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Diversity pact settles charges at Fresno Bee

Fresno, Calif. — The Fresno Bee has agreed to one of the industry's most far-reaching affirmative-action hiring and promotion programs in settlement of 3½-year-old charges by the Northern California Guild alleging pervasive patterns of age, national-origin, race and sex discrimination in the daily's newsroom employment practices.

Fashioned jointly by representatives of the Guild, the McClatchy chain paper and the U.S. Equal

Employment Opportunity Commission, the Aug. 12 agreement commits the paper to a detailed new set of procedures for recruiting, hiring, training, promoting and assigning employees to beats and work shifts.

While the agreement states that it does not constitute an admission or finding that the Guild's charges are true, in the settlement the Bee says it has set hiring goals to enable it "to achieve a proportional representation of minorities and

women" in its newsroom "that reflects the availability of such qualified persons in California."

The agreement runs through the end of 1995 and provides for compliance monitoring by both the Guild and the EEOC.

Both administrative officers of the Guild local involved with the settlement expressed satisfaction with it despite the time it took to achieve it.

Ana Sandoval called it "an amicable agreement" that will benefit

both the Bee's Guild-covered employees and the paper.

Larkie Gildersleeve called it a tribute to the strength of the determination of the Guild membership at the paper. "It demonstrates that perseverance is one of the strongest weapons we have," she said, noting also that the Guild and the Bee have reopened talks for a contract to succeed one expired since March 1986.

Gary Pruitt, the Bee's publisher, said the paper will endeavor to at-

tain and exceed the goals set up in the settlement.

The agreement includes commitments by the Bee to:

- ✓ Assign a personnel department representative "lead responsibility" for newsroom recruiting, hiring, promotion and other employment activities.

- ✓ Conduct annual surveys of current newsroom employees to identify prospects for promotion and provide training to move them

(Continued on Page 4)

Black lead bidder in N.Y. Daily News bankruptcy talks?

New York—Conrad Black, head of the Vancouver-based Hollinger Corp., on some score-cards in mid-August appeared to be the leading contestant to buy the New York Daily News out of bankruptcy.

But was he?

Talks between New York's newspaper unions and Black and the other two suitors who say they want to buy the News went into hiatus until early September after the paper's management told the U.S. Bankruptcy Court Aug. 17 that it favors the paper going to Black.

Then in a statement, the News board explained that its endorsement of Black is conditional on his reaching agreements with News employees' unions.

A committee of the paper's creditors, which includes some of the unions, including the New York Guild, then issued a statement endorsing the News management court filing, but said it would continue to negotiate with both Black and Mortimer B. Zuckerman, owner of U.S. News & World Report, who also is bidding for the News.

The News has been under bankruptcy court protection from its creditors since December, a month after its previous owner and savior, Robert Maxwell, died at sea as his international publishing empire was beginning to collapse.

Bankruptcy Judge Tina L. Brozman set the next hearing on the paper's sale for Sept. 8, when she wants to hear the preferences of the unions.

News management has said it may run out of operating funds by mid-late September. If the unions have not reached a consensus on a preferred buyer before it does, the judge could seek to keep the paper going through staff and pay cuts.

Coming out of the Aug. 17 hear-

ing, the most favorable proposal for the Guild appeared to be that from Black, who also owns the London Daily Telegraph and 80 small dailies in the United States.

However, the most favorable proposal for the other two largest unions, the Pressmen and the Deliverers, appeared to be that from Zuckerman. He would maintain their current staffing levels at least until a new printing plant is built.

Most of the six other unions in the city's Allied Printing Trades Council reportedly have indicated either Black's or Zuckerman's proposal would be acceptable.

Throughout the negotiations, leaders of the unions have said, as a Guild bulletin put it, that "there will be no deal with any ... unless the Allied can agree to terms with one buyer."

And then there's a group of investors led by Silver Screen Entertainment.

A new proposal from Silver Screen, which has been in the

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BILL BROWN/Federation of Guild Representatives

PITTSBURGH UNIONISTS RALLY BY THE THOUSANDS FOR PRAYER VIGIL
Area clergy lead crowd in thanksgiving for end to Press and Post-Gazette's use of strikebreakers.

New talks expected in Pittsburgh Press strike

Pittsburgh — Expectations were that formal bargaining aimed at settling the Pittsburgh Press strike would resume after informal "exploratory talks" Aug. 18-20 involving the Scripps Howard chain's top negotiator and meetings a week before of union and management representatives with the top federal mediator.

Talks between the Press and the Teamsters, who struck the paper May 17, and the nine other unions who also are without contracts, broke off July 31. They had resumed three days earlier after a two-day effort to publish was abandoned by the Press and the jointly published Block chain Pittsburgh Post-Gazette. Some

progress was reported in those talks.

Press management called off the attempt to publish the afternoon of July 28 after two nights of mass picketing and other displays of labor and community solidarity with the strikers and other Press unionists made the company's effort all but futile.

News that the company was trying to use delivery drivers supplied as temporary replacements by a Boston-area firm brought Pittsburgh-area unionists out by the thousands both nights. Estimates ranged upward from 5,000. They jammed the streets outside the Press building and its loading docks. There also were public calls

from a variety of community, political and religious leaders for the Press to abandon the effort.

A third night's demonstration at the Press's plant — scheduled as a prayer vigil — was turned into a thanksgiving service after management announced it would no longer try to publish and would return to the bargaining table. The crowd at the prayer meeting, held in a park across from the Press building, was estimated at more than 8,000. Expectations had been for 300-500 participants.

A Press spokesperson blamed violence for its abandoning efforts to publish. However, several third-party observers, including members of the clergy, said they were impressed by the restraint of strikers and their supporters in the face of the Press's use of imported strikebreakers.

No papers made it out of the plant either night, but several thousand, reportedly printed out of state, at least some in Canada, were trucked to some of the circulation depots.

When riot-gear clad police sought to clear a path for delivery trucks through the demonstrators, hundreds linked arms and sat down in the street to form a stationary blockade. Three dozen were carried away to paddy wagons.

A Press attempt to obtain a state court injunction against mass picketing at its plant and circulation depots was rejected when Teamsters pointed out that the company's use of professional strikebreakers violated a state law banning them.

A subsequent effort by the Press to have the state law declared in-

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THE SHORT



OF IT

Conrad Black leading race to buy N.Y. Daily News?

SOON THERE WILL BE but two publishers' "unions" in the United States, where there had been 10. On June 1, the Newspaper Assn. of America (NAA) was formed by merger of the American Newspaper Publishers Assn. (ANPA) and the Newspaper Advertising Bureau (NAB), which brought with it six smaller organizations, all with their own acronyms: ANCAM (classified managers), ICMA (circulation managers), INAME (ad and marketing execs), INMA (also marketing), NACON (co-op ads) and NRC (research). Then this month it was announced that the National Newspaper Assn. (NNA) of some 5,000 small dailies and weeklies is bringing back under its wing American Newspaper Representatives Inc. (ANR), NNA's heretofore independently operated ad-sales operation.

The ANPA-NAB merger reportedly resulted in 65 fewer staff positions (224 vs. 289), for a savings of \$4.7 million. Just under 90 persons from the previous organizations' staffs were let go, but new positions produced the lower net-cut figure. ANPA had been operating on just over \$17-million a year, the NAB on just under \$17-million. It all started when the ANPA commissioned an exhaustive study of the operations of publishers' organizations, a kind of "strategic planning study."

The industry: Conrad Black, one of the finalists to buy the New York Daily News out of bankruptcy, got big play on Page One of the Thomson chain's (Toronto) Globe and Mail on July 22. A 3-column-x-8-1/2-inch picture topped a story headed: "Wedding bells ring for Black, Amiel." That's Barbara Amiel, a columnist for the Sunday Times in London, where Black owns the Daily Telegraph. In the U.S., Black's American Publishing Co. owns 80 dailies in 27 states. . . . **Scripps Howard**, whose holdings include the Rocky Mountain News in Denver, owns 5% of the Colorado Rockies, Denver's new major league baseball team, and the News has exclusive rights to buy newspaper promotion ads on the team's radio and television broadcasts. . . . Scratch one JOA (joint operating agreement). The **Tulsa Tribune**, published more than 50 years under a JOA with the Tulsa World, is being closed Sept. 30. Some 300 persons will lose their jobs. The World will pay the Tribune Co. \$11.5 million plus \$450,000 a month each of the 41 remaining in the JOA contract. The joint printing company will be dissolved, with the Tribune Co. getting 40% of the proceeds; the World the other 60%, including the presses.

