The GUILD REPORTER

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

Vol. 59, No. 11 — Silver Spring, Md. — September 18, 1992

Ontario papers' ad campaign draws fire

ABUSES PUBLIC TRUST, GUILD SAYS

Leaders of the Guild and the labor movement in Ontario have charged the province's newspaper publishers and their industry organizations with abusing their positions and jeopardizing the public's trust in the press by launching an advertising campaign that emotionally attacks pending changes in Ontario's labor laws.

The reforms, introduced by the province's New Democratic Party government, would among other things outlaw the hiring of strikebreakers and give the Ontario Labour Relations Board greater authority to act against employers who seek to thwart their employees' organizing and bargaining.

The Ontario legislature was expected to enact the package, known as Bill 40, early in October. Parliamentary hearings, which included presentations in opposition by the Canadian Daily Newspaper Assn. and Canada's newspaper chains and presentations in favor by TNG and the Southern Ontario Guild, ended in August.

The first of the series of six full-page ads, prepared by the CDNA and distributed to all dailies and weeklies in Ontario by the CDNA and the Ontario Community Newspaper Assn., began appearing in papers across the province on Sept. 11.

TNG Canadian Director John T. Bryant said he was "totally incensed by the hypocrisy" of the ads and charged that they stand to "totally destroy" the carefully nurtured principle that newspapers' political positions are confined to their editorial pages. By doing so, he said, the publishers also stand to make many reporters' jobs immeasurably more difficult.

Bryant also asserted that the ads contain both "distortions and outright lies," pointing particularly to claims that the reforms would enable unions to shut down transportation, utilities and other essential public services.

SONG President Gail Lem called for an immediate end to the unprecedented ad campaign, charging that by continuing it publishers are "telling the public that they are prepared to use their pages to propagandize on any matter they choose."

"Today it's against the labor law reform. Tomorrow what?" Lem asked. She called the ad campaign "even more frightening because of the concentration of ownership" of newspapers. "The Guild fully respects publishers' right" to oppose Bill 40, "but not to undermine the foundations of an objective press by abusing its power to push through its corporate agenda."

(Continued on Page 2)

Ottawa puts key rates over $1-G

Ottawa — Minimum pay rates for experienced employees in key news and outside circulation jobs are pushed past $1,000 a week in a new two-year contract between the Ottawa Guild and the Ottawa Citizen reached in the face of a Guild strike deadline and a perceived lockout threat by the company.

Guild members at the Southam chain daily voted by 85% to ratify the agreement on Aug. 23. Two weeks earlier they had voted by 94% to strike if the company did not withdraw demands that lower percentage increases go to clerical and service employees than to news and outside circulation workers.

The settlement increases all current employees by 2.125% on Jan. 1, by 1.5% on next July 21, the end of the contract's first year, and by 1.75% on Jan. 1, 1994. It also sets up for new employees four new lower-paid entry-level clerical and service job classifications and

(Continued on Page 2)

Steelworkers' delegates march for Pittsburgh newspaper unions

The 2,800 delegates to the Steelworkers union's 1992 convention took a break from business sessions Sept. 2 to march and rally in front of the Pittsburgh Press, which has been struck and closed by its Teamsters drivers since mid May. The jointly published Pittsburgh Post-Gazette, where the Guild represents editorial employees, also has been closed during the strike. Earlier, many of the 4,000 delegates to the American Federation of Teachers convention also marched on the Press in Solidarity with members of the 11 unions affected by the closures.

MIKE SAMRANEY/Teamsters Local #211

Zuckerman gets tentative Guild nod on News

New York — The final episode may have begun early the morning of Sept. 17 in the labyrinthine saga of the bankruptcy sale of the New York Daily News.

That's when the New York Guild became the last of the nine unions in the New York Allied Printing Trades Council to give the nod to Mortimer B. Zuckerman to be the tabloid's new owner, though it was a tentative and conditional nod.

