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VDT hazards rife at Detroit dailies, Guild charges

Detroit—The Detroit Guild leveled sweeping charges with Michigan's occupational safety agency Nov. 20 alleging extensive unsafe conditions for working on VDTs in the newsrooms of both the Knight-Ridder chain's Detroit Free Press and Gannett's Detroit News.

The Guild also charged the News with maintaining several hazardous conditions in its photo lab.

Examination of the Guild's detailed RSI-hazard allegations alongside reported reactions to them by executives of the Free Press and the Detroit Newspaper Agency, the papers' joint operating company, however, led at least one observer to wonder if the union and management were addressing the same workplaces.

Particularly at the Free Press, which in August, with much ceremony and fanfare, moved most of its news staffers into 16,000-square-foot of new space remodeled and furnished at a cost estimated to have been as high as \$1 million.

Failure to provide fully adjustable chairs and desks, to train employees in ways to avoid and/or alleviate repetitive strain injuries (RSI), to correct improper lighting and to provide for rest breaks have resulted in widespread, potentially debilitating RSI, the Guild charged, citing surveys of both dailies' staffs.

In putting together its new central newsroom, the Free Press "ig-

nored generally available measures for combating RSI" and created "new office surroundings ... worse than the previous conditions" in several employees' view, the Guild charged.

A recent Guild survey of employees in the new newsroom found that nearly two-thirds of the respondents believe their new workstations are causing them physical discomfort and 27% found it worse than the old newsroom. More than half the respondents to a 1990 survey reported RSI symptoms and 20% had sought medical treatment.

Neil Shine, Free Press publisher, however, called the Guild allegations "ridiculous," and said (Continued on Page 2)



'Altar' helps staffers at Light cope with uncertainty — Page 4

GUILD, COMMUNITY GROUPS SEEK BUYER

San Antonio Light's closure is postponed

San Antonio, Texas—Thanks to the Guild, federal antitrust law and concerned community leaders, "Scrooge" took his padlocks and chains away from the doors to the San Antonio Light — until at least a week after Christmas, possibly for good.

Unless a buyer stepped forward quickly, the Hearst chain had ticketed the Light for closure no later than three days before Christmas as part of its deal to take over the rival San Antonio Express-News from Rupert Murdoch for \$185

million in cash [Guild Reporter, Oct. 16, Page 1].

Official word that the closure was postponed came in a Dec. 4 notice to all 650 Light employees, including the 180 represented by the San Antonio Guild.

In that three sentence message, the Light's publisher said the paper would continue to publish until sometime between Dec. 30 and Jan. 12 "in light of the waiting period under the Hart-Scott-Rodino Act and because, in a effort to find a buyer for the Light, the

deadline for offers was extended." The offer deadline first had been Nov. 20, then Nov. 27. The new deadline was not stated.

The closure extension came as TNG and local Guild leaders continued meetings with Light and Hearst officials on the effects of the Hearst-Murdoch deal and the U.S. Justice Dept. continued examining it in the face of protests from TNG and community and political leaders in San Antonio and elsewhere.

A week before the extension, Linda Foley, executive secretary of TNG's Contracts Committee, who is assisting local Guild leaders in talks at the Light, announced that the union had asked that the bid deadline be extended again and that Hearst pledge that it would "refrain from predatory competitive practices" against the Light if someone buys it.

"We want to save our jobs," said Tom Honeycutt, San Antonio

Guild president, "and we want to preserve and expand newspaper competition in San Antonio and South Texas."

A preliminary examination of the Light's financial records for the Guild by Randy Barber of the Center for Economic Organizing in Washington, showed that the paper could be economically viable absent predatory practices, Foley said.

Hearst had given information on the Light's financial performance to the Guild on Nov. 19, a month after the union requested it.

Without a pledge on predatory practices, Barber reported, the Light under a new owner would face competition from the Express-News under Hearst as a former owner who "is obviously privy to all of the Light's competitive strengths, weaknesses and trade secrets."

"Thus, it seems clear that absent (Continued on Page 4)

Globe and Mail top to go to \$1,120

Toronto — Southern Ontario Guild members at the Globe and Mail have overwhelmingly ratified new two-year contracts with the Thomson-chain daily that increase minimum-pay rates by at least 2% each year and push the top-minimum for reporters to \$1,120.22 a week next July 1.

The settlement, reached three days before the 430-member unit would have been in a legal strike position, also includes tentative agreements on raises under Ontario's pay equity law for advertising and circulation employees in jobs predominately held by women.

A separate ratification vote will be conducted on the pay-equity proposals as soon as their application to the old contracts' pay grids is completed, a local official reported in mid-December. The new contracts' 2% increases will then be calculated from the equity-adjusted rates.

All initial raises under the new contracts are retroactive to July 1. (Separate contracts cover the paper's advertising, editorial, inside and outside circulation, delivery and other employees.)

The pacts also include improvements in health care, including vision and dental benefits, pensions, expense payments, night differential and other premium payments, and VDT-safety provisions.

Under the contracts' 2% increases, the top minimum for reporters and photographers with six years' experience is increased by a total of \$41.79; retroactively by \$21.53, to \$1,098, then by \$21.97 next July 1.

(Continued on Page 4)

Poll to probe members on Guild

As part of the "strategic planning study" of the Guild ordered by TNG's 1992 Convention, a professional polling firm in January will begin contacting 400 or more randomly selected Guild members in the United States and Canada for their views on the union.

The Wilson Center for Public Research, Inc., will do so through a series of telephone calls to members' homes, with each telephone interview expected to take 25 to 30 minutes.

The polling firm guarantees the anonymity of all interviewees and the confidentiality of their responses, as it did in 1986 when it also polled a random sampling of TNG members.

Work Directions, Inc., the Boston firm conducting the strategic study [Guild Reporter, Nov. 13], will receive tabulations of the poll results and the Wilson Center's analysis of them.

Areas to be examined in the poll include how well members think the Guild represents them and what they need and expect from the union.

Support group backs fair pact for Guild at Daily News 3

Pittsburgh unions, Block settle, await U.S. okay on buy 5

Vancouver's O'Brien is named '92-93 Leuchter scholar 3

Raises range to \$100 in pacts with Trinity papers 3

VDT hazards rife at Detroit dailies, Guild charges

(Continued from Page 1)
the new newsroom provides comfortable, adjustable, technologically advanced work stations, Associated Press reported.

"I personally have not received a single complaint from a newsroom person" and "I've talked to several," he told AP. "One person said he was having trouble getting his chair adjusted, but he figures it was trial and error."

Frank Vega, the joint publishing agency's president, told AP the furniture and equipment were "ergonomically sound" and that any employee requesting special equipment gets it.

Both the News and Free Press rebuffed repeated requests by the Guild since late 1989 that they work jointly to correct RSI hazards in the newsrooms and bureau and beat offices, the Guild said.

Both managements "know the severity of the problem," said Guild Administrative Officer Donald C. Kummer. "They know what should be done to reduce the risks. Yet they choose to pay workers' compensation or accident insurance premiums while introducing a whole generation of employees to conditions fraught with a high risk of RSI."

In a Dec. 15 session with an inspector from Michigan's division of occupational health, News management told the inspector and Guild representatives that the company wanted to have an independent expert evaluate conditions in its newsroom.

The proposal came two years almost to the day after the Guild

made a formal, written request that such a study be made, said TNG Vice President Luther P. Jackson of Detroit, who assisted his local in preparing the separate actions against the two papers. Until now, the Guild request had been ignored, he said.

A recent Guild survey at the News found 74% of the respondents with at least one RSI symptom, with 20% having been diagnosed as having suffered RSI.

In its **Free Press complaint**, the Guild charged that the following conditions in the new newsroom constitute RSI hazards:

- ✓ Non-adjustable desks installed at a fixed height of 29 inches.

- ✓ VDT keyboards and screens situated at the same level on the desks.

- ✓ Chairs that are not adjustable while the user is seated.

- ✓ No training of employees on the use of the new chairs.

- ✓ Fluorescent lighting fixtures of inappropriate design and size to eliminate glare on VDT screens.

The desks in the old newsroom — with 29-inch high tops and 26.5-inch high typing wells were "ergonomically superior" to the new desks' single-level surfaces, the Guild said, "even though the advantage was almost obviated by the necessity to twist one's body to see the VDT monitor."

The old desks continue to be used outside the new newsroom and in bureau and beat offices. In addition, the chairs outside the new newsroom, with a handful of exceptions, must be turned upside down for their seat-height to be

adjusted, the Guild said.

A recent tour of the Free Press building revealed "scores of employees trying to adjust their bodies to the available furniture. Several reported RSI symptoms with severe pain. Many tried to cope ... by using wrist rests, homemade foot rests and telephone books to make their work stations more comfortable."

In its **Detroit News complaint**, the Guild listed the following among RSI hazards:

- ✓ Non-adjustable desks, many with single-level surfaces for both keyboards and monitors, with some keyboards and monitors on non-adjustable typing tables.

- ✓ A "vast majority of chairs" that "are not easily adjustable and not suitable for VDT use." Many do not have casters.

- ✓ "Harsh fluorescent lighting," with many employees working under bare fluorescent bulbs.

- ✓ Several glare screens installed on monitors with cellophane tape and not properly grounded.

Some of the News's chairs "date back to the Detroit Times," which was closed in 1960, the Guild reported. They are not adjustable and do not have proper back support.

"Employees who do get reasonably adjustable chairs put their names on them and zealously guard them," the Guild said.

In addition, neither of the dailies has made any provision for rest breaks for employees who use VDTs, the Guild charged.

"Most glaring" of the safety hazards in the **photo lab** was in the black-and-white darkroom, the Guild said. It pointed to "a gerry-

rigged electric light fixture supported by a clothesline with duct tape holding the lamp and electric wires in place."

