-law or father-in-law and any relative residing in the employee's home.

Employees receive one day of paid leave on the death of other relatives, including aunts, uncles, nieces and nephews.

The Guild's bargaining team included local President William Berry, as well as Tony Greco, Margaret Ellen Lloyd, Carol DeMarco and Jeffrey Cox.

Hazleton reporter top going to \$512

Hazleton, Pa.—Guild-covered employees at the Hazleton Standard-Speaker have ratified a new two-year agreement that raises top-minimum pay for reporters by \$25, to \$512.71 a week.

The first increase of \$12 is retroactive to Jan. 1, taking the current rate to \$499.71, with a \$13 increase to follow next year. The starting minimum for reporters advances by a total of \$15.95, to \$327.19.

Negotiated by the Hazleton Guild, the contract covers 26 editorial department employees at the 24,000-circulation daily and is effective through February 1994.

Top minimum for a variety of editors and the chief photographer increases by \$27.50, including a 50-cent increase in shift differentials for all.

With those hikes, the top for copy editors and sports, social and

N.Y. Guild offering \$5,000 for killer of former member

New York—The New York Guild is offering a \$5,000 reward for information leading to the arrest and conviction of the killers of Manuel de Dios Unanue, the crusading journalist against drugs who was slain March 11 in a Queens restaurant.

In the late 1970s, de Dios began as an investigative reporter and later became editor in chief at *El Diario-La Prensa*, the city's leading Spanish-language newspaper. While a reporter there, he was a member of the New York Guild, which represents most of the paper's office employees, including the newsroom.

De Dios, who was 48 when he died, was known for his hard-driving reporting style, which some characterized as "take-no-prisoners" journalism.

In his articles, he attacked targets ranging from low-level drug dealers in New York to Colombian drug lords to radical political groups. In 1988, he published a book about the most violent of the Colombians called "The Secrets of the Medellín Cartel."

While *El Diario* editor for several years, de Dios was credited with revitalizing the paper by bringing in new staffers and directing aggressive coverage of politicians and city officials.

He left the paper in 1989 and recently started a new magazine, *Crimen* (Crime), in which he continued covering drug-related feuds and murders.

The Guild's \$5,000 reward was approved by the local's executive committee on a motion by local President Barry Lipton. Including that amount, nearly \$70,000 is being offered by concerned groups for information on the execution-style killing, Lipton said.

A hooded gunman shot de Dios twice in the head as he was paying his bill at the Meson Asturias restaurant in a Queens neighborhood that police say drug traffickers use as a base.

In their investigation, police were focusing on about 20 Colombians and Dominicans, some of whom de Dios had accused of being involved in drug trafficking, money laundering or drug-related

assassinations, and some with whom he had been at odds personally.

Human rights groups say that more than 50 journalists have been assassinated in Colombia in the last 10 years, many by drug organizations. In the days after the killing, *El Diario* received several bomb threats, which were reported to New York police.

In his articles, de Dios also favored opening political discussions with Cuban leader Fidel Castro, which angered anti-Castro exile groups. Recently, he reportedly had been investigating a political scandal in Puerto Rico in which police were accused of murdering two nationalists in an anti-terrorist campaign a dozen years ago.

De Dios was born in Cuba, and lived in Puerto Rico before moving to New York in the early 1970s.

Joady Award to St. Louis labor reporter Dine

Phil Dine, labor and civil rights reporter and columnist for the *St. Louis Post-Dispatch*, thanks San Francisco's Film Arts Foundation for naming him one of its five 1992 Joady Awards winners. Dine, a member of the St. Louis Guild, was singled out for his work's contributions to bringing the stories of working people to the public, particularly for his coverage of the Delta Pride poultry workers' strike and boycott. Other awardees included Barbara Kopple, producer of the "Harlan County" and "American Dream" documentaries, and singer Willie Nelson, founder of Farm Aid. The awards were presented at a fund-raiser for the foundation's "We do the work" public television series on workers' issues. The awards are named for Tom Joad, central figure in John Steinbeck's classic novel, "Grapes of Wrath."



