



The GUILD REPORTER

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

Vol. 59, No. 12

Silver Spring, Md.

October 16, 1992

Pottstown members go public in fair contract quest



ERIC D. GEIST/Washington-Baltimore Guild

More than three dozen members and leaders of the Philadelphia Guild at the Pottstown Mercury cover front and rear entrances to the paper's offices during informational picket in late September protesting Goodson-chain daily's demands for contract retrogressions. Previous pact ran out in March. Lead pickets: at left, Mike Comfort, unit chairperson; at right,

Wayne Cahill, Philadelphia Guild administrative officer. Unit members subsequently voted bargainers strike-call authority if a fair deal is not forthcoming. Company demands include wage freeze for mailers, top raises of 3% for others, elimination of night and weekend differentials and company cars in circulation, and co-pay for health insurance increases.

Guild-Zuckerman talks continue on N.Y. Daily News

New York—New York Guild bargainers continued talking into the weekend with representatives of Mortimer B. Zuckerman seeking equitable resolution of remaining Guild-contract issues with the real estate developer and magazine publisher who is the leading candidate to buy the New York Daily News out of bankruptcy.

However, while there appeared to have been some progress, remaining differences on questions they considered critical made Guild leaders less than confident that full agreement on a new Guild contract would be reached before a bankruptcy court session scheduled for Oct. 22.

Those critical questions included renewed demands by Zuckerman that 185 jobs be cut from the 530 employees represented by the Guild and that the union's right to challenge newsroom discharges before impartial arbitrators be severely curtailed, particularly for new hires.

Zuckerman was expected to ask Bankruptcy Court Judge Tina L. Brozman to designate him the successful bidder for the News whether or not he has reached full agreements with all 10 unions that represent News employees. She could do so, or not. If she did, Zuckerman would have 30-120 days to complete the purchase.

Through Oct. 15, eight of the unions had reached tentative agreements with Zuckerman and the membership of one of them, the Pressmen, had ratified theirs, on Oct. 4.

Agreements with the Guild, the Pressmen and the Deliverers have been considered key to court approval of Zuckerman's bid.

Pressmen's President John P. Kennedy said after the Oct. 4 meeting that by the time he learned that the Guild had not completed an agreement, it was too late to postpone the ratification.

Guild leaders in mid-September had said that intense talks with Zuckerman on the 16th and 17th saw significant progress that led them to favor Zuckerman's bid, conditional on remaining key issues being resolved [Guild Reporter, Sept. 18].

Action by the Deliverers' membership at an Oct. 5 meeting was postponed until early in the week of the Oct. 22 bankruptcy court hearing, when the other six unions' memberships also were expected to take up their leaders' tentative agreements.

George E. McDonald, president of the New York CWA-Mailers Union and of the unions' unity council, monitored the Guild talks in mid-October, as he did in mid-September. He was accompanied by Red Huber of the Machinists.

The unity council, the Allied Printing Trades Council, adopted (Continued on Page 6)

terested in a fair settlement, but had "a hidden agenda throughout the negotiations," Carey charged.

"Despite what they are claiming, ... we accepted the concept" of the company's new distribution system and "offered packages of cuts that would have saved the company \$14-\$15 million a year," he said.

These involved major job cuts, with protections for departing workers and a fair package for those who remained, the Teamsters said.

"But the company ignored our offers," Carey said. "Instead they kept changing their demands. Our team would charge toward the (Continued on Page 4)

Block tops list awaiting price for struck Press

Pittsburgh — Block Newspapers, which has had its Pittsburgh Post-Gazette closed since mid-May by a strike against the Pittsburgh Press, was viewed in some quarters here as the lead prospect to buy the Press after the E. W. Scripps Co. announced it has put the paper up for sale.

An employee stock option plan (ESOP) study being launched by the 10-union Pittsburgh Newspaper Unions Unity Council was seen as an effort by the unions to be ready to assist Block in a bid for the Press.

The Pittsburgh Guild, which represents the Post-Gazette's

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editorial employees, is one of the unions in the joint council.

The Press and the Post-Gazette, which is published and distributed by the Press under a joint operating agreement (JOA), have been closed since some 600 Teamsters-represented circulation employees struck the Press in the face of its implementing a new circulation system that would have cost 450 of the Teamsters their jobs.

Block reportedly has first option to buy the Press under the JOA.

Scripps announced from its Cincinnati headquarters that the Press was for sale on Oct. 2, the day after talks ended between Scripps officials and Teamsters leaders at the headquarters of the Federal Mediation & Conciliation Service in Washington.

Teamsters President Ron Carey, who participated in the Washington talks, said they were ended by the mediator when Scripps rejected a Teamsters proposal to submit the dispute to binding arbitration.

The rejection and Scripps subsequent "for sale" announcement confirmed his union's earlier charges that Scripps was not in-

TNG, attorneys study legal options if Hearst-Murdoch deal shuts Light

San Antonio, Texas—TNG has retained a battery of attorneys to explore a variety of issues raised by the Hearst chain's announcement that it is buying Rupert Murdoch's San Antonio Express-News, putting its own San Antonio Light up for sale, and will close the Light if a buyer is not forthcoming.

Few persons held out much hope that there will be a buyer.

The San Antonio Guild represents some 180 editorial, business office, distribution and pressroom maintenance employees at the Light. They and the daily's other employees received oral notice of

the scheme Oct. 6 and later were given formal, 60-day notice of the possibility of the Light's being closed, as required by a federal plant-closing law. The 60-days will be up shortly before Christmas.

Under the agreement between Hearst and Murdoch's News Corp. Ltd., all Express-News employees will be retained when Hearst takes over that daily. Light employees would have no claim on jobs at the Express-News if the Light is closed.

The only union workers at the Express-News are its press operators. At the Light, in addition

to employees represented by the Guild, mailers and press operators also have unions.

The purchase/sale of the Express-News ends 20 years of direct, full and spirited competition here between the two giant communications conglomerates, Hearst and Murdoch. Murdoch bought the Express-News, his first U.S. daily, in 1973. Hearst has published the Light since the '20s.

Light employees learned of the Hearst-Murdoch deal when they were called to a meeting the morning of the 6th in the advertising department.

(Continued on Page 2)

Singleton buys Oakland Tribune

Oakland, Calif.—The debt-strapped Oakland Tribune, the only black-owned major U.S. daily, announced Oct. 15 that it is selling its name, subscription lists and limited other assets to the Singleton chain's Alameda newspaper group, which publishes four small dailies in the East Bay area.

Oakland Tribune, Inc., would publish its last edition of the paper in the city Nov. 30. The first edition of the Oakland Tribune would be published from Alameda the next day.

The transaction is subject to approval by the U.S. Justice Dept. and successful negotiations with Tribune, Inc., employees' unions, including the Northern California Guild, whose contracts have covered the Tribune's editorial employees for many years. The local has been seeking a first contract for editorial employees in Alameda since late summer 1987.

Tribune employees and their unions agreed to a series of pay and benefit cuts to try to help publisher Robert C. Maynard restore it to profitability after he bought it from the Gannett chain in 1982. Tribune, Inc., is to pay its 630 employees through Dec. 15. Fewer than half are expected to be hired by the paper's new owner.

Some views of the candidates, their records 4, 8

THE SHORT



OF IT

THE THOMSON CHAIN has recruited a new publisher for its prestigious Globe and Mail from the highly competitive packaged soup industry and if he brings the management practices he's used there to the Toronto daily . . . ? ? ? David Clark, 53, chief executive officer of Campbell Soup's Canadian subsidiary since 1983, is to become Globe publisher Oct. 26, replacing A. Roy Megarry, 55, who announced a year ago he was leaving after 14 years. Clark has been widely credited with turning around Campbell's financial performance in Canada, "partly by diversifying its product lines and also by adopting modern management techniques that focus on work teams," Globe reporter John Partridge wrote Sept. 24. Those techniques, Partridge wrote earlier, "come across as business's answer to group therapy," citing an article in the Globe's Report on Business. It quoted Clark describing his management of Campbell as "touchy feely . . . a bit of Gestalt psychology, a bit of est, a bit of the Human Potential Movement." After a 9-day Outward Bound wilderness excursion with six Campbell vice presidents in 1987, Clark told an interviewer that it had been an experience in "team bonding . . . a visceral thing."

Health & Safety: Has economic recession made the plague of repetitive strain injuries (RSI) worse? *CTDNews*, which calls itself "industry's guide to coping with the cumulative trauma disorder crisis," reported early this year that a survey of union and industry representatives indicated that fear of not being able to find other jobs and the extra workload imposed on employees remaining in shrunken workforces may be causing people to try to work through their discomfort and pain, often not even reporting their maladies. . . . Eyes dry and itchy when you work at your VDT? Try blinking more often. *Working Mother* magazine reported that research in Scotland showed that people blink 18.4 times a minute during conversation, but blink only 3.6 times a minute when looking at a VDT.

Overseas: TNG has joined the Int'l Federation of Journalists in calling on the government of Turkey to bring to justice the murderers of nine journalists in that country through 1992's first eight months. Seven were execution-style slayings via a single bullet in the back of the neck. Four worked for a paper covering Kurdish issues. At least six others from the same paper were arrested, with one severely tortured. . . . TNG also joined in an appeal to the U.S. State Dept. to promote respect for freedom of expression in El Salvador. The appeal followed the firebombing of a Reuters news service car, the ransacking of journalists' homes and the destruction by fires of suspicious origin of the offices of the SalPress and InterPress news services. . . . The 3-year strike by 20 members of Britain's National Union of Journalists against Pergamon Press has been settled by a payment of 85,000 pounds (about \$144,500 U.S.) to the strikers by the Dutch publishing company, Elsevier, which bought Pergamon from Robert Maxwell in May 1991. Two of the strikers attended TNG's 1990 Convention in New York. Dutch unions helped with the settlement.