The Guild did so at the conclusion of a bargaining session with Zuckerman, a real estate developer who owns U.S. News & World Report magazine, that lasted from early afternoon Sept. 16 until 6:30 a.m. the 17th, with a break only for a meeting of the Allied.

New York Guild President Barry F. Lipton said there was "significant progress" in the marathon session on the major areas of disagreement with Zuckerman on staff cuts, job security and other terms that to then had prevented the Guild, and consequently the Allied, from endorsing Zuckerman's bid.

Ever since the News went under bankruptcy court protection last December after the death of its previous owner, Robert Maxwell, the Allied has maintained that any one union's agreement with any bidder is conditional on the bidder's reaching agreements with all nine unions in the council.

Guild bargainers, led by Lipton and Sec'y-Treasurer Tom Pennacchio, were joined in the last leg of the Sept. 16-17 talks by Allied President George E. McDonald of the CWA-Mailers, Deliverers President Douglas LaChance and the president of the Machinists union in a show of the council's solidarity with the Guild.

While the Guild talks were going on, another of the blocks Zuckerman needs to buy the paper fell into place when the Daily News's directors endorsed his bid, leaving the paper's creditors' committee as the only principal in the bankruptcy not to have accepted Zuckerman's proposal.

In bankruptcy court later on the morning of the 17th, Judge Tina L. Brozman gave Zuckerman until Sept. 23 to try to reach agreement with the creditors and to try to wrap up remaining issues with the unions, particularly with the Guild.

Lipton said the Guild would resume talks with Zuckerman as soon as possible.

Zuckerman compared the situation to being "within the 10-yard line with a first down."

The judge acted after Zuckerman said that based on the actions of the Allied and the News's directors he would make a $3-million bridge loan to the paper to enable it to continue operations. Brozman the week before had indicated that she would approve an across-the-board wage cut of at least 10% that the paper's managers said was needed because it was running out of operating funds.

Zuckerman displaced Conrad M. Black, the Vancouver-based international publisher, as the frontrunner to buy the News on Sept. 10 when Zuckerman's bid was given tentative support by the Deliverers. His bid earlier had received the support of the Pressmen and the other six unions in the council. Representatives of Black said he would not match the terms Zuckerman offered those eight unions.

The creditors' committee earlier had endorsed Black's bid, which offered creditors significantly more than Zuckerman's. News management also earlier had endorsed Black's bid, conditional, however, on his reaching agreements with the unions.

Black technically remains as a bidder for the News, as does the Whitman Group, an investment firm that reportedly specializes in bankruptcies.

Whitman on Sept. 15 replaced Silver Screen Enterprises as the lead investor in an employee stock option plan (ESOP) proposal,

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Publishers said abusing trust with labor-law ad campaign

(Continued from Page 1)
Ontario Federation of Labour President Gordon F. Wilson called the ads "professionally dishonest," pointing out that while the CDNA said the effort represents newspapers' "business interests rather than the editorial function . . . few readers . . . [will] make the kind of distinction this unprecedented shift represents."

In a commentary submitted to dailies' Op-Ed pages, Wilson also wrote that by undertaking the ad campaign the publishers' organizations "have shown disregard for their own ethical guidelines, possibly contravened election financing recommendations on third party advertising, and demonstrated a contempt for their readers and employees."

CDNA President John Foy said the ad campaign was the product of a CDNA committee, that the ads were prepared by the association and distributed with the suggestion that they be run while legislators were in their ridings during the September recess.

Acknowledging that there had been many news stories and editorials on the labor-law proposals, Foy said the association's members felt that "the message" of the publishers' and other industrialists' fears about the legislation's effects "gets across better when you advertise" than it does through editorials.

"We think the current law is just fine," Foy said. Parliament should "just leave it alone."

Foy said he expects the papers that run the ads "will bill us" for the space "if they want to," and said the CDNA is prepared to pay as much as $300,000 for the ads.

