The GUILD REPORTER

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Bosnia reporting wins '92 Broun Award

Silver Spring, Md. — A Newsday reporter's series of stories exposing ethnic cleansing horrors in Serbian-controlled Bosnia hit home with the judges for The Newspaper Guild's 1992 Heywood Broun Award.

Roy Gutman, veteran Newsday Europe correspondent based in Bonn, Germany, will pick up his $2,000 prize — and Newsday will receive a citation — at a Broun Award luncheon at the National Press Club in Washington, D.C., during the April 26-30 meeting of the Int'l Executive Board.

Gutman's work was selected March 6 by a panel of three judges: Eugene Roberts, retired president and editor of the Philadelphia Inquirer and currently journalism professor at the University of Maryland, United Press International White House correspondent Helen Thomas and Calvin Woodward, senior correspondent with the Canadian Press Washington bureau.

"His dogged and detailed reporting, done at great personal risk, touched off immediate international concern over the human rights of Muslim camp inmates," the judges said of Gutman's work.

Gutman interviewed both Muslim and Croat survivors of Serbian-run death camps. Often he spoke with the survivors, many of whom did not wish to be quoted by name, in the presence of Red Cross workers.

In addition to describing routine torture and killing in the camps, Gutman described the horrors of everyday life in Bosnia, detailed a Serbian effort to deport an entire Muslim town to Hungary and interviewed Muslim women who had been systematically and brutally raped by Serbian soldiers.

Following is an exerpt from a Gutman dispatch datelined Miratovac, Yugoslavia, and published in Newsday on July 3:

"Hasnija Pjeva witnessed the execution of her husband, Nenad, from the terrace of her house outside Visegrad.

"It was 7:30 a.m., June 24, and Nenad was returning from his overnight factory shift when the armed men in Serbian paramilitary uniforms spotted him. Nenad started running to the nearby riverbank, but the irregulars shot him dead on the spot. They dragged his corpse onto the bridge, then threw it into the green water of the Drina.

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Leaders 'managed' in Gary

Gary, Ind.— Post-Tribune Executive Editor Betty Wells admitted in a recent memo to Publisher Fred Mott that her relationship with the Gary Newspaper Guild "has been laced with mistrust during my tenure here..."

By the end of the three-page memo that details her "managing the Guild strategy," Wells had given proof that the mistrust was justified.

When she left the third page of the memo on the newsroom copying machine, Wells "managed" her departure from the newspaper a week later.

Wells, a 21-year Knight-Ridder employee, took the opportunity to lash out at some of her own management team in the memo. She described one editor as being "viewed contemptuously as incompetent and unprofessional" and said the editor would leave the paper within 90 days.

The memo went on to outline concessions that management would seek from the Guild in contract talks next year.

But the part of the memo that got the most attention was a chilling description of Wells' plan of attack against specific Guild members for their legally protected activities.

"Isolate five of the hard-core Guild members, implement individual development plans for them," the memo recommended. In the same paragraph she amplified: "Development plans for them should speak, of course, to their performance. But as we do that, we should do it in context of managing the Guild."

The Hard Core Five, as the Guild activists are now popularly known in the newsroom, include three former local presidents, Mark Taylor, Joe Conn and Garth Snow, as well as former grievance committee chairperson Marge McElheny and former local secretary Ruth Ann Krause.

Wells — who turned industry heads recently when she eliminated the word "editor" from all

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Washington-Baltimore Guild

POST UNIT GUILD MEMBERS VOTE IN GREAT OUTDOORS

Mike Maurer of the Washington-Baltimore Guild staff, left, holds an umbrella as Guild member Linda Wheeler casts a ballot in Washington Post unit elections for local Executive Council on March 10. More than 300 members voted on the street outside the Post building after management refused to allow the election to proceed in the lobby, where Guild elections have been held historically. Above, Guild activists confront Frank Havlicek, center, vice president for labor relations at the Post, who said voting in the lobby would interfere with building security operations. The Guild has filed unfair labor practice charges with the National Labor Relations Board in continuing disputes over union access to the workplace.

Murdoch tries for another stint as Post owner

New York— Real estate tycoon Abraham Hirschfeld's brief reign as owner of the New York Post appeared to be at an end today.

Rupert Murdoch, media giant who sold the Post under Congressional pressure in 1988, emerged late this week as a strong contender to be next owner of the struggling tabloid.