Quote ... Close: "Ten minutes now or 10 weeks later." — TNG Research & Information Director **David J. Eisen** on the necessity of frequent rest breaks during VDT work. He was speaking to a conference co-sponsored by the AFL-CIO Professional Employees Dept. and the National Institute for Occupational Safety & Health. "10 weeks" refers to RSI recovery time. . . . "All reporters think that all editors are hump-shouldered old men who can't write and take their spite out on all those who can. . . . All editors think that all reporters are prima donnas who are more ambitious than talented. Having been both in my life, I know they're both right." — **Ray Jenkins**, retired Baltimore Sun editor at this year's American Society of Newspaper Editors convention. . . . "Even as I reflect on the comparatively privileged, charmed life I've had at the AP as a national writer, I never thought seriously about forsaking Guild membership. I still pull out my union card proudly, and I always will." — **Lee D. Mitgang**, Associated Press education writer in a letter to the Wire Service Guild upon being named a Senior Education Fellow at the Carnegie Foundation, Princeton, N.J.

Among ourselves: **Jan O'Brien**, Vancouver Guild administrative officer, has received a 2-year appointment by British Columbia's new New Democratic Party government as an on-call panelist for the B.C. Industrial Relations Council. She'll help adjudicate unfair labor practice charges. . . . **Beverly Greene**, the same Guild local's 2nd vice president, has received a 3-year appointment as a parttime referee for disputes on unemployment compensation claims. . . . **Sherrie L. Mazingo**, a Twin Cities Guild member while a reporter for the Minneapolis Star, is chairing the broadcasting program at the journalism school at the University of Southern California, where she's been a prof since 1983. . . . **Leroy F. Aarons**, a Washington-Baltimore Guild member while a reporter at the Washington Post, is president of the National Lesbian & Gay Journalists Assn. . . . **In Memoriam:** **Cele Hughes Michalek**, 88, credited with being the first woman member of the Cleveland Guild, which she joined in 1935 while on the news room switchboard at the old Cleveland Press. When she retired in 1979, after "mothering" generations of reporters, she was the paper's Garden Club and Golden Age Club editor.

TNG, attorneys study legal options if Hearst-Murdoch deal shuts Light

(Continued from Page 1)

Flanked by others from Hearst's New York headquarters, Hearst President Frank A. Bennack, Jr., who once sold ads for the Light and later was its publisher, announced it by reading from a press release.

First, he told of Hearst buying the Express-News.

"That's good, isn't it? It means we won," one editorial staffer said to Guild President Tom Honeycutt.

Bennack continued reading and dropped the other shoe: Hearst would either sell or close the Light.

"We won and we lost," said Honeycutt. "The people who helped Hearst win the San Antonio newspaper war now stand to lose their jobs for having done it."

The Light did win the war, Honeycutt and former Guild President **Ked Mullins** agreed, despite Bennack's statement that Hearst's Light division, starting in 1987, had lost more than \$60 million, an average of some \$12 a year, and reports that the News-Express had been "marginally profitable" last year. Recently a Light executive said the paper expected its 1992 loss to be down to about \$5.5 million.

The Express-News was "giving away advertising" and "a lot of its circulation was considered soft," Mullins said.

Hearst said it is paying \$185 million in cash for the Express-News. Included is \$47 million for new presses already scheduled for installation. The Wall Street Journal reported that the price is considered high for a competing daily, but was paid on the basis that Hearst is buying a daily newspaper monopoly.

The Light's circulation is just under 149,000 daily and just over 220,000 Sundays. The Express-News is just under 189,000 daily and 285,000 Sundays.

Hearst said it has requested the U.S. Justice Dept. to clear the deal on the basis that the Light is a failing enterprise. There was speculation that Hearst was not actually interested in selling the Light, but only in looking good to the Justice Dept.

No asking price for the Light was announced, but one potential buyer reportedly was told it would take \$75 million to open talks with Hearst.

If the Light is to be closed, the

Guild will seek enhanced severance benefits at least equal to those being offered nonunion employees: two weeks' pay per year of service, a \$1,000 lump sum payment to those who stay to the end and six months' paid medical benefits.

Guild-covered employees at the Light have up to 30 years, and more, service with the daily.

The Guild's newsroom bulletin board was filled with notices of ledes for jobs elsewhere.

Arbitrator's rehire list ruling gets photog year's pay plus

San Antonio, Texas—The San Antonio Light agreed in September to buy out a laid-off photographer for more than a year's pay after an arbitrator ruled the paper should have rehired him in August 1991 from the list set up by the San Antonio Guild's contract with the paper.

While the settlement precluded revealing the amount of the buy-out, Guild President Tom Honeycutt said, it came to more than a year's pay. A year's pay under the Guild-Light contract totals more than \$30,700.

Arbitrator Benjamin Aaron's July 31 decision ordered the Light to make the photographer whole for lost wages since Aug. 13, 1991, when it first passed him over when expanding its news-photo staff. It did so again in December.

Guild attorney **Craig Deats** called Aaron's decision "a great victory" that "reaffirms that even in layoff situations . . . employees have rights" under a Guild contract "which management must honor."

The Light had laid the photographer off April 4, 1991, when it abolished his job as a fashion photographer.

Light editor **Ed Rademaekers**

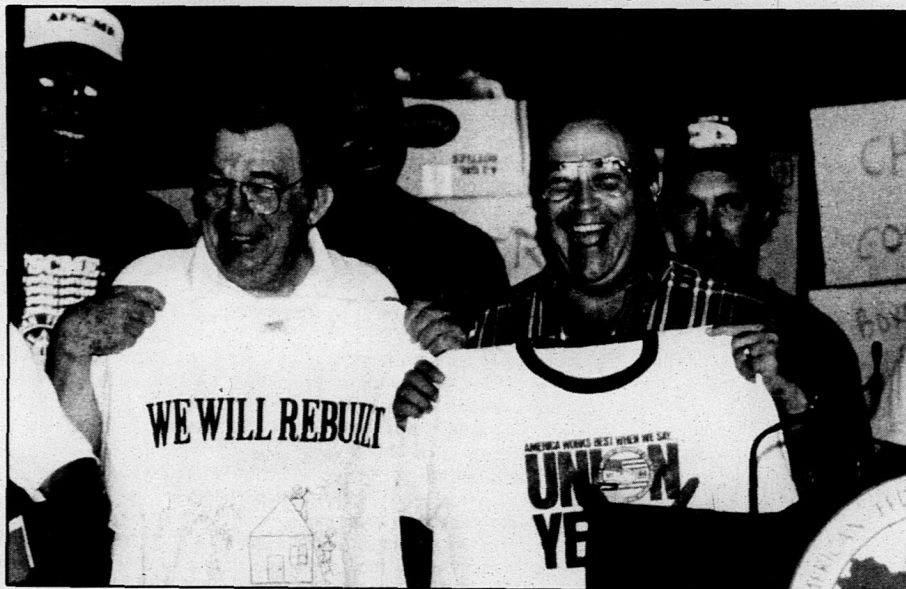
and photo director **Marianne Thomas** testified that they had considered him a "celebrity" photographer who rarely worked in color and most often "arranged" his subjects in static situations.

"It is clear" from the pair's testimony, however, that they "made no effort to inform themselves about [the photographer's] experience covering general news assignments" when he worked for the San Antonio Express-News and dailies in Beaumont, Texas, before joining the Light staff in November 1987, Aarons said.

"In my opinion," he wrote, the photographer's "experience shows that he has the necessary qualifications for the job. As he testified, the basic skills required have not changed over time; that he had not been called on to use them often in recent years does not mean that he has lost them."

The company also was wrong when at one point it offered to let the laid-off employee compete for the jobs against outside applicants, Aarons said. The contract states clearly that persons on the rehire list have full and unqualified priority for openings so long as they could do "the general type of work . . . desired."

T-shirts seal \$60-million AFL-CIO aid pledge



AFL-CIO President **Lane Kirkland**, left, and **Ray Goode**, president of the We Will Rebuild committee in south Florida, trade T-shirts after Kirkland's announcement that the AFL-CIO Housing Investment Trust has pledged at least \$60 million from union pension funds to help build and rebuild homes battered by Hurricane Andrew Aug. 24. All projects will employ only

union labor using "the highest standards that organized building tradespeople have made their trademark," Kirkland said. The AFL-CIO also was investigating the need for assistance in the wake of Hurricane Iniki that hit Hawaii in September, he said. **Alvah Chapman**, chair of the Knight-Ridder chain's executive committee, also is a Rebuild committee leader.

'INTIMIDATION'**B.C. voids ballots in Duncan**

Victoria, B.C. — A campaign of intimidation by the Thomson chain's Duncan Citizen was so long and intense it was impossible for employees to freely express their will in a vote that could have ousted the Victoria-Vancouver Island Guild as their union, the B.C. Industrial Relations Council has held. It ordered the ballots, sealed since July 24, 1991, destroyed.

So serious were management's actions that the interests of employees who "genuinely opposed" the Guild "were as much lost and effectively scuttled" as the interests of employees who supported it, said the decision by IRC Vice Chair V.A. Pylypchuk.

Reciting what he termed "a set of astounding facts," Pylypchuk appointed a new mediator to preside over new talks for a first Guild contract for the twice-weekly paper's employees. He held in abeyance a Guild request that the council order that the terms and conditions of the pact be set by an arbitrator.

Expressing the hope that "the field has now been leveled," Pylypchuk said it remains in his hands to take whatever steps he deems "necessary to ensure that the union is able to use" the next 10 months "in a constructive and purposive way to achieve the goals" of the province's labor law.