A Guild Reporter survey of Guild-covered papers in Ontario showed that at least six of them had run at least one of the ads by Sept. 16. They were the Toronto Star, the Globe and Mail, the Ottawa Citizen, the Windsor Star, the London Free Press, and the Hamilton Star.

The Ottawa Guild's Sharlan Clark said that a full page in the Ottawa Citizen costs $10,000.

Caroline Mallan reported in the Toronto Star that the paper's marketing vice president said the CDNA would be billed $18,000 each for the six ads it planned to run as "advocacy advertising."

Margot Gibb-Clark reported in the Globe and Mail that the paper's president, William Greenhalgh, said the paper had seen draft copies of the ads in early August and made suggestions about factural changes that were taken up. The Globe also was billing the CDNA for running the ads, she reported.

The ads carry headlines such as "Say goodbye to your rights," "Adding to violence," and "295,000 lost jobs?"

The Sept. 7 Globe and Mail's lede editorial opposed Bill 40's passage, but took to task "some of the more extravagant claims about the damage the legislation will cause to Ontario's economy." It pointed particularly to "the calculation by some business groups that it will mean the loss of 480,000 jobs," saying it "appears to be aimed more at whipping up hysteria than promoting a hard-headed analysis."

Across their bottom the ads say that each is "A message brought to you in the public interest by the Ontario members of the Canadian Daily Newspaper Assn. and the Ontario Community Newspaper Assn."

The CDNA has 40 member dailies in Ontario. The Thomson chain owns 23 dailies in the province, the Southam chain, nine, and the Sun chain, four. The OCNA has 280 member papers.

Dailies thump own tub, Lem charges

Toronto—It was no coincidence that newspaper companies' objections to proposed amendments to Ontario's labor laws seemed to get a lot of attention in news reports, Southern Ontario Guild President Gail Lem told a legislative hearing on the reform proposals in mid August.

"At some newspapers, reporters have been ordered to highlight in their articles what the newspaper owners are saying" about the bill, Lem said.

"In addition, some newspaper chains have ordered their member papers to play up opposition to the reforms or to write editorials against labor law reform," she said, adding:

Cx: This is Levar Fairrior

Levar Fairrior, 12, right, a former Pittsburgh Press carrier, was incorrectly identified in cutlines with a photo on Page 6 of the Aug. 21 Guild Reporter. The photo showed Fairrior and Deborah Reed of the Pittsburgh AFL-CIO Frontlash program displaying a poster chiding the Press's general manager, Jimmy Manis, for being "missing" from talks aimed at settling the strike against the paper.

Ottawa contract pushes key rates past $1,000

(Continued from Page 1)
creates a three-year pay-progression schedule for new maintenance personnel, instead of the previous flat rate.

For reporters, photographers, artists, city circulation district supervisors and others with five years' experience, the increases total $52.32 and produce a top-minimum rate of $1,008.51 a week in the contract's second year. The first increase is $20.32 and takes the top minimum to $976.51, the second raise is $14.65 and the third, $17.35.

For country circulation district supervisors, the top minimum is increased by a total of $53.06, taking the rate to $1,022.79 a week in increments of $20.61, $14.86 and $17.59.

Minimum rate for beginners in those key news and circulation jobs is raised by a total of $36.12, to $694.38, in increments of $13.99, $10.09 and $11.94.

For clerk cashiers, assistant collection clerks, office clerks and circulation customer service representatives, top-minimum raises total $35.92, taking those with three years' experience to $692.48 in increments of $13.95, $10.06 and $11.91.

The top minimum for collection clerks increases by a total of $43.02, to $829.35 a week, in increments of $16.71, $12.05 and $14.26.

Top minimum for editorial researchers, assistant librarians, editorial assistants and sports scoreboard editors with two years' experience is increased by a total of $38.49, to $741.95, in increments of $14.95, $10.78 and $12.76.

