



The GUILD REPORTER

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

Vol. 59, No. 8

Silver Spring, Md.

June 19, 1992

1,600-member unit strikes Toronto Star



DAVID SMILEY/Southern Ontario Guild

TORONTO STAR STRIKERS SIT IN OUTSIDE STRUCK DAILY'S LOADING DOCK
Trucks awaiting strikebreaker produced papers are visible under floodlights inside gaping doors.

Daily publishes; talks resume after 8 days

Toronto—Bargainers for the Southern Ontario Guild and the Toronto Star returned to the table June 19 for the third time since the local's 1,600-member unit at the Star struck the 500,000-circulation daily at 6 p.m. on June 8.

The paper was continuing to publish abbreviated editions, but was late getting them off the press and was slow getting them away from its loading dock and to customers with strikebreaker drivers as pickets delayed their exit from the paper's downtown plant.

Principal issue in the strike, the Guild said, was the company's insistence on farming out the work of Guild-covered delivery personnel — drivers, maintenance mechanics and loaders/helpers — to nonunion contractors when it moves production to a new \$350-million plant in a northern suburb late this year.

"The union's position is simple," said Mauro DiCarlo, Guild unit chairperson. "Loyal employees should not be thrown overboard when work is available."

"If we allow this to happen without a fight, then all the members of this union are under the threat of replacement by contractors," DiCarlo said.

The Guild also represents the paper's advertising, business, circulation, editorial, maintenance, promotion and other employees.

Pointing to drivers with up to 30 years' service, the unit's bargaining committee said the Guild wants those who want to stay to have "meaningful jobs at the same rate of pay," and "the kind of buy-outs the company willingly offered all employees a year ago" for those who might want to leave.

Other issues included pay raises, pensions and retrogressive company proposals on drug and dental benefits.

There was no situation report from the first two days of the talks, which resumed on June 16 for the first time since the walkout began. They were taking place under the auspices of mediators headed by Vic Pathe, Ontario's assistant deputy minister of labor.

The talks were interrupted June 18 for court appearances by Guild and Star representatives when the Star sought an injunction to limit Guild pickets to a total of 25 at any one time, five each at five entrances to the Star's plant, including its loading dock.

The company also filed a damages suit for \$10 million. A representative told a reporter it was losing \$1 million a day in the strike.

Both actions were withdrawn, however, after an agreement was reached that trucks would be delayed by no more than 7.5 minutes each in leaving the loading dock, half the delay under a previous arrangement between the Guild and police.

The Guild has been seeking a new contract since before the Dec. 31 expiration of its previous agreement. It was bargaining jointly

(Continued on Page 2)

Pittsburgh unions ready strike paper

By a special correspondent

Pittsburgh — The 11-union Newspaper Unity Council of this city, which includes the Pittsburgh Guild, was preparing to publish its own interim newspaper June 24 as a strike by Teamsters Local 211 neared its fifth week.

Teamsters struck the Scripps Howard-chain's Pittsburgh Press May 17 when the newspaper attempted to implement a controversial depot system.

The strike came two days after the Pittsburgh Region of the National Labor Relations Board cited the Press for a serious of unfair labor practices, including the unilateral elimination of a seniority system on drivers' selection of routes and refusing to negotiate the depot system.

The Press — which is in one of the nation's oldest joint operating agreements with the Block chain's Pittsburgh Post-Gazette — sus-

pended publication immediately. Few copies, if any, of the morning Post-Gazette's May 18 edition hit the streets.

The Press furloughed its remaining work force of more than 500 union members May 18-20. There are 625 Teamsters.

At the outset of negotiations in November, the Press announced plans to implement the depot system, which would include elimination of 4,500 youth news carriers

and the jobs of 450 Teamsters.

The public outcry against the Press' plans to eliminate news carriers in this city of union-rich tradition can be measured in the comment of a Steelworker:

"I'll walk to the store to buy my newspaper before I let some kid lose his job," said Edward Rich. The Press said it will replace the youngsters with adult carriers.

While the Teamsters' strike and (Continued on Page 6)

Delegates tackle finance issues in Chicago

Chicago—Proposals aimed at assuring that the Guild's locals and members continue to receive maximum possible service from their international union despite its reduced financial and staff resources will be before TNG's 59th Annual Convention here June 29-July 3.

Some 200 delegates and alternate delegates representing more than 55 Guild locals in the United

States and Canada are expected to take part in the week-long meeting, at the Congress Hotel.

Going into the convention it was clear that delegates' attention will be focused particularly on the Int'l Executive Board's budget recommendations for the current fiscal year and on proposals flowing from it. [Guild Reporter, May 15.]

One of the latter would authorize a training program for or-

ganizers to develop "a core group of trained Guild members ready to step into any campaign where additional organizers are needed." They also would comprise a reserve pool to be drawn upon when TNG's finances again allow hiring of full-time field staffers.

Delegates also will consider IEB recommendations for extensive revisions and expansion of the union's bargaining goals for VDT

health and safety, in which TNG has pioneered for more than a dozen years.

Delegates will have the opportunity to explore in detail with TNG officers and staff the IEB's proposed budget and the union's overall financial operations during a convention-wide forum the afternoon of the meeting's opening day.

(Continued on Page 2)

Copy desk staffing minimum, fill-ins set in mid-term pact in Minneapolis

Adapted from the May "Shoptalk,"
Twin Cities Guild newsletter

Minneapolis — Twin Cities Guild members at the Star Tribune have ratified a mid-term contract supplement that sets a minimum staffing level for the copy desk, requires a new training program for copy editors and creates an on-call pool of fill-in, part-time copy editors.

It also sets a 12-week deadline for filling full-time vacancies in regular desk positions and strengthens a Guild-management copy-desk overview committee that will oversee the agreement's implementation and resolve other ongoing problems.

The agreement was ratified by members of the Star Tribune Guild unit May 29, concluding talks

launched in mid-February after problems had arisen under a copy-desk reorganization plan bargained a year earlier. The 1991 agreement resulted from Guild grievances filed the previous two years alleging a copy-desk speed-up.

Dissatisfaction with the 1991 pact had focused on the paper's failure to hire replacements in a

(Continued on Page 2)

Ottawa's Pat Bell announces she'll seek VP post 3

U.S. newspapers' 3-months results too good to last? 4-5

Fear of perception not grounds for discipline, arbiter rules 8



TORONTO POLICE IN FORMATION NEAR STAR DURING JUNE 12 DEMONSTRATION
Clad in riot gear, they remained in formation and out of action for duration of massed picketing. Others, on horses, also waited on a street nearby for picket line violence that never occurred.

Talks resume as Toronto Star publishes during Guild strike

(Continued from Page 1)

with unions representing the Star's pressmen, mailers and machinists until shortly before the Guild struck upon arrival of a once-delayed deadline.

The other unions reached tentative settlements minutes before the strike, reported Paul Pelletier, the Guild's executive officer, and their members were continuing to work. The Guild advised its members in a picket-line bulletin to "consider whether it isn't better to have friends in charge of the presses rather than scabs provided by the American Newspaper Publishers Assn."

More than 600 strikers, members from other units of the Guild local and members of other unions conducted a mass picket for 12 hours the night of June 12-13.

One observer said there may have been as many police on hand — on the Star's roof, on horses and in riot gear — apparently to quell violence that never occurred.

On June 18, Bob White, founding president of the Canadian Auto Workers and newly elected president of the Canadian Labour Congress, joined strikers picketing the Star's main entrance, attracting a phalanx of television cameras and reporters.

Referring to the Star's strikebreaker drivers, he said he now knows why the paper editorially has opposed the labor law reforms recently tabled by the Ontario gov-

ernment. They include a ban on hiring strikebreakers.

Referring to rumors that some of the strikebreakers are from the United States, White said he also now understands the Star's support for the Canada-U.S. free trade agreement.

Guild locals from both the U.S. and Canada and other Canadian unions also showed their support for the Star strikers, the SONG reported.

One of the first locals to contribute to SONG's strike fund was the Northern California Guild, which sent "a check for a cool American grand," a picket-line bulletin ("Star Struck") reported.

TNG President Charles Dale delivered a \$250,000 check for strike benefits to the picket line on the strike's second evening.

Acting under a provision of its contract covering employees of the Sun and Province, the Vancouver Guild declared the Star "an unfair employer" and instructed its editorial department members not to handle any material from the Star and not to send any material to the struck paper.

The Typographical Union at the Examiner in Peterborough, Ont., refused to handle Star syndicate material.

Star honor boxes in downtown Ottawa were sporting Guild stickers and strips of tape across their coin slots.

The Ontario government withdrew the advertising it has been

placing in the Star each week for a price of \$40,000. It did so because it "does not want to provide economic benefit to either side," said a representative of New Democratic Party Premier Bob Rae.

Convention to tackle finance issues

(Continued from Page 1)

The reduced budget and income estimate anticipate that the union will spend \$53,159 less than it takes in through the end of next March, enabling it to make inroads on operating debts that this March 31 totaled \$685,100, up some \$120,000 from the previous fiscal year's end.

"TNG's leaner and meaner profile remains an absolute necessity" and "continued restructuring and economies in all areas should be, must be, the order of the day," the IEB said in its Officers Report to the convention, adopted at its spring meeting in early May.

Pointing to predictions that the economies of the U.S. and Canada and the newspaper industry are turning the corner, the board said it sees "no reason to expect" that publishers "will return the hundreds of jobs they took from us when their profit margins began to decline."

"Vigorous organizing efforts" underway and planned cannot reasonably be expected to produce substantial and rapid gains in

membership nor, consequently, in income to TNG, the IEB said.

The IEB's budget projections are bottomed on cuts of two professional and two clerical staff positions made in April, wage freezes in place since April for officers and staff, continuation of earlier economies and on the IEB's recommendation to reduce the Guild Reporter to monthly publication.