The development was a victory for the rebel editorial staff at the Post, where Guild workers linked arms with management in an unprecedented editorial campaign to thwart the would-be ownership of Hirschfeld, an eccentric parking garage magnate.

The editorial staff wrote and edited a blistering 12-page attack on Hirschfeld — and his proposed editorial partner, Amsterdam News editor Wilbert Tatum — in the March 16 edition of the Post. The front page featured art of Alexander Hamilton, who founded the Post 192 years ago, with a tear falling from his right eye.

Meanwhile, the Guild and other Post unions were named to a Bankruptcy Court creditors committee that worked to resolved the tangled financial picture at the nation's oldest continuing daily newspaper.

By late Thursday, Bankruptcy Judge Francis Conrad had stripped Hirschfeld of financial control of the Post — the real estate baron already had ceded editorial control temporarily to editor-in-chief Pete Hamill — and the creditors committee was prepared to consider Murdoch's bid.

An unusual week in the life of the New York Post 2

Hirschfeld had entered the Post in February as a financial backer for financier Steven Hoffenberg, who had proposed to buy the Post from bankrupt developer Peter Kalikow.

However, Hoffenberg's ownership bid was rejected by bankruptcy court when much of his assets were frozen because of a Securities and Exchange Commission lawsuit accusing him of securities irregularities.

Hoffenberg also had been unpopular with the Post staff, and several high-ranking editors defected to the New York Daily News when it appeared the troubled financier might own the Post.

But Hirschfeld drove tensions higher in mid-March when he fired Hamill and attempted unsuccessfully to fire 272 union members and managers. Of 51 Guild members fired, all but one were returned to the job. And the Guild is arbitrating the dismissal of the remaining staffer, said New York Guild President Barry Lipton.

Hamill, enjoying strong support from the editorial staff, also returned to the editor's job.

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Monterey unions accept pay cuts

Monterey, Calif. — Guild members here have accepted a 5% across-the-board pay cut in an agreement with the E.W. Scripps Co., new owner of the Monterey Herald.

The new contract, which comes amid mounting losses at the Herald, keeps key language provisions intact, said Bill Davis, San Jose Guild administrative officer.

Guild members, ratifying the new pact in a 55 to 7 show-of-hands vote on March 11, acknowledged that the deal was the best that could be negotiated in the Monterey area's beleaguered economic climate, Davis said.

A tentative agreement was reached after an intense series of negotiations, the final bargaining session with Scripps management lasting until 1 a.m.

Guild negotiators had resigned themselves to an inevitable pay reduction after Scripps had permitted Charles Kurtz, TNG auditor, to examine the Herald's books. Kurtz concluded that the paper was indeed loosing money, Davis said.

In addition to a 5.44% pay cut, the new agreement scraps existing health insurance in favor of Scripps' corporate plan, with employee contributions ranging from

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Staff closes ranks against parking magnate

By Marianne Goldstein
New York Guild

NEW YORK — If anyone could have told us weeks ago that the ownership of the New York Post would change, we would have applauded. Pater Kalikow, who had owned the paper for the last five years and run it into the ground, had used up any goodwill we might have felt toward him.

Much of the staff openly detested the way he had continued to lead a lavish life while in Chapter 11 bankruptcy. You know, Fifth Avenue duplex, fancy cars, Montauk estate — while his 700 employees were working four-day weeks and barely scraping by.

But if anyone could have warned us about "Honset" Abe Hirschfeld, I'm pretty sure we all would have run for the hills.

The first inkling I had that we were in serious, serious trouble came two days after Hirschfeld was granted permission to buy the paper.

On that gray Sunday afternoon, as the rest of the city dug out from a blizzard, I sat at the polished wood conference table in the publisher's suite with other Guild officers and heard Hirschfeld say he was going to, without discussion, persmission or acknowledgement of seniority rights, eliminate 270 jobs from the Guild and management staff — mostly from the Guild.

"It might be less, I don't know," he said shrugging. "If I do it today, I will personally pay their severance. If you make me wait until tomorrow, I won't."

New York Guild President Barry Lipton looked agog. "You can't do that," he started to explain but Hirschfeld, after swigging from a bottle of club soda, cut him off.

"I do what I have to do. I'm a builder. I know from buildings."

"He doesn't have a labor lawyer yet," apologetically chimed in Wilbert Tatum, editor of the Amsterdam News and Hirschfeld's editor-in-chief designate.