Maintenance persons' flat/top minimum is increased by a total of $34.99, to $674.50, in increments of $13.59, $9.80 and $11.60.

Top minimum for copy editors with two years' experience is raised by $54.89, to $1.039.75, in increments of $21.32, $15.37 and $18.20.

The flat minimum for the contract's highest paid classification — covering the chief parliamentary writer, editorial cartoonist, national bureau chief, night and deputy city and assistant news editors, and the assistant photo director — is increased by a total of $62.92, to $1,136.82, in increments of $22.82, $16.45 and $23.65.

A flat pay rate is established at $440 a week for the new clerical and service classifications — messengers, junior clerk/messengers, junior clerks and lot persons — and goes up by a total of $24.07, to $464.07, in increments of $9.35, $6.74 and $7.98.

Other contract improvements include a 20% increase in the biennial vision-care allowance to $150, a 48% increase in the severance-pay cap to 52 weeks, up from 35 and an 8% increase in the mileage reimbursement rate, to 27 cents per kilometer.

In addition, the settlement commits the company to instituting a "salary deferral leave plan" similar to that pioneered by the Victoria-Vancouver Island Guild at the Thomson chain's Times-Colonist under which employees can set aside part of their weekly pay for receipt during leaves that otherwise would be unpaid.

Sharlan Clark, the Guild's administrative officer, said management insisted on lower percentage increases for clerical and service employees until the final hour of two days of marathon bargaining that produced the settlement.

The majority of the jobs targetted in the company's demand for the lower tier of increases are held by women, making the demand a violation of the pay-equity agreement reached by the Guild and the Citizen in 1990, the Guild charged.

The Guild had leased a strike headquarters near the Citizen plant.

Allentown newsroom rate to hit $756

Allentown, Pa.—Key top minimum-pay rate for reporters, photographers and artists is increased by $79.40, to $756.22 a week, under a new three-year contract between the Lehigh Valley Guild and the (Los Angeles) Times Mirror chain's Allentown Morning Call that raises most rates by 11.7% over its first two years.

At the same time, upgrading increases for three job classifications — darkroom technicians, edition editors and librarians — raise the top rates for those positions by 24.9%, 14.4% and 17.6% respectively over the contract's term.

In addition, night differential pay is increased by 20%, to $30 a week, the mileage reimbursement rate is increased by 35%, to 27 cents a mile, and no-discrimination provisions are expanded to include marital and parental status, family relationships, sexual preference, and Guild membership and activities. All were effective this Aug. 1.

Company and Guild bargainers, led by TNG Representative Bill Brown, achieved the settlement in six meetings. The Guild local's bargaining committee was composed of Ron Devlin, president, Gene Tauber, treasurer, and Bob Sheasley. The Call, a morning paper, sells some 136,000 copies daily.

Increases in the key top minimum are $23.69 (to $700.51) retroactive to Aug. 1, $26.62 (to $727.13) next Aug. 1, and $29.08 on Aug. 1, 1994.

Highest-paid contract-covered job — copy desk co-ordinator — is increased by a total of $87.85, to $836.79 a week, in increments of $26.21, $29.46 and $32.18.

Top rate for darkroom technicians is raised by a total of $117.31 a week, to $588.86, in increments of $73.93, $20.73 and $22.65.

The edition editors' top goes up by a total of $101.23 a week, to $805.79, in increments of $41.88, $21.82 and $23.84.

Librarians' top is increased by a total of $92,82 a week, to $619.85, in increments of $47.16, $21.82 and $23.84.

The settlement also guarantees that temporary employees be paid no less than the contract minimum for the job classification in which they work.

Santa Barbara vote decertifies Guild

Santa Barbara, Calif.—Editorial employees of the New York Times Co.'s Santa Barbara News-Press voted by 31-23 Sept. 10 to decertify the Los Angeles Guild as their union, just over three years after they voted by 45-4 to make their unaffiliated association part of the Guild local.

