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Hawaii's united unions extend pacts 3 years

Honolulu—Hawaii's six united newspaper unions have won commitments that the Gannett chain will require the buyer of its Honolulu Star-Bulletin to adopt the unions' contracts at that paper and that Gannett itself will adopt those at the Advertiser and the two papers' joint publishing agency.

The commitments are part of early, three-year extensions of the unions' contracts with the two

dailies and the Hawaii Newspaper Agency (HNA), finalized early in January even as Gannett was announcing that it had a buyer for the Star-Bulletin.

The extensions also ban any job losses at the two papers and HNA as a result of the changes in ownership.

Gannett announced in September that it had a \$250-million deal to buy the now dominant Ad-

vertiser from the Persis chain and that it was seeking a buyer for its formerly leading Star-Bulletin [Guild Reporter, Oct. 16].

The contract extensions, won in talks initiated by the six unions' unity council, also include pay increases of more than 9% on top of raises due in mid-March under existing contracts, which were to have expired in mid-June.

Under the extended Guild con-

tract, the top minimum-pay rate for key news and outside advertising salespersons will go to \$971.90 in mid-June 1995, higher by \$96.40 than its current level, with \$84 coming under the extension.

The Guild's Roy Kruse, chief bargainer for the unity council, said the extensions' 9%-plus raise package and the absence of any retrogressions is particularly salutary in light of the economic down-

turn that has gripped Hawaii.

The unity council proposed the extensions to Gannett soon after it announced the deal to buy the Advertiser and sell the Star-Bulletin.

In addition to the Guild, the unity council is composed of locals of Longshoremen's Union mailers and circulation district managers, CWA-Typographical Union printers, Graphic Communications (Continued on Page 4)

Monterey's 3 unions okay strike

Monterey, Calif. — The memberships of the three unions that represent 90% of the Monterey Herald's employees voted the unions' officers strike-call authority a week after the E.W. Scripps Co. took over the paper as part of the Block chain's purchase of the Pittsburgh Press from Scripps.

The voice vote, during a joint meeting Jan. 6 of more than 120 members of the Monterey unit of

Pittsburgh Post-Gazette resumes publishing 3

the San Jose Guild, the CWA-printers and the GCIU Pressmen, elicited but one "nay."

The action authorizes the officers of the local unions to "take whatever action is necessary, up to and including calling a strike, if Scripps does not honor" the unions' contracts.

It was taken on a motion from the floor after leaders of the unions reported on their meeting earlier that day with Scripps representatives, the first since that company formally took over the paper's assets on Dec. 31, the day after the Justice Dept. had cleared the Pittsburgh Press' sale to Block.

In that meeting, said Guild Administrative Officer Bill Davis, the Scripps representatives were "conciliatory but evasive on some key points." But, he said, it appeared that "for now, at least, ... the new

(Continued on Page 4)

Guild, other unions protest Californian's draconian demands

Bakersfield Guild President Tom Maurer calls for community support of resistance by the Guild, Typographical and Pressmen's unions to contract demands by the Bakersfield Californian that would give the daily a free hand to search employees' cars, require polygraph and drug tests and again cut contractual pay rates for new employees, among other things. Approximately 100 members of the newspaper unions and other area unions participated in informational picketing outside the paper in mid-December. All three unions are seeking renewal of contracts that are expired, the Guild's since last May. Maurer accused management of hiring a Tennessee law firm to seek to drive longtime employees away so it can hire a sub-class of lower paid employees and send more profits to the paper's publisher in New Hampshire. Demonstrators ignored a table set up by the company offering them free coffee and donuts.



JOHN HARTE/Bakersfield Guild

Light kept open during talks on sale

San Antonio, Texas — The U.S. Justice Dept.'s refusal on Jan. 8 to approve the Hearst chain's purchase of Rupert Murdoch's competing Express-News has allowed a potential buyer of the San Antonio Light to surface and kept the paper in operation until at least Jan. 22.

Hearst had announced Oct. 6 that it was purchasing the rival Express-News and would close the Light, where the Guild represents some 190 editorial, business office, press-maintenance and transportation department employees, if a buyer could not be found.

Analysts concluded that the

\$185 million purchase price made it clear Hearst was buying not just another newspaper, but a newspaper monopoly. The Express-News has a circulation of just under 187,000 daily and 285,000 Sundays; the Light, just under 149,000 daily and more than 220,000 Sundays.

Hearst entered serious negotiations for sale of the Light to Eddie Garcia, a San Antonio businessman, and a group of unnamed investors, Jan. 12, after Justice Dept. officials delayed a decision on whether to approve Hearst's acquisition of the Express-News. The negotiations continued through Jan. 21.

Hearst had expected Justice Dept. approval on Friday, Jan. 8, and planned to publish the last edition of the Light two days later, on Sunday, Jan. 10.

Potential advertisers reportedly were told by Hearst not to buy ad- (Continued on Page 6)

Guild moves to counter cuts at Daily News

New York — The New York Guild moved to launch a corporate campaign against all of Mortimer B. Zuckerman's businesses after he cast out a third of the New York Daily News' Guild-covered employees and scrapped the Guild contract in the process of formally taking the tabloid out of bankruptcy Jan. 8.

At the same time, the Guild said it remained ready to return to the bargaining table at a moment's notice to again seek to rationalize

the job cuts and reach a fair new contract with the real estate developer and magazine publisher.

For months, chief obstacles to a settlement in a Zuckerman takeover had been the number and job security rights of severed and retained Guild-covered employees, his demands for a free hand to make cuts with no regard for seniority and his insistence that there be no right to arbitrate competency discharges of new newsroom employees. Some 230 Guild

employees lost their jobs in the wake of the 1990-91 News strike.

In addition:

✓ The Guild filed several unfair labor practice charges with the National Labor Relations Board accusing Zuckerman of bad faith bargaining.

✓ The Guild and three black-community leaders accused the News of bias against minority and older employees in its selection of those let go when Zuckerman took over the paper.

✓ The New York Assn. of Black Journalists expressed "particular concern" at "the virtual wipeout of journalists of color ... and the disproportionate number of African-American men who were released."

✓ The Guild withdrew from the New York Allied Printing Trades Council — "in the best interest of our members" — after the council publicly criticized Guild moves against Zuckerman's ac- (Continued on Page 2)

IEB names Williams GR editor ... 3

THE SHORT OF IT

UNION BUSTING IS BAD for the bottom line, according to a study by three City University of New York researchers of companies that have adopted aggressive strategies against their employees' unions and union wage rates. Anti-union tactics cost the firms millions of dollars according to the study, "The Costs of Aggression." One of the situations studied was the 1990-91 nine-union strike against the New York Daily News, then owned by the (Chicago) Tribune Co. More than \$100-million was spent to set up a secondary newsroom, maintain strikebreakers, pay legal fees and sell the paper, the study says. Eventually, Tribune Co. stockholders lost \$785 million in equity. A 17-page summary of the study is available for the asking from the AFL-CIO Industrial Union Dept., Room 302, 815 16th St. NW., Washington, D.C. 10006. Meantime, the E.W. Scripps Co.'s October-December financial report said that the strike at its Pittsburgh Press pushed chain-wide net down by nearly half, to \$7.8 million, from \$14.9 million in the same period of 1991.

Potpouri: Vice President Al Gore spent 4½ years, from 1971 until 1976, as an reporter for the Nashville Tennessean (not a Guild paper). He left to run for Congress, successfully. February is Black History Month. The New Jersey Agent Orange Commission, in a joint project with the Assn. of Birth Defect Children, needs help in compiling a registry and data base on the children of Vietnam veterans with birth defects or learning disabilities. Questionnaires, one per child, are available from the commission at P.O. Box 1717, Trenton, N.J. 08607. The commission is not connected with the Veterans Administration. Feb. 4 is the 124th anniversary of the birth of William D. (Big Bill) Haywood, co-founder of the Industrial Workers of the World (Wobblies).

Labor beat: Elmer Chatak, who, as secretary-treasurer of the AFL-CIO Industrial Union Dept., helped launch and keep together the Newspaper Industry Co-ordinating Committee of union leaders, was elected president of the IUD during its convention late last year. He succeeds Howard D. Samuel, president since 1979. The National Labor Relations Board has issued an unfair-practice complaint against Caterpillar, Inc., in Peoria, Ill., for barring its United Auto Workers employees from wearing T-shirts and buttons with pro-union slogans. The company is contesting the complaint. "Working until it hurts," a documentary on repetitive strain injuries (RSI) by the independent San Francisco television program, We Do The Work, includes among the RSI-victims it profiles Sheri Graves, a reporter and Guild member at the Santa Rosa Press Democrat. One of the producers, Sara Frankel, left a reporting job at the San Francisco Examiner because of RSI. The 9,000-member National Assn. of Broadcast Employees & Technicians will merge into the Communications Workers of America following a 92% vote by its membership in November in favor of doing so. NABET will become a sector of the CWA, similar to that created to accommodate the Int'l Typographical Union several years ago. NABET's 6,000 members in Canada are not involved.