Quote ... Close: "... I began to feel that I was a person of some consequence on the newspaper [the old Minneapolis Journal] and vaguely to suspect that maybe I was different, too valuable an asset to require the support of my colleagues through the Guild organization — which, however, I ardently supported in the interests of weaker persons. I was brought down to earth abruptly. ... One day [in 1937] I wrote a single paragraph 'squeeb' about a veterans' meeting and called the organization the American Legion instead of the Veterans of Foreign Wars, which it was. I was instructed to get my pay and my hat." — **Eric Sevareid**, the renowned CBS radio and TV reporter, who died July 9 at the age of 79, in his 1946 book, "Not So Wild a Dream." . . . "They kept cutting the staff and cutting the staff, but [their] functions did not go away. ... You can only push them so far." — **Penny Reuss**, former director of product management for Unisys Corp.'s U.S. Information Systems, in the Philadelphia Inquirer, March 29, 1992.

Labor beat: A boycott of Clorox products, endorsed by TNG's 1992 Convention, has been cancelled following settlement of strikes by five unions representing 1,700 employees of an Oakland, Calif., medical center. The boycott was launched because a member of the center's executive committee, William F. Ausfahl, is chief finance officer of Oakland-based Clorox and, the unions charged, aided and abetted the center's efforts to destroy strikers' "basic union rights." . . . The boycott of Salvadoran coffee called by the Neighbor-to-Neighbor organization and endorsed by TNG's 1991 Convention, also has been cancelled. . . . Dial 1-800-HERE-WAY for the names of union hotels and restaurants in your city, or the city you're about to visit. The Hotel Employees & Restaurant Employees (HERE) union has set up the computerized hot line to help people find their kind of places by punching in telephone area codes.

Among ourselves: Once again, **Bernie Mower** of the Washington-Baltimore Guild unit at the Bureau of National Affairs, wowed 'em at the Source Theater Co.'s annual Washington Theatre Festival where his play, "Scatter My Ashes Off Malibu," was performed. The local and BNA were given special thanks in the program for the sabbatical leave provision in their contract that enables Mower to take time off to write plays. . . . **Heidi Evans**, the New York Guild member at the Daily News who won TNG's 1990 Heywood Brown Award, is one of 12 newspeople awarded a Nieman Fellowship for the '92-'93 academic year at Harvard. . . . **Brian Flores**, once Washington-Baltimore Guild administrative officer, now holds the No.-2 spot at the Federal Mediation & Conciliation Service. . . . **Rick Heredia**, a member of the Bakersfield Guild and the Bakersfield Californian's staff, is one of 13 Native American journalists named to the first class of Howard Simons Fellows, established in memory of the late curator of the Nieman Foundation, Washington Post managing editor, writer and cartoonist.

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background, was seen as a possibility by September. Silver Screen's bidding is based on an employee stock ownership plan (ESOP), and until now has been made only to the Guild, Pressmen and Deliverers.

The Sept. 8 bankruptcy hearing will consider part of the Black proposal which would see him put up \$3-million to cover News operations until its sale is completed. That proposal, however, is contingent on at least six unions — including the big three — approving his proposal.

A Zuckerman representative reportedly has said he will offer the same kind of package if the unions approve his proposal.

All three suitors propose to build a new printing plant which would include color presses. All three also are seeking 7-year contracts with the unions.

Biggest differences are in pro-

posals for workforce reductions. As reported in an Aug. 1 Guild bulletin:

• **Black** is looking to trim the Guild-represented staff by about 80 persons, to about 450, and is offering either a buy-out to those with more than 15 years' service or enhanced early retirement to those 55 or older.

• **Zuckerman** says he does not want to reduce staff, but wants an 18-month window in which he could dismiss any Guild-represented employee and wants a waiver of grievance and arbitration rights for any editorial employee he decides to let go after that. He would cap severance pay for voluntary quits during the first 120 days at 30 weeks pay; after that maximum severance would be eight weeks.

• **Silver Screen**, like Black wants to reduce Guild-covered staff by 80, through buyouts, with minimum severance of \$40,000. It

says it is examining an early retirement incentive proposal.

The Guild reported that Zuckerman also wants looser limits on subcontracting Guild members' work, tighter limits on the Guild's jurisdiction, new sick-leave and vacation, new overtime formulas, a stronger management-rights provision, suspension of bumping rights and other weakenings from the Guild's current contract.

"All want us to make sacrifices," the Guild pointed out. "Those sacrifices will finance the new plant. It matters not who it is that buys the Daily News, these job cuts are going to pay for the plant."

"Black has deep pockets and experience. Zuckerman is rich, and the Silver Screen folks want to give everyone a piece of the pie."

"Someone is going to come out with the Daily News real soon," the bulletin concluded.

TNG objects to cut back in RSI reports

Washington — TNG has filed objections with the Labor Dept. to proposals to cut back on information on occupational illnesses and injuries employers are required to record and make available on the so-called OSHA Log.

The logs are filed with the Occupational Safety & Health Administration, which uses them for statistical purposes, and are made available to employees and their unions. Repetitive strain injuries

(RSI) are reported as occupational illness.

Under the proposals, only illnesses and injuries that result in death, lost work days, restricted work activity, job transfers, unconsciousness, treatment beyond first aid or "an abnormal health condition" would have to be recorded.

No such restrictions are provided in the law requiring the re-

cording of work-related illnesses, and to do so would sharply reduce the number of RSI cases reported and severely limit the ability of the Guild and others to identify the extent of RSI and have its causes corrected, TNG Research & Information Director David J. Eisen wrote to the acting director of the OSHA Office of Statistics.

Eisen also objected to a proposal to eliminate a requirement that the names of afflicted employees be made available to unions from the log. Names are vital to a union's ability to verify the log's completeness and propose appropriate remedial measures, Eisen said.

Both proposals would not only change the way information is recorded; they would reduce the amount of information that must be reported, Eisen said, urging that the proposals be withdrawn.

Unions close paper

Trenton, N.J. — Three Philadelphia Guild members have lost their jobs in the closure of the monthly "CWA State Worker" by eight locals of the Communications of America that represent some 38,000 employees of the state of New Jersey.

The August issue was the last for the 11-year-old paper.

Ad commissions nixed in St. Paul

St. Paul — Outside advertising salespersons at the Pioneer Press have voted by 22-0 to reject a commission plan proposed by the Knight-Ridder daily.

The vote closed an issue that could not be resolved in bargaining in late-'91/early-'92 for early renewal of the Guild's contract [Guild Reporter, Jan. 31]. As a result of the vote, the salespeople on July 1 got the same raises as other persons in the same pay classification — \$19 a week at the top.

The contract settlement called for a Guild committee of salespeople to meet with management to discuss a proposal for a commission plan. After the discussions, as per the settlement, the plan was

put to a vote of Guild-member salespersons.

Had the plan been accepted, salespersons would have received no general increase.

Before the June 15 vote, managers engaged in one-on-one and two-on-one lobbying to try to swing votes toward the commission plan. The Guild committee had recommended a "no" vote.

"The Pioneer Press does not need to penalize you by withholding your weekly pay raise," the committee wrote. "Why should you be asked to freeze your weekly salary when the company could institute this or any commission plan [with or] without your much deserved weekly raise?"

Washington-Baltimore's member, steward of year

Ken May, right, and Ryan McKisson display plaques naming them respectively the Washington-Baltimore Guild's 1991 member and steward of the year. Presentation was during mid-May reception honoring them and winners of local's Page One Awards at hotel on Baltimore's Inner Harbor. May, currently local treasurer, was honored for service and commitment during two years as chairperson of the Guild unit at the Bureau of National Affairs, Inc. McKisson was singled out for her vigorous pursuit of repetitive stress injury (RSI) grievances in the Washington Post classified-ad dept.



Guild units at two community groups ratify new pacts

Southern Ontario Guild members at two groups of community newspapers — Metroland in the metropolitan Toronto area, and the Fairway papers in the Kitchener-Waterloo area — have ratified new contracts in recent months that provide pay increases of approximately 4% and 5% respectively.

The two-year Metroland agreement, the third since the SONG was certified as the union of the group's editorial employees in 1987, was reached and ratified in mid-June in the face of a strike deadline. Settlement came soon after the Torstar company's 11th-hour withdrawal of demands that included a free hand to replace employees with free-lancers.

The one-year Fairways pact, the second covering the Southam papers' editorial and production employees, was ratified by unit members in early May. All the increases it provides are termed "pay-equity adjustments," required under a provincial law that bans sex-based discrimination in wages.

Under the Metroland settlement, minimum and over-minimum pay rates are increased by 2% retroactive to Dec. 3, 1991, and by another 2% on Dec. 3 this year. A 1990 pay-equity settlement affecting clerical employees is incorporated into their contractual minimum-pay rates.