Another IEB recommendation — that the IEB itself be trimmed by four members, to 12, advanced at least in part to include the board in TNG's cutbacks — has drawn opposition from a third district council and from two locals.

Delegates to the May 17 meeting of the Great Lakes District Council voted by 19-1 to oppose any cuts in the IEB, and particularly that part of the IEB's recommendation that would have the international chairperson selected by the IEB from among its members.

Also under the IEB proposal, there would be six vice presidents elected from geographic regions (now there are seven), four vice presidents elected from the mem-

bership at large (now there are six), and a full-time president and secretary treasurer elected from the membership at large, as now.

Earlier, the New England and Middle-Atlantic District Councils had voiced opposition to reducing the size of the IEB.

The Twin Cities Guild's May membership meeting voted its opposition to the proposed change in the method of electing the international chairperson, and a Providence membership meeting voted opposition to the entire proposal.

The Providence Guild also called for more complete financial disclosure by TNG.

The Twin Cities action came on one of three resolutions passed on motions by a member who said he was acting for a recently formed ad-hoc caucus of Concerned Guild Members [story, page 6].

A second resolution proposed amending TNG's Constitution to allow any candidate for a contested office receiving 5% of delegates' votes to be put on the ballot that goes to the membership. For decades there has been a limit of two candidates for any single office, with the lists being pared by votes of delegates at the convention if more than two are nominated.

The third proposal advocates a conference of information industry unions to explore co-operation and merger.

None of the three resolutions is binding on Twin Cities' delegates.

The Canadian District Council voted at its spring meeting to ask the convention to review TNG's position on merger.

Copy desk staffing set in Minneapolis pact

(Continued from Page 1)

timely way, despite constant pressure from the Guild's two stewards on the desk. The Guild was represented in the talks by six copy editors, including the stewards, and the local's executive secretary, Bernie Lunzer.

Under the new copy-desk agreement:

✓ The company will maintain a minimum staffing level of 46.6 positions on the business, city, features and national desks. The desks handling sports and the editorial/opinion pages are not covered.

Each vacancy must be filled within 12 weeks; if not, the company each week will put the equivalent of the top minimum for a copy editor into a fund to be used

for copy-editor education programs. The applicable minimum-pay rate currently is \$812 a week, and is to go to \$838 on Aug. 1.

If, for reasons of economy, there should be a reduction in force throughout the newsroom, there may be a proportionate reduction in the copy-desk force. In that event, however, the overview committee "shall co-ordinate a commensurate reduction in work so as to prevent a speed-up."

✓ A pool of up to three "on-call copy editors" is to be created. Working on an irregular, part-time basis, the on-call editors will be utilized before temporaries to fill in during vacations, leaves and illnesses and while a regular copy editing spot is vacant. They will be entitled to the rights and bene-

fits accorded regular part-timers and will be in the Guild.

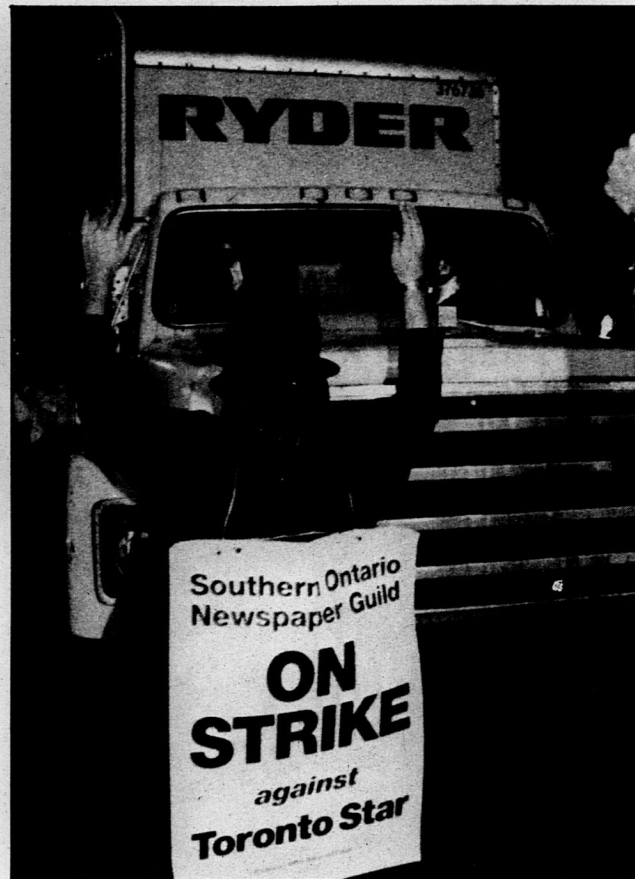
At least one of every three full-time positions that becomes vacant will be filled by an on-call editor who wants a full-time position. If one of the on-call editors consistently works more than 20 hours a week, the overview committee will assess "whether, in fact, a regular job has been created."

✓ The overview committee — three management and three union representatives, the latter appointed by the Guild unit chairperson — will appoint a co-ordinator to plan training sessions for each copy editor who asks for them. Each week's schedule will include an average of two shifts for training. A Guild member will be chair or co-chair of the committee.

The co-ordinator also will develop a training program for new copy editors, who will get three work-shifts of instruction before being counted as part of the schedule.

✓ Expedited arbitration — immediate hearing and a decision within 24 hours — is provided to resolve any disputes over interpretation or application of the copy-desk agreement.

Some issues raised during the talks are deferred to the overview committee for resolution by consensus. Included are the possibility of creating a business-copy slot position, with a 10-percent pay differential, and questions of appropriate pay levels on the features copy desk.



PICKET DELAYS STRIKEBREAKER-DRIVEN TRUCK
Major issue is Star plan to farm-out Guild-covered drivers' work.

The Guild Reporter (ISSN: 0017-5404) is issued monthly, generally at four week intervals, at 8611 2nd Ave., Silver Spring, Md. 20910-3327. (Next issue, July 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.



DETROIT GUILD

1,000-PLUS RALLY IN RAIN APRIL 29 FOR DETROIT'S NEWSPAPER UNIONS

Ralliers included Mayor Coleman Young and top leaders of area AFL-CIO and the Auto Workers.

Solidarity gets pacts in Detroit

Detroit — Solidarity prevailed. Detroit's newspaper unions, including the Detroit Guild, have concluded new three-year contracts with the city's two major dailies and their joint publishing company in the face of an aggressive campaign by the companies to take back key benefits and protections from the unions' members.

Agreements reached in joint bargaining by the major unions on May 12 were ratified by the unions' memberships over the following three weeks. Previous contracts had expired April 30.

The Guild represents editorial department workers at the Detroit Free Press and Detroit News and maintenance employees at the Detroit Newspaper Agency (DNA). Each of the units ratified the contracts by wide margins May 28. It is the first for the maintenance workers since DNA was formed.

In many ways, the settlements are as notable for what they do not contain as for what they do.

The companies will continue to pay the full cost of health insurance premiums, with Blue Cross/Blue Shield continuing as a primary carrier. The companies had demanded switching to a so-called "preferred provider" system in which employees would pay 30% of costs if they used nonparticipating doctors or hospitals.

Wage rates are frozen, with employees to receive lump-sum payments of \$1,200 upon ratification and \$1,000 on next May 1 and again on May 1, 1994.

Both the News and Free Press had demanded that any raises for news-room employees be based on a so-called "merit system," with the News withdrawing the demand only 15 minutes before tentative agreements were reached.

Top minimum for reporters and photographers with four years' experience remains at just under \$750 a week at both dailies.

Company payments for benefits will be increased by \$1 per employee per shift on May 1, 1994, and life insurance will be increased by \$5,000 per employee on the same date.

Buyout packages for a total of some 300 drivers, press operators, paper handlers, engravers and printers include severance pay of \$25,000 to \$70,000 and 10-years' health coverage.

It was the first full-scale bargaining since 1989 when Knight-Ridder and Gannett merged all operations but the news rooms of the Free Press and News.

The papers and DNA "spent hundreds of thousands of dollars," the Free Press reported, to advertise for strikebreakers, install cameras, flood lights and barbed wire around some buildings and hire a private security firm described by the Detroit City Council as "paramilitary."

The companies' actions were labeled "provocative," "confrontational" and attempts to "intimidate the workforce" in a city council resolution supporting the unions and in a letter by Mayor Coleman Young to top DNA management.

The companies' actions and attitude at the bargaining table clearly conveyed the message that they wanted it "my way or the highway," said Don Kummer, Detroit Guild administrative officer.

The unions — Pressmen, Paper Handlers, Engravers, Teamsters drivers, mailers and circulation employees, Typographical Union-CWA printers and the Guild — responded by joining with the Metro Detroit AFL-CIO to form the Metropolitan Council of Newspaper Unions.

The Newspaper Industry Coordinating Committee — leaders of four international unions and the AFL-CIO Industrial Union Dept. — met in Detroit to announce its support for the local unions.

The local unions' joint council co-ordinated bargaining and took the message of the unions' struggle to other area unions, community leaders, elected officials and advertisers.

TNG Vice President Luther Jackson of Detroit credited the council for a pair of what he termed "historic rallies" in the late stages of the bargaining.

The first, on April 22, drew some 1,500 participants, mostly members of the newspaper unions.

The second, a week later, saw more than 1,000 people from the newspaper unions and the area labor community form what one observer called "a sea of bodies" in the rain in front of the News' downtown building.

Participants in the latter included Mayor Young, Metro Detroit AFL-CIO President Ed Scribner and Auto Workers Regional Director Bob King, as well as representatives of other unions, union coalitions and U.S. Rep. John Conyers.