Overseas: The Int'l Federation of Journalists is preparing to open a regional office in Asia in July, in Kuala Lumpur, Malaysia. Its executive committee decided to do so after admitting two new member unions, the Fiji Journalists Assn. and the Gambia Press Union, bringing to 69 the number of countries with affiliates and to nearly 300,000 the number of members represented by those affiliates. The German Marshall Fund of the United States is taking applications through Feb. 26 for two-month fellowships for two experienced print journalists who want to learn more about the European Community. More information and applications: German Marshall Fund EC Journalism Fellowship, Center for War, Peace and the News Media, New York University, 10 Washington Place, New York, N.Y. 10003 (Fax: 212-995-4143).

Among ourselves: Karen Kerchell, a Pacific Northwest Guild representative on the union-management RSI advisory committee at the Seattle Times, and an RSI victim herself, has been named to represent the Guild on the Washington State Labor Dept.'s Ergonomics Guideline Advisory Committee. She is the only newspaper industry employee on the 27-member body. Ben H. Bagdikian, the press critic who is a former member of the Providence Guild and once headed the Mellett Fund for a Free & Responsible Press, set up by TNG, has been named to the Rhode Island Press Assn. Hall of Fame and made an honorary doctor of humane letters by the University of Rhode Island's College of Arts and Sciences. The late Thaddeus (Ted) Ogar, longtime Detroit Guild member who edited the Michigan AFL-CIO News, the Michigan CIO News and the Auto Workers Solidarity newspaper, among other publications, was named to the Michigan Journalism Hall of Fame last year. He is the first representative of the labor press so honored. Jack Rosenthal, once a Guild leader in Portland, Ore., now is the editor of the New York Times Magazine, after six years as editor of the daily's editorial page. David Finkel, staff writer on the Washington Post Magazine and a member of the Washington-Baltimore Guild, won two first-place awards in the 1992 Sunday Magazine Editors Assn. competition.

Guild moves aim to counter massive cuts at Daily News

(Continued from Page 1)

The council's eight remaining local-union affiliates have 13-year, no-strike agreements with Zuckerman.

The council's criticism "is ... misdirected," said New York Guild President Barry Lipton.

"Our fight is with Zuckerman and his blatant disregard for our workers' rights, not with other employees at the News or their unions," Lipton continued, adding:

"The Guild has absolutely no intention of doing permanent damage to the News. Zuckerman has done our members a great injustice. It is our duty as a union to fight back and right those wrongs. Our only goal is to persuade Mr. Zuckerman to resume bargaining and negotiate a fair contract with our union."

George E. McDonald, president of the council and the Mailers Union that encompasses the Daily News, had labeled the Guild's leadership "a reactionary group" and called the Guild's corporate campaign, which includes a News boycott, "counterproductive." He said he feared "it could jeopardize the 1,535 jobs" still left at the paper, including 350 in Guild jurisdiction.

Later the full council condemned the boycott, called for the AFL-CIO at the national, state and city levels to support its actions, and said it remains "prepared to use our full resources to save the Daily News and to achieve a fair and honorable collective bargaining agreement for the Guild."

Earlier, Zuckerman had required all 540 advertising, business, circulation, editorial and other employees to reapply for their Guild-covered jobs, if they wanted to keep them after he took over the paper [Guild Reporter, Dec. 18]. The Guild advised members to do so under protest, and newsroom employees responded with a five-day by-line strike.

Zuckerman said that since he was buying the paper's assets out of bankruptcy, for \$36.3 million,

he had no obligation to follow staff-cut procedures or any other provisions of the Guild-Daily News contract, which would not expire until March 31, 1994, and that he was not even required to bargain with the Guild.

The cuts were made on Jan. 7 when Zuckerman had supervisors give each employee an envelope containing the verdict on their employment status — fat envelopes for those retained contained the equivalent of individual contracts, in some instances at substantially reduced pay; thin envelopes for the 180 severed contained four-paragraph letters saying that "We regret to inform you ..."

Those cut were given the option of lump-sum severance payments under the schedule spelled out in the Guild contract — two weeks per year of service — or a unilateral buyout that included an enhanced pension or severance paid in installments and calculated at 2.5 weeks' pay per year for 20 years of service, 3 weeks per year for more.

About half the employees cut were in the news room, including prize-winning reporters and photographers. Also included were many employees in their 50s and 60s, some with 40 years or more service.

Those cut included eight of the 13 members of the Guild bargaining committee and a large number of other Guild activists, including TNG Int'l — and New York Guild Local — Chairperson Peter E. McLaughlin, a 36-year employee of the News, the last 31 as a reporter. McLaughlin, like Zuckerman, is 55.

Lipton compared the cuts to "ethnic cleansing." Others used terms like "massacre" and "blood-bath."

Several employees conducted a short "sit in" in the news room. Others gave vent to their objections vocally and graphically outside the News building in Manhattan. "Guild to Mort: DROP DEAD" read one sign.

Minorities advocates protest heavy hits

New York—They chose different words and numbers and ways to try to make them known, but three black community leaders and the president of the New York Assn. of Black Journalists (NYABJ) all sent Mortimer B. Zuckerman the same message within a week of his taking over the Daily News:

They want to talk to him about doing something about the disproportionate number of blacks and other minorities among the 180 Guild-covered employees given their walking papers Jan. 7.

The community leaders — Hazel N. Dukes, state chairperson of the National Assn. for the Advancement of Colored People, and the Revs. Herbert Daughtry and Al Sharpton — did it with a press conference Jan. 14 at the New York Guild.

NYABJ President Yanick Rice Lamb did it with a Jan. 9 letter to Zuckerman. Similar letters were sent to Zuckerman by the National Assn. of Black Journalists and the Asian American Journalists Assn.

Some of the numbers:

While 33% of the News' entire Guild work force was let go, 41%

of the blacks, including 54% of the black men, were severed. Total minority composition of the multi-department Guild group dropped from 21.2% to 20.5%, including blacks, Hispanics and Asian Americans.

None of the six black men reporters was retained and four of the six black women reporters were severed.

That sends a signal that there "is no place for black males in 'the hometown paper,' and we cannot tolerate that," said Sharpton.

Among those cut was David Hardy, a reporter on the paper's staff for 20 years, who was lead plaintiff in a discrimination suit settled by the Daily News in 1987 for \$3.1 million and an agreement for a two-year minorities hiring and promotion program.

The "decimation of the ranks of African-American and Latino journalists has eroded" the "significant steps to diversify" that followed the Hardy case settlement, Lamb wrote.

She said that by "discarding employees in a haphazard manner," Zuckerman has "sent an ominous message to remaining employees

Zuckerman said he needed to make the cuts to get rid of dead wood, and told a New York Times reporter that he intends to replace many with new "editors, columnists, investigative teams and political experts."

The night of the 7th, Zuckerman and Guild bargainers held their first negotiating meeting since Nov. 13. A week later, the Guild committee sent Zuckerman a pared-back counter-proposal for a new contract. On Jan. 21, the Guild still was awaiting a response.

The same night, the Allied Council's McDonald released a statement that in his view Zuckerman and his associate, Fred Drasner, "have made no attempt to break the Newspaper Guild or do away with Guild representation. From the beginning, they have bargained in complete good faith," McDonald said.

When Zuckerman took it over, the News suspended payments to the Guild-News pension and health-insurance funds, the Guild reported. The funds were continuing to pay benefits, though it was uncertain how long they would be able to do so.

Meantime, to help with its corporate campaign the Guild hired Ray Rogers, a consultant who became widely known in the 1970s and '80s for campaigns he helped direct against such firms as Farah clothing manufacturers, J.P. Stevens textiles, Hormel meatpackers, American Airlines, Int'l Paper Co. and others.

"You've got to look at his real-estate empire, at U.S. News & World Report, at the Atlantic monthly," Zuckerman's magazines, Rogers told a New York Times reporter, continuing:

"You have to look into whether he's paying his fair share of taxes.... focus on every area where we could put pressure on him and his business and political alliances."

as well as prospective ones."

A Guild representative said that the cuts also had fallen heavily on employees over age 40, reducing them from 65.1% to 60.7% of those in all Guild-covered departments. Fifty-seven percent of those between 60 and 70 were let go.

In a response to the NYABJ, Zuckerman did not mention its request for a meeting, confining himself to "a kind of stock statement that he is committed to diversity" in the workforce, Lamb said. She repeated the request for a meeting in a second letter that also invited him to participate in an NYABJ forum on the Daily News situation on Feb. 11.

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Post-Gazette returns as Justice OKs Press sale

Pittsburgh — The Pittsburgh Post-Gazette is back on the streets after an eight-month absence stemming from a dispute between Teamsters Union drivers and the owners of the now-defunct Pittsburgh Press.