At the same time, Pylypchuk repeated cautions he had issued in a previous ruling to the Citizen's publisher, Richard Odo: "not to play his head games" and "let matters unfold as they should."

The publisher, he said, "has a responsibility to take his managers aside and explain the facts of life to them because they are not doing him, or any employees who may be opposed to the union, any favors through their reprehensible activities."

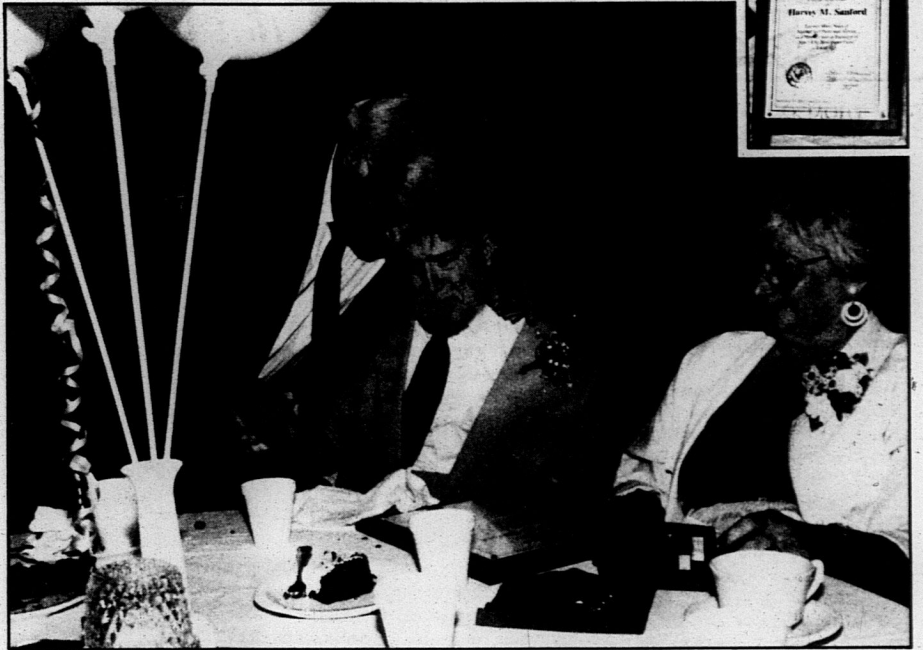
Employees of the Citizen, which the Thomson chain bought in 1989 and which has about 10,000 circulation on Wednesdays and Saturdays, voted by 18-11 Aug. 3, 1990, for the Guild to be their union.

Talks for a first contract were halted shortly before ballots were cast in the decertification vote in July 1991. In the interim there had been a 60% staff turnover, the Guild said. Four of the paper's first-line supervisors who had been bargaining for the company, including its editor and circulation manager, cast ballots in the decertification vote, actions which led to the Guild objections that ultimately brought Pylypchuk's Sept. 24 ruling.

That ruling covers 20 single-spaced, typewritten pages. It recounts events between the fall of 1990 and May 1991 that brought Pylypchuk to write that he was

Sanford, Sioux City's 'Mr. Guild,' feted for service

Harvey Sanford, center, president of the Sioux City Guild for a quarter century, through 1989, receives best wishes from TNG President Charles Dale during a reception in Sanford's honor hosted by the Guild local and the Hagadone chain's Sioux City Journal. At right is Sanford's spouse, Joan. Some 150 persons — Guild members, other staffers and correspondents, management representatives, civic leaders and other associates and friends — feted Sanford Sept. 13 for his 31 years of service to the community, the paper and his union. Sanford, 73, was disabled by a stroke last Dec. 26 after putting in a day on the police beat. "For years Harvey always was there to help whoever needed it and many came to show their appreciation," said Glenn Olson, Sanford's successor as Guild president.



"driven to the conclusion" that the paper's management "by intimidation, by dismissal, by threat of dismissal," other kinds of threats, penalties, promises, wage increases or other changes in employment terms sought to "compel or induce employees" to drop their support for the Guild.

The "atmosphere created by the Citizen" was so oppressive that the result of the decertification vote "would inevitably be influenced by the unfair labor practices" even though few of the victims of those practices remained, at the paper at the time of the vote, Pylypchuk wrote, noting:

"While such unfair activity may be directed at one employee overtly, that is, one employee is made an example, implicitly it is directed at all — particularly where,

as here, an atmosphere repugnant to the expression of free will is created."

In addition, he wrote, "the approbation of the Citizen for the decertification application . . . is readily seen in [the] freedom with which efforts were carried on in the work place. . . . Signing petitions, printing, typing, copying petitions and the application, circulating letters assassinating [a Guild leader's] character . . . using the Citizen's premises for anti-union rallies, etc., are all matters which weigh heavily against the Citizen."

Included in the "astounding facts" recited in the decision was the discharge of an employee who had testified in an IRC hearing on an early Guild charge of unfair labor practices. She subsequently

was reinstated by another IRC order.

Also, all of the Citizen's col-lators were fired after the Guild certification vote. The IRC ordered them reinstated.

A Guild leader who is an artist was pressured to abandon the union. When she refused, an illustrated feature story on her art was killed by order of the editor, who had urged she drop the Guild. When the leader later resigned from the Citizen to take a job in Victoria, the editor called his father there and suggested that if the father knew anyone in management at her new job he might let them know they had just hired a union organizer. The editor later said it was a joke.

Wrote Pylypchuk in his decision: "I agree with the union: It

was not very funny."

"The union is entitled," he wrote, "to a period of time of relative stability within which to establish itself following certification and to demonstrate to the employees that it can successfully represent their interests on a level playing field." It has not had that time since 1990, he said.

The Victoria-Vancouver Island Guild has represented employees of Thomson's Victoria Times-Colonist since the mid-1940s.

The local also has represented advertising, business, circulation and editorial employees of two Thomson-chain weeklies published in Courtenay, B.C., since February 1990. A three-year contract covering them was ratified in that October.

Hawaii seeks pacts in Gannett-Persis deal

Honolulu — Hawaii's newspaper unions, led by the Hawaii Guild, expect to reopen and extend their contracts with this city's two jointly published dailies in the wake of the announcement that the Gannett chain, in a \$250-million deal, is buying the now dominant Honolulu Advertiser and selling its once leading Star-Bulletin.

The Advertiser publishes mornings; the Star-Bulletin afternoons. There now is a combined Sunday paper.

The unions' contracts, jointly bargained by their unity council, now run through mid-June of 1993, said Roy Kruse, the Guild's administrative officer and chief bargainer for the council.

"We've made it clear that it is in their and our members' best interests to extend and substantially improve the contracts now instead of next summer," said Kruse.

Prospective buyers of the Advertiser also would be reassured that contracts would be in place substantially longer than six months past the date the sales are scheduled for completion, Kruse suggested. He said he saw talks beginning in November.

Gannett executives announced the deal here on Sept. 3. First they went to the Star-Bulletin newsroom and told employees there they were selling that paper. Then, after putting on Advertiser T-shirts, walked into that paper's newsroom to proclaim to employ-

ees there: Welcome to Gannett!

Guild members on the Star-Bulletin "now feel like they are orphans," Kruse said.

Gannett will continue in charge of the Hawaii Newspaper Agency, which, under a joint operating agreement (JOA), has handled both papers' advertising, business, circulation and production operations since 1962.

The Advertiser now is owned by Persis Corp., headed by Thurston Twigg-Smith, whose family has owned it since the 1890s. Persis also owns four papers on the mainland, including the Bellevue (Wash.) Journal American where advertising, circulation, editorial and other employees are represented by the Pacific Northwest Guild.

Under the Gannett-Persis deal, Gannett also will buyout an employee stock ownership plan (ESOP) which owns about 25% of that company's stock. Kruse estimated that "about \$25 million will go to the ESOP," and produce substantial sums for some Hawaii Guild members at the Advertiser. The ESOP was formed when Persis expanded to the mainland.

Under a recent 20-year extension of the JOA, Gannett receives 60% of the two papers' more than substantial annual profits and Persis gets 40%. Gannett's share undoubtedly will be larger, at least 75% or more, under the JOA with the Star-Bulletin's new owner,

whoever that might be, Kruse speculated.

Within days of the deal's announcement, Gannett reportedly had received a half dozen inquiries about purchasing the Star-Bulletin. A leading contender was said to be Stuart Ho, head of a Hawaii investment firm who formerly was the paper's publisher and is a Gannett director and a member of the family that sold the paper to Gannett.

A newspaper industry analyst told Editor & Publisher magazine that the Star-Bulletin's buyer will be getting a 20-year investment stream, though little else since

Beth Tamke, 46, led Memphis

Memphis, Tenn. — Beth Tamke, president of the Memphis Guild for five years and president of the Southern District Council of Guild locals for four years in the 1980s, has died after a 7-year struggle against cancer. She was 46.

Tamke also represented her local at six consecutive TNG conventions, chairing the rules committee in 1984, the credentials committee at the 1985 session and the resolutions committee at the 1987 and 1988 meetings.



Tamke in 1988

Gannett will be fully in charge of the JOA's operations.

Gannett bought the Nashville Tennessean in 1979 in a similar transaction that saw it sell the number two paper in the joint operation there, the Nashville Banner.

Persis Corp.'s sale of the Advertiser is the second time it has been bought out of a JOA in two years. In 1991, the E.W. Scripps Co. paid Persis \$40 million to take the Knoxville (Tenn.) Journal out of a joint operation with Scripps' News-Sentinel. The Journal subsequently was closed.

She was local president from 1982-87 and headed the district council from 1986-89. She was named her local's "Guildsman of the Year" in 1986.