The 2% increases boost the minimum for reporter-photographers with five years' experience first by \$12.30, to \$627.30 a week, then by \$12.55, to \$639.85. The minimum for sub-editors and chief photographers with two years' experience is raised first by \$14, to \$714 a week, then by \$14.28, to \$728.28.

There also are extensive job security improvements, a priority of the membership in the face of staff cuts over the previous 18 months that saw more than 50 employees severed, reducing the unit to just over 95, from more than 150.

Other improvements include a

requirement that management inform employees at the outset of any disciplinary meeting that they have the right to have a Guild steward present.

An 85-cents-an-hour differential is provided for all work between 7 p.m. and 7 a.m.

Under the Fairways settlement, all but two of the 34 covered employees received a \$12-a-week increase retroactive to Jan. 1, the Guild reported. A second \$12 increase is provided at the contract's end, this Dec. 31.

All the increases are classified as equity adjustments, the Guild reported, because layoffs over the last year have left only female dominated jobs in the papers' production departments, where the majority of the Guild unit's members are employed. There have been more than 20 layoffs since the first Guild contract was reached in December 1990.

Under the final adjustments in the new agreement, the press operators' rate goes to \$717 a week, that for employees doing stripping and platemaking goes to \$570, and those for a variety of technicians go to \$482 and \$507.

The top minimum for reporter-photographers and several sub-editors goes to \$528 on Dec. 31, while those for two categories of editors go to \$679 and \$651.

Other provisions of the Fairway settlement include increases in allowances for camera-use and photo-equipment servicing and a requirement that management inform employees called to disciplinary meetings that they have the right to have a steward present.

In addition, part-time employees who were eligible for benefits last year are guaranteed continued eligibility even though their hours may have been reduced.

The settlement also provides for two joint Guild-management committees in the editorial department. One is to address employee awareness of development and training opportunities; the other, questions of editorial employees working on advertising, promotion and so-called advertorial copy.

Minimum dues schedule is extended

Silver Spring, Md. — Guild members being paid \$1,300 or more a week and who belong to locals with dues schedules that equal or approximate the Minimum Dues Schedule in TNG's Constitution will begin paying higher dues Oct. 1 when the top minimum-dues bracket is raised by \$50 a week, to \$1,345, from \$1,295.

The upper range of the Minimum Dues Schedule is extended automatically by \$50 each Oct. 1, in \$5 brackets, under a provision in TNG's Constitution, locals were reminded in an Aug. 12 letter from TNG Sec'y-Treasurer John C. Edgington. The automatic extension was added to TNG's Constitution in 1965.

This year's extension of the minimum-dues table in TNG's Constitution adds the following brackets and amounts, with the Minimum Dues Schedule listed in the middle column.

Winner, near nominee check out award certificate

Ken Crowe and Melissa M. Locke of the Albany Guild examine certificate presented to Crowe during 1992 TNG Convention attesting to Crowe's having won TNG's 1992 Guild Service Award for local leadership. [Details, Guild Reporter, May 15.] Crowe told the convention that he had planned to recommend that the Albany Guild nominate Locke for the award, but that when he went to make the proposal to the executive board, Locke already had convinced its other members to nominate Crowe. The award provides a scholarship of up to \$2,000 for a course in union education.



Vancouver sets talks for new units

Vancouver — First-contract bargaining was scheduled for late August and early September for two of three groups of employees at nearby community papers and at the Vancouver Province who have voted for the Vancouver Guild to be their union, one of the groups for at least the second time in 15 months.

Employees in the advertising, circulation, editorial, front office and production departments of the Whistler-Pemberton Citizen and the Squamish Times, both weeklies, voted for the Guild by 16-5 on June 26 in an election conducted by the British Columbia Industrial Relations Council. Bargaining was to begin the first week of September.

On July 16, employees in the

twice-weekly Langley Times' business, circulation, editorial, inside advertising and production departments voted by 11-8 for the Guild.

It was their third vote on Guild representation in 15 months. They first voted on April 16, 1991, by 13-11 for the Guild. Then on Feb. 21, they voted on a petition seeking the Guild's decertification, but the ballots were sealed pending resolution of unfair labor practice charges filed by the Guild against the paper.

After 10 days of hearings, with another eight scheduled, the company and Guild agreed to the July 16 election under closely drawn rules as part of a negotiated settlement of the charges.

Management could make its position on the Guild known to em-

ployees only in written communication that met "the standard of fair expression" under provincial labor law.

The Guild was given access to company premises for a meeting with the employees on company time the day before the vote.

The Guild leader who was cited as the victim of the alleged unfair practices was awarded \$800.

If the Guild won the vote, bargaining was to "immediately commence," with mediation and binding arbitration by the head of the IRC's disputes section if a settlement were not reached by Oct. 31.

After the vote, however, the company petitioned the IRC for yet another vote, claiming that the Guild had made erroneous statements in a special, pre-vote edition of its newsletter, "Inside Story."

In another IRC supervised vote, on May 15 the editorial cartoonists for the Province in Vancouver voted 2-0 to be represented by the Guild, which long has represented hundreds of other employees of the Province, the Sun and their Pacific Press, the sales and production company which publishes both dailies. Contract talks were to get underway in late August.

Organizing moves thwarted in two cities

Efforts to add new groups of employees to existing units of Guild members have been thwarted in Buffalo and Denver.

In mid-July, a panel of the National Labor Relations Board in Washington dismissed a Guild appeal from a regional ruling that it would be inappropriate to add a group of 11 administration department employees to the Buffalo Guild unit of 375 accounting, advertising, business, circulation, editorial and inside classified employees at the Buffalo News. The local had petitioned for bargaining

rights for the 11 on Feb. 25.

On June 18, employees in the ad expediting department of the Rocky Mountain News voted by 12-15 against representation by the Denver Guild. The Guild continues as bargaining agent for the Scripps Howard daily's business, editorial, inside classified, maintenance and other employees.

Correction

The Southern Ontario Guild made available loans of as much as a month's lost-pay to the 12 Toronto Star strikers suspended for 30 days by the Star following the 31-day strike's July 9 settlement.

Midway through the strike, management announced it was firing the 12, accusing them of misbehaviour on the picket line. As part of the settlement, however, their discharges were converted to one-month suspensions, which the Guild is contesting in arbitration.

The Guild Reporter mistakenly reported in its July 24 edition that the Guild local would pick up the members' pay for the period of their suspensions. TNG had offered to share the cost.



SEPTEMBER 7-12

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By Katherine Corcoran

EDITORS CALL IT their top priority and their biggest challenge. Some even say it's the single most important issue facing American newspapers. During the last 20 years, it has been studied, market-surveyed, seminarized, task-forced and brown-bag-lunched to exhaustion.

The issue is diversity, the idea that a newspaper's staff and coverage should reflect the racial and ethnic makeup of its market.

Diversity has been a major topic of debate since 1968, when the Kerner Commission, appointed by the federal government to report on racial unrest, criticized newspapers' hiring and coverage of blacks. Ten years later the American Society of Newspaper Editors set a goal for the percentage of minorities in newsrooms to match that of the general population by 2000. Today, 14 years later, newspapers are not even a third of the way there.

"Mission impossible. That's my term for it," says Sidmel Estes-Sumpter, president of the National Assn. of Black Journalists and a news producer at WAGA-TV in Atlanta.

For years, practically every newspaper association and foundation has had internships, job fairs, scholarships, training programs and committees devoted to the hiring and promotion of minorities. ASNE spends more money and resources on minority affairs — nearly \$400,000 a year — than any other issue.

So why are the numbers so slow to change?

According to critics, newspapers simply haven't taken action on ASNE's 1978 goal. As Ben Johnson, an assistant managing editor at the St. Petersburg Times, says he often tell his white colleagues: "Y'all ain't serious." Others agree.

"I go to all the conventions and task force meetings and it's the same people who show up — the people who are committed with a lot of energy and a lot of vision," says Jon Funabiki, director of the Center for Integration and Improvement of Journalism at San Francisco State University. "The vast majority of papers are only putting a small effort into the issue."

Diversity has become a fashionable subject, but it's a topic that some say is not widely understood. "Most people still see it as affirmative action or a quota program," says Estes-Sumpter. "There's a lot of resistance [to] affirmative action and quotas. That's the atmosphere in this country right now."

On the contrary, proponents say diversity goes beyond hiring. It's something to be incorporated into every aspect of journalism, from line editing to the definition of news itself. It means

quoting minority sources. It means covering minority lifestyles and traditions as more than curiosities, and writing about all aspects of a culture rather than only its problems.

"It is a task better dictated by the codes of ethics and basic mission of a journalist, which is to tell the truth," says William Boyd, an associate at the Poynter Institute for Media Studies. "How can you say you've done a fair and accurate job when you present a picture that would lead a man from Mars to believe there are no blacks or Hispanics in your town, and in fact they make up 30-40%?"