Guild continues search for buyers for UPI

New York—The Wire Service Guild is continuing to seek new owners or investors for United Press International, the 85-year-old news service attempting Chapter 11 bankruptcy reorganization since last August.

On March 4, U.S. Bankruptcy Judge Francis Conrad opened the reorganization process to all interested parties after UPI management failed to come up with a plan acceptable to the court.

In denying UPI an extension of its exclusive right to seek new owners, Conrad took into account its projected losses of \$100,000 a month and said there was a good possibility UPI "won't be in business by the end of April."

The Guild, which represents 250 editorial, engineering and clerical employees in domestic bureaus, is a member of the Unsecured Creditors Committee, which includes AT&T, GTE/Spacenet, the Harris Corp. and three other suppliers.

In a March 16 statement, the Guild said that because "a number of interested parties previously were rebuffed by management," the union and other creditors

would work "to ensure that all expressions of interest are given appropriate consideration."

In the ongoing court proceedings, Conrad rejected management's proposal March 22 to "license" its operations in Eastern Europe and the former Soviet Union and turn over those bureaus to a new company, Eastnet Inc., controlled by former UPI official Milt Benjamin.

The Guild and the other creditors objected to the proposal, asserting that selling the company's "crown jewels" would "make it worthless" and doom any effective reorganization plan.

"The value of (UPI) is in its name, license, reputation and operations as a comprehensive, world-wide news and information service," the Guild told the court.

Conrad agreed, telling the com-

pany: "I know it's the no-cholesterol age, but it seems to me you're cutting out the filet mignon of your business."

UPI withdrew the Eastnet plan after failing to provide specific information requested by the Guild and other creditors on the proposed operation, Wire Service Guild President Kevin Kean said.

The Guild has gotten a steady stream of responses on the offer to meet with investors, but none of the interested parties has presented a suitable plan as yet, Kean said.

A subsidiary of Infotechnology, UPI said in August it had 586 employees at 140 bureaus in 90 countries, and that it served more than 2,500 news outlets. Its full-time domestic news staff, however, has been chopped to about 400 employees, from 850 in 1987.

In January, Guild members ap-

proved contract changes to help the company remain afloat, including continuation of 20-percent wage cuts initiated more than a year ago — to a top minimum of \$568.64 for news persons.

The agreement provides for severance pay to scores of employees terminated since Sept. 1. In many cases, employees have been replaced by lower-paid stringers. The Guild is pursuing grievances for several dismissed employees who were denied contract-required severance pay of up to 52 weeks over three years.

In its Aug. 27 bankruptcy filing, Washington-based UPI said it had debts of \$65 million against assets of \$22 million. The parent company, New York-based Infotechnology, itself filed for Chapter 11 bankruptcy a year ago.

Chattanooga pact boosts retirement plans

Chattanooga, Tenn.—Under a new three-year agreement between the Chattanooga Guild and the Chattanooga Times, retirement benefits are greatly improved, a 401(k) pre-tax saving plan is established, and 20-year employees gain a fifth week of vacation.

In a revamped system of wage minimums, some employees receive immediate 5% raises, and others receive them on anniversary dates over the next three years.

The new contract, effective through March 1995, covers some 90 employees in the newsroom at the 46,000-circulation Holmberg-family daily. Guild members approved the agreement April 2.

The settlement marks the first time a renewal has been bargained since July 1989, although the contract is self-renewing each year. Upon expiration, "automatic renewal" will continue, with an added provision for annual 4% increases in all minimums.

Under the improved pension formula, the maximum benefit for employees retiring after 30 years is increased by \$220.80, to \$540 a month.

In addition, employees 60 years

or older are being offered full retirement benefits, plus enhanced severance of one week's pay for each two years' employment, if they retire by July 31. Four employees are weighing the offer, said local President Rick Owens, a photographer at the paper.

Emotions ran high over the pension issue, and the Guild concentrated its efforts at making gains in that area, Owens said.