A reporter on Scripps-Howard's Commercial Appeal since 1969, she covered a variety of beats, from general assignment and police to religion and medicine. She was first to report that Elvis Presley's death was related to drug abuse.

Survivors include Tamke's mother and a brother.

In keeping with the family's expressed preference, the Memphis Guild made a contribution in Tamke's memory to the Memphis YWCA.

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, Nov. 13.) \$20 a year. Single copies, \$1.50. Second-class postage paid in Silver Spring, Md., and additional mailing offices. Printed in the U.S.A.

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

Block heads list to buy struck Press

(Continued from Page 1)

goalpost, only to find that the company had pulled it up and moved it farther back. This company did not want an agreement."

Scripps, in announcing that the Press was for sale, said it had reduced its job-cut demands to 209, to be phased out.

At the same time the Press expressed the fear that if the Teamsters accepted the proposal, "the savings might not be enough to offset the cost of restarting production and rebuilding the strike's damage.... We cannot subsidize the Press indefinitely."

Meanwhile, editorial department employees of the Press, who are not represented by a union and who have been kept on throughout the strike putting out a twice weekly paper distributed via the mail, said they too had begun to examine forming an ESOP to buy the paper.

Twin Cities 'Shoptalk' cops top prize for overall excellence

Shoptalk, monthly publication of the Twin Cities Guild, has won the "first award" for general excellence among local union publications with less than 2,500 circulation from the Int'l Labor Communications Assn. Cited for its 1991 performance, Shoptalk was described by ILCA's board of judges as a "well-edited publication [that] squeezes a lot of news into six to eight pages of text." The judges also pointed to the use of spot color on its front and back pages and its "clean economical interior design and crisp typography." The newsletter is edited by Darren Carroll, the Twin Cities Guild's local representative [inset]. In reporting the award in its August edition, Shoptalk congratulated the local's members who have written for the newsletter, listing 28 of them by name.



Lerner weeklies continue with new owners

Chicago—Chicago Guild leaders termed their effort "successful" after a management and outside investor group bought the Lerner chain of neighborhood weeklies Oct. 13, outbidding an employee-community committee formed by Guild leaders to buy the papers from Pulitzer Publishing of St. Louis.

"The papers and jobs have been saved," said Gerald Minkinen, Guild executive director. Without their being purchased, both would have disappeared in mid-October.

"The papers had been on the block since January and there had been no takers until we got into the game," Minkinen pointed out.

Ottawa members' son gets study grant

Ottawa—Gus Van Harten, son of Peter and Sandra Van Harten, both members of the Southern Ontario Guild, has been picked, literally, as this year's winner of the \$500 scholarship awarded annually by the Canadian District Council to a Canadian Guild

The sale was announced as staffers were preparing what would have been the papers' final editions.

The Guild began exploring an employee stock ownership plan (ESOP) after Pulitzer early in August gave employees and the Guild the 60-day notice required by federal law that it would close the papers. Pulitzer, which had owned Lerner since 1985, said it was not prepared to make the kind of investment it felt was needed to make the papers successful. [Guild Reporter, Aug. 21.]

The Guild represents the papers' editorial employees, which numbered just under three dozen before the sale. About 15 of those jobs

are being lost initially, Minkinen said, but a number of staffers affected have found other jobs and he expects the balance to be restored as the papers' financial performance improves. About half of the papers' other 110 jobs, in circulation and advertising, with no union representation, also are being cut.

All Guild-covered employees, including those staying, are receiving contractual severance pay from Pulitzer and there is no question that the new owners recognize the Guild, Minkinen added.

Editor & Publisher's Mark Fitzgerald reported that one of the leaders of the purchasing group was investor Terry Haggerty. Minkinen said another was George Rimel, Lerner sales manager.

The Guild, assisted by the Midwest Center for Labor Research, put together an ESOP group that included representatives of all the papers' employees, including managers, and community groups and leaders. The community

people and groups will "continue to be vital to the papers' success," Minkinen said.

The ESOP bid followed a feasibility study funded in part by the Illinois Development Funding Authority.

While its bid was being prepared, the ESOP group ran a notice in E&P that the group would need an experienced publisher if its bid were successful (see right).

"The phone rang off the hook," Minkinen said. "People were offering to invest and resumes came in from all over the country," with most from the East Coast and the South. His file of resumes is "more than an inch thick," he said.

When Pulitzer bought Lerner it was publishing more than 50 papers for Chicago's neighborhoods. Circulation was some 300,000. Now Lerner has 14 titles, some of which the new owners may retire, with something over 100,000 circulation. Pulitzer kept a shopper with circulation equaling or surpassing the weeklies.

The ESOP group now seeks an experienced newspaper publisher willing to lead a turnaround of the chain. Desired qualifications include:

- Experience in urban news publishing, with strong business results.
- Proven ability to work participatively with business and editorial sides.
- Ability to maintain and build strong newspaper-community relations.
- Ability to decisively hone business plan with ESOP committee and communicate it to the workforce for turnaround action.

This is a great opportunity. Applicants should immediately contact: Jerry Minkinen, Chicago Newspaper Guild, (312) 236-4924.

PUBLISHER FOR WEEKLY NEWSPAPER CHAIN

An employee ownership buyout committee seeks a publisher for the Lerner News Chain of Chicago and suburbs. Lerner is a 56-year-old chain with six groups of mastheads that cover the city's north and northwest sides and bordering suburbs. It has a long tradition of civic activism and close relations with area advertisers large and small. It is owned by the Pulitzer Publishing Company, which plans to close Lerner in mid-October.

To avoid the closure, save over 100 jobs and critical local news and ad coverage for nearly 700,000 readers, a committee composed of production, editorial, advertising and circulation employees now seeks to buy the chain via an Employee Stock Ownership Plan (ESOP). Their effort is supported by a broad array of civic, parent, housing, and business groups. A buyout feasibility study is currently under way, funded by the Illinois Development Finance Authority.

The ESOP Committee now seeks an experienced newspaper publisher willing to lead a turnaround of the chain. Desired qualifications include:

- Experience in urban news publishing, with strong business results.
- Proven ability to work participatively with business and editorial sides.
- Ability to maintain and build strong newspaper-community relations.
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This is a great opportunity. Applicants should immediately contact: Jerry Minkinen, Chicago Newspaper Guild, (312) 236-4924.

Guild members register voters in Seattle, Bellevue workplaces

Gene Achziger, right, Pacific Northwest Guild treasurer, registers Judy Mounts during work break at the Seattle Post-Intelligencer. Achziger is one of seven PacNW members certified as deputy voter registrars after training sponsored by the King County Labor Council. Other Guild registrars made their services available at the Seattle Times, at the Bellevue Journal American and in the Guild office. In all, Guild registrars signed up nearly three dozen persons — Guild members and exempt employees, including Mounts, and several non-newspaper people. "The elections will have a direct impact on people's pay, their families and their lives. The union wanted to do all it could to make sure people have the ability to participate," said Art Joyner, the Guild's administrative officer.



GILBERT W. ARIAS/Pacific Northwest Guild

SONG unit strikes Oxford U. Press

Toronto—The 12 employees of Oxford University Press of Canada represented by the Southern Ontario Guild struck the book distribution firm Oct. 13 after the company adamantly refused to upgrade a catalogue printer and improve its proposals on general wage increases and sick leave.

The printer now is paid \$4 an hour less than people doing comparable work elsewhere, and general raises of 2% and 3% on wage rates that produce less than \$450 for a 35-hour week are totally inadequate, said Lorne Slotnik, the SONG representative leading the talks.

The Guild is seeking its third contract for the group, which also includes warehouse and cafeteria workers. The first pact was reached during a 2-week strike in 1989.

Bush, Clinton and Freedom of Information

By John Hanchette

IT MAY NOT be a headline issue with voters trying to make a decision in the 1992 presidential election, but the candidates' records on Freedom of Information (FOI) are worth examining.

President Bush's much-criticized treatment of the federal FOI Act is well-known to journalists, but Democratic nominee Bill Clinton's position on it remains unexamined. Which presidency would be more open is a question — like most questions in this election — answered differently depending upon which campaign you talk to.

FOI has come up already in the contentious campaign — in an exchange of salvos over which candidate raised taxes the most times during their public service tenures. The Bush administration raised serious questions about Clinton's tax strategy, saying Clinton closed off tax records of corporations to the press.

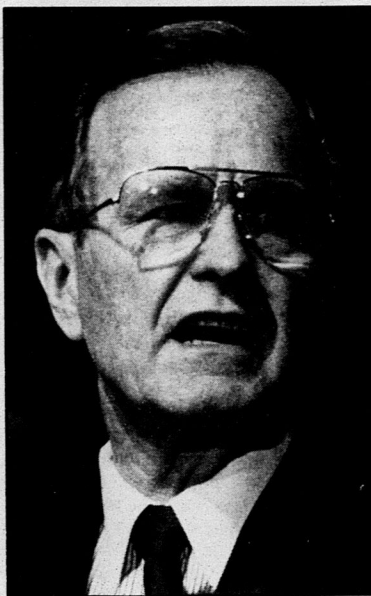
Bush's strategist flogged "128 tax increases" as the total for Clinton during his 12 years in office. Clinton's campaign officials say the total is far lower, that Republicans are ignoring 48 tax cuts Clinton also approved, and that by the GOP counting method, Bush raised taxes 73 times alone in 1990 signing the tax bill that broke his infamous "Read My Lips" pledge.

IN RESPONDING to the Clinton tax-cut claim, Bush research director David Tell charged in August that many of those Arkansas cuts were "special interest exemptions and political favors to campaign contributors" and "Clinton-imposed business tax breaks" that cost Arkansas tax payers \$162 million a year. Tell claimed they only came to light when the 1991 Arkansas legislature made public a broad sweep of corporate tax records he charged Clinton had closed four years earlier.