Publication resumed Jan. 18 after the U.S. Justice Department approved a proposal by the Toledo-based Blade Communications Inc., owner of the Post-Gazette, to buy the Press from the E.W. Scripps Co. and shut it down.

The Post-Gazette reported that 385,000 copies of the first day's morning paper were sold to a news-starved local population. Demand prompted the Post-Gazette to print 429,000 copies the following day. Prior to the strike, which began May 17, Post-Gazette circulation was 147,666. Press daily circulation was 200,566, with 550,012 on Sunday.

Reflecting its decision to hire 81 of 212 Press editorial staffers, the Post-Gazette added the words "And The Best Of The Pittsburgh

Press" to its frontpage masthead. Pittsburgh Guild President Harry Tkach said that new hires from the Press, where editorial employees were unorganized, translated into a net gain of 50 new members in the editorial-only Guild unit at the Post-Gazette. The 63 former Press staffers who joined the Guild were offset by a dozen Guild members who left their jobs at the Post-Gazette during the ordeal, he said. Local membership now stands at 225 in Pittsburgh.

Most Guild members in the Post-Gazette editorial department, along with members of 10 other unions at the Press, were laid off during the strike, which began May 17 when Press management ordered Teamsters members to staff a new distribution plant. Scripps' attempt to unilaterally implement the new distribution system would have eliminated 450 of 627 Teamsters jobs at the Press.

Prior to the strike, the afternoon Press printed and distributed the morning Post-Gazette under a joint

operating agreement (JOA). Both papers were published for two days in July with replacement workers. Scripps abandoned that effort when thousands of union members surrounded the Press plant.

Scripps and the Teamsters returned to the bargaining table but an agreement was not reached. Citing circulation and ad revenue losses, Scripps announced on Oct. 2 that the Press was for sale. Blade said on Oct. 29 that it had reached an agreement with Scripps to purchase the Press if Blade could settle contract talks with the Teamsters and other Press unions by Nov. 30.

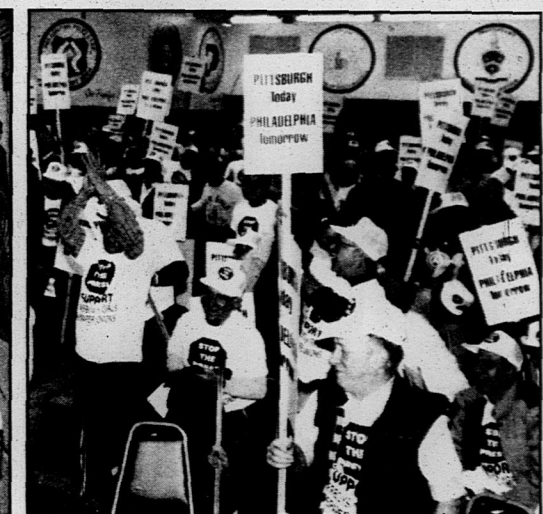
With contract talks resolved just prior to the deadline, Blade announced it intended to close the Press and add a Sunday paper to its six-day publishing schedule. Justice Department antitrust approval was needed because the deal meant the end of the Pittsburgh JOA. That approval came late on Dec. 30.

In a Page One letter to readers in the Jan. 18 Post-Gazette, co-publishers John Robinson Block and William Block Jr. said the paper was beginning a new era.

"As we geared up for the long-awaited resumption of publication, we were strongly supported by readers, advertisers, organized labor and a cross section of people from the Pittsburgh area," the Blocks said. "We are grateful for that support and will do our best to justify it."

Philadelphia members cheer Pittsburgh unionists

Philadelphia Guild Administrative Officer Wayne Cahill and President Kitty Caparella, left photo, were among the hundreds of Philadelphia newspaper unionists who applauded their Pittsburgh counterparts and their new contracts during a pre-Christmas visit to Philadelphia by 120 from the Pittsburgh newspaper unions unity council. Scenes pictured are from a rally in a Philadelphia union hall that preceded a march by participants around the Philadelphia Newspapers Inc. headquarters to give notice of the Philadelphia unions' resolve to keep their contracts strong in renewal bargaining this summer.



Vindicator pact follows two strike votes

Youngstown, Ohio — The Youngstown Guild and the Vindicator have reached a new 28½-month contract to conclude more than 1½ years of bargaining that saw the Guild's membership twice vote their leaders strike-call authority and management for the first time in memory open its books to a Guild accountant.

After the "look at the books," the union "tempered" its wage demands but it still took the second strike vote and a strike deadline to get the settlement, reached in mid-December, said Guild President Steve Markota.

The pact contains no concessions and improves job security and protections against exempt employees performing bargaining unit work, he said.

All contract-guaranteed minimum-pay rates are increased by 2% to 3%, with half the total retroactive to July 1 and the balance effective from Dec. 1. Included are the following top minimums:

Reporters, copy editors, artists, and photographers — Up by \$12, to \$615.35.

Circulation district managers and advertising outside sales persons — Also, up by \$12, putting

the former at \$593.35 and the latter at \$585.35.

Classified telephone solicitors, editorial and library clerks and copy carriers — Up by \$8, respectively to \$321.11, \$301.29 and \$268.72.

The minimum for beginners in the key editorial-department classification was put at \$369.10, up by \$7.20.

The settlement also provides for continuation of work-break practices by newsroom employees, including those who work on VDTs for extended periods of time.

IEB names Williams Guild Reporter editor

Brian Williams, president of the Cincinnati Guild the last five years and a reporter and copy editor with the Cincinnati Post nearly eight years, has been named by TNG's Int'l Executive Board as the Guild Reporter's new editor.

Beginning with the paper's February issue, Williams will replace James M. Cesnik, who announced early in November that he is leaving the editor's chair after 20 years and will take early retirement to end 28 years on TNG's staff [Guild Reporter, Nov. 13].

Williams, 42, was named to the post by a unanimous vote of the IEB in a telephone-conference meeting Jan. 19. He was chosen from a field of more than two dozen applicants from within and outside the Guild.

The Guild Reporter editor's is the only full-time TNG staff position that is filled by appointment of the IEB, under a provision of TNG's Constitution.

In addition to being the top officer of the Cincinnati Guild, Williams also has headed the local's bargaining committee at the Post, was one of the local's delegates to TNG conventions in 1988, 1989 and 1990 and has been one of its delegates to the Great Lakes District Council of Guild locals.

Before joining the Cincinnati Post staff in 1985, he worked as a reporter, wire editor and city editor at four dailies over the previous 10 years, including the York (Pa.) Daily Record and the Clarion-

Ledger in Jackson, Miss., after two years as a speech writer with the Ohio Dept. of Natural Resources.

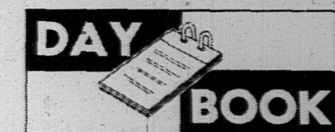
Before voting to appoint Williams as editor, the IEB defeated on an 8-8 roll-call vote a motion that would have had it postpone the appointment of a new editor until its April meeting at TNG headquarters. For the interim, the motion would have authorized TNG to name an associate or assistant editor.

Voting for the motion were TNG President Charles Dale, Sec'y-Treasurer John Edgington and Vice Presidents Patricia Bell, Russ Cain, Luther Jackson, Faye McCracken, David Mulcahy and Thomas Thibeault.

Voting against were Int'l Chairperson Peter E. McLaughlin and Vice Presidents Richard Brandow, Larry Hatfield, Connie Knox, Doug Louth, Carol Przybyszewski, Carol Rothman and Marie Shellock.



Williams



Great Lakes District Council, winter meeting, Feb. 6-7, Pittsburgh.
Southern District Council, winter meeting, Feb. 6-7, Memphis.
12th Annual TNG Residential Seminar for new local officers, Feb. 12-15, George Meany Labor Studies Center, Silver Spring.
Midwest District Council, winter meeting, Feb. 20-21, St. Louis.
Middle-Atlantic District Council, winter meeting, Feb. 27-28.
Western District Council, winter meeting, Feb. 27-28, Executive Inn, Seattle.
Int'l executive Board, spring meeting, April 26-30 (tentative), TNG Headquarters, Silver Spring.
1st Biennial (60th annual) Convention, July 19-23, Sheraton Waikiki, Honolulu.

Strike-call vote greets E.W. Scripps in Monterey

(Continued from Page 1)

The Scripps representatives "said they want a 'partnership' with the employees and their union representatives, but declined to recognize the contracts at this time," Davis reported.

At the same time they "promised not to make any unilateral changes without first consulting with the unions" and they "committed the company to honor certain key parts of the contracts for the time being," including job and union security and grievance and arbitration procedures for disciplinary disputes, Davis said.

They also said no layoffs were contemplated, and that if any appeared necessary they would occur under provisions of the unions' contracts, he reported. The unions' contracts were scheduled to run until Halloween of 1994.