Under the new 401(k) retirement savings plan, the employer agrees to contribute 75 cents for every \$1 the worker invests, to a maximum of 4% of the employee's annual pay.

The revamped wage structure sets a starting minimum of \$325 a week for reporters, photographers, writers, copy editors and artists. Those earning less than \$422.50 are raised by 5% upon the contract's ratification. They are boosted by an additional 5% for each year they remain under \$422.50.

Employees hired at no less than \$357.50 receive 5% increase in each year of the agreement.

The contract provides for equitable merit increases for regular em-

ployees receiving the same evaluation in a given year. Merit increase have been running at 3%-5% in recent years, Owens said.

TNG Int'l Representative James Griffin assisted the local in the talks, which stretched over 42 months. Along the way, the Guild resisted several regressive proposals, and givebacks on job and union security.

In August 1990, scores of reporters and photographers joined a weeklong "byline strike" against the Times. The talks also helped generate new militancy in the local, which saw its membership nearly double over the past two years, Owens said.

Since 1980, the Times has been a partner in a joint operation with the 56,000-circulation Chattanooga News-Free Press. The News-Free Press owner died recently, and reports are circulating that it will be sold, possibly to the Times, to pay estate taxes.

The Times operates independently, but has informal ties with the New York Times through Publisher Ruth Holmberg, a relative of the Sulzberger family, principal owners of the New York Times.

FREE-ISSUE OFFER!

Relive organized labor's inspiring history — only in *Labor's Heritage* magazine.

Witness the dignity and determination of hard-working people like you in striking photos and moving stories.

Meet the first labor leaders who showed the way to safer working conditions and better labor laws.

Walk in the footsteps of unsung heroes and heroines — workers of a bygone era who fought for fair wages and hours.

Get the latest news of upcoming labor-related events at libraries, museums, and universities across the country.

Send for your Free Issue today! Just mail the form below.

FREE-ISSUE COUPON

YES! Please send my free issue of *Labor's Heritage*. If I like it, my price for a Charter Subscription (3 additional quarterly issues for a total of 4) is only \$14.95. I'll save 16% off the basic subscription price — your best available offer!

SEND NO MONEY.

No risk. If I choose not to subscribe, I'll write "cancel" across your invoice, return it, and owe nothing at all. Either way, the first issue is mine to keep free.

Name (Please print.)

Address

City State / Province Country Zip / Postal Code

NILU19

Mail to: *Labor's Heritage* (The Meany Archives Quarterly), P.O. Box 77286, Atlanta, GA 30357-9850

'Memorial Day' to focus on need for OSHA reform

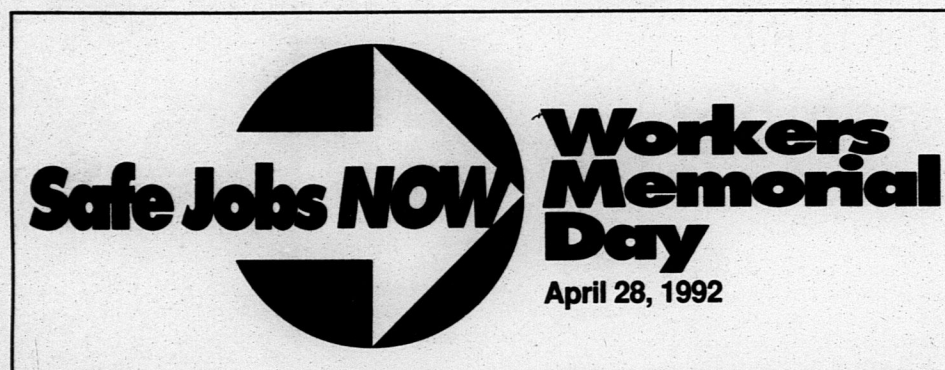
Silver Spring, Md.—Guild locals and members are being encouraged to participate in nationwide observances April 28 of Workers Memorial Day in the United States, and a Day of Mourning in Canada.