That's a distortion, according to Arkansas press officials who deal with FOI in that state. "Clinton has been very visible in his support of opening up tax records of corporations," says Dennis Schick, director of the Arkansas Press Assn.

State industries lobbied hard last year to keep corporate tax records closed, according to Arkansas journalists, but Clinton did not side with them.

"The corporations flat didn't want it," recalls Max Brantly, former deputy managing editor of the Arkansas Gazette, now an editor at Arkansas Times magazine. "Clinton supported fully the media pressure to re-open the tax records."



Records show differences in attitudes

This article, one of the few to come to the Guild Reporter's attention that examines the approaches of George Bush and Bill Clinton to Freedom of Information, is reprinted with permission from QUILL, publication of the Society of Professional Journalists.

John Hanchette, a former managing editor of the Arkansas Democrat, is covering the presidential campaign for Gannett News Service.

"At times, when we thought we were going to lose an FOI issue, we have gone right to him and asked him to openly say he would back us," Schick says. "And he has, and the issue has been dropped because they (legislators) say: 'What is the point if the governor is going to veto it anyway?'"

At times, Clinton has publicly sided with journalists in successfully opposing assaults on the state FOI law, like an attempt five years ago to exempt some board sessions of public agencies from the open meetings provisions while allowing private attorneys to attend. The open meetings provision of the FOI Act, upheld many times by state courts, is considered particularly strong, and the act opens "all public records" to inspection and copying by any citizen, with certain exemptions.

These exemptions include records maintained by the Arkansas Industrial Development Commission (AIDC) related to site location, product development, or marketing. The way Clinton has dealt with this exemption shows that his FOI record hasn't been all wine and roses.

A Japanese rubber firm, Tokusen ardently courted by the AIDC, decided in 1989 to locate near Conway in a mostly white section of the state, leading civil rights leaders to charge AIDC officials had consciously steered the Japanese away from the state's poor, black and mostly jobless delta region along the Mississippi River.

WHEN THE Gazette attempted under FOI to obtain AIDC records which might shed light on the accusation, the paper was only partially successful. With Clinton's full backing, a "competitive advantage" exemption was legislatively added to the state FOI law. The exemption reasoned that such disclosure would give unfair advantage to competing businesses. In Arkansas, journalists can only get their hands on industrial recruiting data in the state if the courted business entity approves it or the material involves a direct AIDC grant or expenditure.

"The AIDC says if these files are open, the information in these records, if released, could lose the business to another location," explains Schick. "Clinton and his administration have said that if anything could hurt the people of his state through lost jobs or investment, then those records should be closed. The FOI purist would say that everything should be open, but the balance comes between jobs and complete openness."

Clinton's campaign officials insist the governor was trying to be prudent in balancing both needs.

"We in Arkansas have a much broader and open records law than many states do," said Betsey Wright, co-director of

his campaign and former gubernatorial chief of staff. "The distinctive thing about Bill Clinton is that he thinks Freedom of Information has to be constantly monitored and protected. He is very open to people who suggest change in it. It is because he entertains those suggestions as policy, and debates the result of suggested changes, that some people get unhappy. He believes the Freedom of Information Law has to be constantly massaged."

CONTEMPLATING another Bush term in relation to FOI performance focuses attention on his first four years — a period which many experts on reporter access consider an extension of the general atmosphere of growing secrecy fostered in the federal government during the 1980s.

The Reporter's Committee for Freedom of the Press at the beginning of the summer listed 340 separate actions by the Bush administration "aimed at restricting access to government information" — much of it under FOI denials. Almost half of the FOI lawsuits pending in federal courts have been filed since Bush took office.

Some examples of the administration's restrictive actions:

✓ Last February, congressional investigators studying a NASA space reactor program found a two-page NASA instruction memo on how to avoid releasing FOI information, including such tips as using detachable stick-on paper and camouflaged handwriting to conceal important facts.

✓ Last November, it took a federal judge to keep the Education Dept. from withdrawing federal funds from colleges that release campus crime information to the public, even though they are directed to do so by new laws.

When Richard Thornburgh was attorney general, he cut the Justice Dept. information staff from 12 persons to four, and put a gag order on federal prosecutors across the nation, channeling all regional requests for information or case comment back to Washington. Some of that has been cured by the appointment of William Barr to attorney general, but reporters still complain of the growing tendency toward sealing court papers.

Even when purportedly responding to FOI requests, the Bush administration — particularly the Pentagon — often expends great effort to keep from revealing anything useful. Washington Post reporter Barton Gellman experienced a typical Pentagon fact-hiding contortion when he filed an FOI request on August 16, 1991, seeking more information on 35 "friendly fire" deaths in the Persian Gulf War, fatalities that had been revealed in scant detail that week during a Defense Dept. news conference.

First, the Pentagon — which received

the letter on August 21, 1991 — missed the 30-day deadline for release of documents under the FOI Act. It took care of this by simply stamping August 21, 1992 on the FOI request as the date received.

FOR THE NEXT 11 months, the Pentagon routed the Post request to 23 commands, directorates, offices, administrations, divisions, agencies and departments — spawning 49 "interim replies" with little new information.

Finally, on July 28, 1992, the office of Pentagon spokesman Pete Williams wrote the Post reporter that this FOI request was "granted in full" — sending him a press release and transcript of the original news conference, both of which Gellman had in hand since August 12, 1991.

A year's effort and nothing to show for it. The Post ultimately assembled its stories from Army and Marine Corps records obtained directly from those services.

Richard Whitmire, a Gannett News Service reporter, has a similar tale of frustration in writing national security stories.

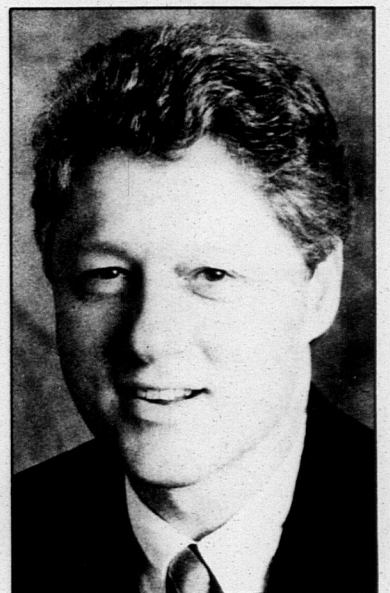
In 1987 when it was revealed the Soviets had managed to turn the new U.S. embassy in Moscow into a honeycomb of listening devices, Whitmire sent off a dozen FOI requests to the State Dept., Central Intelligence Agency, and National Security Agency. He wanted to know who was in charge in Moscow and how this could have happened.

Over the following year, the State Dept. sent mostly status letters, refusing to turn over even unclassified histories of the operation. The CIA sent a package of memos completely blacked out, and the NSA offered nothing.

During the second year, a State Dept. FOI officer offered to send over boxes of material, but candidly admitted the department had no intention of sending over anything that could incriminate itself.

WHITMIRE terminated the request, but even when the reporter gives up, the bureaucracy churns on: In July, five years after the original request, a State Dept. FOI review team — which apparently had been keeping the request alive — mailed Whitmire three memos on the issue, all useless and irrelevant.

FOI advocates contemplating the next four years in the White House may have to face frustrations and pessimism. For different reasons, you've got to keep your eyes on both these guys.



Times held liable for 'supply cap'

Seattle — The Seattle Times erred when it unilaterally permitted an insurance company to impose a 30-day "supply cap" on prescriptions, making Guild-covered employees liable for \$5 for each refill after that supply was exhausted, an arbitrator has ruled.

Consequently, arbitrator Tomas Levak ordered the Times to reimburse employees for each \$5 refill fee they paid since the "supply cap" was imposed in June 1991 and for any of the \$5 refill co-payments levied in the future.

Levak's decision is worth "several thousand dollars a year, at least," to affected employees, said Art Joyner, the Guild's administrative officer. It means that if a Guild member under that plan got a prescription filled and refilled twice in 90 days, they get back \$10 of the \$15 they had to pay out of their pocket.

"The employer clearly understood that to effect a change [in the health plan's terms] it had to bring that proposed change to the bargaining table" and that "benefit levels could not be changed except through collective bargaining," Levak held in his July 10 decision.

The dispute began in September 1991 when a Times reporter who had been on the union's bargaining committee in 1990 when prescription co-payments were introduced was confronted with the "supply cap" when he sought to refill a prescription. Neither he nor Joyner remembered nor could find any record of such a cap being discussed in the talks.

During a pre-arbitration grievance session, the Guild reported in its publication, "The Bulletin," management conceded it had been unaware of the cap at the time of the talks. But, a representative said, the cap "was pursuant to a

Members 'lick' wage freeze

By Chris Ison
Twin Cities Guild

Minneapolis—Guild members at the Star Tribune attracted some television airtime Aug. 14 when they emptied the newsroom for a short rally to mark the end of a 3-year wage freeze.

The event was timed to coincide with the first paychecks in three years that reflected pay increases for all contract-covered employees. Hundreds of newsroom and circulation employees wore buttons that read: **THE BIG CHILL: I survived the Star Tribune wage freeze 1989-1992.**

Leaflets were distributed to explain what Guild members can do to help make sure that history doesn't repeat itself in 1995, when the current contract expires.

Members gathered in a small park across the street from the Star Tribune shortly after 4 p.m. While some estimated the crowd at "several thousand," official estimates set its size at around 150.

Whatever the attendance, the rally had the



desired effect. For about 20 minutes that Friday, the third floor of the Star Tribune was virtually empty.