"The disturbing part of the meeting was in what they did not say. There still are a lot of information holes," he said, and held out hope that a series of exploratory meetings that were to begin Jan. 21-22 would fill them.

The unions agreed, he added, that they would "take no precipitous actions" until the meetings are completed, "provided there are no surprises in the interim." Company representatives said they hoped the informal meetings would lead to bargaining for new contracts and that all would be completed by the end of February.

Much of the caution of the unions and their members about Scripps intentions for the Monterey paper flowed from a Dec. 31 letter to all employees in which William R. Burleigh, executive vice president for the chain's newspapers, said that while Scripps recognized and would bargain with their unions, "within a short time we will announce new terms and conditions of employment."

It also informed the employees that "if you decide to accept employment with Scripps, you will not be working under the old collective bargaining agreements or all the terms and conditions of employment which existed" under the Block ownership.

Some of the caution also may have flowed from Scripps actions leading up to and during the strike against the Pittsburgh Press before it decided to sell that daily.

"We want to be a good employer," Burleigh told Herald reporter Alex Hulanicki the day Scripps bought the Herald. "We want to be a good citizen. Whatever happened in Pittsburgh is past history."

"I don't think the image of Scripps some people got out of

Pittsburgh is a true image. We're a more caring outfit than some people want to believe...."

After the initial meeting between the unions and Scripps officials, Alan Horton, the company's newspaper operations vice president, told Hulanicki that Burleigh's letter was intended to preserve Scripps' legal position while assuring employees that the company would not "do the worst they feared."

Horton said he told the union leaders that Scripps had not come to Monterey "looking for a fight."

At the same time, however, Horton said "we can't abide seven-figure losses." He said that the Herald had lost money since 1988, including \$2 million last year, and that projections were for losses of \$1 million this year.

Documents filed by Scripps on Jan. 15 with the federal Securities & Exchange Commission showed that the Herald was valued at \$19 million in its trade to Scripps.

The same filing put the total price of Block's acquisition of the Pittsburgh Press at \$54 million: \$19 million in cash and \$16 million in preferred stock, in addition to the Herald.

Analysts had speculated that the deal was worth \$100 million, with



ROBERT FISH/San Jose Guild

STANDING ROOM ONLY AT JOINT MEETING JAN. 6 OF MONTEREY HERALD UNIONS
More than 120 from Guild, CWA-printers and GCIU-pressmen voted leaders strike-call authority for talks for new contracts with Herald's new owner, the E.W. Scripps Co. of Cincinnati.

the Herald valued at approximately \$50 million.

The Blocks bought the Herald in 1967 from a Monterey family for a reported \$10 million, and five years ago spent \$20 million to build a new printing plant and of-

fices, Hulanicki reported.

The Guild unit at the Herald includes advertising, business, circulation, delivery, editorial, mailroom and maintenance employees. Representatives of the local unions' internationals joined leaders

of the locals in the Jan. 6 meeting with Scripps:

Gene Bryant, from TNG; Ken Prairie, from the Communications Workers Media Sector; and Frank Martinez, from the Graphic Communications Union's District 2.

Hawaii's united unions extend pacts 3 years

(Continued from Page 1)

press operators and photo engravers and IAM machinists.

As part of the sale-purchase, Gannett also is expected to tighten its control of the HNA and increase its share of the profits from the joint publishing operation beyond its current 60%. The Sunday paper also will go over solely to the Advertiser. It has carried both papers' names and its profits have gone to both Gannett and Persis.

Gannett reportedly expected Justice Dept. approval to be forthcoming so the deal could be completed by the end of January.

Kruse called the contract extensions clearly in the best interests of the unions' members and of Gannett and the prospective new owner of the Star-Bulletin.

Gannett announced Jan. 7 that it is selling the paper to Rupert Phillips, a Florida-based newspaper broker who also currently owns 12 mostly small dailies and several weeklies, most through holding companies. His largest current daily is the Spanish-language El Diario-La Prensa in New York City, also a former Gannett property. The New York Guild has been seeking a contract renewal

there since mid-1991. In 1991 Phillips bought the suburban Washington, D.C., Journal News-papers from Gannett, as well.

Under the wage settlement in the contract extensions, top minimum-pay rate in the key Guild classifications — artists, copy editors, outside ad salespersons, photographers, reporters and others — will increase by \$25, to \$912.90 a week, this June 14, three months after the last increase under the pre-extension contract.

On June 13 next year the rate will go up by \$28, to \$940.90, and on June 12, 1995, it will go up by \$31, to \$971.90.

All other Guild-covered classifications' rates will be increased by 2.8%, 3.07% and 3.189% on the same dates, producing raises and new top minimums that include the following:

Inside display salespersons —

Up by \$21.24, to \$779.71; then by \$23.69, to \$795.48; and by \$23.37, to \$820.85.

One group of classified telephone salespersons — Up by \$21.12, to \$775.55; then by \$23.81, to \$799.36; and by \$24.85, to \$804.21.

A second group of classified telephone salespersons — Up by

\$20.83, to \$764.62; then by \$23.47, to \$788.09; and by \$25.13, to \$813.22.

Assistant librarians — Up by \$16.99, to \$623.74; then by \$19.15, to \$642.89; and by \$20.50, to \$663.39.

Gardners and janitors — Up by \$13.71, to \$550.41; then by \$15.45, to \$518.86; and by

\$16.55, to \$535.41.

Parking attendants — Up by \$12.61, to \$462.89; then by \$14.21, to \$477.10; and by \$15.21, to \$492.31.

The jointly bargained contract extensions were ratified by meetings of the unions' memberships on Jan. 10 with more than 400 members participating.

'Wage grid' upheld for Cambridge

Toronto—An arbitration panel has rejected an effort by the Thomson chain at its Cambridge Reporter to keep traditional, experience-based minimum-pay rates out of the Southern Ontario Guild's first contract for the daily's employees.

In an interim award issued Dec. 18, the panel said the contract "will contain a wage grid," said Bill Petrie, a Guild representative.

Management had been insisting on a unilaterally controlled pay-for-performance system since before a 106-day Guild strike last winter.

The strike was ended by a provincial government order that out-

standing issues be settled by arbitration. It acted under an Ontario law that calls for first-contract arbitration when it becomes clear that "collective bargaining has been frustrated."

An agreement on first-contract arbitration at the nearby Guelph Mercury subsequently brought an end as well to a Guild strike there six weeks after the Cambridge order. The same arbitration panel is dealing with both situations.

The Guild represents advertising, business, circulation and editorial employees at the 14,000-circulation Cambridge daily and editorial employees at the 19,000-circulation Guelph paper.



Twin Cities workshop explores 'inside strategies'

Kris Rondeau, left, lead organizer for the Harvard Union of Clerical and Technical Workers (AFSCME, AFL-CIO), leads discussion of ways to strengthen a union through internal organizing. Occasion was a Jan. 16 "inside strategies" workshop sponsored by the Twin Cities Guild. Among the two dozen participants from the Guild local were, above, from left at the table,

Bruce Nelson of TNG's field staff, Steve and Liz McConnell, Pam Miller, Bernie Lunzer and Lenore Siemen. Also participating were members of the union of 3,200 clerical workers organized at the University of Minnesota in 1991. Rondeau, a leader in organizing the 3,400-member Harvard union in 1988, also helped in the Minnesota campaign.

Equity pact nets 9.8% hikes

Toronto—The three full-time clerical employees of the TorStar Corp.'s total-market-coverage advertising distribution subsidiary, Starways, receive 9.8% pay increases retroactive to Jan. 1, 1991, under a pay-equity settlement between Starways and the Southern Ontario Guild.

The hourly rate of each of the three was increased by \$1.10, to \$11.22 and parity with the contract minimum for the firm's three drivers, the Guild reported. Both rates will go up by 17 cents on April 1.

The increases resulted from a determination, made with the assistance of an equity review officer from the Ontario Pay Equity Commission, that the drivers' and clericals' jobs are "of equal or comparable value" in terms of "skill, effort, responsibility and working conditions."

Retroactivity under the equity agreement totals just under \$3,750 for one of the employees, just under \$2,820 for another, and just under \$2,100 for the third.

The settlement was bargained under provisions of the Ontario pay-equity law. Talks spanned about a year, said Bill Petrie, the Guild local's representative who represented the union in the bargaining.

San Diego nets family leave gains

San Diego, Calif.—Significant improvements in the availability of paid and unpaid leave for family-related reasons are provided in a new two-year contract between the San Diego Guild and the Copley chain's Union-Tribune.

The settlement, ratified by the Guild's membership at the daily on Jan. 5, adds a provision allowing covered employees to use paid sick leave to care for their children when they are ill. The previous contract had forbid such use of sick leave, making it a firing offense.

Also, the new contract provides that employees with at least one year's service can take up to four months of unpaid family-care leave for the birth, adoption or serious illness of a child or adult dependent, or to provide care for

a serious health condition of a parent or spouse.