Ottawa's Pat Bell seeks open seat on IEB

Ottawa, Ont. — Pat Bell, president of the Ottawa Guild since 1988, has announced that she will be a candidate for the remaining year in the term for TNG Vice President from Eastern Canada on the union's Int'l Executive Board.

The office has been vacant since last fall when the eight-year incumbent, Lee C. Clifford of Canadian Wire Service, resigned simultaneously from it and his Guild-covered job with the Canadian Broadcasting Corp.

Nominations will be made on the final day of TNG's 1992 Convention, June 29-July 3 in Chicago.

Bell announced her candidacy to a membership meeting of her local on June 7.

At the same time, Sharlan Clark, the Ottawa Guild's executive officer, said she will seek a seat on the Int'l Election & Referendum Committee, a five-member

body elected by delegates to TNG conventions. The IERC oversees the conduct of TNG elections and referendums on policy questions. local on June 7.

The Ottawa Guild's membership unanimously endorsed the candidacies of both Bell and Clark.

A reporter for the Southern chain's Ottawa Citizen, Bell, 51, made her first run for a TNG office last year, finishing eighth in the field of 10 who contested for the six vice presidencies elected from the membership Guild-wide. She finished first in four of the seven Guild locals that are located in Eastern Canada, including in the Southern Ontario Guild, the largest.



Pat Bell

PREACHER PASSES

Bankrupt UPI gets one more reprieve

By Douglas A. Levy
Wire Service Guild

The wire service that will never die?

For 85 years, UPI employees learned to work under adverse conditions.

Through two bankruptcy filings, five pay cuts and countless proclamations that UPI's death was imminent, Unipressers worldwide have carried on.

And, just when even UPI veterans had just about given up hope, New York businessman Leon H. Charney stepped up.

Charney agreed to pay \$180,000 — enough for a week's payroll — to fund UPI operations while he prepared a formal bid. Charney said he wanted to bring UPI into the 21st century.

Christian broadcaster Pat Robertson on June 10 withdrew his \$6 million offer to buy the wire service in part because he said updating UPI's equipment would require too much money.

In the hours after Robertson announced his decision, Unipressers were warned that a shutdown by June 12 was likely.

The Wire Service Guild was asked to meet to discuss ceasing operations, while attorneys for UPI and its creditors scrambled to keep the company running.

The news that Charney's offer staved off death one more time, at least until June 22, came as a total surprise to those on duty at UPI headquarters in Washington. Many already had resigned themselves to the idea that UPI's final chapter was being written. At 4:19 p.m. on June 11, Executive Editor Steve Geimann put out a simple message on the internal wires:

"Bureaus:

"(UPI) United Press International has reached an agreement, in principle, with a prospective purchaser to continue operations. A more detailed announcement will be made later today, and a joint announcement will be made at noon tomorrow EDT. As a result of this tentative agreement, the dire option of a complete shutdown has been averted. cheers. Geimann-WA"

Unipressers already were describing the saga as a roller-coaster ride. But the latest twists and turns surprised even the most optimistic.

The current crisis began in October 1990, when parent company Infotechnology Inc. went into its own financial crisis and cut off support for UPI.

Christian broadcaster Pat Robertson surprised everyone with his \$6 million bid for the company at a May 12 bankruptcy court auction in Rutland, Vt. He surprised everyone again on June 10, the deadline for him to change his bid, when he backed out of the deal. Some speculated privately that his aim all along might have been akin to Delta's dealings with Pan Am that led to the latter airline's eventual demise.

Robertson asked U.S. Bankruptcy Judge Francis G. Conrad to order UPI to accept his revised bid of \$500,000 for the UPI name and some archival assets. The company and creditors rejected this offer, in part because it would destroy any chance of continued UPI operations.

Less than two hours after Robertson announced his decision, UPI employees were told there was little hope and a shutdown by midnight June 12 was likely.

Robertson pulled out because he said it would cost \$31 million to make UPI work for just 18 months, and even then it might not turn a profit. "It just doesn't make economic sense," he said.

While most agree the financial picture is daunting, others who looked at the company felt it could be turned around for less than Robertson's estimate.

"It's very hard to concentrate on your work with all that is going on about the company, but we've worked for years under these circumstances," said Chuck Moody, a Pittsburgh UPI newsmen and a vice president of the Wire Service Guild.

However, some UPI reporters remained skeptical, especially after Charney held a meeting June 16 and told UPI staff he thought the wire service potentially could become a "reporters' collective."

"It's only an idea," he said.

Before becoming her local's president, Bell served it as human rights chairperson, secretary and vice president.

She has been a delegate to TNG conventions since 1986 and also has represented her local at the Canadian District Council, the Ottawa and District Labour Council, the Southam Chain Council and the Canadian Federation of Printing & Communications Unions. Before the most recent session of the latter, she attended a meeting of selected news-industry unions to examine the "common future" of such unions in a new Canadian union or "in another Canadian national union." The session was hosted by the Southern Ontario Guild [Guild Reporter, May 15].

Clark joined the Guild while working in the old Ottawa Journal's circulation department and has been a Guild employee since 1977, when she went to work in

TNG's Canadian office during a 16-month lock-out of all unions at the paper. She became the Ottawa Guild's executive officer 10 years later.

As of June 18, Bell was the only announced candidate for the Eastern Canada vice presidency. If there are no others, she will be declared elected by the convention and take office immediately.

If there are two nominees, they will square off in a vote in late summer or early fall by the memberships of Canadian locals located in provinces east of Manitoba, including the Canadian Wire Service Guild. If more than two persons are nominated, the convention will pare the list to two by roll-call of delegates from the Eastern Canada locals, and the two will be put to the locals' memberships. The victor would take office upon the IERC's certification of the election's outcome.

WITH 1991 FILED away as its toughest year financially since World War II, the U.S. newspaper industry in the first three months of 1992 produced bottom-line numbers more akin to the boom years of the 1980s—i.e. startlingly higher profits.

However, the profits increases racked up by many of the publicly held companies in the year's first quarter looked—and may turn out to be—too good to be true, according to industry executives and financial analysts.

It was not, they pointed out, a significant reversal in the decline in advertising and circulation signaling the recession's end that produced the quarter's results, though there was some improvement in the bellwethers.

Rather, they credited lower newspaper prices (discounted to 1980 levels), cost containment (read: staff cuts and elimination of marginal operations), and fewer nonrecurring expenses (read: severance pay and buyouts for employees whose jobs were eliminated).

And, they pointed out, the gains were made in comparison with the period of 1991 that encompassed the war in the Persian Gulf, which saw circulation increase but advertising wane.

In Canada, meantime, the January-March numbers for the newspaper industry failed to show overall improvement, though many of the same factors were at work.

Economists in both nations pointed to signs that they said signaled the beginnings of the end of the recession in each.

More than one analyst pointed out, meanwhile, that the U.S. newspaper industry's 1991 profit performance was poor only by the industry's own standards, not by those of the nation's industries as a whole.

As John Morton, newspapers analyst with Lynch Jones & Ryan, put it in a column in the Washington Journalism Review for March:

"The average 10% profitability in a terrible year is solid evidence of the newspaper industry's fundamental financial health. There are some industries that do not earn 10% even in boom times." Morton was referring to the industry's nine-month results. For the year, the companies he tracks made 9%.

As 1991 approaches its end, he noted elsewhere, it was as if newspaper company executives decided to write off against profits every one-time expense they could find, reasoning, he suggested, that "it was a lousy year anyway" and stockholders' expectations already were low.

For 1992's first quarter, Morton measured an average earnings increase of 42% by the 17 companies he watches, on a weighted basis.

The Wall Street Journal reported a first-quarter profit increase of 58% on average for the 13 major publishing firms it tracks. It said the all-industries increase was 34%.

Projections of increases in advertising revenues for the industry for all of 1992 ranged from a modest 1% to about 5%, with a larger turnaround seen in 1993. Circulation revenues, up 6.5% in 1991, were also seen increasing slightly.

A major factor in predictions of increased profitability in both 1992 and 1993, was continuation of the cost savings already in place or under way.

Susan Decker, a San Francisco-based analyst for Donaldson, Lufkin & Jenrette, told Barron's that she expects a 1992 profits increase of 16% on operations and a 13% increase in 1993. For the same two years, she forecast revenue increases of only 3% and 6%.

One industry functionary, looking at staff and coverage cuts made by newspapers to try to maintain or regain their high rate of profitability, suggested that

U.S. industry's 1st quarter too good?

This is reprinted, trimmed a bit for space, from the Industry section of TNG's Officers Report to the Guild's 1992 Convention.

the actions were having a negative impact on the industry's First Amendment responsibilities.

Speaking at a meeting of government communicators in December, William L. Winter, president of the American Press Institute, pointed out that the publicly owned chain's "are beholden to stockholders for a strong return on investment."

This has brought "significant new pressures to build the bottom line" to please both the stockholders and the Wall Street analysts, he said.

"The result is that newspapers operating in today's soft economy are engaging in extreme cost cutting."

This, in turn, has left many in the news rooms "worrying that the First Amendment values they cherish are taking a permanent back seat to bottom line considerations," he said.

Following are summaries of available financial-performance reports from U.S. and Canadian publishers for the first three months of 1992 and for 1991.

(Publicly owned companies are required to report basic financial information about their operations as a whole, but they do not have to report on individual properties. Therefore, they seldom do. Companies that are not publicly held do not have to report anything about their financial performances and, with rare exception, they do not.)

Affiliated Publications, Inc.: January-March after-tax profits were \$3.6 million, up from a loss of \$993,000 a year earlier, just about the amount it spent to cover the Persian Gulf war. Operating revenues were \$97.3 million, up by \$4.5 million, or 4.8%.