In fact, says Boyd, if news organizations were more diverse and had been covering minority communities, they might not have been caught off-guard by the reaction that followed the acquittal of four Los Angeles police officers in the beating of Rodney King. "For people who are supposed to be skeptical [the press], all expected a conviction," he says. "Why weren't they prepared if there wasn't? They didn't ask the right questions."

Until recently, most editors could afford to ignore the call for diversity, largely promoted by champions of civil rights as "doing the right thing." Newspapers enjoyed hefty profit margins. Executives had a hard time believing they needed to change.

But now, as those margins have shrunk dramatically, industry leaders are pushing diversity as a matter of survival. The way to counteract flat circulation, they argue is to target growth areas of the population. In the next eight years, minorities will account for 70% of the increase in U.S. population, according to census data.

"We cannot possibly hope to have a full future unless the [newspaper] staff and management reflect the whole of the community," says David Lawrence Jr., publisher of the Miami Herald.

Lawrence, who served as ASNE president last year, says he is encouraged by the most recent national minority-hiring numbers, which during his tenure showed a 0.7% increase. "We showed a gain despite the fact the economy was so lousy," he says.

In sheer numbers, minority newsroom professionals have increased significantly. In the last three years alone, the number of Asian journalists has grown by 48%, Hispanics by 23%, Native Americans, 17%, blacks, 13%.

But there is a grim side to the figures. In 1978, minorities comprised 4% of newsroom professionals, compared with 14% of the U.S. population. Today minorities make up a little more than 9% of newsroom staffs and at least 20% of the population. To meet the 1978 ASNE goal, the number of mi-

Dailies' 14-year-old diversity goal now a 'mission impossible'?

This article is reprinted with permission from the July/August issue of the Washington Journalism Review.

Katherine Corcoran is a part-time general-assignment reporter at the Oakland Tribune, where she works under a contract bargained by the Northern California Guild. She began working on this story as a free-lancer before joining the Tribune's staff in January.

minority professionals would have to more than triple over the next eight years to reflect the 27% minority population projected by then.

In the broadcast industry, the number of minorities working in television news jumped from 13% in 1987 to 18% last year, while in radio, the number increased from 10% to 11% during the same time, according to the Radio-Television News Directors Assn. (RTNDA). But Estes-Sumpter says those figures are artificially high because they include clerks, secretaries and other nonprofessionals; the ASNE figures only include professionals. "The broadcast industry is actually behind" newspapers, she says.

RTNDA President David Bartlett says the broadcast industry has not talked as much about diversity because the Federal Communications Commission requires stations to document their minority hiring efforts. "Newspapers have talked a lot more about it, but I talk more about results," he says. "The newspaper industry's results are lousy." He acknowledges, however, that broadcasters could do better at hiring minorities for management positions.

In the newspaper industry, 51% of the 1,008 dailies participating in ASNE's annual survey on minority hiring still have no minorities on staff. They tend to be papers with circulations under 50,000, often in areas with largely white populations — the papers that traditionally provide training.

Some of the newspapers with no minorities are not so small. The 87,000-circulation Torrance (Calif.) Daily Breeze told ASNE that it has only white professionals in its newsroom, even though the city is 34% minority, including 22% with Asian or Pacific island heritage. In the area —

Los Angeles County — whites comprise only 41% of the population. Managing Editor Jean Adelman says the paper doesn't get applications from qualified minorities and doesn't recruit for positions. Yet, she says she would "very, very much" like to have minorities on staff.

"We're in the state of high anguish. We're not sure how to fix it," Adelman says. "We don't hire entry level reporters ... and the minorities of the skill level we would love to have go to larger newspapers."

The "none qualified" argument has been used for decades, at least since the Los Angeles Times sent minority advertising messengers to cover the 1965 Watts riots because it had no minority reporters. Managers in charge of hiring say that kind of recruiting doesn't happen anymore. "Finding

paid better, while minorities believed the opposite was true. She talked with her staff to dispel the rumors.

"A white male reporter said, 'I understand what we're trying to do and I think it's good, but I'm scared there's no future here for me,'" she says. "We ran into a lack of understanding.... When the emotion builds, and it will, you have to talk about it."

Newspapers that hire minorities are still not doing so in large numbers. Some big-circulation newspapers, considered by many to be the leaders in the diversity movement, don't look quite as good when the makeup of their markets is considered. Of the 25 largest U.S. daily newspapers, only those in cities with minority populations below 15% are expected to meet the parity goal, according to a recent study by Dick Haws, an Iowa State University

its newsroom since the ASNE goal was set. "Most of the editors in America are not hiring people of color for reasons they're not admitting," he says. "And the main reason is that they don't want to."

The potential for minority recruits is there. A 1989 study by an American Newspaper Publishers Assn. task force projected that more than half of all workers entering the job market from 1989 through 2000 would be minority. Further, it noted the number of minorities entering college increased by 32% from 1975 to 1985.

The problem for newspapers according to the study, is that 96% of minority college students don't choose journalism as a career. Proponents of diversity argue that news executives have to take a more active role in developing a talent pool.

Minority journalists also say that the profession needs more minorities in decision-making positions if it hopes to attract new talent. Nearly 70% of newspaper editors at the city editor level and above are white males.

"Reporters who get into management, we all know those people are groomed. And the ones they always choose are the ones they can play golf with," says Jose McMurray, executive director of the National Assn. of Hispanic Journalists.

The ASNE numbers suggest the existence of a glass ceiling. Minorities make up 23% of new hires, but only 6% of newsroom managers. Sixteen percent of all minority employees are in management, compared with 25% of white employees.

Several recent surveys, including one for the Asian American Journalists Assn. and one for the California Chicano News Media Assn., indicate that minorities are likely to leave the industry at higher rates than whites because they believe they can't advance.

Erna Smith, an associate professor of journalism at San Francisco State and former a Wall Street Journal copy editor, says that's the real issue. "Half of those young people they hire five or six years from now aren't going to be there," she says. "People don't stay because they don't feel valued."

For minorities who do stay, more and more are becoming columnists once they reach the upper ranks, says Alice Bonner, director of journalism education at the Freedom Forum. Bonner, who is black, says veteran minority journalists who are management material are being sidetracked. "They are people who, if they stayed on the news side, could be deciding what goes on the front page," she says.

The content of most newspapers reflects the world view of the white males who edit them rather than the communities that read them, critics say. In fact, it's still difficult to find minorities portrayed in most newspapers as anything other than stereotypes, according to several studies.

Karen F. Brown, an associate at the Poynter Institute, recently looked at the news content of 18 newspapers for the Southern Newspaper Publishers Assn.. She found that only 9% of news stories during a week in July 1991 related to minorities in a region where the popu-

lation is 38% minority. Nearly half of those stories either had to do with sports or the nomination of Clarence Thomas to the U.S. Supreme court. Brown says that if she hadn't counted entertainment stories, there would have been hardly any coverage.

In general, white reporters and editors are not encouraged to learn about, much less cover, minority communities. The result is seen in newspapers around the country.

✓ A headline last spring in the New York Times declared, "For Mayor Dinkins, No Black Magic," atop an editorial about racial unrest.

✓ A Torrance Daily Breeze story last year about the growth of the Asian-Pacific population in that area was run under the front-page headline, "Asian Invasion."

✓ The San Francisco Examiner Image magazine ran a cover story on the "hot trend" of Asian woman dating white men. The story played on images of Asian women as submissive and exotic and Asian men as celibate and sexless.

"It's as if the only time an Asian gets on the cover of Image Magazine is for dating a white person," says Smith. That implies that "people of color are of no value except in their relationship with the dominant culture."

Minority journalists have grown tired of all the studies, talks and good intentions. "We don't need more efforts," says Alice Bonner. "We need more results."

Last year, the minority journalists' associations threatened to quit ANPA's task force on minorities, which was formed in 1985 and included 44 national and regional organizations.

"Our organization didn't see the task force as being effective. We were revisiting the same issues, going over the same reports, with no tangible results," says NABJ's Estes-Sumpter.

In January, ANPA held a conference of 38 newspaper industry leaders to address minority journalists' concerns. Attendees drafted a diversity action plan, which has been adopted by ANPA and ASNE.

At first glance, it looks like more of the same: more committees, seminars, mentoring programs and recruiting videotapes. But the plan does add minority representation to the board of the Newspaper Assn. of America (NAA), the group recently created by merger of ANPA, the National Advertising Bureau and six other organizations. It also calls for the NAA to add staff to "elevate diversity to a status equal to other key industry issues."

The Miami Herald's Lawrence, one of the plan's proponents, says some publishers now are making a commitment to change. "We need to have people in charge insisting that the progress be made," he says.