"Under the photo chemical bath tub, there are at least four or five separate electrical lines that are taped together into an extension cord outlet box. This box sits on the floor next to the floor drain, which collects used photo chemicals. Chemicals splash on the floor where these wires gather."

The Guild asked the state occupational safety agency allow representatives of the local to accompany its inspectors during "any on-site investigations [of the Guild's allegations] so that we may be assured that your staff has an opportunity to adequately view the extent of the problems we see" at each of the dailies.

Tentative AP contract would raise top news base by \$36, to \$793

New York — A proposed new two-year contract between the Wire Service Guild and Associated Press would raise most covered employees' weekly wages by approximately 4.8% and take the base rate for newsmen with five years' experience to \$793.50 next Dec. 1.

Guild and AP bargainers reached tentative agreement on the pact Dec. 2, two days after the previous contract ran out. The Guild local was to distribute mail-ballots on ratification to its nationwide membership on Dec. 21, with counting to take place at the Guild's offices here on Jan. 13.

The agreement also would increase the top minimum-pay rate for news and photo librarians by 18%, increase the pay differentials for newsmen and programmers in six cities, increase night and overnight differentials, add six months to the unpaid 12-month parental leave entitlement, and increase pension entitlements.

General increase provisions of the settlement would provide raises ranging from \$5 a week to \$36.50 a week for employees being paid more than the contractual minimum rates.

The librarians' top minimum would be increased by a total of \$90.60, to \$587.90 a week, by extending the classification's experi-

ence-based minimum schedule two years, to five. Initial increase, effective from this Dec. 1, would be \$56.20, to \$553.50, with another \$34.40 next Dec. 1.

Increase in the base top-minimum for newsmen and programmers from this Dec. 1 would be \$19, to \$776 a week, with another increase of \$17.50 next year.

Base minimum for beginning newsmen and programmers would go up by \$11.30 from this Dec. 1, to \$463.55, and by \$9.25 next Dec. 1, to \$472.80.

The \$3-a-week increase in economic differentials would guarantee that newsmen and programmers in Washington and New York would receive \$100 a week more than the base minimums, while those in Boston, Chicago, Los

Angeles and San Francisco would receive \$63 a week more.

The contract's other economic differentials — \$25 a week in 18 cities, \$20 in 29 cities, and \$15 in 88 cities — would be unchanged.

Night differentials would be increased by \$2 in each year of the contract, going to \$29 a week next Dec. 1, while the weekly overnight differential would go up by \$2 this year and \$4 next year, to \$62. The overnight add-on would go up by \$1.85 and 50-cents, to \$13.55, on a daily basis.

The pension increase would hike the benefit available for 400 employees who are nearing retirement age by as much as 20%, said Kevin Keane, the Guild's president and administrative officer.

The settlement also would extend an existing job-sharing option to all Guild-covered employees. Until now, only newsmen have been eligible.

The Guild-AP contract covers some 1,450 persons employed in the news service's U.S. operations.

Union editor raised 4%

St. Paul — Top minimum pay rate for the editor of the Union Advocate, a twice monthly labor newspaper, is increased by 4% per year in a new three-year Twin Cities Guild contract, to \$776.20 a week.

In addition, a 6-month parenting leave provision, with 10 weeks at full pay, is added, and the publisher payment for pensions is increased by \$10, to \$50 a week.

Great Falls group votes to oust Guild

Great Falls, Mont. — Advertising, business office, circulation, editorial and other employees of the Gannett chain's Great Falls Tribune voted by 47-25 Dec. 16 to decertify the Great Falls Guild as their bargaining representative.

The Guild has represented the employees at the paper for 56 years and had been bargaining for more than a year for renewal of a contract that expired Nov. 30, 1991.

The union was considering whether to petition the National Labor Relations Board to set aside the decertification vote because of campaign tactics used by Gannett and Great Falls management during the pre-election period.

VDT-chair deal set no precedent

TNG and the San Diego Guild have received assurances that no precedent was set by a 1991 agreement by California's occupational safety agency with the San Diego Union-Tribune that VDT-workstation chairs need be adjustable only when used by two or more employees "every other day on a regular, on-going basis."

In an Oct. 15 letter to TNG's David J. Eisen, Russell B. Swanson of the U.S. Labor Dept.'s occupational safety office said that "OSHA believes that proper ergonomic design requires that chairs used by VDT operators be fully adjustable by the operator in a seated position."

Expressing pleasure that the Union-Tribune is "now providing such chairs to all VDT users," Swanson also pointed to assurances by Cal-OSHA that the agreement "will not be used as a precedent in any future settlement agreements" by the agency with California employers.

The settlement agreement flowed from a complaint to Cal-OSHA by the San Diego Guild over a variety of RSI-risk hazards at the Copley-chain's Union-Tribune.



CEREMONIAL RIBBON CUTTING ON 'OPENING DAY' FOR THE DETROIT FREE PRESS'S NEW NEWSROOM

Fish-eye-lense view shows several workstations cited by Detroit Guild in its RSI-hazard complaint to Michigan safety agency.

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Community papers' contracts raise some by \$100 a week

By a special correspondent

Vancouver — Some 75 Vancouver Guild members at five community newspapers owned by Trinity Holdings ratified collective agreements Dec. 14, 15 and 16.

For the employees of the Squamish Times, Whistler Citizen and Langley Times, they were the first-ever Guild contracts. For employees at the Richmond Review and Fraser Valley Record they were renewal agreements.

The contracts run until March 31, 1995, at all but the Review, where expiry is May 31, 1995.

Wages are increased by 4.5% in the first year of the agreements at the Review and Record.

Special first-year increases at the Squamish, Whistler and Langley papers provide many employees initial increases in the range of \$100 a week.

Covered employees at all five papers will receive increases of 4.25% in the contracts' second years and 3% in their third years. The third year increases also include full cost-of-living protection.

For the first time, bargaining with British-owned Trinity Holdings was carried out jointly by the Vancouver Guild and Communications Workers of America Local 226, which represents workers at seven Trinity papers, including the Richmond Review.

"Joint bargaining was a key factor in reaching a fair settlement at all the newspapers," said Jan O'Brien, the Guild's administrative officer.

Government mediator Grant McArthur assisted in the talks from Nov. 23 until Dec. 2 when agreements were reached at all papers except Langley during a 36-hour marathon bargaining session. The

CWA was poised to strike at 6 p.m. Dec. 2.

The company had resisted joint bargaining until the CWA took strike votes at its seven papers. On Nov. 26, Guild members in Richmond voted 100% for a strike and the next day Guild members at the Fraser Valley Record voted 70% in favor of striking. Strike notices were served early Dec. 2, and Guild strike action was set for Dec. 5.

The Guild contracts include improvements in the company pension plan, better severance provisions, increased employer share of health premiums and special increases for clerical workers.

At Squamish and Whistler, where employees voted for Guild representation in late June, there are signing bonuses of \$400 for full-time employees and \$200 for those working less than three days a week.

At Langley, the contract brought to an end an 18-month struggle that started in April 1991 when employees first voted for the Guild. In the interim, the Guild successfully turned back a decertification vote and laid several unfair-practices complaints before the B.C. Industrial Relations Council (IRC).

The last IRC hearing on the complaints was Dec. 1, in the midst of joint bargaining with the rest of the chain. On Dec. 8, the IRC rejected the company's bid to overturn the decertification result.

Under an earlier agreement, the Guild and Langley management then met with Brian Foley, IRC Disputes Resolution Branch chair, for contract mediation and, if necessary, arbitration. On Dec. 11, the Guild and the company

agreed on a mediated settlement which includes signing bonuses of as much as \$1,500 for full-time employees and substantial wage increases for all.

Top minimum weekly pay rates for 1992, 1993 and 1994 under the Guild settlements at the five papers include the following:

Reporters — \$627, \$654.48 and \$674.11 at the Fraser Valley Record; \$701.37, \$731.17 and \$753.10 at the Richmond Review; \$556.33, \$579.97 and \$597.37 at the Squamish Times and Whistler Citizen; \$690, \$719.32 and \$740.90 at the Langley Times.

Clerical employees — \$522.20, \$544.39 and \$560.72 at the Richmond Review; \$494.60, \$515.62 and \$531.08 at the Fraser Valley Record; \$473.70, \$493.83 and \$508.65 at the Squamish Times and the Whistler Citizen; \$460, \$479.55 and \$493.94 at the Langley Times.



VANCOUVER'S JAN O'BRIEN AT 1991 TNG CONVENTION
Local leader Harvard bound under Leuchter Memorial Scholarship.

Vancouver's O'Brien is named Leuchter scholar for 1992-93

Cambridge, Mass. — Jan O'Brien, administrative officer of the Vancouver Guild, has been awarded the 1992-93 Irving Leuchter Memorial Scholarship to the Harvard University Trade Union Program.

Her selection was made and announced by the program's director, Elaine Bernard.

The scholarship provides \$7,500 toward tuition, room, board and other costs associated with the 10-week residential course in union administration and related subjects, plus travel costs.

O'Brien will be the 21st leader of a Guild local and the second Canadian to participate in the course of study under the scholarship since it was established in 1973. It honors the memory of Irving Leuchter, TNG's general counsel for 24 years when he died in 1971. It is financed by annual contributions from locals and TNG.

O'Brien said she is "really interested in the whole economics issue" involving conglomerate ownership of industry domestically and internationally,

technological change as it affects the Guild and its members and pay equity.

She is scheduled to start class work Jan. 4 with just over two dozen other union representatives from Canada, the United States and Japan. The course runs through March 22.

A former reporter, O'Brien has been administrative officer of the Vancouver Guild since the fall of 1989.

The scholarship is administered by Harvard, which evaluates applicants' qualifications and selects the recipient. The study course is designed primarily for full-time union officers and administrative staff.