The Guild for more than a year had been seeking a successor contract to that it took over from the association and which had been expired since June 30, 1991.

This April members at the paper voted by an overwhelming margin to reject what the company said was its final offer. Like the expired pact, it contained no disputes-arbitration provision and provided no company contribution toward employee pensions. [Guild Reporter, May 15.]

Management letters to employees before the decertification vote, while stating they were promising nothing, described benefits given the paper's unorganized employees in great detail, the Guild reported. In addition, several former association leaders supported the decertification effort.

The decertification leaves the employees with no bargaining representative.

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, Oct. 16.) $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.

LOCAL ELECTIONS

Hazleton
Anthony M. Greco, president; **Marion Valanoski**, vice president; **Jeff Cox**, secretary; **Carol Ann DeMarco**, treasurer.

Puerto Rico
Jose Feliciano, president; **Nestor Soto**, vice president; **Israel Rodriguez**, secretary-treasurer; **Angel Baez**, executive secretary.

San Antonio
Tom Honeycutt, president; **David Elizondo**, vice president; **Olga Sanders**, secretary; **Pam Parmer**, treasurer.

Part-time Office Mgr.

The Translators' Guild (TNG Local T-100) is seeking a part-time staffer to run its Referral Service. **Responsibilities:** Receive client calls; use database to make and track referrals; respond to phone and mail inquiries; light bookkeeping. **Requirements:** Detail orientation and flexibility; good communication skills, including native speaking and writing ability in English; experience with IBM-compatible PC-systems and Microsoft Word 5.0+ or WordPerfect 5.1; plus general computer literacy. Office near Ballston Metro-station in Washington suburb of Arlington. 25-hour-per-week schedule negotiable. $10/hr. Expansion to full-time possible. Resume and cover letter to:

**Search Committee
Translators Guild
1008 N. Randolph St. — #201
Arlington, Va. 22201**

Equal Opportunity Employer

Guild locals celebrate Labor Day '92 . . .

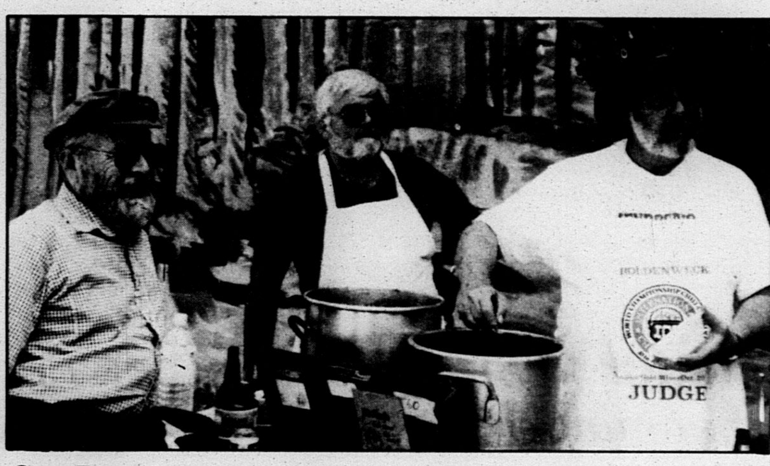
DAVID ELSILA/Detroit Guild

Detroit: Up front: Cecilia Deck, Free Press unit; Lou Mleczko, local president; Helen Fogel, Free Press unit; TNG Vice President Luther P. Jackson.