For all of 1991, the company recorded a loss of \$66.9 million, all of it attributable to a \$99 million loss on its sale of two-thirds of a specialty publishing subsidiary. Revenues were off by 26.7%, to \$392.8 million. Before-tax profits at the Boston Globe were \$33.4 million, off by 35.8%.

A. H. Belo Corp.: First-quarter 1992 after-tax profits were \$6.5 million, up from a loss of \$1.9 million in 1991. Settlement of a lawsuit against the federal government accounted for \$3.2 million of the net. Revenues were up by 21.7%, to \$114.7 million. Publishing revenues were \$71.2 million, up by 25.8%.

In 1991, after-tax profits were \$12.4 million, down by 58%. Much of the drop was attributed to the cost of buying the Dallas Times Herald. Revenues were off by 1.7%, to \$431.6 million.

Capital Cities/ABC: First-quarter after-tax net was \$41.7 million, off by 28.7%, thanks to a loss by the ABC network. Revenues were \$1.1 billion, off by 12.8%. Its before-tax profits from publishing were \$20.1 million, up by 9.2%.

Its 1991 after-tax profits totaled \$343.5 million, off by 28.1%, thanks in large part to the cost of paying off \$687.5 million in high-interest debt. Revenues were off slightly to \$5.4 billion. Before-tax profits from publishing were up by 22.8%, to \$44.7 million.

Central Newspapers, Inc.: First-quarter after-tax net was up by 27.3%, to \$4.9 million. Revenues were \$104.2 million, up by 1.3%.

For 1991, after-tax profits were \$25.9

million, off by 8.4%. Revenues were \$420.4 million, down by 2.6%. The company had \$3.3 million in "work force reduction costs" in Indianapolis and Muncie, Ind.

Cowles Media Co.: A \$667,000 loss in January-March was significantly better than the \$2.4 million loss it reported a year earlier. Revenues were \$75.6 million, up by 4%. Before-tax operating profits were \$216,000, down from \$1.1 million.

For its fiscal year, ended this March 28, after-tax profits were \$10.2 million, up by 75.9%. Revenues were \$303.6 million, off by 1.3%. Without charges and credits for staff reductions, union settlements and benefits, its net would have been 27% higher.

Dow Jones & Co.: First-quarter after-tax net was \$28.4 million, up by 58%. Revenues were \$436 million, up by 4.7%.

Its 1991 after-tax net was \$72.2 mil-

lion, off by 19.9%, and operating revenues were \$459 million, up by 0.7%.

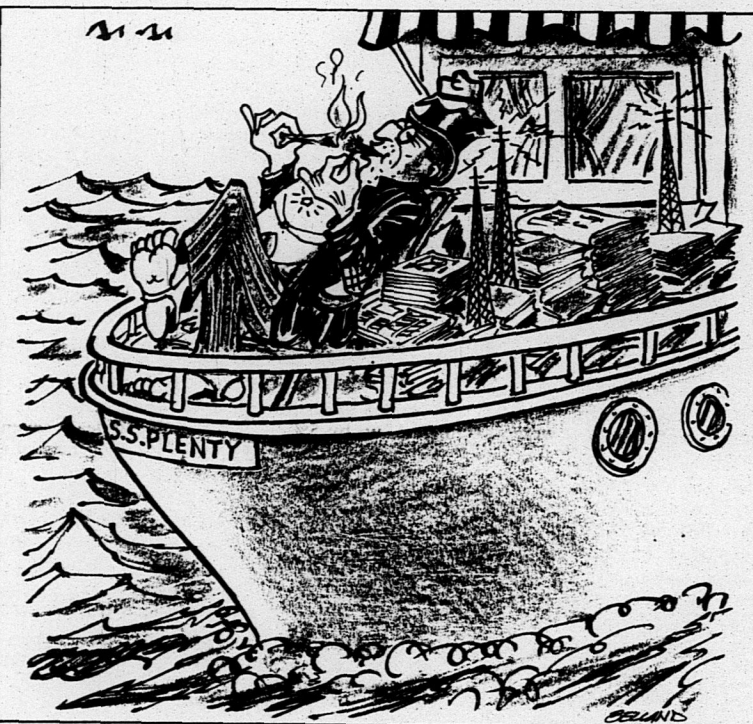
For 1991, after-tax profits were \$132.1 million, off by 11.4%, the company's first profit decline in 15 years. Operating revenues were \$2.3 billion, off by 2.9%. Newspapers before-tax profits were \$559.6 million, down by 19.8%, and their revenues were \$1.9 billion, off by 4.4%.

Lee Enterprises: January-March after-tax net was \$6.3 million, up by 20.8%. Revenues were \$84.7 million, up by 3.2%. It was the second quarter of Lee's fiscal year.

McClatchy Newspapers, Inc.: First-quarter after-tax profits were \$4.1 million, up by 39.4%. Revenues were \$101.3 million, up by 1.8%.

Its 1991 after-tax net was \$23.7 million, down by 10.3%. Operating revenues were \$426.8 million, up by 1.3%.

Maclean Hunter Ltd.: First-quarter net was \$13.6 million, up by 70%.



lion, down by 32%, thanks in large part to a \$32 million after-tax writeoff for a new trading service. Revenues were \$1.73 billion, up by 0.3%.

Gannett Co., Inc.: First-quarter after-tax net was \$55.5 million, up by 9.7%. Operating revenues were \$793.1 million, up by 1%.

For 1991, after-tax profits were \$301.6 million, down by 20%. Operating revenues were \$3.4 billion, off by 2%.

Hollinger, Inc.: Conrad Black's Canadian-based publishing company reported a first-quarter loss of \$31.7 million, thanks mostly to losses suffered in the sale of its 17.2 million shares of United Newspapers of Britain. A year earlier, Hollinger recorded profits of \$17.4 million for the quarter. Revenues this year were \$209 million, up by 9.5%.

After-tax profits from operations were \$6.6 million, off by 41.6%, the result of an \$8.1-million increase in taxes.

For 1991, the company reported net profits of \$41.4 million, up by 21%. Revenues were off somewhat to \$780 million. Operating profits for the company's American Publishing Co. dailies were \$33 million, up by 15%. Revenues were up by 17%.

Knight-Ridder, Inc.: Its first-quarter after-tax profits were \$25 million, up by 57.9%. Operating revenues were \$555.4 million, up by 1.8%. Its newspapers' before-tax profits were \$45.4 million,

Operating revenues totaled \$384.8 million, up by 3%. Operating profits were \$40 million, up by 15%.

Media General, Inc.: First-quarter after-tax net was \$2.7 million, up by 15%. Revenues were \$141.7 million, off by 2.7%.

For all of 1991, the company recorded a loss of \$62.1 million, compared with after-tax profits of \$25.5 million in 1990. Revenues totaled \$585.9 million, off by 4.5%. Heavily influencing the year's result were after-tax charges totaling \$85.4 million, including a \$78.3 million write-down of its investment in Garden State Newspapers and \$5.5 million for staff reduction incentives.

Multimedia, Inc.: First-quarter after-tax profits were \$10.4 million, up by 15%. Revenues were \$126 million, up by 5.7%.

After-tax net for 1991 was \$48.4 million, up by 6.1%. Revenues \$524.3 million, up by 9.1%.

News Corp.: Rupert Murdoch's Australian holding company reported net income of \$194.3 million, up by 14%, for its second fiscal-year quarter, ended Dec. 31. Revenues were \$2.04 billion, down by 11%. Included in the quarter was a gain of \$81.2 million from the sales of 55% of an Australian magazine and printing operation.

New York Times Co.: First-quarter after-tax net was \$13.9 million, up by

172%. Revenues were \$440.4 million, up by 5.7%. Its newspapers' before-tax profits were \$32.2 million, up by 72.5%, and their revenues were \$324.2 million, up by 3.8%.

After-tax profits for 1991 were \$47 million, down by 27.5%. Revenues totaled \$1.7 billion, off by 4.1%. Included in the results was a \$20-million pre-tax charge for staff cuts at the Times.

Park Communications, Inc.: First period after-tax profits were \$2.4 million, up by 53%. Revenues were \$35.9 million, up by 8%.

For all of 1991, after-tax profits totaled \$11.9 million, off by 37%. Revenues were \$159.6 million, off by 6.5%.

Pulitzer Publishing Co.: January-March after-tax net was \$1.6 million, vs. a loss of \$726,000 a year earlier. Revenues were \$92.5 million, up by 1.3%. Expenses included \$773,000 for staff reduction costs.

After-tax profits for 1991 were \$10.6 million, down by 15.2%. Revenues totaled \$393.4 million, down by 2.3%. Work-force reduction costs totaled \$4.8 million.

Quebecor, Inc.: First-quarter after-tax profits were \$5.2 million, up by 122%. Revenues were \$594.9 million, up by 3.8%. Operating profits from its publishing and distribution division were \$4.98 million, up from \$4.96 million. Revenues were \$80.9 million, off by 11%.

For all of 1991, after-tax profits from continuing operations were \$18.5 million, down by 76.2%. Consolidated revenues were \$2.37 billion, down by 2.5%. The company's "strategic plan" for the year "focused on the downsizing of staff and the concentration of our activities ... where we achieve the highest levels of efficiency and profitability."

E.W. Scripps Co.: First-quarter after-tax consolidated profits were \$15.8 million, up by 40% excluding an unusual litigation expense a year ago, up by 118.4% including the expense. Operating revenues totaled \$313.6 million, up by 4%. Before-tax publishing profits were \$24.6 million, up by 32.9%, and publishing revenues were flat at \$195.7 million.

After-tax profits for 1991 were \$70.9 million, up by 34.6% excluding unusual charges in both 1991 and 1990. The 1990 charge was \$36.4 million for buying out the joint operating agreement in Knoxville. Revenues in 1991 totaled \$1.29 billion, up by 0.2%. Before-tax publishing profits were \$107.8, down by 7.5%, while publishing revenues were \$827.1 million, off by 2.4%.