Estes-Sumpter is encouraged. "We talked in depth about diversity to the people who are able to change something," she says. "The fact that they came up with a statement is an accomplishment. Now we have to wait and see if there's a willingness to implement the [changes]."

The plan calls for newspapers to set their own timetables for achieving diversity. According to editors and academics working on the issue, there are many ways to do that. Some are expensive; all take time.

At the Poynter Institute, William Boyd is researching ways to institutionalize diversity.

Most of the ideas he is studying have been attempted at various newspapers, but in a piecemeal way. They include:

✓ Having all managers, including the publishers, attend cultural awareness seminars that deal with the value of diversity.

✓ Making progress toward diversity a factor in job evaluations, raises and promotions.

✓ Having at least one minority among the finalists for all openings.

✓ Including minorities on planning committees on design, reorganizing the newsroom and other issues.

✓ Sending all reporters and editors, not just minority affairs writers, into minority communities to get to know the people and issues.

Boyd's laboratory is the 345,000-circulation St. Petersburg Times, owned by the Poynter Institute. The newspaper hired a black assistant managing editor, Ben Johnson, to increase diversity in the newsroom along with his other duties. The paper has put managers through day-long cultural awareness seminars and will do the same for all employees.

The Times recruits nationally for job openings and has a policy that managers filling vacancies must come up with a list of three or more finalists for each job. At least one finalist must be either a woman or a minority or both.

There are ways to accomplish the same goals on a tighter budget. Randolph Brandt, managing editor of the Merced (Calif.) Sun-Star, has increased the number of minorities on his staff from 4% to 20% since he took over more than two years ago.

Like editors at the St. Petersburg Times, Brandt tries to have at least one minority among finalists for every job. But instead of recruiting nationally, he drives to job fairs in San Francisco and San Jose. The cost? Gas and lunch money.

Now that the 25,000-circulation Merced paper has become known for seeking entry-level minority journalists, applications have increased, and Brandt takes time to encourage and keep track of his better applicants, whether he has job openings or not.

For Brandt, diversifying staff was essential to being the community newspaper in a town that is 51% minority. Editors in Merced are responsible for making sure all stories reflect the population: 30% Hispanic, 14% Asian or Pacific Islander and 6% black.

To achieve diversity, however, newspapers sometimes must change their definitions of news.

At the 173,000-circulation Austin American-Statesman, Editor Balough until recently held semi-weekly meetings for her top managers to talk about diversity in coverage. She hired University of Texas associate journalism professor Mercedes de Uriarte as both critic and teacher.

Balough found that multicultural stories don't always fit the traditional criteria for news. For example, in the Austin area, a minority business raised several thousand dollars for charity. The newspaper didn't cover it because the dollar amount wasn't spectacular enough, even though it was an astronomical amount for that business.

Journalists working on diversity issues agree that more than the definition of news must change. But they also see reasons to be optimistic. "A substantial percentage of both younger people in newsrooms and interns are minorities," says Lawrence.

Ben Johnson says it is ultimately an issue of life and death for newspapers. "If we don't work harder to be relevant to our readers, we will be irrelevant." "And you'll find all the irrelevant ones in line at bankruptcy court."

Fresno bias settlement is far-reaching

(Continued from Page 1)

forward. Training designed to assist minority and female employees toward promotion is to be specifically included. The Guild will have the opportunity to review and comment on the surveys before they are undertaken.

✓ Develop a shift and beat assignment policy that ensures minorities and women equal opportunity for attractive assignments and career development. A Guild committee will review the policy and make suggestions, if needed.

✓ Expand efforts to recruit minorities and women, including participation in at least four job fairs a year that place emphasis on minorities and women job candidates.

✓ Give managers training annually on diversity, leadership and supervisory skills related to applicant interviews, employee selection and performance evaluations.

Nineteen named minority and outreach organizations and all California journalism schools are to receive notices of all openings in bargaining unit jobs "before the interview stage."

The former include: the National Assn. of Black Journalists, Older Americans Employment, Asian American Journalists Assn., California Chicano News Media Assn., National Assn. of Hispanic Journalists, Native American Journalists Assn., League of Mexican-American Women, Handi-

capped Advocacy Program, Lao Family Community, Hmong Counsel, and the Fresno Commission on the Status of Women.

Notices of promotional opportunities at other McClatchy papers are to continue to be posted at the Fresno Bee and when "a viable internal candidate is not identified" the Fresno Bee is to seek applicants for supervisory openings at other papers in the McClatchy chain.

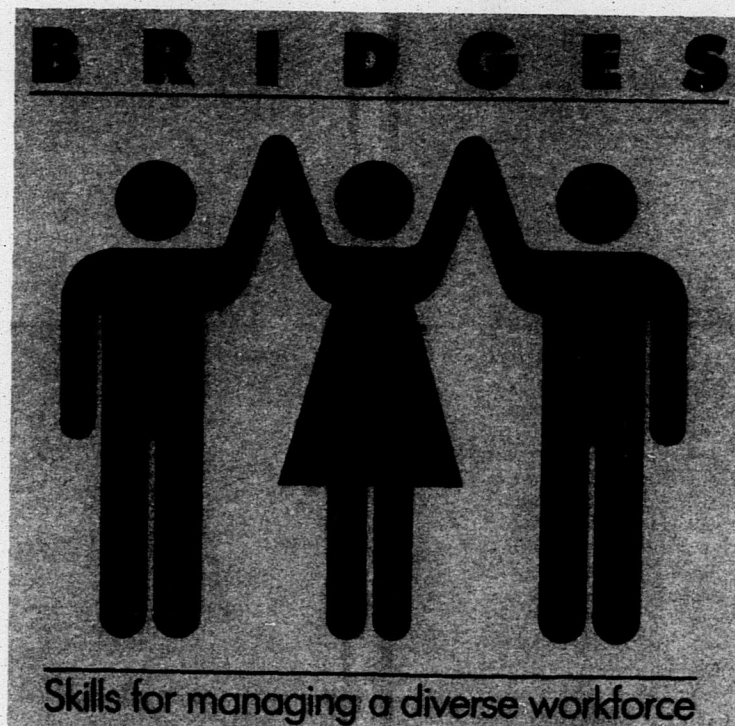
The Fresno Bee also is to continue to run advertisements for editorial department job openings in "trade publications and/or newsletters, including those with special outreach programs for minorities and women."

qualified minorities is not difficult," says Paul Salsini, staff development director at the Milwaukee Journal. "I think people make it difficult. There are lots of good minorities looking for jobs. If newspapers put the effort in, they will find them."

However, when newsrooms make a concerted effort to hire and promote minorities, it often provokes grumbling among white journalists who believe minorities with less experience are getting better opportunities.

David C. Hamilton, assistant managing editor at Newsday, says that "fast-tracking" seems to be an issue only when minorities are promoted. "When white people [advance quickly], it's okay," he says.

At the Austin (Texas) American-Statesman, staff members were concerned about supposed pay differentials. Editor Maggie Balough says there was an "uneasiness" in her newsroom because white reporters thought their minority counterparts were being



SOME FIRMS ARE OFFERING DIVERSITY TRAINING FOR MANAGERS
Graphic promotes video-based program by BNA Communications, Inc.



STRIKERS SIT DOWN AS POLICE MOVE TO CLEAR WAY FOR SCAB-DRIVEN TRUCKS
Tactic thwarted effort by Pittsburgh Press to distribute papers from behind strikers' picket lines.

Bargaining seen resuming again as Pittsburgh dailies stay shut

(Continued from Page 1)

valid by a federal district court was rejected Aug. 14 by Judge Donald E. Ziegler. The Press was studying an appeal.

Pennsylvania Atty. Gen. Ernest Preate, Jr., called the anti-strike-breaker statute one of the state's "most important labor laws, a law that seeks to strike a fair balance between the rights of striking workers and the rights of employers," adding that he was "disappointed that the Press chose to bring in people from out of state to take the jobs of these Pennsylvania workers."

Others who condemned the Press's use of strikebreakers included city officials and U.S. Sen.

Arlen Specter (R-Pa.).

The Pittsburgh chapter of the Coalition of Black Trade Unionists declared its strong opposition to the Press's "cynical attempts" to use blacks as strikebreakers, pointing out that before the strike the Press had "a dismal record in hiring and promoting minorities."

Mayor Sophie Masloff announced that she was canceling her subscription to the Press as a protest.

The city closed two of the Press's three circulation depots in the city, citing fire and other building-code concerns. At least two suburban communities did the same.