It is the fourth such annual day promoted by the AFL-CIO in the U.S., this year under the theme "Safe Jobs Now." In Canada, it is the seventh annual remembrance day sponsored by the Canadian Labour Congress.

In separate letters to U.S. and Canadian locals, TNG President Charles Dale urged leaders in both countries to contact area labor councils "to help plan observances and assure Guild participation."

U.S. activities will emphasize the need for major improvements in the federal Occupational Safety and Health Act. April 28 is the anniversary of the 1971 effective date of the law, which has remained unchanged for 21 years.

In Canada, Day of Mourning activities will focus on the extent of occupational injury, disease and death, and the need for stronger safety and health contract protections, improved workers' compensation and stricter workplace regulations, including measures cover-



ing radiation, chemicals, noise and stress.

Each year, 6 million U.S. workers are injured, and about 100,000 die from injuries or job-related diseases, according to the AFL-CIO. Nearly 1 million Canadian workers suffer injuries each year, and 1,000 are killed on the job, according to the CLC.

U.S. union members are being asked to observe a moment of silence at 2 p.m. (local time) April 28 for workers killed last year, including 25 who died behind locked doors in a North Carolina chicken-processing plant.

Observances also are planned at hundreds of sites around the nation to mobilize support for OSHA reforms such as tougher enforcement, mandatory joint safety and health committees, and safety standards, including an ergonomic standard for VDT users.

"Our own current experience with repetitive strain injury (RSI) and related workplace hazards underlines the importance of OSHA reform legislation," Dale wrote to U.S. locals.

"It would repay every local to carve out time for this observance," including participation in the moment of silence.

Other events will include marches, rallies and public meetings, and union-sponsored workplace safety and health inspections. Also, Guild and other union members are being encouraged to send letters and postcards to members of congress, urging passage of the OSHA reform bills, S. 1622 and H.R. 3160.

TNG has sent sample postcards to U.S. locals, as well as flyers,

posters and material for use in their publications. TNG also has reminded Canadian locals of the source of similar materials within the CLC.

The CLC is urging Canadian locals and labor councils to mark the observance and to have municipal governments co-sponsor the day as an official event.

"Please do everything you can to make this Day of Mourning a success," Dale wrote to Canadian locals. "You will be raising the health and safety awareness not only of your members but of the public on which we depend for support."

Last year, the Canadian legislature passed a law recognizing April 28 as a federal day of mourning for people killed, disabled or injured in the workplace.

Flags at many municipal buildings and provincial legislatures fly at half-mast on the day, and workers across the country traditionally observe a minute's silence in memory of job-accident victims.

After protests, Senate halts try on forced testimony, phone data

Washington—After new protests by TNG and other press-freedom advocates, the Senate Rules Committee has squelched efforts by a special prosecutor to compel testimony on Anita Hill's sexual-harassment charges against Supreme Court nominee Clarence Thomas last fall.

In a major victory for reporters, the committee on March 26 rejected special counsel Peter Fleming's request to force Nina Totenberg of National Public Radio and Timothy Phelps of Newsday to reveal their sources. Fleming also sought to subpoena their telephone records and notebooks.

TNG President Charles Dale, in a March 18 letter to Sen. Wendell Ford (D-Ky.), chair of the Senate committee, called the attempted subpoenas of phone records an "outrageous" action.

"There is not one shred of justification for Fleming's unprecedented infringement on First Amendment liberties," Dale wrote to Ford. "If these subpoenas are enforced, no reporter can feel secure against government surveillance of telephone conversations."

"I urge you not only to tear up these subpoenas but to put an end to the special counsel's entire tactic of unearthing leakers by bulldozing the First Amendment," Dale concluded.

In early February, TNG had protested against the subpoenaing of Totenberg and Phelps to testify before Fleming. Both complied with the orders, but refused to identify their sources on Hill's allegations [Guild Reporter, Feb. 21].

The Rules Committee's action also barred Fleming from forcing Washington Times reporter Paul Rodriguez to answer questions on his sources for stories on five Senators' links to former savings and loan executive Charles Keating.

The decision also appeared to end a possible constitutional confrontation over reporters' right to gather news without government interference.