Southam, Inc.: A loss of \$15.3 million in the January-March quarter was 14.2% higher than its loss in the same period of 1991. Total revenues were down slightly to \$274.4 million. The chain's newspapers posted an operating loss of \$4.1 million, vs. a gain of \$3.8 million a year earlier. Newspaper revenues were \$191 million, down by 2.7%. Southam President William Ardel told the annual shareholders meeting that the company's "overly restrictive labor contracts need to change."

For all of 1991, the company recorded a loss of \$153.2 million, vs. a net of \$2.9 million in 1990. Revenues from operations were \$1.2 billion, down by 3.9%. The company blamed the bulk of the loss on a \$46.6 million before-tax charge for unusual items and an after-tax loss of \$99.7 million from discontinued operations. It reported a positive performance at its newspapers, with 10 of its 17 having "returns on revenue at 12% or more, strong results during a recession."

Return from all the newspapers was 5.1%. Newspapers' revenues were \$829.8 million, down by 2.3%. Their net was \$42.1 million, down by 53.6%. Newspapers' staff was reduced by 231 (2.9%) during the year, to 7,777.

Thomson Corp.: The multi-national company recorded a first-quarter loss of \$51 million, off by 8.9% from the \$56 million loss it reported for the same period last year. Its revenues totaled \$1.1 billion.

The chain's Globe and Mail reported signs that the company is "moving swiftly to cut costs" and that staff reductions had begun at some of the chain's 200 U.S. and Canadian papers.

Chairman Kenneth Thomson told shareholders the company remained committed to continuing to put "an awful lot of money and effort into improving quality and producing new products," asserting that staff cuts and would not necessarily hinder the effort.

Times Mirror Co.: After-tax first quarter profits were \$36.6 million, up by 57%. Revenues were \$867.8, up by 1.6%. Newspapers' before-tax operating profits were \$28.5 million, up by 91.9%, and their revenues were \$464.8 million, off by 3%.

For all of 1991, after-tax net was \$82 million, down by 54.6%. Revenues totaled \$3.62 billion, down by 0.3%. The bottom line was heavily impacted by the company spending \$42.2 million on staff reductions at the Los Angeles Times, \$12.6 million on the same at the Baltimore Sunpapers, and a \$65 million write-down of money owed it from its sale of the Denver Post.

Time Warner, Inc.: First-quarter after-tax profits were \$3 million, vs. a loss of \$50 million for the same period of 1991. Revenues were \$3 billion, up by 5.6%. Before-tax publishing profits were \$44 million, up by 5%.

For 1991, the company reported a loss of \$99 million, down from \$227 million in 1990. Revenues totaled \$12 billion, up by 4.4%. Publishing's before-tax profits were \$174 million, down by 42.2%. Publishing revenues were \$3 billion, up by 3.3%.

Torstar Corp.: Before-tax 1991 operating profits totaled \$84.4 million, down by 22.4%. Operating revenues totaled \$895.5 million, down by 4.5%. Before-tax profits from newspapers and printing were \$30.5 million, down by 3.8%. After-tax profits from operations, including an \$18.5 million charge for job cuts and the Toronto Star's new press facility, were \$35.4 million, off by 34.6%.

Tribune Co.: First-quarter after-tax profits were \$15.4 million, down by 27% thanks to a loss of \$14.7 million before taxes by its newsprint manufacturing operations. Revenues were \$471.4 million, up by 0.3%. Before-tax profit from newspapers was \$51 million, up by 12%. Newspapers' revenues were \$287 million, up by 3%.

For 1991, after-tax profits totaled \$141.98 million, up from a loss in 1990 of \$63.5 million thanks to costs associated with the 1990-91 strike at the New York Daily News. Operating revenues for the year totaled \$2 billion, off by 14%.

Washington Post Co.: After-tax first-quarter profits were \$19.7 million, compared to a loss of \$35.4 million in the period for 1990 thanks to a \$47.9 million charge for a change in accounting for retirement benefits. Revenues were \$329.1 million, up by 4%.

For 1991, after-tax profits were \$70.8 million, down by 59.4%, reflecting the accounting change and \$3.5 million in staff-cut costs at the Washington Post. Revenues were \$1.4 billion, down by 4.1%.

TNG joins protests of subpoenas for photos, tapes from L.A. riot

Silver Spring, Md.—TNG has added its voice to protests against what the U.S. Justice Dept.'s attempts to subpoena unpublished photos and unbroadcast news tapes of the Los Angeles riots.

The subpoenas are objectionable under the First Amendment, violate the Justice Dept.'s own restrictions on press subpoenas, and increase the potential for attacks on newsmen covering civil disturbances, both TNG and the Reporters Committee for Freedom of the Press said in separate messages to Atty. Gen. William P. Barr.

The subpoenas put the working press, "willy nilly, into the position of becoming agents of the government, and they will come to be widely regarded as such," seriously aggravating the danger of attack and injury, TNG President Charles Dale wrote.

Considerations like those inspired the guidelines' issuance initially "and they dictate returning to them," Dale added, urging the subpoenas be withdrawn.

The Reporters Committee's executive director, Jane E. Kirtley, called it "singularly ironic" that the subpoenas were issued "just three days after the State Dept. protested the Chinese government's search and seizure of files at the Washington Post's bureau in Beijing."

Three weeks after the April 29-May 1 riots, subpoenas for both published/broadcast and unpublished/unbroadcast materials were served on the Los Angeles Times, at least seven television stations and a free-lance photographer who covered the riots for the New York Times. Observers described it as the most sweeping such investigative effort ever by prosecutors.

Published and broadcast materials were turned over, including what the New York Times described as "enough videotape to provide for at least a weeklong marathon viewing session." All refused, however, to turn over unpublished photos and video "outtakes." The Los Angeles Times estimated it had 13,000-25,000 negatives.

Some 13,000 persons were arrested during the riots, and officials said the materials sought could help them arrest more, the Times reported.

The Justice Dept. guidelines cited by TNG and the Reporters Committee provide that:

Before turning to the press, the government first should have "unsuccesfully attempted to obtain the information from alternative nonmedia sources."

"It is clear that, in the short time between the riots and the subpoenas, no such exhaustive effort can have been concluded," Dale wrote.

Subpoenas not be used to obtain "peripheral, nonessential, or speculative information."

Subpoenas "should avoid requiring production of a large volume of unpublished material."

"This," Dale wrote, "will be read wryly at the [Los Angeles] Times."



YOUNG WORKERS BAG FOOD FOR L.A. RIOT VICTIMS
Los Angeles County AFL-CIO hired minority group members from the L.A. Conservation Corps to aid in its relief efforts.

Unions take lead in aiding riot victims

Los Angeles—Led by the Los Angeles County Federation of Labor, unions, their members and leaders have taken the lead in providing humanitarian aid and long-term reconstruction financing to the Los Angeles neighborhoods devastated by the April 29-May 1 riots touched off by the Rodney King-beating verdict.

A food and other vital supplies distribution effort was launched by the federation's executive secretary, Bill Robertson, even before the disturbances had completely ended. By mid-June it had delivered more than 30 tons to more

than 15,000 black, Latino and Korean households in neighborhoods where stores were looted or torched.

The relief project, dubbed "L.A. Basin: Operation Rebirth" (LABOR) was fueled by more than \$200,000 in contributions from unions. Included was \$100,000 from the Auto Workers and \$25,000 from the AFL-CIO Executive Council.

In addition, the AFL-CIO Pension Investment Program announced that it is making \$75 million available for rebuilding projects in the devastated areas.

The AFL-CIO estimated that more than 10,000 union members were put out of work by the riots' destruction, including more than 5,000 Food & Commercial Workers and more than 500 Teamsters who had been employed at riot-area stores.

Robertson said LABOR will continue preparing and delivering food and other necessities as long as necessary and contributions to its relief fund permit.

Checks should be made payable to LACOL Crisis Relief Fund and sent to it c/o P.O. Box 20630, Los Angeles, Calif. 90006.

Councils laud retired staffer McCormick

Baltimore—Harry L. McCormick, the TNG Int'l Representative who retired from the union's field staff the end of April, was praised and thanked for his 22-plus years of service to Guild locals in a special resolution passed by a joint meeting of the Great Lakes, Midwest and Southern District Councils May 16.

Pointing out that "hardly a Guild leader east of the Mississippi ... hasn't had the privilege of working with" McCormick, the delegates called him "our advisor, our chief negotiator, our organizer, our strike leader and our friend."

He "left his mark on contracts from Minneapolis to Puerto Rico," the delegates said, pointing also to his service to such locals as "Cleveland (where he got

started)," Memphis, Twin Cities, Cincinnati, Dayton, Akron, Milwaukee, Lexington, Washington-Baltimore, San Antonio, Pittsburgh, Erie "and many, many others."

"It's no wonder the Guild called upon Harry to help win one of the most significant newspaper strikes of the last decade at the New York Daily News" in 1990-91, the resolution said, continuing:

"After all, he had plenty of practice in [earlier strikes in] Cleve-



McCormick

land, Puerto Rico, Minneapolis, Monessen and all across the Great Lakes, Midwest and Southern District Councils. Not to mention this latest round of FGR-TNG bargaining when he bargained for the staff union one last time."

"We'll all miss him and we all wish him well," the councils' delegates said.

McCormick took an early retirement under a staff-cut agreement reached April 23 between TNG and the Federation of Guild Representatives [Guild Reporter, May 15]. Under the same agreement, Phillip M. Kadis, TNG's education director since 1985, also left the staff and John R. Small, assistant Guild Reporter editor since early 1989, transferred to TNG's field staff.