In addition, an extra day's sick leave entitlement is to be added to the "bank" of employees who work a year without using sick leave.

Experience-based weekly minimum-pay guarantees, however, remain at the same levels as in the previous contract, which expired

last April 5. These include top minimum-rates of \$832.76 a week for experienced outside ad sales persons and reporters, and \$774.77 for circulation district managers.

TNG Int'l Representative Bruce Nelson assisted the Guild local in the bargaining that produced the settlement.

Steven Michael, longtime N. California leader, at 49

San Francisco — Steven R. Michael, a key leader of the Northern California Guild and one of its predecessor locals for more than two decades, died in his sleep Jan. 19 of complications related to the acquired immune deficiency syndrome (AIDS). He was 49.

A three-term president of the Guild local, from 1988 through

1990, he also served three terms as its treasurer, the last in 1992, and several years on the local's executive committee and on its representative assembly from the Guild unit at the joint operating agency that publishes the San Francisco Chronicle and Examiner. He was



Michael

Michael also was many times one of his local's delegates to TNG's annual conventions, where he has served as chairperson of the human rights committee. When his impending retirement was announced at the closing session of last year's convention, delegates rose in tribute to "his dedication ... his courage, his wisdom, his humor ... and untiring service."

Survivors include Michael's longtime domestic partner, Jan Jansen.

IFJ raps lockout of 1,500 in Serbia

Brussels, Belgium—The International Federation of Journalists is calling on leaders and members of affiliated unions around the world to protest the layoff of nearly 1,500 journalists and technicians at Radio-Television Serbia.

Aidan White, IFJ general secretary, said the workers were told that they were being banned from their offices because of "unjustified actions against Serbia," a republic in former Yugoslavia.

In a Jan. 20 memo to TNG and other IFJ affiliates, White said employees affected by the "forced holiday" are members of the IFJ member union in Serbia or are journalists known for their independence — or both.

—The International Federation of

Journalists sees this as a direct assault on media freedom and trade union rights," White said. He urged IFJ affiliates to protest the layoffs in writing to the president of the Republic of Serbia.

White said the laid off journalists and technicians are receiving 80% of their salary for an unspecified period of time. Branislav Canak, president of the independent union, was locked out of his office in the action, which came less than a month after elections in Serbia and Montenegro, another republic in the former Yugoslavia.

Union supporters may protest the layoffs by writing to Slobodan Milosevic, president of the Republic of Serbia, Marsala Tita, 11000 Belgrade, Serbia.

NIKES STINK



HUCK/KONOPACKI Labor Cartoons — February 1993

Organized labor is backing a campaign designed to "Send a Message" to Nike shoes. The message: bring Nike production back to the U.S. Accompanying the message: your old "dirty, smelly, worn-out" Nikes.

The \$3.4 billion Nike Corp. hasn't manufactured shoes in this country since 1984, deciding that wages as low as 14 cents per hour in Indonesia, China, Malaysia and Thailand offered more profit.

In all, some 65,000 U.S. shoe workers have lost their jobs in the move overseas by Nike and other manufacturers.

In protest of the U.S. job losses, the Made in USA Foundation is urging consumers to send "your old dirty, smelly, worn-out Nikes" to the head of the Nike Corporation "and tell him you won't buy another pair of Nikes until he builds a manufacturing plant in the USA."

THE CHAIRMAN AND CEO OF NIKE IS PHILIP KNIGHT, NIKE CORPORATION, 1 BOWERMAN DRIVE, BEAVERTON, OR 97005.

In endorsing the campaign, AFL-CIO President Lane Kirkland remarked on the low wages paid Indonesian workers. "Even the Indonesian government agrees that this sum is barely enough to sustain life," Kirkland said.

'Worker participation' back in Minneapolis

Minneapolis—Guild representatives have been named for the revived worker participation committee at the Star Tribune.

The seven will meet with the company to discuss items of

John Small leaves TNG's field staff

Silver Spring, Md.—John R. Small resigned from TNG's staff of international representatives at the end of November.

A former treasurer of the Milwaukee Guild, he had held the position since last spring, after working for just over three years as assistant editor of the Guild Reporter.

The assistant editor position was one of two eliminated in a series of cost-cutting moves by TNG to pare \$250,000 from its payroll. Under an agreement by TNG and the Federation of Guild Representatives, Small moved to the field staff to fill a vacancy created by the early retirement of Harry L. McCormick.

mutual interest that arise outside of contract language. A joint labor-management committee will supervise the worker participation process.

The Star Tribune unit's worker

participation contract language was considered a path-breaking venture nationally when it was adopted in 1972. The two-way discussions were abandoned by the company in the mid-1980s.

When the company proposed "employee involvement" in the news room in 1991, several bargaining sessions were held with Guild leaders to discuss how to frame management's request within contract language. Ultimately, the sides were too far apart to write new language. But there was agreement to revive the worker participation process using the existing language in the Guild-Star Tribune contract.

Light is kept open during sale talks

(Continued from Page 1) vertising beyond the 10th, since the paper was expected to be closed. Because Hearst was required to continue publishing during negotiations with Garcia, the Jan. 11 paper contained only four ads.

A second notification to employees under the U.S. Worker Adjustment Retraining Notification Act (WARN) had the paper scheduled for closure sometime between Dec. 30 and Jan. 12. Late on Jan. 11, a third WARN notice was issued, indicating the Light would remain open at least until Jan. 22, six weeks after the closing date of Dec. 9 contained in the company's first WARN notice, issued in October.

Publicly the Justice Dept. would say only that its investigation was continuing. But on Jan. 9, Guild attorneys were asked to provide witnesses for possible affidavits or testimony on Jan. 12 in the event the department sought a temporary restraining order as part of a lawsuit to enjoin Hearst's acquisition of the Express-News and closure of the Light. Indications were that the threat of such action prompted Hearst to engage in serious sale discussions with Garcia.

The Guild, as well as politicians, community groups and private citizens, had been encouraging the Justice Dept. for weeks to disapprove and stop the transaction.

A "Save the Light Coalition," a group of community, labor and cultural leaders in San Antonio, had petitioned the Justice Dept., as well as Texas Atty. Gen. Dan Morales, to prevent the creation of

a newspaper monopoly. The Guild's local attorney, Glenda Pittman of Van Os & Owen, also met with Morales' representatives.

Garcia told the Guild he had made several bids on the Light starting in November. Hearst brokers, however, had failed to supply him with adequate information and had ignored his written communications in several instances.

Although the Guild, in its efforts to put together a possible employee-led acquisition of the paper, had informed Hearst's brokers it wanted to be notified of any other bidders or potential bidders, the union did not learn of Garcia's interest until after Dec. 30. The Guild notified the Justice Dept. of Garcia's treatment by Hearst. The department immediately contacted Garcia. Jack Lipson of the Washington law firm Arnold & Porter represented the Guild before the Justice Dept.

Garcia later approached the Guild about possibly combining acquisition efforts, but substantive talks between Garcia and the Guild were impossible without crucial information refused by Hearst.

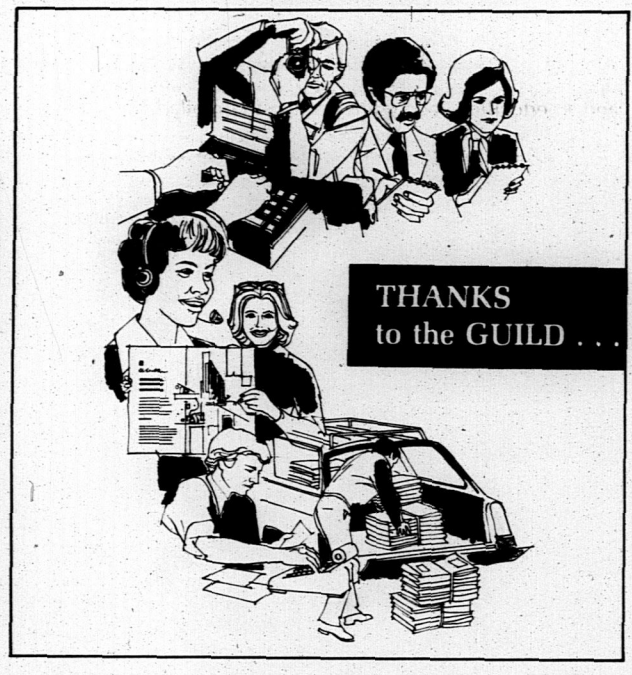
The Guild retained financial adviser Randy Barber of the Center for Economic Organizing and the investment firm of Kailin & Bloom to assist in acquisition efforts.

Meanwhile, the Guild concluded bargaining on an enhanced severance pay package in the event Hearst closed the Light.