Fleming, however, told the New York Times that "we'll continue. We have further work to do, and we'll do it." He does not have the authority to force testimony without the approval of the Senate.

The committee's decision, announced by Ford and ranking Republican member Ted Stevens of Alaska, was interpreted widely as a reflection of the reluctance of many senators to clash with the press over constitutionally guaranteed freedoms, especially in an election year. Ford said the decision upheld a Senate tradition of respect for the First Amendment.

The full Senate confirmed Thomas to the Supreme Court last October after three days of emotionally charged hearings, seen by much of the nation on television, following Totenberg's and Phelps' reports about Hill's accusations.

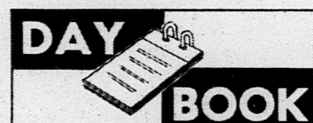
Buffalo petitions for 11 in offices

Buffalo — The Buffalo Guild has filed a petition with the National Labor Relations Board for certification as the union representing 11 employees in the Buffalo News's administration department.

A third day of labor board hearings was scheduled for April 3 on a variety of objections by the company seeking to have the Guild's petition dismissed.

The Guild's Feb. 25 application asserted that a majority of the group, which includes clerks, secretaries and driver-messengers, supports the union.

The Guild already represents and has a contract for 375 employees in the paper's accounting, advertising, business, circulation, editorial and inside classified departments.



Int'l Executive Board, spring meeting, April 26-30, TNG headquarters, Silver Spring. Western District Council, spring meeting, May 2-3, San Francisco. Middle-Atlantic District Council, spring meeting, May 9-10, Albany, N.Y. Great Lakes, Midwest and Southern District Councils, joint spring meeting, May 16-17, Omni Hotel, Baltimore. 59th Annual Convention, June 29-July 3, Congress Hotel, Chicago. Midwest District Council, fall meeting, Nov. 7-8, Milwaukee. 1st Biennial Convention, July 19-23, 1993, Sheraton Waikiki Hotel, Honolulu. 2nd Biennial Convention, summer 1995, Boston.

Locals called to 59th Convention

Silver Spring, Md.—Guild locals have been sent the official call to TNG's 59th Annual Convention — June 29-July 3 in Chicago.

In a March 20 letter accompanying the call, TNG Sec'y-Treasurer John C. Edgington pointed out that TNG's Constitution requires that convention delegates and alternate delegates be elected by secret ballot whenever there is a contest, as does U.S. law.

The law also requires secret-ballot elections to conventions where officer elections are to take place. There will be nominations to fill the vacant TNG vice presidency from Eastern Canada and if there is no contest the nominee will be declared elected by the convention.

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

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

The 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: April 24.) \$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, April 17.) 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. 5

April 3, 1992

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. 93921. Knox, 15 Old Forge Ct., Sparks, Md. 21152; David M. Mulcahy, c/o Standard Corp., 25 Broadway, New York, N.Y. 10004; Carol Przybylski, 617 Rasp. Erie, Pa. 16502; Carol D. Rothman, 5604 Henry Ave., Philadelphia, Pa. 19121. A. Shellock, P.O. Box 67, Canfield, Ohio 44406.

REGIONAL VICE PRESIDENTS: Region 1—Thomas J. Thibault, P.O. Box 64 Chester, N.H. 03105; Region 2—Faye McCracken, 2059 Kingsley Ave., Memphis 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—Doug M. Louth, 4140 Dalrym 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, Eugene Bryant, Janet David, Leo J. Ducharme, James H. Griffin, Harry L. McCormick, Luis Montanez Jr. (on leave), Bruce R. Nelson, Hannah Jo Rayl, Dan Zeidler.

NEW ADDRESS?

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

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

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

Name _____

New Address _____

City _____ State/Province _____

Zip/Postal Code _____ Guild Local _____

ATTACH
OLD
MAILING
LABEL
HERE

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

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

7

48106

9999

910000248

9999

9999

9999

9999

9999

9999

9999

9999

9999

9999

9999

9999

9999