"I called the newsroom at 4:15, and nobody answered," said a Guild member in the newspaper's Duluth bureau. "Apparently there

This is adapted from the Twin Cities Guild newsletter, *Shoptalk*. The Aug. 1 increases for employees with top seniority ranged from \$10.25 a week for copy aides, putting their top at \$354.50, to \$28.50 for editors and desk heads, putting their flat rate at \$924.25. Increase in the top for the group that includes reporters and photographers was \$26 a week, to \$838, as was that for district managers, to \$768.50.

was nobody around to take calls."

Airing the story in the first segment of its 10 p.m. newscast, WCCO-TV's Colleen Needles summed up the rally like this: "Employees said today's event wasn't meant to celebrate the (wage) increase, rather ... it was to send a message to management that they wouldn't forget the last three years without an increase."

When informed of the rally, Executive Editor Tim McGuire told one Guild member, "I, too, am glad the freeze is over."

Dave Longerbone, circulation vice chair of the Star Tribune unit and a member of the 1989 negotiating committee, told members that the unity displayed at the rally was the first step to a better contract in 1995, but that organization and planning would be more important than ever over the next three years.

The event was an early test of the unit's expanded steward system, and many responded.

Ice cream was served to emphasize "The Big Chill" theme and, in an unusual show of restraint, Guild members retreated with Haagen Dazs still unopened.

Some, however, were not so positive about the event.

"I really wish they'd have had chocolate-dipped Dairy Queens," said one member. But, he added, "It was really good we all walked out there and it's good that we saw we're all in there together. I would imagine that management noticed."

Guild, Zuckerman keep talking

(Continued from Page 1)

the position when the News went into bankruptcy last December that any union's agreement with any bidder should be conditional on all unions reaching agreements.

On Oct. 6, the council called on its member unions that had not yet ratified their tentative agreements to delay doing so in the face of the Guild's continuing talks and the failure of Zuckerman and the council to reach an agreement committing Zuckerman to build a new printing plant for the News. Agreement was reached Oct. 15.

As of Oct. 16, the New York Typographical Union, which represents 167 printers, also remained without an agreement.

That union held its first meetings with Zuckerman's people after current News management on Oct. 9 asked the bankruptcy court to void an agreement made in 1974 that commits the News to protecting printers' lifetime job guarantees in any sale of the paper. News creditors asked that the question be sent to arbitration, and the court postponed a decision until after Oct. 22.

The printers' membership on Sept. 20 voted their leaders strike-call authority.

Meantime, the committee of the News' creditors on Oct. 15 obtained a court order to permit it to question representatives of the Pressmen, the Deliverers and Zuckerman about provisions of their agreements that reportedly provide large bonuses to each of the two unions, \$1.5 million to the latter and several hundred thou-

sands to the former, a portion of the savings to flow from their agreements.

The creditors also said they want to know if an agreement has been made for the News to use "certain nonunion distribution companies" and, if so, who owns them.

Representatives of the two unions and Zuckerman said the creditors' action is without foundation.

The creditors reluctantly okayed Zuckerman's bid for the News on Sept. 24, even though it would provide them considerably less than earlier proposals by two other bidders, now considered all but technically out of the running because they failed to obtain agreements from the unions: Conrad M. Black, the Vancouver-based international publisher, and the Whitman Group, the lead investor in an employee stock option plan (ESOP) proposal.

Picnic beefs up unity at old Ingersoll dailies



TOM HILTZ/Boston Guild

Guild members and leaders at three New England dailies formerly owned by the defunct Ingersoll chain got together Sept. 20 with their families for an afternoon of hamburgers, hot dogs, volleyball and unity at a park in Rhode Island. The dailies, in Fall River, Mass., and Pawtucket and Woonsocket, R.I., now are owned by the Journal Register Co. of Trenton, N.J., headed by Robert M. Jelenic, a former

Ingersoll functionary. Pawtucket and Woonsocket have been seeking new contracts since last year; the Fall River contract runs out Dec. 31. Picnickers included, from left, foreground: Jim Baron, Pawtucket president; Norm Quick, Boston Guild vice president and Fall River unit chairperson; Gerry Maraghy, New England Servicing-Organizing Program director; and Mike Holtzman, Woonsocket president.

IT

SEEMS TO US

More than color, gender necessary for 'diversity'

REDWOOD CITY, CALIF.

Editor:

Regarding Katherine Corcoran's article on diversity programs and the new Fresno Bee pact on same ["Dailies' 14-year-old diversity goal now a 'mission impossible'?" and "Diversity pact settles charges at Fresno Bee," Guild Reporter, Aug. 21]:

Unfortunately all current agenda for so-called "cultural diversity" don't go far enough. Since when is culture dictated simply by the color of skin or gender? Partly, yes, but this definition must be expanded when it comes to media. After all, we are not involved in assembly-line chores. We are, as William Boyd of the Institute for Media Studies, said in the article part of the "mission" of telling the truth. The press is under constant attack for being biased.

By TNG convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue.

Deadline: Friday before publication. (Next deadline: Nov. 6.)

Corcoran's article kissed off "grumbling among white journalists" with one paragraph. True diversity will come when newsrooms are filled with reporters who have different perspectives. The industry needs more gays, more religious people, even more conservatives. Otherwise we are just going to end up with what we have now: college educated, liberal Democrats, agnostic, yuppies — of whatever color.

JIM CLIFFORD
AP department
Wire Service Guild

Tables tell minimums for four categories of jobs

COPY & OFFICE PERSON TOP MINIMUMS

WEEKLY TOP-MINIMUM pay rates under Guild contracts at daily and Sunday newspapers as of Aug. 1 for copy and office persons, maintenance employees, telephone operators and stenographers, or comparable jobs, are listed at right and below.

The listings are adapted from tables produced quarterly by TNG's Collective Bargaining Dept. for distribution to all Guild locals.

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.

Contract(s)	Minimum-After	Contract(s)	Minimum-After	Contract(s)	Minimum-After
Ottawa Citizen*	\$639.51—flat	Boston Herald*	362.39—2 yrs.	Denver: Rocky Mountain News	290.00—1 yr.
Vancouver Sun and Province	586.59—1½ yrs.	Buffalo News	361.59—1 yr.	Lowell (Mass.) Sun*	289.62—1 yr.
Victoria Times-Colonist	583.68—flat	Santa Rosa (Calif.) Press Democrat	354.54—16 mos.	Indianapolis Star	279.50—flat
Honolulu Advertiser	505.68—3 yrs.	Dayton (Ohio) Daily News*	354.50—3 yrs.	Allentown (Pa.) Call*	277.39—1 yr.
Wilkes-Barre (Pa.) Sunday Independent	501.35—1 yr.	Minneapolis Star Tribune	354.50—6 mos.	Bristol (Conn.) Press*	269.75—5 yrs.
Toronto Star	500.18—1 yr.	Jersey City: Jersey Journal*	349.29—2 yrs.	New York: El Diario-La Prensa*	269.19—2 yrs.
Toronto: Globe & Mail (Editorial)*	491.28—1 yr.	Chicago Sun-Times	347.54—1 yr.	Gary (Ind.) Post-Tribune	263.29—1 yr.
Honolulu Star-Bulletin	486.97—2½ yrs.	Seattle Times	346.35—2 yrs.	Youngstown (Ohio) Vindicator*	260.72—2 yrs.
Montreal Gazette	483.00—1 yr.	Lynn (Mass.) Item*	343.62—flat	New York Post*	255.88—6 mos.
Philadelphia Inquirer and Daily News	456.02—3 yrs.	Pittsburgh Post-Gazette	343.00—1 yr.	Terre Haute (Ind.) Tribune-Star*	251.97—3 yrs.
Delaware County (Pa.) Times	453.43—3 yrs.	Pottstown (Pa.) Mercury*	342.37—1 yr.	Los Angeles Daily News	248.80—flat
Cleveland Plain Dealer	446.97—1 yr.	San Juan: El Vocero*	342.00—5 yrs.	Oakland Tribune*	247.53—15 mos.
Toronto: Globe & Mail (Circulation)*	441.12—1 yr.	Fall River (Mass.) Herald-News*	327.53—flat	Duluth (Minn.) News-Tribune	244.40—2 yrs.
Manchester (N.H.) Union Leader*	438.37—1 yr.	Modesto Bee*	327.00—1 yr.	Yakima (Wash.) Herald-Republic	234.71—2 yrs.
Hamilton (Ont.) Spectator	420.00—2 yrs.	Kitchener-Waterloo (Ont.) Record	321.00—1 yr.	Milwaukee Journal and Sentinel*	227.00—flat
Honolulu: Hawaii Newspaper Agency	419.78—2 yrs.	New York Daily News	317.13—2 yrs.	Sioux City (Iowa) Journal	224.88—1 yr.
Detroit News	417.24—1 yr.	Denver Post	317.00—3.5 yrs.	Waterbury (Conn.) Republican-American	222.93—flat
New York Times*	413.18—1 yr.	Memphis Commercial Appeal	313.85—2 yrs.	Salem (Mass.) News*	204.75—flat
San Mateo (Calif.) Times	410.69—2 yrs.	Portland (Me.) Press Herald*	311.90—flat	Great Falls (Mont.) Tribune*	184.90—flat
Washington Post	409.20—1½ yrs.	Pawtucket (R.I.) Times*	311.09—1 yr.	Chattanooga (Tenn.) Times	180.00—3 yrs.
Providence Journal-Bulletin	397.42—2 yrs.	Sacramento Bee*	308.14—2 yrs.	Utica (N.Y.) Observer-Dispatch*	160.00—flat
Long Beach Press-Telegram	396.80—flat	Peoria Journal Star	305.00—2 yrs.	Battle Creek (Mich.) Enquirer*	149.00—2 yrs.
Toledo Blade	393.96—6 mos.	Albany Times-Union	300.75—1 yr.		
Baltimore Sun and Evening Sun	392.00—5 yrs.	Wilkes-Barre Citizens' Voice*	298.00—1 yr.		
San Francisco Chronicle and Examiner	386.99—15 mos.	San Antonio Light	295.39—2 yrs.		
San Jose Mercury-News	386.76—15 mos.	Fresno Bee*	292.77—15 mos.		
San Diego Union-Tribune*	379.35—2 yrs.	St. Louis Post-Dispatch	291.82—1 yr.		
St. Paul Pioneer Press	379.05—1 yr.	Kingston (N.Y.) Daily Freeman*	291.08—1 yr.		
Seattle Post-Intelligencer	366.89—2 yrs.	San Juan Star	291.00—4 yrs.		
London (Ont.) Free Press	363.00—2 yrs.				
Brantford (Ont.) Expositor*	362.66—1 yr.				
Norristown (Pa.) Times Herald	362.56—1 yr.				