Core courses include economic analysis, labor law, union administration, long-range planning, industrial relations in transition, labor history and arbitration and other means of dispute resolution. Bargaining is interspersed among core courses and seminars, as are issues like pay equity and affirmative action.

Seminar topics include political action, employee ownership, union response to technology, organizing tactics and the global economy.



Gary

Lori Caldwell, president; Tom Knightly, 1st vice president; Blanche Gibson, 2nd vice president; Joe Conn, secretary; Mickey Throver, treasurer.

Indianapolis

Bill Koenig, president; John O'Neill and Jerry Venerable, vice presidents; Erica Franklin, secretary; Judy Wolf, treasurer.

Los Angeles

Sabrina Hockaday, president; Carmen Ramos Chandler, 1st vice president; George Laine, Reina Schmitz, Deborah Yu, vice presidents; Don Chorpenning, secretary; Deborah Arrington, treasurer; Neil Strassman, sgt.-at-arms.

New York

Barry Lipton, president; Tom Pennacchio, sec'y-treasurer; Peter McLaughlin, chairperson; Suzanne Donner, 1st vice president; David Mulcahy, 2nd vice president; Clara Bennett, 3rd vice president; Tom Keenan, representative assembly chair.

Support group urges fair pact at N.Y. News

New York — With contract talks stalled between the New York Guild and Mortimer Zuckerman, the prospective buyer of the New York Daily News, a group of political and other union leaders has formed a "Committee for a Fair Contract" for Guild members at the paper.

The group includes Dennis Rivera, president of the Local 1199 of the Hospital Workers, Ruth Messinger, Manhattan borough president, Nydia Velazquez, newly elected to Congress and a former member of the New York Assembly, Communications Workers Vice President Jan Pierce and Victor Gotbaum, former head of District 37 of the State, County & Municipal Workers.

In an invitation to other community leaders to join them at a Dec. 21 meeting, they said Zuckerman's demands on the Guild and

its members has put the union in the position of "facing the threat of extinction" at the paper if Zuckerman completes his purchase of it out of bankruptcy before the Guild has a contract.

As the group's invitation went out Dec. 15, Guild President Barry Lipton said that the most recent bargaining session with Zuckerman had been on Nov. 13, despite the Guild's continuing willingness to meet as often and as long as it might take to secure a fair agreement.

At that meeting, Zuckerman continued to demand major concessions in job security protections for Guild-covered employees, including denial of arbitration rights to new editorial employees if they are dismissed for "lack of competence" and denial of rehire rights to those laid off when he takes over.

Zuckerman is making the demands in the name of having "editorial control," the Guild's alternative strategies committee, headed by columnist Juan Gonzalez, said in an early December bulletin to civic leaders, elected officials, opinion-makers and others.

Calling "editorial control" Zuckerman's "war slogan," the committee likened it to the Tribune Co. three years ago trumpeting "management rights" to justify the demands and actions that led to the 1990-91 strike at the Daily News.

"We want to help rebuild the Daily News. We're willing to share pain and hard work. But we won't do it without dignity and respect," the committee said.

Also early in December, when it appeared he would soon complete the purchase of the paper, Zuckerman began sending Guild-covered employees letters directing that they re-apply for their jobs if they wanted to be eligible to keep them when he took over.

At two-hour membership meeting Dec. 2, the Guild unit decided to advise compliance, but under protest, and the Guild distributed protest forms terming the job applications "demeaning, disgraceful and counterproductive to good labor relations."

To emphasize their protest, editorial department members on Dec. 3 started withholding their names from stories, photographs

and graphics. Participation was reported at some 90%.

The day before, a column by Gonzalez characterizing Zuckerman as a bully was killed by the News's editor, James Willse, saying Gonzalez had a conflict of interest because of his union role.

On Dec. 14, after Zuckerman began making direct buy-out offers to Guild members, the union filed refusal to bargain charges with the National Labor Relations Board and asked the NLRB to seek an injunction against his continuing the activity.

If Guild members were to sign the 18-page offer, the Guild's secretary-treasurer, Tom Pennacchio, told a New York Newsday reporter, they would be giving up all their rights.

The other union without an agreement with Zuckerman by mid-December, the CWA-Typographical Union, won a ruling in federal district court Dec. 3 that a bankruptcy court judge had erred in holding that Zuckerman would not have to honor its contract's lifetime job guarantees when he took over the News.

The ruling delayed Zuckerman's plan to take over the paper the following weekend and saw him reopen talks with the printers union. Two weeks later it was reported that Zuckerman and the union were \$3 million apart on a \$30 million buyout deal.

New officers' seminar is Feb. 12-15

Silver Spring, Md. — TNG's 1993 residential seminar for new officers of Guild locals will be held Feb. 12-15, TNG President Charles Dale has announced.

Like the previous 11 workshops, this year's will fall over the Washington's Birthday holiday weekend and will be held at the George Meany Center for Labor Studies here, Dale said.

The seminar is designed primarily for new officers of smaller Guild locals that do not have professional staff. TNG will subsidize, in part, costs of one participant from each such local.

The 1992 session drew 49 participants from 31 locals across the United States and Canada.

Hearst postpones Light's closing, extends bid time

(Continued from Page 1)
an agreement to refrain from predatory competitive practices, Hearst would be in a position to extinguish the Light," Barber said, adding also that Hearst "has taken no steps" to make the Light attractive to a potential new owner.

The Guild was bargaining with Hearst both on shutdown conditions and on a possible purchase.

On a purchase, it was attempting to "catalyze an acquisition," either by another newspaper chain, an investment group, employees or some combination, and had submitted to Hearst's brokers a timetable pledging a bid by Feb. 1, Foley said. The New York investment banking firm of Keilin and Bloom, which has been involved in the bankruptcy sale of the New York Daily News, was working with TNG.

A week after the shutdown extension, community, labor, religious and political leaders announced that they had formed an ad-hoc "Save the Light Coalition." It was formed with Guild encouragement.

"We are committed to exploring all possible ways to keep the Light alive," Rosa Rosales, Texas director of the League of United Latin American Citizens and a leader of the coalition, told a rally outside the Light's offices.

Joe Bernal, a former state senator, pointed out that "in their employment and their coverage, the Light has reflected this community much better than the ... Express," which he termed "very critical in a multicultural town."

Without competition, the Express-News would have no incentive to listen to and reflect the concerns of San Antonio's minority communities, said Sam Alvarado, a vice president of the National Assn. of Government Employees, also a member of the coalition.

Under the Hearst-Murdoch deal, all Express-News employees would be retained under Hearst's ownership. Light employees would have no claim on jobs there if the Light is closed.

Other members of the coalition included: Jesse Beilefeld of the San Antonio AFL-CIO Council; Larry Daves of the city's Jobs With Justice coalition; Ron Pena of People Organized for Press Equity; Larry Hufford of Incarnate Word College; Balty Janacek of Christ

the King Church; Robert Morales of El Mercado; Garciela Sanchez of the Esperanza Peace & Justice Center; Dennis Poplin of the Lesbian/Gay Media Project; the National Lawyers Guild; Fuersa Unida; and the American Civil Liberties Union.

Those urging close attention by the U.S. Justice Dept. to the antitrust aspects of the Hearst-Murdoch deal included U.S. Rep. John Bryant of Dallas. U.S. Rep. Henry B. Gonzales of San Antonio also

has deplored the prospect of the Light's closure.

TNG President Charles Dale, in an Oct. 22 letter to the Justice Dept.'s antitrust division said the Hearst Murdoch agreement was "teeming with antitrust implications."

He said Hearst's \$185 million payment to Murdoch was a "high price" and "particularly noteworthy because Murdoch, despite his [paper's] modest dominance in San Antonio, was far from the

driver's seat in this transaction."

He pointed to reports of analysts telling reporters that the price could only be justified if Hearst is buying a monopoly where it will have a free hand to raise advertising and circulation rates.

"Given Hearst's supposedly substantial, if declining, losses [at the Light] in the midst of a recession, were there other options, such as a joint operating agreement, with all its disadvantages?" Dale asked. "We are not told."

Globe and Mail pact pushes top to \$1,120

(Continued from Page 1)

Minimum pay for beginning reporters and photographers goes up by a total of \$25.09; retroactively by \$12.42, to \$633.60 a week, then by \$12.67, to \$646.27.

Top minimum for outside ad salespersons with five years' experience goes up by a total of \$41.79, to \$1,076.22 a week. A retroactive raise of \$20.69 (to \$1,055.12), is followed by a \$21.10 hike next July 1.

Circulation district representatives' top minimum, payable to those with four years' experience, is increased by a total of \$37.87, to \$975.34 a week; retroactively by \$18.75 (to \$956.22) and then by \$19.12.

Senior circulation representatives' top goes up by a total of \$39.47, to \$1,016.30; first by \$19.54 retroactively (to \$996.37) and then by \$19.93.

The quarterly reimbursement to photographers who use their own equipment is increased by \$70, to \$450, while that for reporter-photographers goes up by \$40, to \$220.

Night differential is increased by \$2, to \$13 per shift, and the scope of eligibility for the pay-

ments is extended substantially.

A new super-premium pay classification is created for nine editors, assistant editors, bureau chiefs and managers with a flat minimum-pay rate that goes first to \$1,157.70, \$32.34 higher than the previous contract's highest premium rate, then increases next July 1 by another \$23.15, to \$1,180.85.

A provision is added guarantee-

ing employees' right to examine their own personnel file and file comments therein.

A ban on hiring discrimination for Guild membership or activity is added.

Another new provision requires the posting of news-coverage beats that are open and mandates interviews for employee-applicants before the beats are assigned.

A requirement that VDTs be tested for extremely low frequency (ELF) emissions replaces a previous provision for electrostatic-field testing.

The settlement also includes a pledge that editors "will endeavor to consult" the employee before substantive changes or corrections in a reporter's copy are made.