"I told him not to gaurantee the severance but he's insisting," Tatum added, a note of incredulity in his voice.

We, too, were amazed.

The day had started off very badly. Gerard Bray — first appointed editor by Post owner-wannabe Steve Hoffenberg, then supplanted by Pete Hamill and then Hamill's replacement — had walked out when Hirschfeld demanded Bray draw up a hit list which would have decimated the Post's 300-member Guild unit.

Now we were without an editor and, apparently, without anyone who could reason with this erratic lunatic who had no concept of the labor unions that had sacrificed to keep the Post going for the last two and a half years.

Just an hour before, Hirschfeld had held a press conference to introduce Tatum and his vision for a combined Amsterdam News/ New York Post. Most of our cityroom was present, mingling with the working press, and many of them were having trouble digesting this.

What really set them off, though, was when Hirschfeld denied having fired Hamill two days earlier.

The room erupted in angry shouts.

"You dog," shouted columnist Jack Newfield, lunging toward Hirschfeld.

"You are a liar, Mr. Hirschfeld," bellowed managing editor Marc Kalech. "I was standing there when you fired him. You are lying."

"We'd rather have no paper than have you run it," added reporter Tim McDarrah.

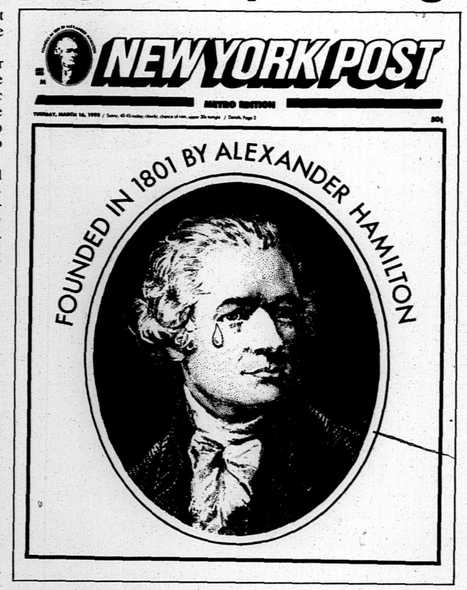
Two hours later, after Hirschfeld had granted several incoherent interviews, we all regrouped in the conference room. Tatum, playing host, brought in some lukewarm bottles of ginger ale and Evian water. George McDonald, president of the Allied Printing Trades Council, joined us. It was a meeting I'm sure he found, well, memorable.

"Abe, you can't do that," he said in his most reasonable, I'm-talking-to-a-crazy-person voice.

But Hirschfeld prevailed. "I built the Verticle Club. It's considered one of the seven wonders of the world. I created the idea of the open-air parking garage," he told a startled McDonald, who has spent a lifetime facing down recalcitrant publishers but seemed new to the notion of a wacky real estate baron.

Everytime McDonald or Lipton would try to inject reason into the absurd scene, Hirschfeld cut them off. "I would like nothing more than for you to walk out of here!" he explained before summarily dismissing us.

And so we began to see his vision of the New York Post, the city's newest six-story indoor parking garage, centrally located



Alexander Hamilton sheds a tear on the cover of the March 16 Post.

to nothing but the East River and the Brooklyn Bridge outside our doors.

"If you fire me, do you know how much severance you'll have to pay me?" inquired Harry Leykis, Post Guild unit chair and a 40-plus year Post veteran. Hirschfeld quietly digested the six-figure sum. As we walked out, he asked Harry what his last name was.

"Don't fire him," Hirschfeld instructed Tatum.

We had to laugh.

Down in the cityroom, chaos prevailed. Though the paper is normally quiet on Sunday, many staffers had come in out of fear. As they milled about, Leykis, executive editor Steve Cuozzo and several other editors met in Kalech's office to discuss whether to put out a paper.

In a hastily called newsroom meeting, Lipton advised us not to walk off the job, that we would be playing into Hirschfeld's hands. We decided to stay — but technical problems from the prior day's blizzard kept the computer system unstable and prevented us from getting the wire services.

For the first time in my 14 years at the Post, there was no paper on the news stands the next morning.

But a remarkable event was taking shape that would affect the outcome of the week. Management and the Guild, certainly never the best of friends, were squarely on the same side, fighting for the same thing: Get rid of Abe and bring back Pete.