* Rate from previous/expired contract.

MAINTENANCE EMPLOYEE TOP MINIMUMS

Contract(s)	Minimum-After	Contract(s)	Minimum-After
Victoria Times-Colonist	\$641.18—flat	Toronto Star	376.71—flat
Ottawa Citizen*	639.51—flat	Portland (Me.) Press Herald*	374.63—1 yr.
Vancouver Sun and Province	617.74—flat	Fall River (Mass.) Herald-News*	373.00—flat
Montreal Gazette	616.00—flat	Denver Post	366.00—1 yr.
Maui (Hawaii) News	603.54—2 yrs.	Wilkes-Barre (Pa.) Citizens' Voice*	362.00—2 yrs.
New York Times*	570.14—2 yrs.	New York Post*	350.48—3 yrs.
Boston Herald*	562.22—3 yrs.	Malden (Mass.) Daily News-Mercury*	349.51—2 yrs.
Toronto Globe & Mail*	562.12—flat	Canton (Ohio) Repository	347.30—3 yrs.
Sudbury (Ont.) Star	557.12—4 yrs.	Indianapolis Star and News	347.00—3 yrs.
Honolulu: Hawaii Newspaper Agency (Advertiser and Star-Bulletin)	540.27—2 yrs.	Gary (Ind.) Post-Tribune	345.95—flat
Erie (Pa.) News and Times	519.95—2 yrs.	Duluth (Minn.) News-Tribune	339.20—1 yr.
Delaware County (Pa.) Times	506.49—2 yrs.	New York: El Diario-La Prensa*	332.46—3 yrs.
Hilo: Hawaii Tribune-Herald	506.35—1 yr.	San Juan: El Vocero*	332.00—5 yrs.
Manchester (N.H.) Union Leader*	503.99—1 yr.	Woonsocket (R.I.) Call*	325.62—flat
San Jose Mercury-News	464.72—flat	Salem (Mass.) News*	318.02—flat
Long Beach Press-Telegram	458.90—2 yrs.	Yakima (Wash.) Herald-Republic	317.72—4 yrs.
Monterey (Calif.) Herald	448.00—1 yr.	Brockton (Mass.) Enterprise*	309.31—1 yr.
St. Paul Pioneer Press	446.97—6 mos.	Massillon (Ohio) Independent*	299.46—2 yrs.
Oshawa (Ont.) Times	444.42—1 yr.	San Antonio Light	295.39—2 yrs.
San Diego Union-Tribune*	442.76—1 yr.	Sioux City (Iowa) Journal	273.43—1 yr.
Mt. Clemens, Mich.: Macomb Daily and Royal Oak Daily Tribune*	431.00—1 yr.	Bellevue (Wash.) Journal-American	271.43—3 yrs.
Pottstown (Pa.) Mercury*	428.48—2 yrs.	Memphis (Tenn.) Commercial Appeal	263.25—flat
Providence Journal-Bulletin	418.80—2 yrs.	Sheboygan (Wis.) Press	250.40—3 yrs.
St. Louis Post-Dispatch	413.60—flat	San Juan Star	238.00—1 yr.
Baltimore Sun and Evening Sun	409.00—5 yrs.		
Albany Times-Union	397.60—2 yrs.		
Denver: Rocky Mountain News	391.00—1 yr.		
Pawtucket (R.I.) Times*	380.15—flat		
Kingston (N.Y.) Daily Freeman*	376.98—2 yrs.		

* Rate from previous/expired contract.

TELEPHONE OPERATOR TOP MINIMUMS

Contract(s)	Minimum-After	Contract(s)	Minimum-After	Contract(s)	Minimum-After
Maui (Hawaii) News	\$702.23—4 yrs.	Memphis Commercial Appeal	422.00—4 yrs.	San Juan: El Vocero*	362.00—5 yrs.
Toronto Star	681.47—3 yrs.	Mt. Clemens, Mich.: Macomb Daily and Royal Oak Tribune*	420.00—2 yrs.	Allentown (Pa.) Call*	360.60—2 yrs.
Ottawa Citizen*	629.24—2 yrs.	Pottstown (Pa.) Mercury*	418.83—3 yrs.	Pawtucket (R.I.) Times*	356.12—2 yrs.
Victoria Times-Colonist	610.46—flat	Denver Post	413.00—3 yrs.	Kingston (N.Y.) Daily Freeman	354.73—1 yr.
New York Times*	601.70—2 yrs.	Lowell (Mass.) Sun*	411.71—3 yrs.	San Antonio Light	351.38—2 yrs.
Vancouver Sun and Province	595.08—1 yr.	Erie (Pa.) News and Times	409.97—3 yrs.	Los Angeles Daily News	350.00—2 yrs.
Boston Herald*	562.22—3 yrs.	Portland (Me.) Press Herald*	406.41—2 yrs.	New York: El Diario-La Prensa*	348.66—3 yrs.
Sudbury (Ont.) Star	557.12—3 yrs.	Eugene (Ore.) Register Guard	398.30—4 yrs.	Sheboygan (Wis.) Press	343.70—3 yrs.
Philadelphia Inquirer and Daily News	553.06—4 yrs.	Salem (Mass.) News*	390.27—3 yrs.	Brockton (Mass.) Enterprise*	339.06—2 yrs.
Hilo: Hawaii Tribune-Herald	545.73—3 yrs.	Sacramento Bee*	384.28—4 yrs.	Bellevue (Wash.) Journal-American	334.85—4 yrs.
Monterey (Calif.) Herald	522.00—4 yrs.	Fall River (Mass.) Herald-News	383.40—2 yrs.	Yakima (Wash.) Herald-Republic	330.97—4 yrs.
Delaware County (Pa.) Times	511.53—3 yrs.	New York Post*	383.00—3 yrs.	Oakland Tribune*	321.97—2 yrs.
Honolulu Advertiser and Star-Bulletin	499.72—3 yrs.				
San Francisco Chronicle and Examiner	498.00—3 yrs.				
San Jose Mercury-News	497.91—2 yrs.				
Manchester (N.H.) Union Leader*	496.20—3 yrs.				
Long Beach Press-Telegram	491.57—3 yrs.				
Cleveland Plain Dealer	485.58—2 yrs.				
New York Daily News	483.39—3 yrs.				
San Mateo (Calif.) Times	482.05—3 yrs.				
Oshawa (Ont.) Times	479.97—2 yrs.				
London (Ont.) Free Press	476.00—2 yrs.				
San Diego Union-Tribune*	470.15—3 yrs.				
Washington Post	464.30—2 yrs.				
St. Paul Pioneer Press	455.99—3 yrs.				
Buffalo News	454.53—5 yrs.				
Seattle Times	441.77—2 yrs.				
St. Louis Post-Dispatch	441.57—3 yrs.				
Baltimore Sun and Evening Sun	440.00—5 yrs.				
Denver: Rocky Mountain News	427.00—4 yrs.				

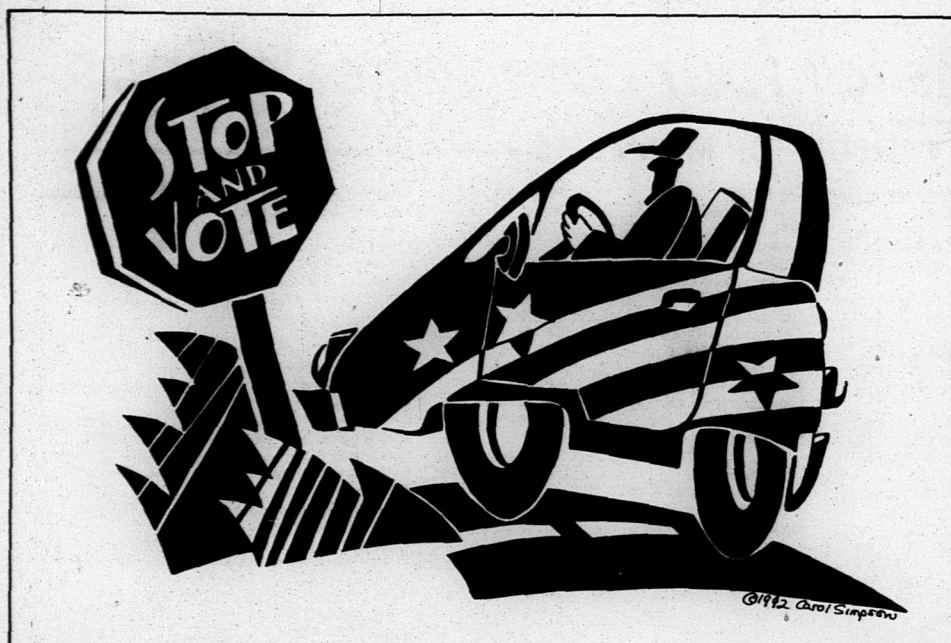
* Rate from previous/expired contract.