Key rates raised by \$54 in Manchester

Manchester, N.H.—Top minimum-pay rate for key news and advertising employees of the Union Leader and New Hampshire Sunday News is increased by a total of \$54.87, to \$768.62 a week, in a new, three-year Manchester Guild contract with the papers.

The settlement was reached Dec. 1 after 25 bargaining sessions that stretched over the previous year. It was ratified Dec. 17.

Top minimum for reporters, photographers, darkroom technicians and outside ad salespersons with three years' experience goes up by \$14.28, to \$728.03, retroactively to Jan. 1, 1992, then by \$18.20, to \$746.23, this Jan. 1, and finally by \$22.39 Jan. 1, 1994.

Top minimum for inside classified telephone solicitors increases by a total of \$47.17, to \$660.82, in increments of \$12.27 (retroactively, to \$625.93), \$15.65 (to \$641.58) and \$19.25.

The rate for librarians, stenographers and circulation delivery clerks with two years' experience is raised by a total of \$40.40, to \$566.02, in increments of \$10.51 (retroactively, to \$536.13), \$13.40 (to \$549.53) and \$16.49.

Circulation district managers' top minimum is increased by a total of \$46.54, to \$651.83, in increments of \$12.11 (retroactively, to \$617.40), \$15.44 (to \$632.84) and \$18.99.

A new telemarketing sales clas-

sification is established with a minimum rate of \$395 for those with two years' experience plus commissions of 4.5% to 9% of net billings. The positions had been in place experimentally for the last year. The contract forbids telemarketers' use to displace or eliminate existing employees in other jobs.

The settlement also provides for a tax-exempt system for employee payments toward the cost of dependent care, medical-insurance deductibles and medical-dental insurance premiums. The latter, introduced for the first time in the new contract, are capped at \$7 a week for family coverage, \$5 a week for employee/spouse or employee/dependent coverage and \$3 a week for individual coverage.

The new contract also provides for coverage under an employee assistance program (EAP) and for increases totaling 7% in the employer payment to the TNG International Pension Fund on behalf of covered employees.

The increases come under a new formula establishing the payment as a percentage of the reporter top-minimum pay rate.

Light news staffers adapt 'Day of Dead' custom

San Antonio, Texas

NEWSROOM EMPLOYEES at the San Antonio Light have turned to one of the region's strong Latino traditions to help deal with the possibility that, as the Hearst chain announced Oct. 6, the newspaper will be closed if it is not sold.

On the day before Halloween, an "altar" began to take shape in a vacant work station, formerly occupied by staffers for a zoned section that was eliminated after the Light cut staff in April 1991.

The altar was done in the Mexican tradition of *El Dia de los Muertos*, the Day of the Dead, Nov. 2, All Souls Day on the Roman Catholic calendar. One of its manifestations involves photographs, mementos, messages and flowers placed on home shrines or on the graves of departed family members.

In the newsroom it started with a photograph of Frank Bennack, Hearst Corp. president and chief executive officer, affixed to a computer terminal with two candles on its top.

Other staff members started to add items such as photos of current and former staffers, a tombstone *pinata*, an Underwood manual typewriter, a poster promoting the Light's *Loteria* contest, another one from a special section published when Levi Strauss & Co. closed a plant here, *pan de muertos*, pieces of bread molded as butterflies, symbolic food for dead loved ones on *El Dia de los Muertos*, and more.



By the second week, contributions had grown so numerous that they spread to a second work station (see photo above and on Page 1).

A mannequin that once had been part of a three-dimensional billboard on the side of the Light's 1920s-era building was placed to the side of the second "shrine." It was attired in a T-shirt produced for Light employees imprinted with the legend:

Victim of Friendly Fire
San Antonio Light
We're your paper
1881-1992.

The distinctive Hearst eagle logo has been retouched with mock bullet holes. The mannequin holds a copy of the Oct. 7 edition of the Light, the one announcing that Hearst was buying Rupert Murdoch's Express-News and will close the Light if a buyer is not forthcoming.

UNION PRIVILEGE

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Contact your local union leader for details or call 1-800-327-4349

Pittsburgh pacts bring waiting-wishing game

Pittsburgh—A waiting and wishing game began here Nov. 29 when the city's newspaper driver Teamsters overwhelmingly ratified a contract with the Block chain's Pittsburgh Post-Gazette to end their 6½-month strike against the Pittsburgh Press.

New contracts by Nov. 30 with the Teamsters and the other nine unions at the Press was the first deadline in Block's agreement to buy the Press from the E.W. Scripps Co. and resume publication of metropolitan newspapers in Pittsburgh. The other unions also ratified contracts with Block's Blade Communications, which owns the Post-Gazette, on the 29th or earlier.

A second deadline, that Block have financing for the purchase in place by Dec. 15, passed with little notice. "Everybody assumed that would be no problem," said Pittsburgh Guild President Harry Tkach.

The waiting was for fulfillment of the final condition of the Block-Scripps deal: Justice Dept. approval of the purchase by Jan. 15.

Antitrust approval is being sought because Scripps's Press for years published and distributed both papers under a joint operating agreement (JOA). Because of the JOA, the strike shut down both papers.

The wishing was that approval of Block's buying out Scripps would be forthcoming well in advance of mid-January.

There was no indication, however, by mid-December that the wish would come true, though several persons, including Int'l Teamsters President Ron Carey, urged outgoing U.S. Atty. Gen. William Barr to speed the process.

Tkach, whose Guild local represents the Post-Gazette's editorial-

department employees, said the Post-Gazette has called back Guild-member librarians to learn a new computer system and has "told us we all will be back 10 days or less after the Block-Scripps deal is okayed." In mid-December, Tkach said, 78 of 140 Guild members were still "on the street."

Tkach also said that the Post-Gazette has indicated an interest in reopening its contract with the Guild, which runs through 1993, to make it co-extensive with the other 10 unions' new five-year agreements.

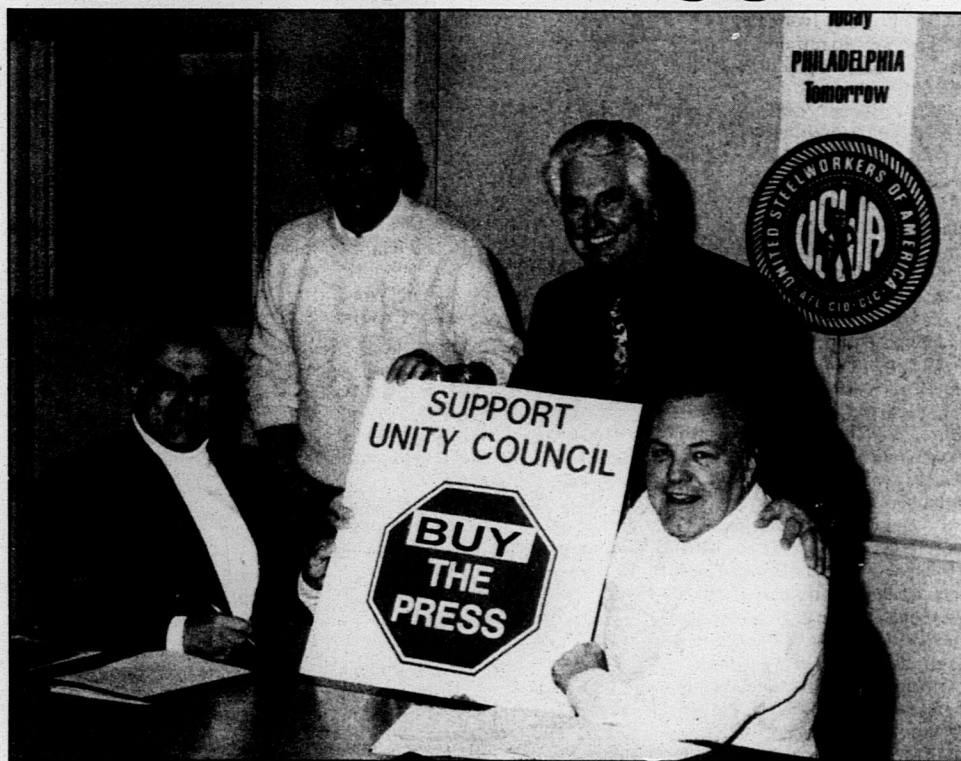
The Teamsters struck last May 17, the day Scripps said it was unilaterally implementing a new distribution system that would have cost some 450 of the 627 Teamsters drivers their jobs.

The Teamsters settlement with Block, ratified by a vote of 498-14, provides for a reduction of up to 260 driver jobs over five years.

The contract also provides enhanced severance and pensions for those who lose their jobs.

"It was exactly what we offered the Press," said Joe Molinero, president of the Teamsters Local #211. "We showed the Post — and the Press — that that is the maximum reduction possible to operate the system they plan to put in." Fifty-three of his members "are gone already," Molinero said, "so that means that 207 more will leave over the next five years."

Meanwhile, the Pittsburgh Newspaper Unions Unity Council shut down its weekly strike paper, the Greater Pittsburgh Newspaper, with the Thanksgiving Day edition. Several Pittsburgh Guild members laid off by the Post-Gazette shutdown had helped put out the 300,000-circulation paper, which was launched late in June.



MIKE SAMRANEY/Teamsters Local #211

SAME SIGNS, NEW MESSAGE AS PITTSBURGH UNIONS, BLOCK CHAIN OKAY CONTRACTS

Showing off the new version are, seated, Joe Molinero and James C. Lowen, presidents of Teamsters Local #211 and Typographical Union #7-CWA; standing, Harry Tkach, Pittsburgh Guild president, and Bill Brown, TNG Int'l Representative. New message refers to Block chain's agreement to buy struck Pittsburgh Press from E.W. Scripps Co.

In mid-December the unions' council also shut down the office it had maintained in the United Steelworkers headquarters building since the strike began.

Speculation continued, meantime, about whether Blade Communications would reopen both the Post-Gazette and the Press.