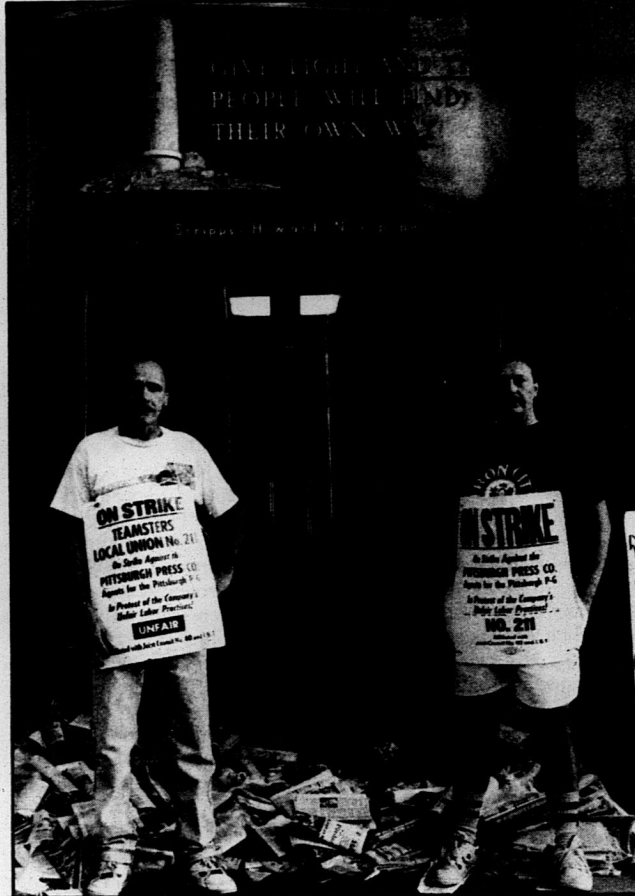
City Finance Director Ben Hay-

lar ordered the Press to collect a 1% wage tax from strikebreakers, noting that some people referred to it as "the scab tax." The city also notified the paper it no longer was exempt from the mercantile and business privilege tax since it was being printed out of town.

Advertising in the two days' papers was conspicuous by its absence. A major appliance dealer whose ad was in the first day's issues, spent the next day calling unions to say he had been duped into buying the space.

"Stop the Press" buttons, stickers and posters were prominent in the windows of convenience and grocery stores.

At the third night's prayer rally, a priest from a suburban parish said he heard company claims of violence by strikers. "But what's more violent than taking another person's job?" he asked. "People don't see crime in the suites, they only see violence in the streets."



'MANY HAPPY RETURNS' AT FRONT DOOR OF PRESS
'Customers' heaped strikebreaker-delivered papers at strike site.

Scripture, he said, "is on the side of the working people. The church should never forget where it came from — Jesus was a carpenter."

The 625-member Teamsters local struck the Press when the paper tried to implement a controversial circulation depot system which the company said would eliminate 450 of the Teamsters' jobs and replace more than 4,000 youth carriers with adults.

Two days before the strike, the National Labor Relations Board's regional office cited the Press for several unfair labor practices in its bargaining with the Teamsters, including refusing to bargain the depot system.

Press management furloughed its remaining workforce of 500 and

for 71 days did not attempt to publish either the Press or the Post-Gazette in the face of the strike. Most Post-Gazette employees also were furloughed.

The 11-union Newspaper Unity Council of Pittsburgh, which includes the Pittsburgh Guild, launched a weekly strike paper a month later. More than four dozen members of the Guild, which represents the Post-Gazette's 140 editorial employees but no one at the Press, volunteered to work on the strike tabloid. Several dozen were recalled by the Post-Gazette to work on projects designed to keep the paper's name before the public. Support staff went to work at the unity council's offices. The Guild contract with the Post-Gazette runs through 1993.



STRIKE-BACKERS' POSTER CHIDES PRESS EXECUTIVE
Deborah Reed, left, of Pittsburgh AFL-CIO Frontlash program, and former Press carrier Jimmy Manis display their handiwork.

Janet Scott, early Albany leader

Albany—Janet Scott, a founder, former president and long a leader of the Albany Guild who was fired from her reporting job of 27 years the day after she refused to answer red-baiting questions by a McCarthy-era congressional committee, died in a nursing home here July 17. She was 88.

She spent the rest of her working life as a salesperson for a printing company in New York City after being unable to find another job as a reporter. She also served for a time as editor of a membership publication for a local of the Electrical Workers.

In an action that was widely debated across the Guild at the time, the Tri-City (now Albany) Guild membership had voted to not contest her discharge.

Three decades later, in 1982, Scott's service to the Guild was honored by the Albany Guild, the Middle-Atlantic District Council and TNG at a reception for her

during a meeting of the council.

A graduate of Wellesley College, she was covering courts for the old Knickerbocker News, then a Gannett paper, when she was fired in 1953. Earlier she had worked as an editorial assistant, editor and columnist in the "society department." Shortly after getting the courthouse beat in 1950, she had run for Congress as an American Labor Party candidate, without management objection.

When a subcommittee of the House Un-American Activities Committee subpoenaed her to testify in 1953, she refused to answer questions about political affiliations, citing the First, Fifth and Sixth Amendments to the U.S. Constitution.

"Whatever her motives ..., I feel sure one was a determination not to be manipulated into informing on others," wrote William E. Rowley, a newsroom colleague, after her death. He remembers her both as "Mother Guild" and as "an excellent senior reporter" who believed the First Amendment "guaranteed 'freedom of thought' as well as of speech, press and religion."

The day after appearing before the subcommittee, Scott learned of her firing — on grounds of "gross misconduct" — when a Guild officer called her at home and read to her from a two-column box announcing it on Page One of that day's Knickerbocker News.

Her dismissal letter arrived the next day, she wrote in The Nation magazine that December. It contained the added explanation that she was guilty of an "attitude, actions or activities" that "bring or might bring this newspaper into disrepute with its readers or advertisers."

"Why, then, she could wonder, had she not been fired earlier for helping CIO picketing of Montgomery Ward?" wrote Rowley, who left the paper in 1963 to teach at a university in Albany. Or when she was a Labor Party candidate for Congress?

Scott was president of the Albany Guild in 1945 after serving eight years as its secretary-treasurer, and was a delegate to several of the Guild's early conventions. She was a member of the local's executive board when she was fired.



Scott in 1982

Tables list top minimums for district managers, clerks

MINIMUM WEEKLY pay rates for experienced circulation district managers, or persons in equivalent jobs under different titles, and for employees in the lowest paying clerical job classification under Guild contracts on Aug. 1 are listed at right and below. The listings are adapted from tables produced by TNG's Collective Bargaining Dept. for distribution to all Guild locals.

As issued, the district-manager table also summarizes the mileage reimbursement and insurance coverage provisions of each of the contracts.

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

Newspaper(s)	Minimum—Exp.
New York Times*	\$1,187.96—4 yrs.
Montreal Gazette	1,086.00—5 yrs.
Vancouver Sun and Province	1,055.34—5 yrs.
Toronto Star	1,032.47—4 yrs.
Victoria Times-Colonist	1,032.23—5 yrs.
New York Daily News	1,009.41—6 yrs.
Ottawa Citizen*	956.19—5 yrs.
Toronto Globe & Mail*	937.47—4 yrs.
Windsor (Ont.) Star*	914.32—5 yrs.
St. Paul Pioneer Press	831.00—5 yrs.
Toledo Blade	824.08—4 yrs.
Buffalo News	808.29—3 yrs.
Long Beach Press-Telegram	794.53—4 yrs.
Brantford (Ont.) Expositor*	786.19—4 yrs.
Monterey (Calif.) Herald*	785.00—6 yrs.
San Diego Union-Tribune*	774.77—5 yrs.
Minneapolis: Star Tribune	768.50—5 yrs.
Maui (Hawaii) News	757.82—5 yrs.
Delaware County (Pa.) Times	729.33—5 yrs.
Seattle Times	727.96—4 yrs.
Boston Herald*	721.45—3 yrs.

* Rate from previous/expired contract.

Plus bonus or commission.

+ Eleven "senior district representatives" at \$10-higher rate.

@ Applies to persons hired since March 30, 1982.