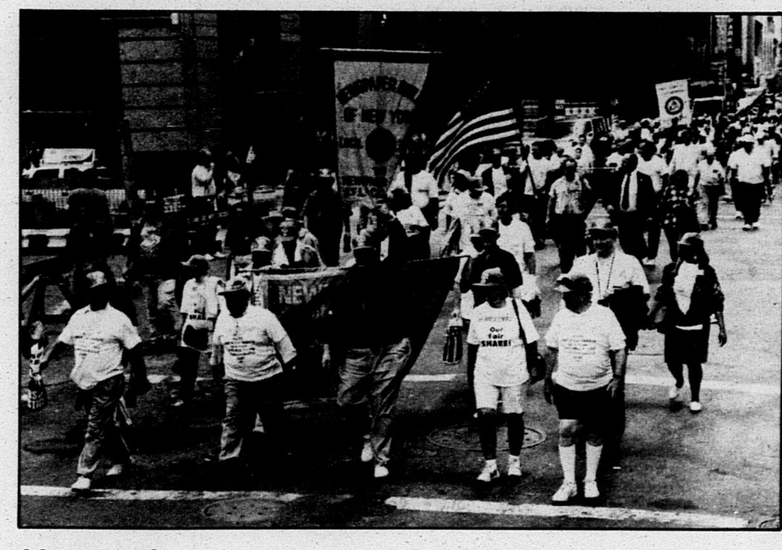
BILL BROWN/Federation of Guild Representatives

Pittsburgh: President Harry Tkach; TNG Vice President Carol Przybyszewski of Erie; TNG staffer Linda K. Foley; Marian Needham, Buffalo Guild.

Los Angeles: Toting banner in Wilmington parade: Sabrina Hockaday, president; Neil Strassman, Long Beach. Center, Jim Smith, administrator.



San Francisco: Serving up chili at San Francisco newspaper unions' picnic: Alan Cline, Larry Hatfield, Bill Boldenweck, all former local Guild presidents.



New York: Tom Pennacchio, sec'y-treasurer; Barry Lipton, president; TNG Vice President Brandow; Mary Tobias, Consumers Union; TNG Vice President Mulcahy.

Toronto: Behind banner: TNG Canadian Director John T. Bryant; Southern Ontario Guild Executive Officer Paul Pellettier. Left, Mauro DiCarlo, Star unit.

Zuckerman gets Allied unions' nod for Daily News

(Continued from Page 1)

which reportedly was viewed favorably by the Guild and the creditors.

Whitman announced on Sept. 16 that it was prepared to make a $3-million bridge loan if its offer was endorsed by the creditors and management, even though it might not have reached agreement with all the Allied unions. To that point, Zuckerman's bridge-loan offer reportedly was contingent on agreements with all the Allied unions, including the Guild.

The day before, the Guild met for four hours with Zuckerman and an advisor, Fred Drasner, but reported that they had continued to refuse to move from demands that Lipton described as "contract busting" and "Guild busting."

In the Sept. 16-17 talks, however, Lipton reported, Zuckerman dropped previous demands for a free hand to pare Guild-covered staff without regard to seniority, and he agreed that voluntary resignations will be sought before economy dismissals, or layoffs, are employed.

Also, for the first time Zuckerman agreed that enhanced severance pay will be offered to senior employees who might opt to take buyouts. While details remain to be completed, severance for the most senior will range to 3-4 weeks per year of service. Maximum severance under the Guild's contract is two weeks per year, with a maximum of 50 weeks.

Zuckerman also dropped earlier demands that he be able to veto individual employees' decisions to leave with severance pay, and he agreed that employees who stay will keep current severance-pay entitlements and continue to accrue them at the same rate.

He also dropped demands that 60 outside ad salespersons be removed from coverage by the Guild contract.

Zuckerman, however, continues to insist that he needs to pare some 130 persons from the News's Guild-covered staff, which currently totals 530, Lipton reported. Seventy to 80 of the cuts would be in the newsroom, though 50-60 would be hired back.

These and other issues will be taken up with Zuckerman and his representatives in meetings before the Sept. 23 bankruptcy session, Lipton said.

Meanwhile, the 10th union that represents employees of the News, the New York Typographical Union, scheduled a strike vote for Sept. 20.