At Nov. 30 contract signing ceremonies, William Block, Sr.,

said there were strong indications that it would be "not financially feasible" to operate two papers, Tkach reported.

Tom McGrath, director of the Teamsters newspaper division, said during the signing ceremony that the unions' next undertaking will be to help rebuild Pittsburgh newspaper readership after publication resumes.

Philadelphia, Pittsburgh rock & rally

Philadelphia—Leaders and members of Philadelphia's newspaper unions at the Inquirer and Daily News, including the Philadelphia Guild, met, rallied and rocked with their counterparts from Pittsburgh Dec. 7 in a show of solidarity and determination to keep their contracts strong when they open next summer.

Occasion was presentation to the Pittsburgh unions of more than \$15,000 raised by the Philadelphia unions to make Christmas merrier for the families of the Pittsburgh unionists without work since mid-May because of the Pittsburgh Press strike.

Philadelphia Guild members bought 1,000 raffle tickets sponsored by the Philadelphia Council of Unions and made another \$1,000 in outright contributions.

First there was lunch at Guild Hall for 120 Pittsburgh strikers.

Then there was a meeting with some 600 Philadelphia unionists, AFL-CIO and international union leaders who filled a hall near the Philadelphia dailies' downtown headquarters. Participants included TNG Sec'y-Treasurer John C. Edgington and Field Operations Director William H. McLeman, as well as Philadelphia Guild President Kitty Caparella and Administrative Officer Wayne Cahill.

After a round of speeches that included warnings to the Philadelphia papers' management to not underestimate the unions' resolve, the crowd marched through rush-hour traffic to the Philadelphia Newspapers plant.

A Teamsters tractor-trailer, with klaxon horns blasting and loudspeakers blaring the rock chorus, "We will, we will rock you," led them as they marched around plant.

Free-lancers, their union, and solidarity (?)

By Marc Hequet
National Writers Union, UAW

PUBLISHED BUT not paid? That's the grim truth for too many free-lance writers. In the past, there was little a writer could do. But now there's the National Writers Union (NWU).

We think that's good news for all writers — including Guild members, who've been understandably wary of free-lancers. We seem to represent a cut-rate alternative for publishers and a threat to Guild jobs. But that doesn't have to be the case. Organize free-lancers, and free-lancers become Guild allies.

That is precisely what is happening with the NWU. The 10-year-old New York-based group — with 3,000 members and 11 locals, including a 70-member Twin Cities chapter — goes to bat for authors, journalists and other writers. But we have another important purpose: Joining other unions in the struggle for workplace justice.

We're still small, but we believe we have arrived as a considerable force in the publishing industry. In 1991, we voted 77% in favor of affiliating with the United Auto Workers. The UAW is providing us with funds and other resources to organize still more writers.

The NWU helps writers write. Here's how it works for me:

It happens that a Twin Cities publisher owes me \$900 plus expenses for a couple of articles. He has a history of paying late and erratically, and his ad revenues have been spotty because of the economy.

Marc Hequet is president of the Twin Cities local of the National Writers Union.

This article is reprinted from "Shoptalk," newsletter of the Twin Cities Guild.

So, I can lie awake nights worrying. Or I can say: Well, I'll invoice him as usual and get on with my work. If he doesn't pay, I'll call in the union. Two years ago, my notification that I was calling in the union produced payment in full from him in a matter of days — by courier, yet.

There are no guarantees in turning it over to the union. But we win 70% of our grievances, and have collected more than \$633,000 owed writers.

Ultimately, we want to raise standards. Writers work hard at an important job. We ought to be able to make a living at it.

ENOUGH ABOUT US. What about you, the Guild?

The tension was palpable for a moment at the Jan. 16 representative assembly [of the Twin Cities Guild] when I told the group that NWU members want more assignments and more money from the newspapers — but only in ways that don't threaten your livelihoods.

We know the Guild is worried about layoffs, consolidation in the media and hiring of contract workers. We also know that advancing our own interests at the expense of other workers is no advance

at all. We recognize the importance of working with the Guild and helping each other on issues in common.

After conversations with [Twin Cities] Guild leaders, we have these understandings:

✓ One way to build equity for free-lancers while preserving Guild jobs is to get the papers to raise free-lance rates. I rarely work for the papers, but when I do I would rather write a single \$1,000 feature than five \$200 pieces.

✓ Having free-lancers organized is in the best interests of the Guild, and the Guild may work with us at organizing more free-lancers.

Media corporations have been hiring more part-timers and independent contractors, which weakens the Guild. Such workers have little sense of community. But free-lancers in the NWU do have a sense of community and embrace the principles of the labor movement.

✓ The Guild may adopt as a negotiating point with the papers that members of the NWU get preference for part-time or free-lance jobs offered by the papers.

Members of the Guild and the NWU have a lot in common. We work hard at important jobs. We deserve respect. And we deserve to make a decent living at what we do.

We can help each other. We should work together. Such a partnership would be good news for everyone who believes in writing and in the fundamental importance of full, fair, free exchange of information and ideas.

Guild, others' Macomb pacts designed to save dailies, jobs

Mt. Clemens, Mich.—Thanking labor and community organizations for strong support, the Detroit Guild and the other unions that represent the 200 employees of the Macomb Daily and the (Royal Oak) Daily Tribune have announced that they reached new contracts designed to save the debt-ridden dailies from closure.

The pacts cap a 14-month effort by the unions through their Metropolitan Council of Newspaper Unions — made up of the Metropolitan Detroit AFL-CIO, Teamsters locals of drivers and mailers, the CWA-Detroit Typographical Union, a Graphic Communications Pressmen's local, and the Guild.

They also clear a major barrier to a "friendly" purchase of the papers out of mortgage foreclosure by John McGoff, who sold the Macomb Daily and a group of weeklies to Adams Communications of Minneapolis in 1988 for a reported \$100 million.

Adams then bought the Royal Oak paper from the Ingersoll chain and combined many of its operations with the Macomb Daily's in Mt. Clemens. Last January, Heller Financial Corp. of Chicago, which holds a \$43.8-million note on the papers, moved to foreclose on Adams. Adams reportedly also still owes McGoff \$16 million.

The three-year contracts, rati-

fied by the unions' memberships at the papers, including 120 in the Guild, provide operating savings that will total \$1.5 million over their terms while maintaining fully paid medical insurance and key job security and union protections, the unions said.

Last fall, shortly after the previous contracts expired, the unions announced formation of their joint council and initiation of a campaign to save the papers in the face of management demands they said would have forced a strike and destroyed the papers and their members' jobs.

Adams had hired Michael Zinser, formerly of the notoriously anti-union firm of King & Ballow, to push its demands. Adams refused to extend the old contracts and canceled their arbitration, dues checkoff and other union security provisions. An effort also was undertaken to recruit potential strikebreakers. An intimidation campaign led to the firing of Pressmen's Chapel Chair Al Smith.

The unions' campaign, guided by attorney Sam McKnight and David Hecker of the Detroit AFL-CIO, saw literally thousands of letters written to labor leaders, elected officials, advertisers, religious leaders and newspaper carriers, the unions reported.

Members of other unions

throughout the Detroit area helped with resolutions of support and by contacting the newspapers' owners and helping handbill advertisers as part of advertising and circulation boycotts.

"We would not have been able to get the publishers to the bargaining table without this strong labor support," said Al Derey, the Teamsters leader who chairs the newspaper unions' council. That support also was credited with removing Zinser from the scene and persuading McGoff's representatives to seek contracts.

The settlements also include an agreement to rehire the Pressmen's Smith.

Pottstown key minimums to go to \$720

Pottstown, Pa.—The Philadelphia Guild and the Pottstown Mercury have signed a new three-year contract that will push the top minimum-pay rate for advertising outside salespersons, circulation district managers and reporters and photographers at the Goodson-chain daily to \$720.10 on March 15, 1994.

The pact was reached Nov. 20 in a 24-hour bargaining session held after Guild members decisively voted the union strike-call authority, posted an informational

picket line, and began extensive strike preparations that included renting a headquarters near the Mercury's offices.

The settlement increases the contract's minimum-pay rates three times: by \$17.78 retroactive to March 15, then by 3.5% on next March 15, and finally by \$19.05 on the same date in 1994. Above-minimum wages are to be maintained.

In each of the contract's final two years, \$5 a week is to be diverted from full-time employees'

raises toward the cost of health insurance.

The new minimum-pay rates include the following, as of March 15, 1992, 1993 and 1994:

- For the key advertising, circulation and editorial department jobs, top minimums of \$677.34, \$701.05 and \$720.10.
- For inside classified phone salespersons, top minimums of \$483.08, \$499.99 and \$519.04.
- For the lowest-paid clerical position, flat minimums of \$360.15, \$372.76 and \$391.81.

New TNG Constitutions available

Booklets containing TNG's Constitution as amended by the union's 1992 Convention are being distributed to presidents, treasurers and administrative officers of all Guild locals. The booklets also contain TNG's Collective Bargaining Program and Convention Recommendations on Collective Bargaining as amended by the convention. Copies are available from TNG's Research & Information Dept. Single copies are free to individual Guild members and locals; in quantity they are \$1 each. Price to nonmembers is \$2.50 each.

The Newspaper Guild
AFL-CIO, CLC

CONSTITUTION



Including
Collective Bargaining Program
and
Bargaining Recommendations

Adopted by the
59th Annual Convention
June 29-July 3, 1992

IT



SEEMS TO US

Publishers inspire call for 'Day of Outrage'

BAINBRIDGE ISLAND, WASH.
Editor:

I propose a national Day of Outrage for all newspaper employees.

From Anchorage to San Antonio, Honolulu to Pittsburgh, Tacoma to Oakland, newspaper workers are losing their jobs because of newspaper managements' greed and incompetence. Newspaper workers have been falling like leaves stripped from trees by winter winds.