I've spent years arguing with Kalech over stories. But in the cooperative spirit of the moment, I let him practically dictate one anti-owner story I wrote. This was a group project, one that we all attacked with a zeal that may have been somewhat lacking at the paper during this long, depressing winter laced with daily reports of our imminent demise.

So we put out the now-famous Tuesday paper, sans blaring front-page headline — just the tearful Alexander Hamilton and 16 pages of chew-em-up, spit-em-out writing.

That Monday night, after the presses rolled, we all adjourned to our collective watering hole, the Lion's Head, drank champagne and high-fived each other until the early morning hours.

The week wore on. Pete made a brief but triumphant return as editor — and on Thursday morning I got a call at home. "It's Mr. Hirschfeld. He wants to talk to you," said a baffled desk assistant.

The call was transferred to Hirschfeld's office and he picked it up. "How long you been here, Marylin?" he asked, mangling my name. I told him and he invited me to his office to talk.

I assumed he wanted to speak to me as a representative of his rebel staff. I told Kalech and Hamill about the meeting.

"He probably wants to ask you to be editor," they joked. I told them I would be kind.

I entered the huge oval publisher's office, decorated with old front pages and an ornately carved wooden desk. Hirschfeld, looking small and frail, was swallowed by the huge desk, which was strewn with papers and, yes, brochures for the Verticle Club.

"How long you been here?" he asked. I told him, again, 14 years.

"Good. Good. Then you tell me something," he said. "How long has this furniture been in here?"

I stared at him blankly.

"Peter Kalikow says this desk is his, it belonged to his father. And he says he owns the conference table, too. He wants them back. How long have they been here?"

I confessed that I had no idea. "Well, you take a week, 10 days, you find out for me, okay?" he said.

As I left he called me back. "Do me a favor, will you? You tell Pete to come up and talk to me. I want we should talk. You tell him that, okay?"

I was speechless — and even more so later when I learned that at that very moment Pete was rushing to court to answer a comtempt citation Hirschfeld had taken out to ban Hamill from the building.

But that, as I was learning, was life with Abe. Never honest, never predictable and rarely pleasant, he plays the role of befuddled grandfather to the hilt — while saving up a mouthful of saliva to spit in your face.

As we go to press, one-time Post owner Rupert Murdoch appears to be entering the fray — and while the Murdoch years brought some unpleasant notoriety to this paper, we would welcome the chance to work for someone who wants the Post to survive and not become a parking complex. We hope.

Marianne Goldstein is a vice chair of the Post Unit of the New York Newspaper Guild. She is co-chair of the Contracts Committee and a Guild trustee for the Post insurance fund.

LOCAL ELECTIONS

Akron
Mary Grace Poidomani, president; **Yuvonne Bruce**, 1st vice president; **Art Krummel**, 2nd vice president; **Katie Byard**, secretary; **Stuart Drown**, treasurer.

Denver
Dave Krieger, president; **Tony Mulligan**, 1st vice president; **Nancy Thomas**, 2nd vice president; **Laurie Faliano**, secretary; **Ron Watson**, treasurer.

Memphis
Lela Garlington, president; **Anita Houk**, 1st vice president; **Ruth Beaumont**, 2nd vice president (Beaumont 123, Edith Kuchenmeister 170); **Gerald Saulsberry**, 3rd vice president (Saulsberry 129, Linda Strong 61); **Tina Lum**, recording secretary (Lum 115, Nora Williams 76); **Denise Pool**, secretary/treasurer (Pool 127, Faye McCracken 64).

Kenosha
David Engels, president; **Les Ryshkus**, vice president; **Joe DiGiovanni**, secretary; **Dave Backmann**, treasurer.

Scranton
Borys V. Krawczeniuk, president; **Jim Conroy**, vice president; **John Hambrose**, secretary; **Margaret I. Emery**, treasurer.

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

Woonsocket
Michael Holtzman, president; **Scott Cole**, 1st vice president; **Denise Perreault**, 2nd vice president and acting secretary; **Raymond Hurteau**, treasurer.

Gary editor departs amid controversy

(Continued from Page 1)

newsroom titles save the top two editorial executives — also admitted that past actions against Krause and Taylor had been taken due to their union activity.

She said both had been transferred to a suburban bureau to separate them from "Guild activists in the Gary newsroom. That was a conscious part of our decision-making process as we reassigned our folks last year."