San Antonio Guild President Tom Honeycutt told company negotiators that while he was pleased with the "professionalism and conduct" of the negotiations, there was no amount of repayment

Meet-the-Guild leaflet updated, locals informed

A new, updated edition of "Thanks to the Guild," TNG's basic leaflet for introducing new and potential members to the union, is off the press and available to all locals. Also available are eight other TNG publications ranging from handbooks on VDT safety through a manual for stewards and Guild Reporter reprints on the union's bargaining program, women and the Guild, and pre-Guild attempts to form unions of white-collar newspaper employees, TNG Research & Information Director David J. Eisen has reminded local presidents and administrative officers.



Hearst could make that could adequately compensate Light employees for the pain and suffering they had endured. Other bargaining committee members were K. Mullins, Pam Farmer and Olga Sanders. TNG Contracts Committee Executive Secretary Linda K. Foley was chief negotiator.

Unfair labor practice charges filed by the Guild earlier were withdrawn in conjunction with the severance pay settlement.

Meantime, efforts to head off a Hearst newspaper monopoly in San Antonio continued even as sale negotiations were underway. U.S. Rep. Henry B. Gonzalez (D-San Antonio), in a letter to then U.S. Atty. Gen. designate Zoe Baird, urged the incoming Clin-

ton-administration official to make the San Antonio newspaper situation a top priority. So did U.S. Rep. John Bryant (D-Dallas).

Employees and supporters of the Light's continuation held a candlelight vigil on Jan. 9, where they sang songs and conducted a prayer service outside the newspaper's plant. It was one of several similar events organized by Guild member Lillie Rudolfo since October.

Some people at the plant, however, called for the Light to be closed. Despite assurances from the Guild and some supervisors that severance pay was not threatened by the pending sale negotiations, a group of employees, encouraged by a Guild-

exempt supervisor, held a press conference Jan. 14 to call for the Justice Dept. to "butt out" and chanted "shut us down."

Many had obtained other jobs, spokespersons told questioners. They therefore stood to benefit from the Light's closure. Spokespersons also questioned whether a person without newspaper experience should be permitted to buy the Light, an apparent reference to Garcia, who has had none among his several business holdings, chiefly in the Hispanic community.

Guild leaders explained to reporters covering the event that several Light employees were frightened, confused and frustrated by the Hearst Corp.'s behaviour and apparent disregard for their futures.

Meantime, there was one casualty of the efforts to avert the Light's closure: the so-called "Shrine." The "Shrine," in the Mexican tradition of *El Dia de los Muertos*, consisted of mementos and relics of the Light and its employees. Newsroom employees began erecting it in late October in anticipation of the Light's closing [Guild Reporter, Dec. 18]. All traces of it had been removed from the second floor newsroom by Jan. 14.

The day before, in a computer message to employees, the Light's editor, Ed Radamakers, urged employees to "stop acting as if this paper were closing" and start working to produce a viable publication.

The Guild, meantime, is withdrawing several bad-faith bargaining charges filed with the National Labor Relations Board.



Dale says 'thank you' for get well messages

SILVER SPRING, MD.

Editor:

During and after my brief visit to one of this area's better hospitals last month [Guild Reporter, Dec. 18], I was overwhelmed with flowers, fruit baskets, cards and calls—and, while I'm back at my desk now, I have no idea when I'll find enough time to thank all of those nice, thoughtful folks in the Guild and elsewhere.

CHARLES DALE
President
The Newspaper Guild

The outpouring of care and concern made the episode a lot more tolerable, and I thank each and all of you for your thoughtfulness.

CHARLES DALE
President
The Newspaper Guild

Copy desk rates top reporters' in 64 contracts

MINIMUM WEEKLY pay rates for experienced copy editors were higher than those for experienced reporters under terms of 64 (53%) of 120 Guild contracts at daily and Sunday papers in the U.S., Canada and Puerto Rico, according to a list compiled by TNG's Collective Bargaining Dept.

The differentials ranged from \$3 to \$88.27 a week. Under 20 (31%) of the 64 contracts, less experience

was required for the copy-editor rate than for the reporter top-minimum. Under four of the contracts more experience was required for the copy-editor rate. Under eight of the contracts, the higher copy-editor minimum was a "flat" rate, not based on experience in the job.

Under five contracts not on the list—in New York, Philadelphia and Vancouver—top minimums

for reporters and copy editors were the same, but less experience was required to reach the copy-editor top.

The list does not reflect deferred increases or raises from settlements concluded since Aug. 1, when the list was compiled. Rates from contracts in Canada are stated in Canadian dollars; the others, in U.S. dollars.

Weekly Top Minimums				Weekly Top Minimums			
Copy editor-After		Reporter-After		Copy editor-After		Reporter-After	
	Differential		Differential		Differential		Differential
Albany Times-Union	\$ 644.29—4 yrs.	\$ 639.29—4 yrs.	\$ 5.00	Portland (Me.) Press Herald*	674.00—3 yrs.	666.60—4 yrs.	7.40
Allentown (Pa.) Call	693.46—4 yrs.	676.82—4 yrs.	16.64	Pottstown (Pa.) Mercury	686.81—flat	658.56—5 yrs.	37.25
Baltimore Sun and Evening Sun	928.00—6 yrs.	898.00—5 yrs.	30.00	Providence Journal-Bulletin	826.89—4 yrs.	810.87—4 yrs.	16.02
Battle Creek (Mich.) Enquirer*	349.00—5 yrs.	346.00—5 yrs.	3.00	Salem (Mass.) News*	587.20—5 yrs.	568.72—4 yrs.	18.48
Boston Herald*	801.50—2 yrs.	791.63—4 yrs.	9.87	San Antonio Light	595.13—flat	590.78—5 yrs.	4.35
Brantford (Ont.) Expositor*	804.62—2 yrs.	786.19—4 yrs.	18.43	San Diego Union-Tribune*	859.01—2 yrs.	832.76—6 yrs.	26.25
Bristol (Conn.) Press*	475.00—5 yrs.	465.00—5 yrs.	10.00	San Francisco Chronicle and Examiner	879.01—6 yrs.	846.51—6 yrs.	32.50
Brockton (Mass.) Enterprise*	644.52—1 yr.	609.27—4 yrs.	35.25	San Jose Mercury-News	864.01—6 yrs.	846.51—6 yrs.	17.50
Buffalo News	877.36—5 yrs.	867.70—5 yrs.	9.66	Scranton (Pa.) Times and Tribune*	647.59—3 yrs.	635.09—3 yrs.	12.50
Chicago Sun-Times	949.98—5 yrs.	918.78—5 yrs.	31.20	Seattle Post-Intelligencer	761.96—flat	756.09—4 yrs.	5.87
Denver Post	753.00—5 yrs.	738.00—5 yrs.	15.00	Seattle Times	743.86—5 yrs.	738.52—5 yrs.	5.34
Denver Rocky Mountain News	830.00—5 yrs.	823.00—5 yrs.	7.00	Shelbyville (Wis.) Press	646.44—2 yrs.	630.63—3 yrs.	17.81
Detroit News	759.84—4 yrs.	748.84—4 yrs.	11.00	Sioux City (Iowa) Journal	545.46—5 yrs.	525.84—4 yrs.	19.62
Eugene (Ore.) Register Guard	795.80—6 yrs.	780.30—5 yrs.	15.50	St. Louis Post-Dispatch	946.26—5 yrs.	933.76—5 yrs.	12.50
Fall River (Mass.) Herald-News	698.45—1 yr.	683.71—4 yrs.	14.74	Terre Haute (Ind.) Tribune-Star	459.92—5 yrs.	438.02—5 yrs.	21.90
Hamilton (Ont.) Spectator	952.00—4 yrs.	915.00—4 yrs.	37.00	Toledo (Ohio) Blade	862.91—2 yrs.	824.08—4 yrs.	38.83
Harrisburg (Pa.) Patriot and News*	604.50—4 yrs.	589.50—4 yrs.	15.00	Toronto Globe & Mail*	1,090.62—6 yrs.	1,076.72—6 yrs.	13.90
Jersey City: Jersey Journal*	681.19—flat	650.03—4 yrs.	31.16	Toronto Star	1,111.45—6 yrs.	1,080.18—6 yrs.	31.27
Kenosha (Wis.) News	719.00—5½ yrs.	660.00—5½ yrs.	59.00	Victoria Times-Colonist	1,079.07—2 yrs.	1,032.23—5 yrs.	46.84
Kingston (N.Y.) Daily Freeman*	572.89—4 yrs.	557.13—4 yrs.	15.76	Waterbury (Conn.) Republican-American	980.07—4 yrs.	891.80—4 yrs.	88.27
Kitchener-Waterloo (Ont.) Record	964.00—5 yrs.	946.00—5 yrs.	18.00	Waukegan (Ill.) News-Sun*	633.46—1 yr.	590.94—5 yrs.	42.52
Lansing (Mich.) State Journal*	595.00—5 yrs.	579.86—5 yrs.	15.14	Wilkes-Barre (Pa.) Sunday	659.14—5 yrs.	653.56—5 yrs.	5.58
London (Ont.) Free Press	995.00—5 yrs.	949.00—5 yrs.	46.00	Independent	659.75—1 yr.	652.25—4 yrs.	7.50
Lowell (Mass.) Sun*	679.18—1 yr.	638.00—4 yrs.	41.18	Wilkes-Barre (Pa.) Citizens' Voice*	491.00—1 yr.	478.00—4 yrs.	12.00
Lynn (Mass.) Item*	623.65—flat	608.00—4 yrs.	15.65	Windsor (Ont.) Star	964.78—5 yrs.	948.48—5 yrs.	16.30
Malden (Mass.) Daily News-Mercury*	539.25—flat	514.25—3 yrs.	25.00	Woodbridge (N.J.) News Tribune*	590.22—5 yrs.	574.24—4 yrs.	15.98
Manchester (N.H.) Union Leader	723.75—6 mos.	713.75—3 yrs.	10.00	Woonsocket (R.I.) Call	563.36—4 yrs.	560.07—4 yrs.	3.29
Monessen (Pa.) Valley Independent*	522.00—3 yrs.	453.00—5 yrs.	69.00	York (Pa.) Daily Record	583.58—flat	566.49—4 yrs.	17.09
Monterey (Calif.) Herald	800.00—6 yrs.	785.00—6 yrs.	15.00	York (Pa.) Dispatch	535.00—flat	523.00—4 yrs.	12.00
Montreal Gazette	1,128.00—5 yrs.	1,086.00—5 yrs.	42.00				
New Brunswick (N.J.) Home News*	645.00—1 yr.	625.00—4 yrs.	20.00				
Norristown (Pa.) Times Herald	676.92—5 yrs.	661.93—5 yrs.	14.99				
Ottawa Citizen	1,003.06—2 yrs.	956.19—5 yrs.	46.87				
Pawtucket (R.I.) Times*	615.90—1 yr.	610.00—4 yrs.	5.90				
Pittsburgh Post-Gazette*	870.00—3 yrs.	856.00—5 yrs.	14.00				