The industry, markets and technology are changing. Managements have not, instead continuing policies that lead to disaster. Unions have compromised, have complied with demands for givebacks, pay-cuts and layoffs in efforts to save failing or just ailing newspapers.

For what?

At UPI, Oakland, San Antonio, elsewhere: Nothing.

No more givebacks, unless workers are given places on boards of directors.

Strike the day asset sales take effect unless all union contracts are honored. That should have been done in Tacoma. I can say that for I was president of the Pacific Northwest Guild when McClatchy bought Tacoma.

Accept no contract longer than three years.

Create a national job bank for all employees thrown out the door. Work with the Society of Professional Journalists and even the Newspaper Assn. of America [formerly the American Newspaper Publishers Assn.] to find and

By TNG convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue.
Deadline: Friday before publication. (Next deadline: Jan. 15.)

create jobs for them inside and outside the industry.

Create real unity for all newspaper employees.

Don't mourn.

Organize.

GIL BAILEY
Past President
Pacific Northwest Guild
Los Angeles Guild
San Jose Guild

Detroit member raps strategic study cost

LIVONIA, MICH.

Editor:

I read that the IEB [Int'l Executive Board] has chosen WDI [Work Directions, Inc.] to perform a strategic planning study [Guild Reporter, Nov. 13, Page 1]. No doubt it's something we need. However, I have a few concerns.

The WDI bid was \$60,000,

Three councils back IEB on study

New York—A joint meeting of the Mid-Atlantic, New England and Southern District Councils of Guild locals here Nov. 21-22 endorsed the actions of TNG's Int'l Executive Board in choosing a Boston firm to do a strategic planning study of the union and in appointing an advisory committee to work with the consultants [Guild

\$10,000 higher than the 1992 Convention approved. The IEB decided to ignore the wishes of the convention and accepted the bid anyway.

It doesn't matter whether or not the convention's \$50,000 limit was realistic. That's where the limit was set. For the IEB to accept a bid higher than the limit is arrogant and wrong. Why bother with a convention? It's clear the rabble doesn't know what's best for them.

I'm not convinced that the Guild needs to hire outside help to assemble a strategic plan. Generally that task is performed by an organization's senior management. My assumption is that our leaders have the skills to perform this task. Correct me if I am wrong.

BILL BRESLER
Observer & Eccentric unit
Detroit Guild

Editor's note: As pointed out in the Nov. 13 Guild Reporter, WDI's bid was \$46,000 for the study, plus an estimated \$15,000 for expenses. The only other bids were \$80,000 for the study, plus \$33,500 for expenses, and \$57,600 for the study, plus \$13,800 for expenses.

Reporter, Nov. 13, Page 1].

Two days earlier, the executive committee of the Providence Guild, one of the locals in the New England Council, voted to ask the IEB to reconsider its appointments to the advisory committee to provide "greater diversity," as had the Midwest District Council earlier [Guild Reporter, Nov. 13].

DON'T BUY X DON'T BUY

NATIONAL BOYCOTTS SANCTIONED BY THE AFL-CIO

DON'T BUY X DON'T BUY

International Paper Co.
—International and Hammermill bond, offset and writing papers
Paperworkers

Iron Age Shoe Co.
—Safety work shoes
Transport Workers

Kawasaki Rolling Stock
—Motorcycles
Transport Workers

Louisiana-Pacific Corp.
—Wood products: L-P Wolmanized, Cedartone, Waterwood, Fibreline, Oro-Bond, Redex, Sidex, Ketchikan, Pabco, Xonolite
Carpenters and Woodworkers

Mohawk Liqueur Corp.
—Mohawk label gin, rum, peppermint schnapps and cordials
Distillery Workers

R.J. Reynolds Tobacco Co.
—Cigarettes: Bright, Camel, Century, Doral, More, Now, Real, Salem, Sterling, Vantage, Winston, YSL/Ritz;
—Little cigars: Winchester;
—Pipe tobaccos: Apple, Carter Hall, George Washington, Madeira Mixture, Our Advertiser, Prince Albert, Royal Comfort, Top
Bakery, Confectionery & Tobacco Workers

Rome Cable Corp.
—Construction and mining cables
Machinists

Shell Oil Co.
—Subsidiary of Royal Dutch Shell, parent of Shell South Africa; petroleum and natural gas products
AFL-CIO

Silo, Inc.
—Retailers of electronic equipment and appliances
Teamsters

Southwire Co.
—Do-it-yourself brand Homewire; commercial/industrial cable and wire
Electrical Workers

F.L. Thorpe & Co.
—Black Hills Gold jewelry
Steel Workers

United States Playing Card Co.
—Playing cards: Bee, Bicycle, Tally Ho, Aviator, Congress
Retail, Wholesale & Dept. Store Union

Ace Drill Corp.
—Drills, routers and steel bars
Auto Workers

Brown & Sharpe Mfg. Co.
—Pumps, measuring, cutting and machine tools
Machinists

Bruce Church, Inc.
—Iceberg lettuce: Red Coach, Friendly, Green Valley Farms, Lucky
Farm Workers

California table grapes
—Table grapes without the UFW label on carton or crate
Farm Workers

Diamond Walnut Co.
—Canned and bagged walnuts, walnut pieces
Teamsters

Greyhound Lines, Inc.
—Inter-city bus and charter services
Amalgamated Transit Union

Holly Farms
—Chickens and processed poultry products
Teamsters

Hood Furniture Mfg. Co.
—Wood furniture for bedrooms and dining rooms, plus entertainment center components.
Electronic ... & Furniture Workers

Union Label & Service Trades Dept., AFL-CIO (11-12/92)

B.C. enacts labor law reforms; second province to do it in '92

Victoria, B.C.—British Columbia on Dec. 15 became the second Canadian province to adopt major labor-law reform legislation in 1992.

The first was Ontario, where final legislative approval came on Nov. 5 — 10 months after the measure was first proposed — and where the measure becomes effective on Jan. 1 after several weakenings.

The B.C. reforms were introduced in late October and enacted with no substantive changes.

Both sets of reforms were enacted by New Democratic Party governments. However, there was little of the furor from the B.C. business community that accompanied the legislation in Ontario, including a major co-ordinated advertising campaign against it by that province's organized newspaper publishers [Guild Reporter, Sept. 18].

Like the Ontario measure, the B.C. reforms were endorsed by the Guild, in this case the Vancouver and Victoria locals, as well as most other organizations in the labor movement, with recommendations for additional provisions that were not introduced.

"We now have a labor code that is more fair and balanced" than it was and that "respects the desire and right of workers in this pro-

vince to organize," said Ken Georgetti, president of the B.C. Federation of Labour.

The new legislation "goes a long way toward correcting the unfairness" of the labor law enacted by the previous B.C. government, said Jan O'Brien, the Vancouver Guild's administrative officer.

The measure among other things outlaws the use of strikebreakers, provides for certification of unions without an election when 55% of an employee group signs union membership applications, and provides for arbitration of first contracts, as well as mediation.

Organizing votes are to be required for sign-ups between 45% and 55%.

During organizing drives, unfair labor practice charges are to be heard and decided within five days of their being filed.

Automatic certification will be awarded when unfair practices by an employer are found to have influenced the situation.

Expedited arbitration of contract violations will be available with hearings held within 28 days and decisions due no more than 21 days after the hearings.

"Dependent contractors" are given broader rights to have union representation.

Unions are empowered to pay to have members' fringe benefits

continued by their employers during strikes.

All union-management contracts are required to provide for a "joint consultation committee" to deal with issues such as technological change, work reorganization and productivity.

The B.C. law's strikebreaker ban prohibits employers bringing in management or other nonunion employees for other parts of the same company, but permits striking union members to abandon a strike and return to work across picket lines.

Many provisions of the previous labor law considered onerous by union are repealed in the new measure.

A ban on so-called secondary boycotts is repealed, allowing union members to refuse to work with materials coming from or headed for firms declared "unfair" to labor.

A requirement for government supervision of strike votes also is repealed.

The name of the provincial agency administering the law is changed back to "Labour Relations Board," from "Industrial Relations Council."

The board is to provide a neutral officer who will provide information on unionization and labor issues to the public.

1992 HEYWOOD BROUN AWARD

\$2,000 in Cash and a Guild Citation

DEADLINE: JANUARY 22, 1993

FOR the 52nd consecutive year The Newspaper Guild (AFL-CIO, CLC) offers its Broun Award for outstanding journalistic achievement "in the spirit of Heywood Broun," the great newspaper columnist who was the Guild's founder.

THE spirit of Heywood Broun was distinguished by an abiding concern for the underdog and the underprivileged, whose vigorous champion he was. It was expressed, as the New York Times recalled on his death in 1939, "in the qualities that were born in him—in humor, in courage, in endless and painstaking kindness for the poor, the weak and those whom he thought oppressed," and in his crusading journalism in their behalf.

THE Heywood Broun Award is intended to encourage and recognize individual journalistic achievement in this spirit by members of the working press, particularly if it helps right a wrong or correct an injustice. (The Award has gone to an editorial-page cartoonist and local columnists, as well as reporters.) Publications as such are not eligible. Team entries are not excluded, but first consideration will be given to entries on behalf of individuals or teams of no more than two persons. This, too, is in the spirit of Heywood Broun.

● The 1992 Award will be given for work done or work completed between January 1, 1992, and December 31, 1992.

● Eligible are employees of newspapers, news services, news magazines and radio and television stations in the U.S., Canada and Puerto Rico, whether they are members of the Guild or not. Managerial employees and free lances are not eligible, nor are publications and other employers as such, or entries on behalf of entire staffs that, in effect, constitute entries on behalf of a publication or other employer.

● Applicants may submit entries on their own or others' behalf.