The union, which less than two decades ago had some 1,200 members working at the News, now represents just over 165 there, and many hold positions guaranteed them for life under a 1974 agreement with the paper. Stating that they did not want to jeopardize those guarantees, the union's members worked throughout the 1990-91 strike by the other Allied unions against the News, which then was owned by the (Chicago) Tribune Co. Bidders have said no more than 40 printers now are needed.

The paper's sale out of bankruptcy is to be an asset sale, in which the paper's name and equipment will be purchased, but not the company itself, and the buyer has no legal obligation to honor existing union contracts.

3-YEAR PACTS

Pay to rise at least 5% in Hamilton

Hamilton, Ont. — Southern Ontario Guild members at the Southam chain's Hamilton Spectator have ratified new three-year contracts that will increase minimum pay rates by at least 5% by early 1994.

Reached Aug. 28 in marathon bargaining in the face of strike votes, the agreements were ratified two days later by the paper's Guild-represented editorial workers and part-time mailroom employees.

Fulltimers in editorial were to receive lump sum payments of $550 and parttimers were to receive $275 within 30 days of the agreement covering them being signed. Mailers who work more than one shift per week were to receive lump sums of $375 and those who work one shift, $140, also within 30 days of their contract's signing.

At the beginning of the second year of each of the contracts — Oct. 6 for the mailers and Jan. 1 for editorial employees — contract minimums will be increased by 2.2%, and at the beginning of each pact's third year, the rates will be increased by at least 2.8% more, or by the percentage increase in the Consumer Price Index, whichever is greater.

The key top minimum for reporters and photographers with four years' experience will go up first by $20, to $935 a week, then by at least $26, to $961. The rate for beginners will increase by $14, to $647, then by at least $18, to $665.

The flat minimum for a variety of editors, an art director and head librarian will go up by $23, to $1,062, then by at least $30, to $1,092.

Upgrading editorial writers to parity with copy editors will boost their top minimum first by $58, to $973, then by at least $27, to $1,000. Copy editors' top rate will go up first by $21.

Darkroom technicians and assistant librarians also are upgraded, raising their top minimum first by $24, to $638, then going up again by at least $33, to $671.

The 2.2% increase Oct. 6 for mailroom employees will put the rate for those with less than a year's service at $10.61 an hour, up by 23 cents, that for those with a year or more experience at $11.24 an hour, up by 24 cents, and that for "leader (floor person)" at $13 an hour, up by 28 cents.

A year later, those rates will increase by at least 30 cents, 32 cents and 36 cents respectively.

Night differential for the mailers is increased first by 10 cents, then by 5 cents more, to $1.25 an hour next October. Reimbursement for safety boots is increased by 50%, to $75. The list of jobs getting premium pay is expanded by one and the premium rate is increased by 40 cents, to $1.90 an hour effective Oct. 4, and then by 35 cents more, to $2.25, on Oct. 3, 1993.

In the editorial settlement, night differential increases by 25 cents, to $11.25 per shift, on Jan. 1, then by 25 cents more, to $11.50, on Jan. 1, 1994.

Vision care coverage is increased by $25, to $175, effective Jan. 1.

The severance pay ceiling is raised by 6 weeks, to 38.

A new joint Guild-company committee on new technology and software training is provided for, with an annual budget of $5,000.

The company also agreed to set up a salary deferral leave plan by next March 31. It will be similar to that agreed to days earlier by the Ottawa Guild and Southam's Ottawa Citizen (story, page 1) and pioneered by the Victoria-Vancouver Island Guild at Thomson's Victoria Times-Colonist.

In both the editorial and mailroom settlements, the Spectator agreed to investigate allegations of sexual harassment.

In addition, both settlements increase unpaid parental leave for fathers by 9 weeks, to 27 weeks, and expand the list of persons for whom three days' bereavement leave is available to include legal guardians, same sex spouses, stepchildren, step-parents and stepsiblings.