Pittsburgh unions ready to publish a strike tabloid

(Continued from Page 1)

the youth carrier issue have dominated the electronic media, there are other serious issues, such as the introduction of a Scripps-Howard Media Health insurance plan.

"I have a Cadillac now. Now they want to give me a Chevy and make me pay for it, too," said Jim Lowen, president of the Pittsburgh Typographical Union, a Communications Workers local that represents more than 300 printers, advertising sales people and finance department employees. That was his description of the health insurance proposal.

Mailers Local 22, also a CWA unit, and Pressmen's Local 9 of the Graphic Communications Int'l Union are facing severe manning cuts.

"These people are being totally unreasonable," said John "Sonny" Shannon, president of the Pressmen.

"How can the Press expect a local of 625 members to ratify a contract that would guarantee the loss of 450 jobs?" said Joe Molinero, president of the striking

Teamsters local of drivers.

Molinero has said repeatedly the Teamsters would accept the depot system and the elimination of an undetermined number of jobs "in an orderly fashion."

"But we are not going to let 450 people get thrown into the streets," Molinero said.

At the outset of the work stoppage, the nearly 140 members of the Post-Gazette unit of the Pittsburgh Guild virtually let its contract go out the window to allow the Post-Gazette to attempt to publish some kind of product.

"We felt we were being held hostage. We have a loyalty to our publisher and a loyalty to the labor movement," said Mike Fuoco, Post-Gazette unit chairperson.

The Post-Gazette is publishing "news faxes" that are being distributed on the public transit system and in convenience stores.

However, Fuoco said the Post-Gazette unit knew the paper did not need 137 Guild members to produce what it was trying to do: Keep the Post-Gazette name in the public's eyes. The Post-Gazette



THOUSANDS RALLY FOR PITTSBURGH NEWSPAPER UNIONS ON STRIKE'S SECOND DAY
Speakers include TNG President Charles Dale (inset) and Teamsters Sec'y-Treasurer Tom Sever.

also was trying to implement a radio news network and a television program.

On June 4, layoffs were announced of the entire Post-Gazette staff, including editor John Craig, Jr. Some 40 Guild members and all but two management personnel were recalled to pursue the non-newspaper enterprises. The Pitts-

burgh Guild grieved the layoffs.

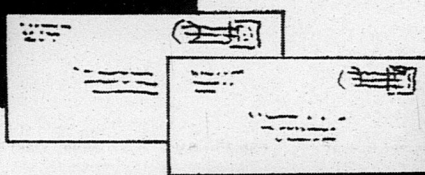
About 40 members of the Guild unit were called back, leaving more than 90 laid off. More than 50 Guild members volunteered to work on the 24-page strike tabloid, while support staff was assigned to work at unity council headquarters, located in the United Steelworkers of America headquarters

building, next door to the Press/Post-Gazette building.

"This isn't our fight, but it is our fight. If the craft unions lose, we're next," said Harry Tkach, president of the Guild local. The Guild's contract with the Post-Gazette expires Dec. 31, 1993.

The craft unions' contracts with the Press expired Dec. 31, 1991.

IT SEEMS



TO US

Providence president urges forum attendance

PROVIDENCE, R.I.

Editor:

It is no secret we face grave financial and constitutional questions as we prepare to convene in Chicago.

I don't doubt the Guild will survive, but I think *how well* it survives depends on solid planning based on solid information.

The Monday forum on Guild finances appears to be the place to get that information.

I, for one, would like to have more information about our recent efforts at organizing. As a member of the [convention] organizing committee for five years I have often felt hampered in voting on questions because the kind of detail committee members wanted was not available on short notice at the convention.

This year, thanks to the forum, I may be able to get that information. In a separate letter, I have asked the secretary-treasurer to provide reports such as a year-by-year breakdown of the money spent on each campaign and an accounting of how well each campaign went.

Many of us are journalists and

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: July 17.)

as journalists believe that information is power — the power to solve the problems facing us.

I respectfully urge my fellow delegates to make their requests known and to attend the Monday forum.

FRANK SANTAFEDE
President
Providence Guild

Southern Ontario's Lem welcomes finance forum

TORONTO, ONT.

Editor:

We in SONG welcome the decision to hold a special financial forum at the convention to seek solutions to the grave financial crisis that is threatening the future of our union.

As a local that has received a considerable amount of money to subsidize our organizing program over the last several years, we

would like to add our voice to those requesting a more concise breakdown of organizing funding than has been provided to convention delegates in the past.

We request that the secretary-treasurer provide a list of locals that have received organizing funding in each of the past five years, detailing how much each local was allocated each year, on which specific projects that money was spent (be it on new organizing or free-ride campaigns), and on how many new dues-paying members were brought into the Guild each year as a result.

We would also like a list of all locals that have requested organizing assistance over the past five years and TNG's response to those requests.

We feel this information is essential to assessing how effective the Guild's organizing program has been, and how it might be improved.

GAIL LEM
President
Southern Ontario Guild

Ottawa treasurer asks about organizing funds

OTTAWA, ONT.

Editor:

The Ottawa Newspaper Guild supports the request of other locals that information on organizing funds be made available to convention delegates in Chicago.

Specifically, we would like to see a list of each local that received funds for organizing during the past five fiscal years as well as the specific amount received each year. As well, it would be useful to have a breakdown both by year and by local of how the money

was spent.

In order to assess the effectiveness of this funding, it is also necessary to know what kinds of organizing campaigns were initiated — for example, free riders or new units — how many new dues-paying members resulted from each campaign and the number of certification votes won or lost.

We would also appreciate a list of all locals who requested organizing assistance during the past five years and TNG's responses to those requests.

This information will help delegates make informed decisions about future organizing fund allocations.

RON EADE
Treasurer
Ottawa Guild

All locals regularly get detailed reports — Dale

Editor's note: TNG President Charles Dale points out that detailed information on expenditures from TNG's Organizing Fund has been sent for several years to each Guild local after each meeting of TNG's Int'l Executive Board and has been available at each TNG convention.

The information is contained in quarterly and annual auditors' reports on TNG income and expenditures, which include local by local listings of organizing subsidies, special reports on organizing fund commitments and expenditures and in tabulations that catalogue organizing projects, successful and otherwise. The annual audits also are published in the Guild Reporter, with the most re-

cent in the May 15 issue.

"The implication" in these letters that the information "has not been available is difficult for us to understand in view of the amount of time and effort that goes into supplying this information to our locals," Dale said.

Bell, Clark candidacies backed at local session

OTTAWA, ONT.

Editor:

Pat Bell, president of the Ottawa Newspaper Guild, has announced her candidacy for the position of Eastern Canada Vice President on the Int'l Executive Board, a position left vacant since September 1991.

Sharlán Clark, executive officer of the Ottawa Newspaper Guild, has also announced her candidacy for a position on the Int'l Election & Referendum Committee.

At a general membership meeting of the Ottawa Newspaper Guild, the decisions of both candidates were unanimously endorsed.

I urge all Eastern Canada Guild members to vote for Pat, a leader who has shown tireless commitment to the welfare of our local members and will make open communication between Canadian locals and TNG a priority.

Sharlán has been a Guild staff member for 15 years for both the international and the Ottawa local. Her experience in conducting elections at the local level as well as her conscientious approach to all assignments make her an ideal candidate for the IERC.

MART MUNK
Citizen unit leader
(chairperson)
Ottawa Guild

Several meet, form caucus, list leaders

Guild members and leaders from several locals met in Detroit May 16-17 to form an ad hoc caucus its organizers said will confront critical problems in TNG the group said current officers do not recognize.

Gail Lem, president of the Southern Ontario Guild, and Juan Gonzalez, an activist and leader in

the New York Guild's 1990-91 strike at the Daily News, are co-chairpersons of the group, calling itself Concerned Guild Members.

Frank Santafede, president of the Providence Guild, is secretary; David K. Li, of Los Angeles, is treasurer; Jim Smith, Los Angeles, organizer; and Lauren Draper, New York, newsletter editor.

Tables list inside and outside ad sales rates

MINIMUM PAY rates/weekly guarantees for experienced outside display and classified advertising salespersons and for experienced inside classified salespersons under Guild contracts on April 1 are listed at right and below. The listings are adapted from tables produced by TNG's Collective Bargaining Dept. and distributed to all locals.

Ninety percent of the 62 contracts that cover both outside ad sales jobs provided minimum-pay parity, a longstanding Guild bargaining goal. Only one of the contracts covering classified inside sales and the outside sales positions — the Hawaii Guild pact with the Maui News in Wailuku — provided parity for all three jobs, also a Guild bargaining goal.

The lists do not reflect deferred increases and raises from settlements effective since April 1. Rates from Canadian contracts are stated in Canadian dollars, those from U.S. contracts, in U.S. dollars.