● There are no application forms, but each entry should be accompanied by a letter describing the circumstances under which the work was done and its results. Print entries should be submitted in scrapbook form, broadcast entries in the form of audio or video tapes (half-inch VHS, please), with final scripts or summaries. To facilitate judging, entries and cover letters should be submitted in duplicate where feasible, and include a return phone number. Faxes are not accepted.

BROUN AWARD NOTICES HAVE GONE TO ALL LOCALS

Entries are to be sent to: Broun Award Committee, c/o TNG.

Average reporter top-minimum passes \$706

AVERAGE TOP-MINIMUM pay-rate for experienced reporters and, in large part, photographers and copy editors at Guild-covered daily and Sunday newspapers and news services in the United States, Canada and Puerto Rico as of Aug. 1 was \$706.50 a week (\$36,738 a year), before overtime.

Listed here are those rates, from 120 newspaper and seven news service contracts, as compiled from information from TNG's Collective Bargaining Dept. The column headed "After" refers to total experience at the job, with that employer and others.

Just over 46% (59) of the rates topped \$700 a week (\$36,400 a year); 37% (47) exceeded \$750 (\$39,000); 29% (37) were more than \$800 (\$41,600); 15% (19) topped \$900 (\$46,800); and 7.9% (10) exceeded \$1,000.

Average of the 108 U.S. rates was \$673.07 (\$34,999.64); average of the 17 Canadian rates was \$945.88 (\$49,185.76).

The list does not reflect deferred increases or raises from settlements reached after Aug. 1. Rates from contracts in Canada are stated in Canadian dollars; those from U.S. and Puerto Rican contracts, in U.S. dollars.

Contract	Minimum—After
New York Times*	\$1,187.96—2 yrs.
Montreal Gazette	1,086.00—5 yrs.
Toronto Star	1,080.18—6 yrs.
Toronto Globe & Mail*	1,076.72—6 yrs.
Vancouver Sun and Province	1,055.34—5 yrs.
Reuters, Canada	1,035.41—5 yrs.
Victoria Times-Colonist	1,032.23—5 yrs.
Canadian Press/Broadcast News	1,013.13—5 yrs.
New York Daily News	1,009.41—6 yrs.
Agence France-Presse (Canada)	1,008.65
Reuters, U.S.	957.82—6 yrs.
Ottawa Citizen	956.19—5 yrs.
Philadelphia Inquirer and Daily News	952.13—5 yrs.
London (Ont.) Free Press	949.00—5 yrs.
Windsor (Ont.) Star	948.48—5 yrs.
Kitchener-Waterloo (Ont.) Record	946.00—5 yrs.
St. Louis Post-Dispatch	933.76—5 yrs.
Chicago Sun-Times	918.78—5 yrs.
Hamilton (Ont.) Spectator	915.00—4 yrs.
Baltimore Sun and Evening Sun	898.00—5 yrs.
Washington Post	891.80—4 yrs.
St. Paul Pioneer Press	876.00—5 yrs.
Agence France-Presse (U.S.)	873.43—6 yrs.
Buffalo News	867.70—5 yrs.
Pittsburgh Post-Gazette**	856.00—5 yrs.
Honolulu Advertiser	855.87—5 yrs.
Honolulu Star-Bulletin	855.87—5 yrs.
Cleveland Plain Dealer	851.47—4 yrs.
San Francisco Chronicle and Examiner	846.51—6 yrs.
San Jose Mercury-News	846.51—6 yrs.
San Mateo (Calif.) Times	846.51—3 yrs.
Minneapolis Star Tribune	838.00—5 yrs.
San Diego Union-Tribune*	832.76—6 yrs.
Toledo (Ohio) Blade	824.08—4 yrs.
Denver: Rocky Mountain News	823.00—5 yrs.
Long Beach (Calif.) Press-Telegram	817.48—5 yrs.
Providence (R.I.) Journal-Bulletin	810.87—4 yrs.
Boston Herald*	791.63—4 yrs.
Brantford (Ont.) Expositor*	786.19—4 yrs.
Monterey (Calif.) Herald	785.00—6 yrs.
Santa Rosa (Calif.) Press Democrat	780.37—6 yrs.
Eugene (Ore.) Register Guard	780.30—5 yrs.
Associated Press†	777.00—5 yrs.
Akron (Ohio) Beacon Journal*	770.00—4 yrs.
Delaware County (Pa.) Times	766.46—5 yrs.
Maui (Hawaii) News	757.82—5 yrs.
Seattle Post-Intelligencer	756.09—4 yrs.
Detroit Free Press	749.84—4 yrs.
Detroit News	748.84—4 yrs.
Sudbury (Ont.) Star	741.94—6 yrs.
Seattle Times	738.52—5 yrs.
Denver Post	738.00—5 yrs.
New Bay (Ont.) Nugget	727.65—5 yrs.
Memphis (Tenn.) Commercial Appeal	726.60—5 yrs.
Cincinnati and Kentucky Post	725.00—5 yrs.
Oshawa (Ont.) Times	721.93—4½ yrs.
Indianapolis Star	718.75—6 yrs.
Manchester (N.H.) Union Leader*	713.75—3 yrs.

Contract	Minimum—After
Erie (Pa.) News and Times	711.99—5 yrs.
Fall River (Mass.) Herald-News	683.71—4 yrs.
New York Post*	683.00—5 yrs.
Modesto (Calif.) Bee*	682.00—6 yrs.
Hilo: Hawaii Tribune-Herald	680.01—5 yrs.
Mt. Clemens, Mich.: Macomb Daily and Royal Oak Daily Tribune*	678.00—5 yrs.
Allentown (Pa.) Call*	676.82—4 yrs.
Portland (Me.) Press Herald*	666.60—4 yrs.
Joliet (Ill.) Herald-News*	666.00—4 yrs.
Norristown (Pa.) Times Herald	661.93—5 yrs.
Dayton (Ohio) Daily News*	660.50—5 yrs.
Kenosha (Wis.) News	660.00—5½ yrs.
Pottstown (Pa.) Mercury*	659.56—5 yrs.
Fresno (Calif.) Bee*	654.77—6 yrs.
Waukegan (Ill.) News-Sun*	653.56—5 yrs.
Wilkes-Barre (Pa.) Sunday Independent	652.25—4 yrs.
Jersey City, N.J.: Jersey Journal*	650.03—4 yrs.
Los Angeles Daily News	650.00—6 yrs.
Sacramento (Calif.) Bee*	649.00—6 yrs.
Albany (N.Y.) Times-Union	639.29—4 yrs.
Lowell (Mass.) Sun*	638.00—4 yrs.
Scranton (Pa.) Times and Tribune*	635.09—3 yrs.
Sheboygan (Wis.) Press	630.63—5 yrs.
New Brunswick (N.J.) Home News*	625.00—4 yrs.
Pawtucket (R.I.) Times*	610.00—4 yrs.
Brockton (Mass.) Enterprise*	609.27—4 yrs.
Lynn (Mass.) Item*	608.00—4 yrs.
Gary (Ind.) Post-Tribune	607.45—5 yrs.
Peoria (Ill.) Journal Star*	605.00—5 yrs.

*Rate from previous/expired contract.

**After six years if hired after 1/1/91.

†Associated Press rate listed applies in 29 cities, including Albany, Cincinnati, Cleveland, Harrisburg, Indianapolis, Providence, Sacramento and San Diego. Rate is \$5 higher (\$782) in 18 cities, including Baltimore, Denver, Detroit, Honolulu, Milwaukee, Minneapolis, Philadelphia, Pittsburgh and Seattle. Rate is \$40 higher (\$817) in Boston, Chicago, Los Angeles and San Francisco, and \$77 higher (\$854) in New York and Washington and at AP Radio/Broadcast News. The rate is \$5 lower (\$772) in 88 cities, including Chattanooga, Dayton, Fresno, Knoxville, Lansing, Memphis, Peoria, San Jose and Yakima. A tentative new AP contract was reached early in December (see story elsewhere in this issue).

*Plus 2% after 10 years and at 5-year intervals to max 10% and \$20/week.

*After 3 years for "fully qualified practitioners." Also \$660 for "senior journalists."

**\$630.90 if hired before 1/1/90.

Contract	Minimum—After
Youngstown (Ohio) Vindicator*	603.35—5 yrs.
Canton (Ohio) Repository	600.09—5 yrs.
Duluth (Minn.) News-Tribune*	600.07—5 yrs.
Waterbury (Conn.) Republican-American	590.94—5 yrs.
San Antonio Light	590.78—5 yrs.
Harrisburg (Pa.) Patriot and News*	589.50—4 yrs.
Lansing (Mich.) State Journal*	579.86—5 yrs.
Knoxville (Tenn.) News-Sentinel*	575.00—4 yrs.
Woodbridge (N.J.) News Tribune*	574.24—4 yrs.
Salem (Mass.) News*	568.72—4 yrs.
York (Pa.) Daily Record	566.49—4 yrs.
Oakland Tribune*	560.42—6 yrs.
Woonsocket (R.I.) Call*	560.07—4 yrs.
New York: El Diario-La Prensa*	559.84—4 yrs.
Kingston (N.Y.) Daily Freeman*	557.13—4 yrs.
Great Falls (Mont.) Tribune*	546.10—5 yrs.
Pueblo (Colo.) Chieftain*	543.33—5 yrs.
Milwaukee Journal and Sentinel*	535.00—4 yrs.
Waterville (Me.) Sentinel	533.00—4 yrs.
Sioux City (Iowa) Journal	525.84—4 yrs.
York (Pa.) Dispatch	523.00—4 yrs.
Malden (Mass.) Daily News-Mercury*	514.25—3 yrs.
Bakersfield Californian*	509.34—5 yrs.
Bellevue (Wash.) Journal-American	508.69—5 yrs.
Lexington (Ky.) Herald-Leader*	500.00—4 yrs.
Hazleton (Pa.) Standard-Speaker*	499.71—5 yrs.
Yakima (Wash.) Herald-Republic*	484.29—4 yrs.
San Juan Star	484.00—6 yrs.
United Press Int'l*	483.07—7 yrs.
Tonawanda (N.Y.) News*	480.46—4 yrs.
Wilkes-Barre (Pa.) Citizens' Voice*	479.00—4 yrs.
San Juan: El Vocero*	470.00—5 yrs.
Bristol (Conn.) Press*	465.00—5 yrs.
Monessen (Pa.) Valley Independent*	453.00—5 yrs.
Terre Haute (Ind.) Tribune-Star	438.02—5 yrs.
Massillon (Ohio) Independent*	426.92—4 yrs.
Chattanooga (Tenn.) Times*	425.00—4 yrs.
Rochester (N.Y.) Democrat & Chronicle and Times-Union*	419.00—4 yrs.
Utica (N.Y.) Observer-Dispatch*	387.50—5 yrs.
Battle Creek (Mich.) Enquirer*	346.00—5 yrs.