** If hired before Jan. 1, 1990, \$638.76.

Newspaper(s)	Minimum—Exp.
St. Louis Post-Dispatch	715.41—5 yrs.
Erie (Pa.) News and Times	711.99—5 yrs.
Denver Post*	699.00—4 yrs.
Eugene (Ore.) Register Guard	693.50—5 yrs.
Portland (Me.) Press Herald*	666.60—4 yrs.
Pottstown (Pa.) Mercury*	659.56—5 yrs.
Hilo (Hawaii) Tribune-Herald	651.83—5 yrs.
New York: El Diario-La Prensa*	648.33—4 yrs.
Albany Times-Union	639.29—4 yrs.
Oshawa (Ont.) Times	609.47—4 yrs.
Manchester (N.H.) Union Leader*	605.29—3 yrs.
New York Post*	604.44—3 yrs.
Duluth (Minn.) News-Tribune	600.07—5 yrs.
Peoria (Ill.) Journal-Star	600.00—5 yrs.
Youngstown (Ohio) Vindicator*	581.35—5 yrs.
North Bay (Ont.) Nugget	578.81—3 yrs.
Brockton (Mass.) Enterprise*	563.44—5 yrs.
Fall River (Mass.) Herald-News	551.78—2 yrs.
Salem (Mass.) News*	525.87—2 yrs.
Sioux City (Iowa) Journal	509.11—4 yrs.
Great Falls (Mont.) Tribune*	507.40—5 yrs.
Kingston (N.Y.) Daily Freeman*	501.42—3 yrs.
Bakersfield Californian**	499.35—3 yrs.
Yakima (Wash.) Herald-Republic	484.29—4 yrs.
Wilkes-Barre (Pa.) Citizens' Voice*	479.00—4 yrs.
Terre Haute (Ind.) Tribune-Star	438.02—5 yrs.
San Juan Star	412.00—4 yrs.
San Juan: El Vocero*	410.00—2 yrs.
Pueblo (Colo.) Chieftain*	405.79—3 yrs.
Monessen (Pa.) Valley Independent*	381.00—4 yrs.
Massillon (Ohio) Independent*	367.14—4 yrs.

CLERK TOP MINIMUMS

Contract(s)	Minimum—Exp.
Maui (Hawaii) News	\$603.54—3 yrs.
Ottawa Citizen*	596.89—2 yrs.
New York Times*	570.14—2 yrs.
Montreal Gazette	566.00—3 yrs.
Vancouver Sun and Province	565.83—1 yr.
Toronto Star	559.64—3 yrs.
Sudbury (Ont.) Star	557.12—4 yrs.
Kitchener-Waterloo (Ont.) Record	547.00—2 yrs.
Toronto: Globe & Mail (editorial)*	540.03—2 yrs.
Toronto: Globe & Mail (circulation)*	531.67—3 yrs.
Toronto: Globe & Mail (advertising)*	530.58—3 yrs.
Wilkes-Barre (Pa.) Sunday Independent	518.60—2 yrs.
Hilo (Hawaii) Tribune-Herald	516.03—1 yr.
Victoria Times-Colonist	509.67—flat
Honolulu Advertiser	505.68—3 yrs.
Windsor (Ont.) Star	504.34—2 yrs.
Honolulu Star-Bulletin	499.72—1 yr.
Brantford (Ont.) Expositor (editorial)*	499.69—2 yrs.
Delaware County (Pa.) Times	497.68—4 yrs.
Manchester (N.H.) Union Leader*	496.20—3 yrs.
Detroit Free Press	495.61—4 yrs.
San Mateo Times	482.05—3 yrs.
Cleveland Plain Dealer	480.77—3 yrs.
Oshawa (Ont.) Times	479.97—2 yrs.
London (Ont.) Free Press	476.00—2 yrs.
Brantford (Ont.) Expositor (circulation)*	475.88—2 yrs.
Philadelphia Inquirer and Daily News	468.40—4 yrs.
Pittsburgh Post-Gazette	466.00—3 yrs.
Detroit News	463.91—3 yrs.
Boston Herald (commercial)*	461.08—3 yrs.
Monterey (Calif.) Herald*	454.00—3 yrs.
Minneapolis: Star Tribune	449.00—4 yrs.
New York Daily News	448.05—3 yrs.
Toledo Blade	447.77—2 yrs.
San Jose Mercury-News	445.82—2 yrs.
Washington Post	443.10—2 yrs.
North Bay (Ont.) Nugget	440.00—2 yrs.
San Francisco Chronicle and Examiner	436.57—2 yrs.
San Diego Union-Tribune*	434.40—3 yrs.
Long Beach Press-Telegram	432.81—1 yr.
Norristown (Pa.) Times Herald	429.92—4 yrs.
Honolulu Advertiser, Star-Bulletin, Newspaper Agency	428.43—1 yr.
Woodbridge (N.J.) News Tribune*	427.65—3 yrs.
Akron Beacon Journal	424.00—2 yrs.
Brantford (Ont.) Expositor (advertising)*	420.51—2 yrs.
Mt. Clemens, Mich.: Macomb Daily and Royal Oak Daily Tribune*	420.00—1 yr.

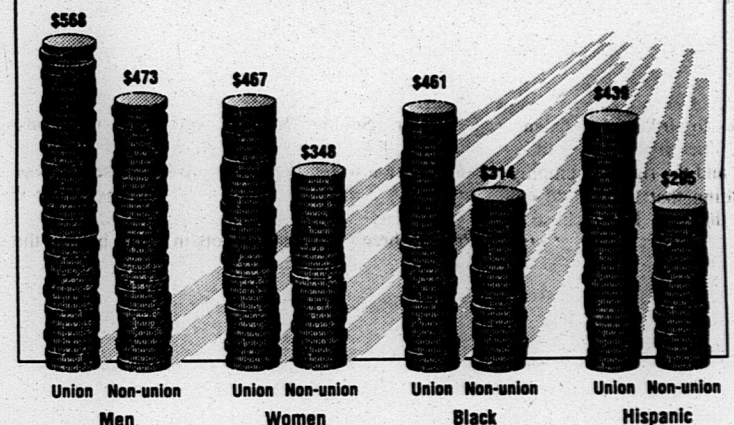
Contract(s)	Minimum—Exp.
Cincinnati and Kentucky Post	415.00—3 yrs.
Chicago Sun-Times	414.17—3 yrs.
St. Louis Post-Dispatch	413.60—3 yrs.
Seattle Times	412.10—2 yrs.
Erie (Pa.) News and Times	409.97—3 yrs.
Buffalo News	405.64—3 yrs.
New York: El Diario-LaPrensa*	403.78—3 yrs.
St. Paul Pioneer Press	397.97—1 yr.
Providence Journal-Bulletin	397.42—2 yrs.
Woonsocket (R.I.) Call*	395.31—2 yrs.
Baltimore Sun and Evening Sun	389.00—5 yrs.
Lynn (Mass.) Item*	385.56—2 yrs.
Wilkes-Barre (Pa.) Citizens' Voice*	380.00—2 yrs.
Portland (Me.) Press Herald*	377.36—3 yrs.
Fall River (Mass.) Herald-News	373.29—2 yrs.
San Juan: El Vocero*	367.00—5 yrs.
Denver: Rocky Mountain News	365.00—3 yrs.
Eugene (Ore.) Register Guard	359.60—4 yrs.
Indianapolis Star	357.45—3 yrs.
Wilmington (Del.) News-Journal*	355.95—3 yrs.
Seattle Post-Intelligencer	355.44—3 yrs.
Dayton Daily News*	354.50—3 yrs.
Waukegan (Ill.) News-Sun*	354.34—flat
Memphis Commercial Appeal	352.50—2 yrs.
New York Post*#	350.48—3 yrs.
Los Angeles Daily News	350.00—2 yrs.
Salem (Mass.) News*	347.50—2 yrs.
Peoria (Ill.) Journal Star	345.00—2 yrs.
Pottstown (Pa.) Mercury*	342.37—flat
Brockton (Mass.) Enterprise*	339.06—2 yrs.
Denver Post	338.00—3 yrs.
San Antonio Light	334.93—2 yrs.
Joliet (Ill.) Herald-News*	333.73—3 yrs.
Allentown (Pa.) Call*	332.86—1 yr.
Sacramento Bee*	331.68—3 yrs.
Pawtucket (R.I.) Times*	331.58—1 yr.
Kenosha (Wis.) News	330.00—5 yrs.
Boston Herald (editorial)*	319.38—2 yrs.
Waterbury Republican-American	317.09—1 yr.
York (Pa.) Dispatch+	316.37—4 yrs.
Canton (Ohio) Repository	314.16—3 yrs.
Bellevue (Wash.) Journal-American	314.12—3 yrs.
Harrisburg (Pa.) Patriot and News*	306.72—2 yrs.
New Brunswick (N.J.) Home News*	306.00—1 yr.