Newspaper(s)	Display	Classified	Experience	Newspaper(s)	Display	Classified	Experience
New York Times	\$1,187.96	a	—2 years	Sheboygan (Wis.) Press†	630.63	630.63—4 years	
Vancouver Sun and Province ..	1,055.35	1,055.35—5 years		Wilkes-Barre Sunday			
Toronto Globe and Mail	1,034.43	1,034.43—2 years		Independent	627.25	b	—4 years
Victoria Times-Colonist	1,032.23	1,032.23—5 years		Albany Times-Union	613.84	613.84—4 years	
Toronto Star	*1,012.24	*1,012.24—3/5 years		Pawtucket (R.I.) Times†	*610.00	*610.00—4 years	
New York Daily News	1,009.41	875.99—6/3 years		Brockton (Mass.) Enterprise	*609.27	*609.27—4 years	
Philadelphia Inquirer				Lynn (Mass.) Item	*608.00	*608.00—4 years	
and Daily News	952.13	952.13—4 years		Canton (Ohio) Repository	*600.09	*600.09—5 years	
St. Louis Post-Dispatch	933.76	933.76—5 years		Duluth News-Tribune†	600.07	600.07—5 years	
Washington Post	860.70	860.70—4 years		Kingston (N.Y.)			
St. Paul Pioneer Press	857.00	857.00—5 years		Daily Freeman†	*594.99	*594.99—4 years	
Honolulu Advertiser and				Lowell (Mass.) Sun†	*593.34	*593.34—4 years	
Star-Bulletin	855.87	855.87—5 years		North Bay (Ont.) Nugget†	578.81	578.81—2 years	
San Francisco Chronicle				Youngstown (Ohio) Vindicator	c	*574.35—5 years	
and Examiner	846.51	846.51—6 years		Salem (Mass.) News	*568.72	b	—4 years
San Jose Mercury-News	846.51	846.51—6 years		Woonsocket (R.I.) Call†	*560.07	*560.07—4/3 years	
San Mateo (Calif.) Times†	846.51	846.51—6 years		Great Falls (Mont.) Tribune	*546.10	*546.10—5 years	
Boston Herald	840.88	840.88—3 years		Malden (Mass.)			
San Diego Union-Tribune	832.76	832.76—6 years		Daily News-Mercury	*514.25	*514.25—3 years	
Providence Journal-Bulletin	830.23	830.23—4 years		Bellevue (Wash.)			
Baltimore Sun and				Journal-American	499.27	499.27—5 years	
Evening Sun	827.00	827.00—5 years		Yakima (Wash.)			
Toledo Blade	824.08	824.08—4 years		Herald-Republic	484.29	484.29—4 years	
Brantford (Ont.) Expositor	*786.19	*786.19—4 years		Tonawanda (N.Y.) News†	*480.46	*480.46—4 years	
Monterey (Calif.) Herald†	775.00	775.00—6 years		Wilkes-Barre (Pa.)			
Denver Post	738.00	699.00—5/4 years		Citizens' Voice	*479.00	*479.00—4 years	
Maui (Hawaii) News	735.75	735.75—5 years		San Juan Star†	468.00	468.00—5 years	
Primos, Pa.:				Bristol (Conn.) Press	*465.00	*465.00—5 years	
Delaware County Times†	*718.83	*718.83—5 years		Monessen (Pa.)			
Fall River (Mass.) Herald-News ..	714.50	683.71—4 years		Valley Independent	453.00	381.00—5/3 years	
Manchester Union Leader†	*713.75	*713.75—3 years		Terre Haute (Ind.)			
Erie (Pa.) News and Times	711.99	711.99—5 years		Tribune-Star†	438.02	438.02—5 years	
Memphis Commercial Appeal ..	710.35	615.15—5 years		Bakersfield Californian	434.96	434.96—2 years	
Montreal Gazette	710.00	710.00—5 years		Massillon (Ohio) Independent† ..	*426.92	*426.92—4 years	
Seattle Times	708.12	708.12—5 years		Pueblo (Colo.) Chieftain†	400.00	400.00—5 years	
Mt. Clemens, Mich.:							
Macomb Daily and (Royal Oak) ..							
Daily Tribune†	*678.00	*678.00—5 years					
Portland (Me.) Press Herald	*666.60	*666.60—4 years					
Hilo: Hawaii Tribune-Herald	660.20	660.20—5 years					
Pottstown (Pa.) Mercury†	*659.56	*659.56—5 years					
Oshawa (Ont.) Times	657.40	b	—4.5 years				
Eugene (Ore.)							
Register Guard†	651.80	651.80—5 years					
Sacramento Bee	*649.00	*649.00—6 years					
Norristown (Pa.) Times Herald ..	641.09	641.09—5 years					
New York Post	*683.00	*628.12—4 years					

* Contract lists a single minimum schedule for outside ad sales: "Advertising sales representative."

† Contract does not list minimum for classified outside sales.

• Contract does not list minimum for outside display sales.

* Rate(s) from previous/expired contract.

† Bonus or commission system for display and/or classified outside salespersons in addition to weekly minimums/average weekly guarantees.

CLASSIFIED TELEPHONE SALES

Newspaper(s)	Minimum—Exp.	Newspaper(s)	Minimum—Exp.	Newspaper(s)	Minimum—Exp.	Newspaper(s)	Minimum—Exp.
Toronto Star	*\$840.57—3 yrs.	and Examiner	662.44—4 yrs.	Mt. Clemens, Mich.:		Duluth News-Tribune	363.44—4 yrs.
Toronto Globe & Mail	788.57—3 yrs.	San Jose Mercury-News	662.44—4 yrs.	Macomb Daily and		Bakersfield Californian	350.00—1 yr.
New York Times	784.94—3 yrs.	St. Paul Pioneer Press† ..	658.75—5 yrs.	(Royal Oak) Tribune†	*462.00—2 yrs.	Great Falls (Mont.) Tribune ..	*349.46—4 yrs.
Maui (Hawaii) News	735.75—5 yrs.	San Diego Union-Tribune ..	639.41—6 yrs.	Denver Post	461.00—3 yrs.	Canton (Ohio) Repository ..	347.30—4 yrs.
Philadelphia Inquirer and ..		Baltimore Sun and		Denver:		Sheboygan Press†	343.70—3 yrs.
Daily News	714.14—4 yrs.	Evening Sun	616.00—5 yrs.	Rocky Mountain News† ..	456.00—3 yrs.	Pueblo Chieftain	336.84—2 yrs.
Victoria Times-Colonist	711.64—2 yrs.	Manchester Union Leader ..	*613.66—3 yrs.	New York Post	*450.04—3 yrs.	Bristol (Conn.) Press	*333.97—5 yrs.
St. Louis Post-Dispatch	671.95—4 yrs.	Seattle Times	593.48—4 yrs.	Portland (Me.)		Yakima Herald-Republic	330.97—4 yrs.
Vancouver Sun		San Mateo Times†	591.94—4 yrs.	Press Herald	*446.62—2 yrs.	Kingston (N.Y.)	
and Province	670.82—1 yr.	Providence Journal-Bulletin†	589.78—3 yrs.	Albany Times-Union†	434.82—3 yrs.	Daily Freeman†	*329.00—3 yrs.
Honolulu Advertiser and		Boston Herald	566.80—3 yrs.	Buffalo News	431.76—2 yrs.	Monessen (Pa.)	
Star-Bulletin	666.76—3 yrs.	Toledo Blade**	564.66—3 yrs.	Woonsocket (R.I.) Call†	*430.12—3 yrs.	Valley Independent	329.00—3 yrs.
New York Daily News	664.77—3 yrs.	Washington Post	557.70—4 yrs.	Erie (Pa.)		Bellevue (Wash.)	
San Francisco Chronicle		Memphis Commercial		News and Times	427.03—3 yrs.	Journal-American	328.65—4 yrs.
		Appeal	521.65—5 yrs.	Norristown (Pa.)		Malden (Mass.)	
		Eugene Register Guard	521.50—5 yrs.	Times Herald	423.60—4 yrs.	Daily News-Mercury	*328.50—2 yrs.
		Montreal Gazette	520.00—3 yrs.	Pawtucket (R.I.) Times†	*419.40—3 yrs.	Youngstown (Ohio)	
		Monterey Herald	515.00—4 yrs.	Lowell (Mass.) Sun	*411.71—3 yrs.	Vindicator	*313.11—3 yrs.
		Primos, Pa.:		Fall River (Mass.)		San Juan Star	303.00—4 yrs.
		Delaware County Times ..	*510.20—4 yrs.	Herald-News†	402.69—2 yrs.	Massillon (Ohio)	
		Oshawa (Ont.) Times	489.30—2 yrs.	Salem (Mass.) News	*390.27—3 yrs.	Independent	294.20—3 yrs.
		Brantford (Ont.) Expositor ..	*484.24—2 yrs.	Wilkes-Barre (Pa.)		San Juan: El Vocero	*292.00—2 yrs.
		North Bay (Ont.) Nugget ..	468.56—3 yrs.	Citizens' Voice	*380.00—2 yrs.	Tonawanda (N.Y.) News† ..	*288.46—1 yr.
		Pottstown (Pa.) Mercury	*465.30—4 yrs.	Brockton (Mass.)		Terre Haute (Ind.)	
		Sacramento Bee	*463.71—4 yrs.	Enterprise	*366.40—2 yrs.	Tribune-Star†	273.50—2 yrs.

* Rate from previous/expired contract.

† Bonus or commission system in addition to weekly minimums/average guarantees.

** In addition, "Classified Inside/Outside" classification has top of \$643.24, with 2 years' experience.

Modesto unit adopts highway — litter(ally)

Members of the Northern California Guild unit at the Modesto Bee pose at sign identifying the two-mile stretch of State Hwy. 132 west of the city that the Guild has "adopted," i.e. pledged to cleanse of litter at least four times a year for the next two years. Performing inaugural cleanup, in May, were, from left, squatting, Debbie Noda, Bob Palomares, Leo Stutzin and Bill Kane; standing, Linda Cearley (unit chair), Rusty Coats (vice chair), Tim Moran (local secretary) and Moran's son, Aaron. The highway is a main route between Modesto and the San Francisco Bay Area.



Vancouver survey shows high work-pain incidence

Adapted from the April "Inside Story," publication of the Vancouver Guild

Vancouver—Almost all Pacific Press employees responding to a VDT health and safety survey experience work-related pain.

The Southam chain's Pacific Press publishes the Vancouver Sun and the Province.

The 320 respondents were Guild and Communications Workers of America members working on VDTs at the main Granville Street plant. The questionnaire was distributed by the Joint Company-Unions VDT Health & Safety Committee.