* Rates from previous expired contract.

** Plus \$24/week for front page responsibilities; \$4.80/shift for one or two shifts/week.

IT SEEMED TO BROWN

'The copy reader... sharpened 7 pencils'

THERE SEEMS to be a standing assignment in the office of every high school paper which reads: "Send somebody out to interview a columnist." F.P.A.* I believe, keeps a gun and so many come this way.

This is not said plaintively. Interviewing is a form of flattery and I'm very fond of flattery. But I am conscious of doing badly at the business and up to date there has been no improvement. In the beginning, about a year ago, I used the first 15 minutes of an old lecture and that didn't seem to boil down into much of an interview. I'm still using the same source and the broth grows weaker. Moreover, these high school papers probably exchange with each other and in time the discovery will be made that it's always the same talk, the same anecdotes, the same hopeful philosophy. After that the student reporters won't come any more and I shall be sorry. But it does seem to me that only the brilliant should be expected to acquit themselves well in this ordeal. Who can give a clear or interesting account of himself in five minutes? Or, when it comes to that, in a whole life time?

"Tell me some thrilling and dangerous experience that came to you in newspaper work," was one opening fired at me the day before yesterday.

I couldn't remember anything like that. If I ever crawled into the hold of a burning ship to ask a dangerous murderer what he thought of the younger generation the episode has by now escaped me. There were no trips to opium dens or dashes down the bay in the teeth of hurricanes. At least none that I could recall. Looking back across the years it seemed to me that practically all my assignments consisted of being sent to the annual Boot and Shoe Manufacturers' banquet to get a list of the guests. And once I was detailed to the yearly conference of the trustees of the Museum of Natural History to bring back a copy of the treasurer's report.

Fortunately, I can boast that I was a reporter who never failed to get his carbon and with the precious flimsy clutched to my chest I would rush through the night back to the office where the hungry presses waited. And that tense city room would grow tenser as I ran, or at least walked rapidly, to my desk crying for scissors and a pot of paste and throwing off my coat with the same gesture.

How could I make anyone else appreciate the throes of composition, the fierce pangs which followed as I settled down to my machine playing it as some of the masters play Chopin. And the click of the flying keys seemed to sing a song which ran "Clickey-rush-clackety-hurry." And sometimes they varied the theme into "Accuracy, terseness, accuracy." Seldom would I ever trust my copy to a boy even if it had been possible to get one and with my own hand I would place the "story,"

Heywood Brown, the Guild's founding president, wrote this column for the New York World in the late 1920s, long before computer terminals replaced typewriters, copy paper, pastepots, scissors and copy-editing pencils as tools of the newsroom crafts of writing and copy editing.

as we newspaper men call it, right at the elbow of the night city editor.

Nor was that the end of my agony. At the right hand of the responsible person now in charge of my manuscript there stood, ominously, a spike. And this night it had already tasted blood. Straight through the heart it had pierced a story headed by the press agent, "(Exclusive To The Morning World)—Hipodrome Chorus Girls Form Anti-Necking Club." From a little distance I watched and waited. Was my story to live or die? Would my dash through the night from 79th Street and Columbus Avenue to Park Row be all in vain? According to the stern tradition of the craft, I was not allowed to plead personally with the editor for my little masterpiece. The power of life and death lay in his hands and there was no appeal.

And all this time the hands of the big clock crawled slowly forward. Very soon it would be too late for the first edition which catches the trains for Chicago and other points west. If I failed to make this edition my triumph would be, at best, merely local. Finally the big man at the desk tossed my three sheets of introduction and pasted matter to a copy reader in front of him. The copy reader took out a long, keen knife and sharpened seven pencils. The clock continued to tick and even ticked a little while this whittling process went on. After that the oaf got up to drink some water and lighted a corn-cob pipe. Yawning slightly, he got to work.

I WATCHED HIM to see if he would betray excitement, interest or amusement at the introductory sentence which I had conceived. It ran, "The annual meeting of the Trustees of the Museum of Natural History was held last night at the Museum of Natural History." Although the copy reader betrayed no emotion, he lingered over this opening sentence. I wondered why. Could it be that he saw something libelous in the statement which had escaped me? I regretted that I had not taken the precaution to throw in an "alleged" or two and perhaps one "it is said on reliable authority."

Finally, the man drew his thickest pencil and, throwing all the power of his back and shoulders into the stroke, he slashed my copy. Probably it was my ear alone which heard the horrid sound of blood dripping



Brown in 'the throes of composition'

to the floor from where he cut the story. I had tried to give the thing a narrative value, a flow, a continuity. For a moment it was my notion to tap the copy reader firmly on the arm and to say, "you may use all of that or none. There is no alternative."

Again I remembered the tradition of the Fourth Estate. We have a saying which runs, "Don't give up the ship." I would be a good soldier. And still I could not quite repress a groan as the ogre took the second sheet of the story, crumpled it between thumb and forefinger and dropped it on the floor. Twice the copy writhed like a truncated snake. Then the peace of sundown descended and this thing to which I had given life was now so much waste paper. Back it would go to the Button Moulder and someday words and ideas would again be written on its surface. Better words, possibly, and more enduring. At least it was so that I sought to comfort myself with the hope that by some turn of fate the transmutation of that same paper might come under my hand once again.

What happened to the third sheet. I never saw. Perhaps the copy reader palmed it, but at any rate his hand was quicker than my eye. All that was left of my story went upstairs where, after an elaborate process which need not be discussed here, it was printed in the paper. I did not find it on the first page with the earthquakes, the better divorces and the bigger murders. It was near the bottom of Page 17 that my story and I at last made reunion. I could still recognize it and now I was somewhat reconciled to the copy reader for he had put upon it the snappy one-line head, "Nat. History Museum Deplores Deficit."

"I did it for The World," I murmured and fainted quietly upon my desk.

* Franklin P. Adams, also a columnist at the World.

Members at Light ratify enhanced severance

San Antonio, Texas—The San Antonio Guild's membership at the Hearst chain's Light on Jan. 6 ratified a package of enhanced severance-pay and medical benefits that becomes effective if the Light is closed. Its provisions include:

✓ A \$1,000 "retention payment" for each full-time employee working on the date of the Light's last issue, with the payment for part-timers computed as a percentage of the \$1,000 based on the average weekly hours of each part-timer in the first 40 weeks of 1992.

✓ Severance pay of one week's basic pay for each six months' service, or fraction thereof, with a minimum of four weeks' pay and a maximum of 60 weeks' pay (for 30 years' service) for full- and part-time employees,

except one full-timer and any who might be hired by another Hearst property.

The full-timer will receive 62 weeks' severance, reflecting his tenure of more than 30 years.