TNG and Puerto Rico Guild leaders meet in strategy session

TNG leaders and their counterparts in the Puerto Rico Guild discuss bargaining, organizing and pension problems in the commonwealth. Clockwise from left: TNG President Charles Dale, TNG Field Operations Director William H. McLeman, Puerto Rico Guild Treasurer Israel Rodriguez, Puerto Rico Guild President Jose Feliciano, Guild counsel Ginoris Vizcarra de Lopez-Ley and Puerto Rico Guild Executive Sec'y Angel Baez. Their attention is focused on Charlie Ramis, former local president and TNG vice president, out of the frame except for his right hand, foreground left.

Role for Guild, members seen in NABJ, other minority journalists' organizations

Detroit—Discussions at the National Assn. of Black Journalists 1992 Convention here ranged from professional development to how to continue diversifying newsroom staffs to the importance of strengthening traditional institutions.

While traditional union topics like wages, benefits and working conditions did not take center stage, TNG Vice President Luther P. Jackson said it was apparent during the sessions that the Guild and its members could make strong contributions to the NABJ and other minority journalists organizations, such as the Asian American Journalists Assn., the National Assn. of Hispanic Journalists and the Native American Journalists Assn.

"Some media companies are beginning to put more emphasis on recruiting and hiring a more representative work-force," Jackson said. "But we all need to focus more on what happens to minorities and women once they are hired. We need to focus on making the work-place more hospitable."

TNG's Int'l Executive Board voted in July to send Jackson to the NABJ convention. He was one of 1,800 delegates who attended the five day conference August 19-23.

Through rigorous contract enforcement and strong leadership, Guild locals throughout North America are working to rid the workplace of discrimination and harassment, Jackson pointed out.

"The goal also is to help people feel more comfortable once they start working and enable them to grow and prosper at the newspaper," he said.

Though corporations like the Gannett Co. have made considerable strides in recruiting women and minorities, that company also has promoted merit pay plans that are based on subjective and discriminatory performance evaluations.

In Rochester, N.Y., where Gannett has had a merit pay system at its two dailies there for about 15 years, the subjective system has "allowed managers' biases to creep in," said Steve Orr, president of the Rochester Guild.

"We have found preliminary evidence of discrimination on the basis or race and gender in both the performance evaluation and merit pay systems," Orr said.

The Detroit Guild earlier this year fought off management attempts to introduce merit pay plans in contracts at Knight-Ridder's Detroit Free Press, Gannett's Detroit News and their jointly owned Detroit Newspaper Agency.

"Getting merit pay off the table was a strong blow against discrimination," Jackson said.

Some participants at a forum on diversity said companies must do more to create nurturing environments for all employees.

Biased performance evaluations, pay discrimination, harassment and poor salaries and benefits can lead to an atmosphere where women and minorities do not feel welcome in the workplace, Jackson said.

NEW ADDRESS?

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

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

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

Name

New Address

City State/Province

Zip/Postal Code Guild Local

ATTACH OLD MAILING LABEL HERE

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

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

DAY BOOK

Canadian District Council, fall meeting, Oct. 17-18, Vancouver.
Int'l Executive Board, fall meeting, Oct. 25-28, TNG headquarters, Silver Spring.
Western District Council, fall meeting, Oct. 31-Nov. 1, San Francisco.
Great Lakes District Council, fall meeting, Nov. 7-8, Downtown Holiday Inn, Erie, Pa.
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.

GR will return to 8 pp. in Oct.

The Guild Reporter will return to eight pages for its next issue, scheduled to go on the press on Oct. 16.

This issue was reduced to four pages because of staff vacation, other leaves and obligations.

The Guild Reporter

CALM ACPS

JAMES M. CESNIK, Editor

Published monthly by The Newspaper Guild (AFL-CIO, CLC), generally at four-week intervals. (Next issue, Oct. 16.) $20.00 per year. Single copies, $1.50.

Guild Reporter deadlines at TNG headquarters: News, Monday before publication (Oct. 12); *features and letters, Friday before publication (Oct. 9).* 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. 11 Sept. 18, 1992

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