Significant statistics

an AFL-CIO Newsgraphic

Union advantage

Median weekly earnings of full-time wage and salary workers, 1991



Contract(s)	Minimum—Exp.	Contract(s)	Minimum—Exp.
Kingston (N.Y.) Daily Freeman*	305.50—2 yrs.	Oakland Tribune*	280.78—2 yrs.
Gary (Ind.) Post-Tribune	303.64—2 yrs.	San Juan Star	275.00—4 yrs.
Albany Times-Union	300.75—1 yr.	Monessen (Pa.) Valley Independent*	271.00—1 yr.
Great Falls (Mont.) Tribune*@	297.00—4 yrs.	Bristol (Conn.) Press*	269.75—5 yrs.
Yakima (Wash.) Herald-Republic	296.63—4 yrs.	Tonawanda (N.Y.) News*	269.34—4 yrs.
Massillon (Ohio) Independent*	294.20—3 yrs.	Milwaukee Journal and Sentinel*	260.00—flat
Youngstown (Ohio) Vindicator*	293.29—2 yrs.	Malden (Mass.) Daily News-Mercury*	254.00—2 yrs.
Lowell (Mass.) Sun*	289.62—2 yrs.	Sheboygan (Wis.) Press	250.40—3 yrs.
Sioux City (Iowa) Journal	287.27—2 yrs.	Terre Haute (Ind.) Tribune-Star	249.50—2 yrs.
Pueblo (Colo.) Chieftain*	284.50—1 yr.	Duluth (Minn.) News-Tribune	244.40—2 yrs.
		Scranton (Pa.) Times and Tribune	243.00—flat
		Utica (N.Y.) Observer-Dispatch*	230.00—4 yrs.
		Battle Creek (Mich.) Enquirer*	222.00—3 yrs.
		Chattanooga Times	125.63—flat

* Rate from previous/expired contract.

For persons hired after March 30, 1982.

+ \$436.85 if hired before Jan. 1, 1989. Plus \$5 after 10 years, \$2 more after 15 years.

@ \$332.85 if hired before June 23, 1984.

Chicago explores ESOP to buy weeklies

Chicago — The Chicago Guild has begun to explore the possibility of an employee stock ownership plan (ESOP) being set up to buy and continue publication of the Lerner chain of neighborhood weeklies on and near the city's north side.

Pulitzer Publishing Co. early in August gave the Guild the 60-day notice required by federal law that it will close the 14 Lerner weeklies in mid-October unless a buyer takes them off its hands. The Guild

represents the papers' three dozen editorial employees. The papers' 110 other employees, in the circulation and ad departments, have no union.

"Our membership has strong ideas about how Lerner can be turned around," said Gerald Minkinen, the Chicago Guild's executive director.

In addition, there has been "a tremendous outpouring of support" for keeping the papers in operation from community groups,

Minkinen said, adding that the Guild "will explore every available option to save the newspapers" for their readers and advertisers.

Following a meeting open to all employees of the papers, Guild and community leaders were preparing to meet with representatives of the Illinois Development Funding Authority to seek "seed money" for an ESOP feasibility study, Minkinen said.

Community organizations involved included Parents United for

Responsible Education, People's Housing in Rogers Park, the North River Commission and the Organization of the Northeast. The Midwest Center for Labor Research was assisting in the ESOP exploration.

Pulitzer bought Lerner in 1985 when it published more than 50 papers for the city's north and northwest neighborhoods, the lake shore area and near north suburbs. Total circulation was some 300,000. Now Lerner has 14

weekly titles, with some 140,000 circulation, and a shopper with slightly more. Pulitzer plans to keep the shopper.

They all are typeset, composed and printed at Pulitzer's daily Southtown Economist.

Nichola G. Penniman IV, Pulitzer's newspaper operations vice president, told Editor & Publisher magazine's Mark Fitzgerald that the company recently decided the Lerner weeklies would need to generate nearly two million circulation to be successful in the Chicago market but that the investment required was "way beyond our means."

Alameda dailies draw charges on RSI problems

Hayward, Calif. — The Northern California Guild has charged before state and federal agencies that Media News chain's Alameda Newspapers group has failed to try to stem extensive repetitive strain injuries (RSI) among newsroom staffers and harassed a Guild leader who pushed for remedial action.

The RSI-inaction allegation is contained in a complaint filed with the California Division of Occupational Safety & Health (Cal-OSHA) and illegal harassment is alleged in a charge filed with the National Labor Relations Board.

The latter, filed July 24, grew out of a chance mid-June encounter in the offices of the Daily Review here between J. Allan Meath, publisher of the group's four dailies, and Guild-unit Chairperson Alec Davis.

During the encounter Meath reportedly accused Davis and the Guild of responsibility for complaints of RSI by Davis and other union members and immediately afterward had Davis ordered off the premises for the duration of an RSI-disability leave he had just started.

Davis said he had gone to the offices, which also are headquarters of the group of dailies, to drop off documentation from his doctor on the necessity for his leave.

The incidents will have an intimidating effect on members of

the bargaining unit "both in terms of reporting legitimate work-related health problems ... [and] in supporting and participating in union activities, including union office," a Guild representative told the NLRB's regional director.

When Davis returned from the leave in early August he was transferred immediately from a reporting job in Hayward to one in Tracy, for the Pleasanton Herald, adding 40 minutes each way to his commuting time and removing him from easy contact with most other employees in the editorial-only Guild unit.

The RSI-inaction charge was filed July 30 after repeated attempts by the Guild to persuade the papers to take effective steps to alleviate health problems experienced by news staffers using VDTs, according to Larkie Gildersleeve, an administrative officer of the union local.

The papers' failure to act has resulted in RSI being suffered by "approximately one-fourth" of their editorial employees, the Guild alleged in its complaint to Cal-OSHA.

A Guild survey at the papers last fall showed that overall 23% of the 130 editorial employees represented by the Guild have consulted a doctor about VDT related complaints and that 70% have or are experiencing pain. Gildersleeve wrote in a letter forwarding the

Denver delegates are 'easy riders' to Chicago

Two of the Denver Guild's three delegates to TNG's 1992 Convention — Dave Krieger, left, and Bruce Meachum, right, traveled the 1,100 miles to the meeting in Chicago (and back again) aboard their trusty motorcycles, while the third, Nancy Thomas, center, followed with an automobile "support vehicle." They spent three days on the road and the nights between in North Platte, Neb., and W. Des Moines, Ia. Both Krieger, the Guild local's president, and Meachum, its administrative officer, are veterans of motorcycle touring.



MIKE SCHMIDT/Chicago Guild

Forman, 89, former Chicago, TNG leader

Chicago — Chandler Forman, an at-large TNG vice president from 1945-53 and president of the Chicago Guild from 1946-49, died in a suburban nursing home here the weekend after TNG's 1992 Convention was held in a hotel on the city's lake front.

Forman, 89, had retired in 1978

after 37 years in a variety of writing and editing jobs on the Chicago Sun, Times and Sun-Times.

"No one had more to do with shaping the Chicago Guild than ... Forman," wrote Harlan Draeger, another former president of the local, in a short history of the local in the convention's program book. "He was an active player in the Guild's development from its founding."

A charter member of the Twin Cities Guild in 1933 while a sports editor on the Minneapolis Morning Tribune, Forman came to Chicago in 1938, just in time to play a leading role as special events chairperson in the 19-month Guild strike against Hearst's Herald & Examiner and Evening American.

In 1945, while treasurer of the Chicago Guild and labor reporter for the Sun, he was elected unopposed to the first of four two-year

terms as one of TNG's at-large vice presidents.

In 1947 and 1949 he was the second highest vote getter as full slates contested for the at-large posts, which then numbered five. He was re-elected unopposed in 1951, then declined to seek a fifth term two years later.

In 1947 he also headed a committee whose purpose the Guild Reporter described as preventing re-election "to any Guild office" of TNG's then-incumbent secretary-treasurer and president (now titled "international chairperson"). The two had "undermined the confidence of thinking Guild members" in the union's leadership to the detriment of organizing, the group charged. Neither was on that fall's ballot.

Two years later, Chandler found himself on an administration slate that was attacked by opponents as threatening the future of democracy in the union.

As president of the Chicago Guild, Forman presided over difficult bargaining that accompanied merger of the Times into the Sun in 1948. He retired when the Chicago Daily News, bought by the Sun-Times' owner in 1959, was closed in 1978.

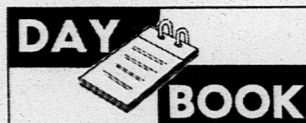
He then served as chairperson of TNG's 1978 Heywood Broun Award contest.

He also was a longtime member of the Society of American Travel Writers, serving on its board, as its treasurer and as parliamentarian.

Survivors include his spouse, Marie, a son, a daughter, three grandchildren and one great-grandchild.



Forman in the '70s



Int'l Executive Board, fall meeting, Oct. 25-28, TNG headquarters, Silver Spring.
Midwest District Council, fall meeting, Nov. 7-8, Milwaukee.
Middle-Atlantic New England and Southern District Councils, joint fall meeting, Nov. 21-22, New York.
1st Biennial Convention, July 19-23, 1993, Sheraton Waikiki Hotel, Honolulu.
2nd Biennial Convention, summer 1995, Boston.

The Guild Reporter



JAMES M. CESNIK, Editor

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