Any Light employee hired by another Hearst division within a week of the Light's closure would receive credit for his or her service time at the Light in lieu of severance pay from the Light. If there is no severance pay under the new Hearst job and the employee is terminated within six months, he or she would receive severance under the Light agreement.

The severance formula is a significant improvement for Guild-covered employees hired in the last four years. Under the Guild's current contract, covered employees hired between Feb. 13, 1989, and

June 1, 1990, are entitled to one week's severance pay for each year of service and those hired after June 1, 1990, have no severance entitlement. (Those employed before Feb. 13, 1989, accrue severance at the same rate as under the closure agreement.)

✓ Seventy percent of health-benefit premiums would be paid by the Light for up to six months after the paper's closure, with publisher payments ranging from \$94.92 per month, for employee-only coverage, to \$298.24, for employee, spouse and children. The Guild contract requires the Light to pay 50%.

In addition, the publisher would provide "outplacement services" for six months after the Light's closure. These would include a professional firm to help find new

Guild Park apartments to be renovated

San Antonio, Texas—Guild Park, a 114-unit apartment complex operated by the San Antonio Guild since it was built for low- and moderate-income residents under a federal grant in 1969, will be renovated and enhanced under another federal program, it was announced Dec. 17.

The \$875,440 in funding is from the U.S. Dept. of Housing and Urban Development (HUD) and was announced by U.S. Rep. Henry B. Gonzalez (D-San Antonio). Gonzalez said he was particu-

larly pleased by the renovation funding because Guild Park has been "one of the most successfully managed and operated subsidized housing complexes in the nation."

The apartments are operated under a housing trust which, Gonzalez said, "grew out of the Guild's commitment to serving the needs of the San Antonio community."

Even if the San Antonio Light is closed, as the Hearst chain threatens to do, Gonzalez added, "the Guild's commitment to serving San Antonio continues."

He also pointed out that even

though HUD several times has attempted to convert the housing project's nature in recent years, the Guild has "wanted to maintain its commitment to a particular segment of those in San Antonio who are in need of subsidized housing," like that Guild Park provides.

The project was dedicated during TNG's 1969 Convention, held in San Antonio, to William J. Farson, a pioneering Guild leader from Philadelphia who retired later that year after 14 years as TNG's Executive Vice President, the position now titled TNG President.



NOW IT CAN BE TOLD

TNG 'role' a key to Clinton win?

By Jim Cesnik
Twin Cities Guild

NOW THAT Bill Clinton has been sworn in as the 42nd President of the United States, a key element in his victory in last fall's election can be revealed (with tongue only part way in cheek):

Clinton won because TNG did not endorse him, or anybody else, for that matter.

- The union's convention last June said not a word about the presidential race, nor was there so much as a suggestion that it do so.

- The Int'l Executive Board said not a word at its post-convention or fall meetings.

- TNG's officers did not communicate any personal or ex cathedra evaluation of the candidates for the guidance of the union's U.S. membership.

- In fact, no Guild representative even attended the meeting of the AFL-CIO General Board on Sept. 3 that voted the AFL-CIO's

endorsement of the Clinton-Gore ticket [Guild Reporter, Oct. 16].

Could all that silence and inaction have been happenstance?

Some kind of endorsement action had been taken at one or more of those levels of the union in each of the previous five presidential races and four of the five "beneficiaries" of those endorsements lost the ensuing elections.

It all started in 1972 when, for the first time since 1944, the IEB, acting under authority voted by that summer's Guild convention, endorsed George McGovern in his ill-fated effort to deny Richard M. Nixon a second term.

The endorsement of McGovern, announced by TNG President Charles A. Perlik, Jr., at the Democratic Convention, drew a chorus of criticism from inside and outside the union, much of it contending that it was potentially compromising of the public's perception of the fairness of reporters' coverage of the campaign.

There were resolutions, petitions and letters pro and con from Guild locals, units and members and denunciations from publishers and columnists. Some observers thought the brouhaha detracted from attention to the issues of the campaign itself.

There was little such attention to their actions in 1976 and 1980, however, when TNG leaders participated in the AFL-CIO General Board's endorsements of Jimmy

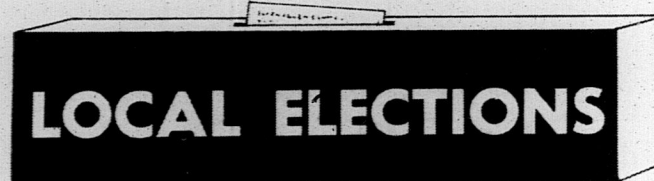
Carter, and when the union's top officers informed the membership that they personally endorsed the Georgian, both when he won his contest with Gerald Ford and when he lost to Ronald Reagan.

Internal and external protest emerged again, however, in 1984 when TNG leaders voted for the AFL-CIO endorsement of Walter F. Mondale, vs. Reagan, and issued a statement counseling members to vote for Mondale.

So, too, albeit with less volume, in 1988 when the IEB endorsed Michael Dukakis and TNG President Charles Dale cast 85% of the Guild's votes in support of the AFL-CIO endorsement of the Massachusetts governor. Dale explained that he withheld 15% of TNG's votes "symbolically on behalf of those members... who have concerns about possible conflict between my vote... and their objectivity in carrying out their duties as reporters."

"Nobody needed the distraction of the finger pointing that Guild endorsements seem to inspire," Dale said recently about TNG's silence on this year's presidential candidates.

But, then, the Guild's silence may not be why Bill Clinton won, after all. Two unions that never before had endorsed a presidential candidate endorsed Clinton: the Air Line Pilots, breaking a 61-year pattern, and the Locomotive Engineers, ending a 129-year silence.



Canadian Wire Service

Ray Aboud, president (Aboud, 446; Ken McCreath, 141); Lise Lareau (CBC), Richard Van Abbe (CP/BN), and Joe Lukach (Reuters), vice presidents; Gabriel Dercher, secretary; Bob Fisher, treasurer (Fisher, 348; Alfie Scenna, 213); Percy Hatfield, branch director, CBC; Mike Bernard, branch director, CP/BN.

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Jim Thomas, president (Thomas, 28; Pat Nuttall, 12); Chuck Mitchell, vice president; Patty Bryant, secretary-treasurer (Bryant, 31; Jeannie Davis, 9).

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John Hutchinson, president; Roger Stonebanks, 1st vice president; Dennis Nazar, 2nd vice president; Bob Rowlands, secretary; Doug Davis, treasurer.

Washington-Baltimore

Connie Knox, president; Ken May, vice president; Mary Esslinger, secretary; Diane Yamini, treasurer.

Editorial

NLRB: A test for Clinton

GREAT SEGMENTS of the U.S. population were infused with new energy and a new spirit of optimism by the election of Bill Clinton and Al Gore, a spirit and energy given new vigor by the tone of their inauguration Jan. 20 and the festivities surrounding it.

For the first time in a dozen years, the U.S. government has at its head a president and vice president committed to "Putting People First," as the title of their campaign book put it.

In that book Clinton and Gore pledged new measures to "help workers gain more power in their companies' day-to-day operations, the organization of their workplaces, and the type of compensation they receive."

A welcome declaration after the low regard for the rights of employees and unions evidenced by the Bush and Reagan administrations.

And some of the administration nominees for key cabinet and other positions signaled that it could be more than just rhetoric. One example: Robert Reich is Secretary of Labor, and the Labor Department under Reich reportedly is to have a major role in policy making for the first time in decades.

Also, the Clinton administration's legislative agenda reportedly includes measures such as national health care, family leave similar to that vetoed by President Bush, a stronger occupational safety law, and a ban on the permanent replacement of strikers.

However, basic labor law reform — including a more meaningful level of legal risk for employers who try to thwart employees' efforts to organize and bargain fair contracts — is said to be far down the pike, at best, causing some to question Clinton's commitment.

At least one related situation should test quickly if that pessimism is justified. That test is the National Labor Relations Board, which is charged with administering existing federal labor law. That law is supposed to protect employees' rights to organize and bargain. Under the Bush and Reagan administrations, the NLRB often has been seen as standing the law on its head.

However, almost immediately, certainly by year's end, the new administration can change the makeup of the NLRB.

NLRB members are appointed by presidents and confirmed by the Senate. One of the five board seats has been vacant since Aug. 27, 1991, and can be filled immediately. Another currently is occupied by John N. Raudabaugh, who was re-appointed by Bush in December after Congress had adjourned. Because he is a recess appointee, that seat also can be filled immediately by Clinton. The two new appointees plus current NLRB Member Dennis M. Devaney could give the board its first Democratic majority in more than a decade. Clinton can name a third new NLRB member in August, when the term of Clifford R. Oviatt, Jr., expires. And in November, the term of the NLRB general counsel, Jerry M. Hunter, runs out.

The Clinton administration clearly can move quickly to make the application of existing law more even handed, and demonstrate if it really is "Putting People First."

The Guild Reporter



JAMES M. CESNIK, Editor

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