An astonishing 83% reported neck or back pain, while 70% complained of arm, shoulder or elbow pain.

In the neck-or-back-pain group, 39% said they always or frequently had pain. Half the respondents experience hand or wrist pain and numbness or tingling of fingers.

There were 108 reports of VDT-related injuries. These included 10 cases of carpal tunnel syndrome, 14 cases of cysts in the hands or wrists and 38 cases of tendinitis or tenosynovitis.

"We found a significant number of our co-workers are troubled by headaches, eye strain and neck or back pain," said Lee Neurauter, Guild safety and health representative.

The committee has set up an ergonomics training program that consists of a seminar and a workstation assessment by the in-house trainers.

The Guild also is urging all members with work-related repetitive strain injuries to file workers' compensation claims.

The Guild represents employees in the editorial, advertising, business, inside and outside circulation, data processing, promotion and other departments.

Fear of perception ruled no grounds for discipline letter

Windsor, Ont.—The Windsor Star had no valid grounds for letters of reprimand issued to three general assignment reporters for picketing in solidarity with members of another union during its strike against the Canadian Broadcasting Corp., an arbitrator has ruled.

In doing so, arbitrator Richard H. McLaren agreed with the Windsor Guild that the limitation placed on outside activities in the Guild-Star contract does not include concern that an activity might be perceived by the public as adversely affecting the fairness and balance of a reporter's stories.

The Guild contract guarantees the right to "engage in any activities outside working hours unless such activities are demonstrably in conflict with their duties and responsibilities as employees."

The Concise Oxford English Dictionary defines "demonstrably" as "capable of being shown or logically proved" and there is "little logical support for extending the test to include potential conflicts," McLaren wrote in a 44-page decision issued May 19.

On the one hand, the public's perception of reporters' objectivity "does not lend itself to measurement and is too subjective to properly evaluate," McLaren wrote.

On the other hand, he wrote, the three reporters "played a minimal part in the [picket line] demonstration at best" and their picket line participation "was not of itself a violation" of the contract's ban on "activities 'demonstrably in conflict.'"

Furthermore, since management had prohibited them from covering the strike, they produced no news stories which might be judged for balance and fairness.

"Unbalanced and unfair news stories constitute actual evidence of a conflict," and would be actionable under the contract's outside activities clause if it could be shown that the imbalance and unfairness resulted from free-time activity, McLaren pointed out.

He held that the reprimands were "without just cause or other foundation" under the contract and he ordered them expunged from the reporters' personnel files.

The incident that precipitated the arbitration occurred during a strike against the CBC in March 1989 by the Canadian Union of Public Employees.



Int'l Executive Board, pre-convention meeting, June 26-27, Congress Hotel (Grant Park room), Chicago.

Conference of District Councils, annual meeting, June 28, noon, Congress Hotel (Alcove room).

Advertising (Lake Shore), Circulation (Grant Park), Editorial (Plaza) Panels, June 28, 1 p.m., Congress Hotel.

New Delegate Forum, June 28, 3 p.m., Congress Hotel (Florentine).

59th Annual Convention, June 29-July 3, Congress Hotel (Great Hall).

Int'l Executive Board, post-convention meeting, one hour after adjournment, July 3, Congress Hotel (Florentine).

Int'l Executive Board, fall meeting, Oct. 25-28, TNG headquarters, Silver Spring, Md.

Midwest District Council, fall meeting, Nov. 7-8, Milwaukee.

Middle-Atlantic District Council, fall meeting, Nov. 21-22, New York.

After the paper's editor saw two reporters, on their lunch hour, on the CUPE picket line the strike's first day at the CBC Windsor radio station, the company objected that such actions could be interpreted as adversely affecting reporters' ability to report objectively on the strike.

The Guild responded that members had the right on their own time to show support for other union members, and that Guild members "are professional enough to put personal biases aside in order to cover any assignment given them."

Six days later, the Star's news room emptied during the lunch hour as some Guild members joined the CUPE picket line at the radio station while more than half a dozen others did the same at the CBC television station. The reprimands were issued to three who went to the TV station after its news program included a segment on the Guild picketing in which the Guild's then-president, Julie Rowe, mentioned management's position on Guild members' actions.

The arbitration hearings consumed 12 days spread over 13 months in the spring of 1990 through summer of 1991. TNG's 1990 Convention condemned the Star's action against the staffers.

In dismissing the company's contention that the possibility of a perception of a lack of objectivity should be enough to permit it to ban an outside activity, McLaren also pointed to a 1988 ruling by the Federal Court of Appeal that overturned the dismissal of a CBC radio broadcaster and held, in part, that "perceived objectivity of a radio broadcaster was not a bona fide occupational requirement."

McLaren also cited a 1972 arbitration in which the Toronto (now Southern Ontario) Guild was upheld in its argument that a reporter can be disciplined only where there is actual evidence of bias and slanted coverage.

He said that a 1986 case involv-

Four days' talks net group 1st pact

Sacramento—Members of the new Washington-Baltimore Guild unit at the new Bureau of National Affairs, Inc., office here have ratified an initial contract that preserves for them the full pay and benefits structure provided some 700 other BNA employees under longstanding Guild contracts.

The pact also provides the employees with basic grievance and arbitration due-process mechanisms.

The contract was reached in four days of bargaining here barely a month after BNA management voluntarily recognized the Guild as the union for the bureau's four initial employees. At the same time, BNA voluntarily recognized the Guild as the union for a group of some two dozen inside salespersons at company offices in a Washington, D.C., suburb. [Guild Reporter, May 15].

All employees in the unit here are entry-level, the Guild reported. Weekly pay minimums for most of them are \$524.59 and \$640.79

N.Y. members walk with Rainbow Room strikers



New York Guild members and leaders join waiters, waitresses, chefs, bus-persons and bartenders on picket line in their 5-week-old strike against the famous Rainbow Room night club in Manhattan. Their Restaurant Employees union supported N.Y. Daily News Guild mem-

bers throughout their five-month strike at the daily in 1990-91. Guild pickets above include, from right foreground: President Barry F. Lipton, Anthony Rieber and Gary Lazara of the Daily News unit, and Bill Farrell, chairperson of the Guild unit at the Daily News.

ing a perceived lack of objectivity in which an arbitrator dismissed a Southern Ontario Guild action against the Toronto Star did not apply because the degree of activity, interest and stake in the subject matter of the reporters at the Windsor Star "was far less." In the 1986 case, the arbitrator found that the reporter had "a personal stake or interest" in how the news was portrayed, McLaren pointed out.

"The personal stake must be direct and manifest and to such a degree that it would undeniably affect the perceived credibility of the newspaper or the journalist," McLaren wrote.

The evidence shows, he wrote, "that the public is under no illusions that reporters are neutral. Indeed, the public realizes that reporters are human beings and are the product of their life experiences."

"Furthermore, countless variables endorsed by management could potentially affect the public's perception of a newspaper's objectivity," he continued, point-

ing to "columns which overtly reveal their writers' biases," editorials and advertising revenues as a primary source of industry financing.

"In any case," he added, "the public in Windsor voiced no concern that the picketing reporters had damaged the integrity of the Windsor Star. Neither was there any proof of damage to the reputation of the newspaper as a result of the reporters' conduct. The company's rationale for restricting reporter participation in off-duty activity should be based on more than a belief that the newspaper will be perceived as lacking objectivity."

McLaren also said that "ethics cannot be regulated by management ... but work performance can be ..."

"It is up to the individual to determine if they can participate in the picket line ... and continue to satisfy their own ethical standard, and also meet the employer's work performance standard. ..."

"If the conduct of the reporter outside of working hours does not impinge upon the work performance standard of the employer, then the company has no right to discipline on the grounds of the fact that the reporter engaged in the conduct. ..."

The Guild Reporter



JAMES M. CESNIK, Editor

Published monthly by The Newspaper Guild (AFL-CIO, CLC), generally at four-week intervals. (Next issue, July 24.) \$20.00 per year. Single copies, \$1.50.

Guild Reporter deadlines at TNG headquarters: News, Monday before publication (July 20); features and letters, Friday before publication. (Next letters deadline, July 17.) Letters limited to 200 words by TNG convention action.

POSTMASTER:—Send address changes to: The Guild Reporter, 8611 2nd Ave., Silver Spring, Md. 20910-3327.

Publication #231580

ISSN: 0017-5404

Vol. 59, No. 8

June 19, 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. McLAUGH

AT-LARGE VICE PRESIDENTS: Russ Cain, P.O. Box RR, Carmel, Calif. 93929; Knox, 15 Old Forge Ct., Sparks, Md. 21152; David M. Mulcahy, c/o Standard Corp., 25 Broadway, New York, N.Y. 10004; Carol Przybyszewski, 617 Rasp Erie, Pa. 16502; Carol D. Rothman, 5604 Henry Ave., Philadelphia, Pa. 19131; A. Shellock, P.O. Box 67, Canfield, Ohio 44406.

REGIONAL VICE PRESIDENTS: Region 1—Thomas J. Thibault, P.O. Box 6 Chester, N.H. 03105; Region 2—Faye McCracken, 2059 Kingsley Ave., Memphis 38127; Region 3—Luther P. Jackson, 3rd, 325 Manor Dr., Ann Arbor, Mich. 48106; 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—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.

HUMAN RIGHTS DIRECTOR: Anna M. Padia.
INTERNATIONAL REPRESENTATIVES: William M. Brown, Eugene Brya David, Leo J. Ducharme, James H. Griffin, Luis Montanez, Jr. (on leave), Nelson, Hannah Jo Rayl, John R. Small, Dan Zeidler.

9999 910000248
 Xerox Univ
 Microfilm
 300 N Zeeb
 Ann Arbor, MI 48106