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Toronto Star	\$631.07—3 yrs.	San Francisco Chronicle and Examiner	498.00—15 mos.	St. Louis Post-Dispatch	441.57—3 yrs.
Victoria Times-Colonist	624.59—1 yr.	Providence Journal-Bulletin	497.60—3 yrs.	Seattle Post-Intelligencer	440.73—2 yrs.
Vancouver Sun and Province	612.85—1 yr.	Boston Herald (Editorial)*	491.96—3 yrs.	Seattle Times	437.76—2 yrs.
New York Times*	604.72—3 yrs.	New York Daily News	483.39—3 yrs.	Erie (Pa.) News and Times	427.03—3 yrs.
Boston Herald (Commercial)*	562.22—3 yrs.	Washington Post	464.30—3 yrs.	Chicago Sun-Times	414.17—3 yrs.
San Jose Mercury-News	540.28—15 mos.	Detroit News	463.91—3 yrs.	Fresno Bee*	394.41—4 yrs.
Toledo Blade	528.83—3 yrs.	Denver: Rocky Mountain News	461.00—4 yrs.	Sacramento Bee*	384.35—4 yrs.
Manchester (N.H.) Union Leader*	525.62—2 yrs.	Buffalo News	448.94—5 yrs.	New York Post*	383.00—3 yrs.
Philadelphia Inquirer and Daily News	514.57—3 yrs.	Baltimore Sun and Evening Sun	448.00—5 yrs.	Peoria (Ill.) Journal Star	371.00—3 yrs.
San Diego Union-Tribune*	507.66—3 yrs.	Memphis Commercial Appeal	443.50—5 yrs.	Denver Post	366.00—3 yrs.
Honolulu Advertiser, Star-Bulletin and Hawaii Newspaper Agency	505.67—3 yrs.			Oakland Tribune*	321.97—2 yrs.

* Rate from previous/expired contract.





Perot: A master manipulator

By William Safire

HROSS PEROT used to make himself useful around the Nixon White House, in hopes of settling disputes his company was having with the Social Security Administration.

When we were battling the sinister forces of Vietnam protest in 1970, the short Texan with the Haldeman crewcut came up with an idea to dramatize the vastness of our support.

He ran pro-Nixon, anti-protester ads in various cities, each containing a coupon to get a mail pull and build a mailing list. The Perot plan: to fill trucks with the returned-coupon mail and dump out the contents in front of cameras at the White House, proving that the people were spontaneously identifying with our Silent Majority.

AS A CERTIFIED mind-twister, I attended a meeting with chief of staff H.R. Haldeman, his aide Alex Butterfield and press secretary Ron Ziegler. My contemporaneous notes show Haldeman asking for a report on the Silent Majority reaction to a Nixon speech: Where were the Perot letters?

Butterfield said that Perot had reported he was carefully holding onto all the letters in each of the cities where ads had been run.

"Where exactly are the letters?" asked Haldeman, who liked specifics.

"In banks," replied Butterfield.

"You mean," said Ziegler, smacking his forehead, "when reporters ask me, 'Where is the Silent Majority?', I can say we have them locked up in bank vaults all over the country?"

"Yes," deadpanned Butterfield. "It's all part of 'One Nation Under

William Safire, a former White House aide to President Nixon, is a columnist for the New York Times. This "Essay" is reprinted, with permission, from the OpEd page of the Times of May 7. Its currency was renewed when Ross Perot again put himself forth as an alternative to the major parties' candidates for the U.S. presidency.

God' Month."

Now, after all these years, I see the purpose of those letters: They were the seeds at the core of the up-from-the-people, Perot-for-President campaign.

Look, I have nothing personal against the barefoot boy from Easy Street. Anybody who kicked in a reported \$200,000 to Nixon's '72 campaign — out of conviction about the war, or gratitude for favors, or the chance to show political insiderhood in board rooms — can't be all bad.

But it's troubling to see good people, tired of watching politicians trying clumsily to manipulate their emotions, throwing themselves into the arms of a master manipulator.

He strikes the pose of an amateur in politics, a surprised object of a grass-roots draft movement; in fact, Ross Perot is an old pro of 30 years' standing in the business-politics complex, and the financier of a candidacy that waters and cultivates its own long-green grass roots.

He sells the notion of being on the side of the "little guy." Yet when he went up against the entrenched and hidebound management of General Motors as a member of its board, instead of battling for the interests of stock-

holders he took a huge bundle of their money from the board in return for shutting up and tiptoeing away.

HE PRETENDS to be ready to balance our budget while solving our social ills — "no sweat" — but the Perot solution to urban violence is to allow a handgun in every pocket, opposing even a waiting period to see if the purchaser is a felon.

P.R. experts have to admire his little touches. The billionaire derides lobbyists "in their alligator shoes," dissociating himself ostentatiously from the trappings of wealth. The candidate with no idea of what to do longer than a soundbite snaps at questioners for dealing in soundbites.

The big touches are skilled, too: Having established himself in the polls by being all things to all men — the rallier of the general outrage — the putative savior of the Republic now deflects inquiry by withdrawing into silences for 60 days to work out what he stands for.

Such an autocratic moratorium should give even believers in the Tooth Fairy pause. What kind of leader needs 60-day wonderment to decide his basic approach to complex issues? Can a two-month cram course in popular positioning prepare anyone for the presidency?

His first evasion has been to offer to bring "the leading authorities together" on the great battles. But authorities disagree; this is not a country that can be run by knocking heads together. Nor can we replace representative government with his "electronic town meetings" — mobocracy by instant referendum.

The Perot candidacy is an amusing diversion for outrage groupies, their coupons destined for bank vaults. The rest of the electorate has a serious choice to make.



Int'l Executive Board, fall meeting, Oct. 25-28, TNG headquarters, Silver Spring, Western District Council, fall meeting, Oct. 31-Nov. 1, Eugene, Ore.
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.

As they put it

Time for jobs and fairness

The following is adapted from a report issued to affiliated unions by the AFL-CIO after its General Board on Sept. 3 endorsed Bill Clinton for U.S. President in the Nov. 3 elections. No Guild representative participated in the General Board's action and TNG's 1992 Convention was silent on this year's presidential race.

THIS 1992 ELECTION is about jobs and fairness. Twelve years of Reagan-Bush policies have left more and more Americans scrambling for a job and for their fair share of the nation's productivity.

The Bush administration has the worst record of economic growth of any administration since World War II.

Unemployment has risen steadily over the last four years. Ten million workers are officially counted as unemployed and 17 million suffer partial or total joblessness. Industry after industry has felt the effects of this recession, now entering its third year, and the Bush administration still has no effective plan to put people back to work.

Gov. Clinton proposes a real jobs program that would put people to work rebuilding the nation's infrastructure and provide incentives to business to develop in the United States.

Workers are getting a smaller share of the nation's income and more families need two wage earners to get by. Meantime, the wealthy have made enormous gains in income over the last 12 years. The top 1% gained 77% before taxes and, thanks to an unfair tax system, their after-tax income soared by 102%. More people live in poverty, and workers' buying power continues to decline. Better-paying jobs shrunk, and most new jobs are in low-wage industries. U.S. workers' pay has fallen to 12th in the world.

President Bush continues to support programs to benefit the wealthy: more capital gains tax breaks and tax benefits for business.

Gov. Clinton is looking to support high-wage jobs with education and training and would provide tax relief for the middle-class either through cuts in tax rates or increased child tax credits. He would require the wealthy (with taxable incomes of \$200,000 and more) to pay more taxes. He would expand the earned income tax credit. He would index the minimum wage to keep up with inflation.

The country faces a health care crisis, with some 37 million uninsured and another 50 million under-insured. Health costs are rising at a rate double the current inflation rate. President Bush only proposes to tinker with the existing system. Mr. Clinton recommends dramatic changes to control costs, provide access to health care for all Americans and improve the quality of care.

In education, America is falling far behind other nations. President Bush wants to call himself "the education president" while he cuts basic funding. Gov. Clinton proposes to revamp education and strengthen programs from preschool to college. He would make college accessible to working families by allowing students to repay tuition loans by paying a small percentage of earnings over a lifetime or by public service work for a year or two after graduation.

The choice Americans have is clear-cut and vital in turning the economy around — by trying jobs and fairness for a change.

The Guild Reporter



JAMES M. CESNIK, Editor

Published monthly by The Newspaper Guild (AFL-CIO, CLC), generally at four-week intervals. (Next issue, Nov. 13.) \$20.00 per year. Single copies, \$1.50.

Guild Reporter deadlines at TNG headquarters: News, Monday before publication (Nov. 9); features and letters, Friday before publication (Nov. 6). 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. 12

Oct. 16, 1992

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Terry Anderson endorses Clinton

Terry Anderson, the Associated Press reporter and former Wire Service Guild member who was held hostage nearly seven years by extremists in Lebanon, has endorsed Bill Clinton for U.S. president and is leaving daily journalism, the APlog reports.

Freed last Dec. 4 and currently at Columbia University under a Freedom Forum fellowship, he announced the moves to a meeting of the New England Newspaper Assn. Oct. 2 in Mystic, Conn.

Anderson, 44, said he thinks Clinton "has great ideas, and I think its time for some of these fresh ideas." Anderson told a reporter he had met with Clinton to discuss his endorsement.

Later, he told another questioner that his action should not be seen as critical of Reagan-Bush administration efforts for the hostages. "I just think Gov. Clinton would make a better president," he told the New England AP News Executives Assn.

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