A Shepherd

The newspaper columns of Heywood Broun, the Guild's founding president, ranged from light reminiscence to incisive political commentary. Somewhere between were his Christmas stories, "executed with more loving care than almost anything else he wrote," his son, Heywood Hale Broun, once recalled.

This rendering of the legend of Amos was written by Broun as his 1929 Christmas column for the old New York World-Telegram.

THE HOST OF HEAVEN and the angel of the Lord had filled the sky with radiance. Now, the glory of God was gone, and the shepherds and the sheep stood under dim starlight. The men were shaken by the wonders they had seen and heard, and, like the animals, they huddled close.

"Let us now," said the eldest one of the shepherds, "go even unto Bethlehem and see this thing which has come to pass, which the Lord hath made known unto us."

The City of David lay behind a far, high hill, upon the crest of which there danced a star. The men made haste to be away, but as they broke out of the circle there was one called Amos who remained. He dug his crook into the turf and clung to it.

"Come," cried the eldest of the shepherds, but Amos shook his head. They marveled, and called out: "It was an angel. You heard the tidings. A saviour is born."

"I heard," said Amos. "I will abide."

The eldest walked back from the road to the little knoll on which Amos stood.

"You do not understand," the old man told him. "We have a sign from God. An angel has commanded us. We go to worship the saviour, who is even now born in Bethlehem. God has made His will manifest."

"It is not in my heart," replied Amos.

And now the eldest of the shepherds was angry.

"With your eyes," he cried out, "you have seen the host of heaven in these dark hills. And you heard, for it was like the thunder when 'Glory to God in the Highest' came ringing to us out of the night."

And again Amos said, "It is not in my heart."

Another then broke in: "Because the hills stand and the sky has not fallen it is not enough for Amos. He must have something louder than the voice of God."

Amos held more tightly to his crook and answered, "I have need of a whisper."

They laughed at him and said, "What should this voice say in your ears?"

He was silent, and they pressed about him and shouted mockingly: "Tell us now. What says the God of Amos, the little shepherd of a hundred sheep?"

Meekness fell away from him. He took his hands from on the crook and raised them high.

"I, too, am a god," said Amos in a loud, strange voice, "and to my hundred I am a saviour."

And when the din of the angry shepherds about him slackened, Amos pointed to his hundred.

"See my flock," he said. "See the fright of them. The fear of the bright angel and of the voices is still upon them. God is busy in Bethlehem. He has no time for a hundred sheep. They are my sheep. I will abide."

THIS THE OTHERS did not take so much amiss, for they saw that there was a terror in all the flocks, and they, too, knew the ways of sheep. And before the shepherds went away on the road to Bethlehem toward the bright star each one talked to Amos and told him what he should do for the care of the several flocks. And yet one or two turned back a moment to taunt Amos before they reached the dip in the road which led to the City of David. It was said, "We shall see the new glories at the throne of God, and you, Amos — you will see sheep."

Amos paid no heed, for he thought to himself, "One shepherd the less will not matter at the throne of God." Nor did he have time to be troubled that he was not to see the child who was come to save the world.

There was much to be done among the flocks, and Amos walked between the sheep and made under his tongue a clucking noise, which was a way he had, and to his hundred and to the others it was a sound finer and more friendly than the voice of the bright angel. Presently the animals ceased to tremble and began to graze as the sun came up over the hill where the star had been.

"For sheep," said Amos to himself, "the angels shine too much. A shepherd is better."

With the morning the others came up the road from Bethlehem, and they told Amos of the manger and of the wise men who had mingled there with shepherds. And they described to him the gifts — gold, frankincense and myrrh. And when they were done they said, "And did you see wonders here in the fields with the sheep?"

Amos told them, "Now my hundred and one hundred and one," and he showed them a lamb which had been born just before the dawn.

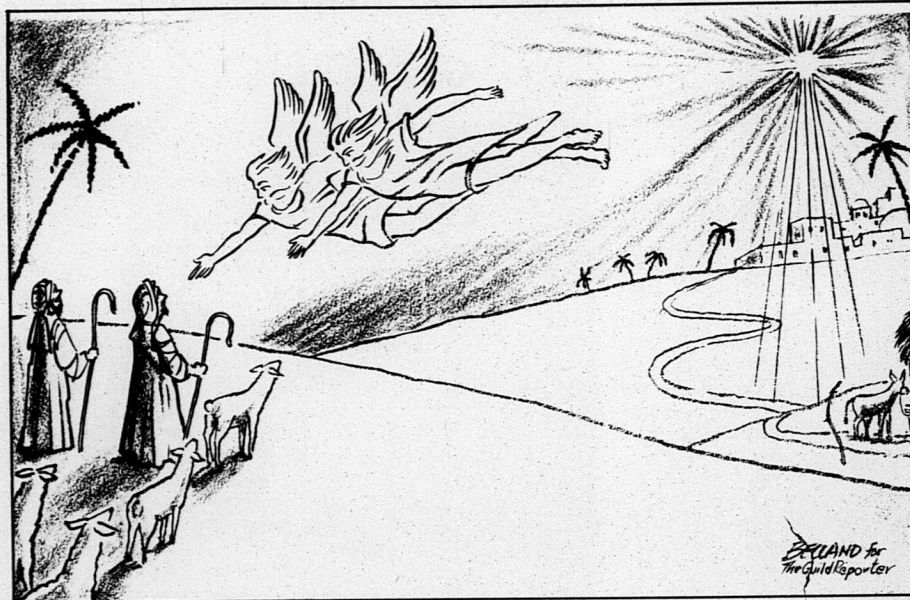
"Was there for this a great voice out of heaven?" asked the eldest of the shepherds.

Amos shook his head and smiled, and there was in his face that which seemed to the shepherds a wonder even in a night of wonders.

"To my heart," he said, "there came a whisper."



The word went first to some workers . . .



Unions aim to stop Form runaway

Los Angeles—The Los Angeles Guild and two other unions that represent employees of the Racing Form here continued to discuss with management possible alternatives to the company's tentative plan to move most of the paper's operations to Phoenix by April.

The move would cost 100 of the Los Angeles Form's 150 employees their jobs, including at least half of the 50 in the Guild, who work in the business, circulation and editorial departments.

At the same time, the Guild and

locals of the Communications Workers (typographers and mailers), and Graphic Communications (press operators) unions were helping to bring together community leaders interested in keeping the publication in the city.

Early recruits included members of the Los Angeles City Council, the vice chair of the Rebuild Los Angeles Committee, formed after this summer's riots, and top leadership of the Los Angeles County Federation of Labor.

The unions retained some hope because in each of their first three meetings with management, the company said that despite its public announcement Dec. 3 of plans to close down its Los Angeles plant, it still had made no final decision, reported Jim Smith, the Guild's administrative officer.

In announcing the plans, the

company pointed to its outdated Los Angeles production facilities, the expansion of the 98-year-old paper's market inland and the location of its plant in this summer's riot area.

It estimated the cost of building new facilities in Los Angeles at more than \$7 million.

Under the plans, the paper's production would be contracted out while its circulation, advertising sales and bookkeeping departments would be moved to a new Los Angeles location.

Editorial, statistical and press functions would be moved to Phoenix, with pages transmitted to the contract printer's presses via satellite.

The Racing Forms were purchased last year by Kohlberg, Kravitz & Roberts, a New York-based takeover firm.

Dale recuperating until the new year

Fairfax, Va.—TNG President Charles Dale said Dec. 16 that he will spend the balance of 1992 at his home here recuperating from what has been diagnosed as a "transient ischemic attack" suffered upon his arrival at TNG headquarters Dec. 14.

Dale said he expected to be released by Dec. 19 from Fairfax Hospital, where he underwent extensive testing after the episode.

His doctors explained that a transient ischemic attack is "a disruption of blood flow to the brain which results in neurological symptoms and deficits." They said that while they could not pinpoint the precise cause of Dale's attack, "all the elements were present: high blood pressure, high cholesterol and smoking," and that "exhaustion was definitely a contributing factor."

Treatment will involve a change in diet, lifestyle and medication.



1992 Heywood Broun Award, entry deadline, Jan. 22, (Broun Award, c/o TNG, Silver Spring, Md.)

Midwest District Council, winter meeting, Feb. 6-7, St. Louis.

12th Annual TNG Residential Seminar for new local officers, Feb. 12-15, George Meany Labor Studies Center, Silver Spring.

Middle-Atlantic District Council, winter meeting, Feb. 27-28.

Western District Council, winter meeting, Feb. 27-28, Seattle.

Int'l executive Board, spring meeting, April 26-30 (tentatively), TNG Headquarter, Silver Spring.

1st Biennial (60th annual) Convention, July 19-23, Sheraton Waikiki Hotel, Honolulu.

2nd Biennial Convention, summer 1995, Boston.

The Guild Reporter



JAMES M. CESNIK, Editor

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