Publisher Mott was made aware that the Guild had a copy of the letter on March 10. He at first defended the memo, saying only that its language was inappropriate.

But by March 16, Mott had decided to accept Wells' resignation, effective immediately. The resignation — Wells said she was leaving to attend law school — was announced to the staff at a meeting later that day.

At a staff meeting the following day, Mott said he is interested in improving labor relations and morale in the newsroom. As his first move he named William V. Sutton Jr. as new editor of the Post-Tribune.

Sutton, who came to Gary as managing editor in 1991, was once a Guild steward at the Philadelphia Inquirer.

For its part, local Guild leadership has pledged to cooperate with management, as Guild leaders had during the tenure of Wells and other previous editors. Wells was the last remaining member of the Post-Tribune management team in place during the four years it took the Gary Guild to negotiate the current collective bargaining agreement at the daily.

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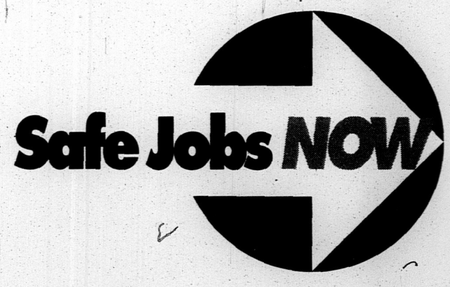
Workers' holidays focus on safety, health needs

Silver Spring, Md.— Guild locals in the United States and Canada are being asked to plan safety and health-related observances for their nations' respective workers holiday on April 28.

In the United States, AFL-CIO state and central labor bodies will be planning observances for the fifth annual Workers Memorial Day in memory of workers killed on the job.

The Canadian Labour Congress will be doing the same for Canada's Day of Mourning for workers killed or injured on the job, a federal holiday since 1991.

In the United States, organized labor observances will focus on the need for Occupational Safety and Health reform. Emphasis will be on mobilizing support for legislation that would, among other things, require joint safety and health committees in the workplace, toughen enforcement and mandate an ergonomic standard to curb Repetitive Strain Injury.



In Canada, the CLC is calling on locals and labour councils to lobby local governments to co-sponsor the event as a local holiday. The emphasis will be on the need for stronger safety and health contract provisions, improved workers' compensation and stricter workplace regulations — including measures covering radiation, chemicals, noise, stress and health and safety committees.

"We in the Guild have not had many deaths on the job, but our list of wounded is long and growing," TNG President Charles Dale said in a memo to Canadian and U.S. local Guild leaders. "It would well repay every local to take time out for this observance. ...

"You will be raising the health and safety awareness not only of your members but of the public on which we depend for support."

In the United States, AFL-CIO President Lane Kirkland has asked unions to include in their observances a moment of silence to remember workers who have lost their lives on the job.

Kirkland also asked locals to coordinate postcard and letter-writing campaigns to members of Congress on behalf of workplace safety.

The AFL-CIO is supporting OSHA reform legislation introduced March 10 by U.S. Rep. William D. Ford, D-Mich. Ford's bill, H.R. 1280, includes the following:

- Safety and health committees for workplaces with more than 10 employees.
- Required safety and health training before job assignments, with annual retraining.
- Coverage of state and local employees now excluded from OSHA coverage in 27 states.
- The right to refuse unsafe work and protection from discrimination for reporting injuries, illnesses and unsafe conditions.
- A strict timetable for mandated standards.
- Immediate abatement of hazards, strengthened criminal penalties and a role for workers and their representatives in settlement of citations.
- Establishment of an OSHA Office of Construction Safety, Health and Education.

Murdoch wants Post back

(Continued from Page 1)

Hirschfeld's apparent failure to pay Post bills also contributed to his late-hour undoing. He had committed to pump $3 million into the Post but as of Thursday had fallen some $400,000 short.

The creditors committee learned Thursday that he had refused to sign checks to pay bills, including contributions to Social Security and employee retirement and insurance funds.

High level public officials, meanwhile, were mounting an intense lobbying campaign this week to pave the way for Murdoch's return. New York Gov. Mario Cuomo, a Democrat, and U.S. Sen. Alfonse D'Amato, R-N.Y., were said to be lobbying Capitol Hill for a waiver of a Federal Communications Commission anti-monopoly rule that forced Murdoch to sell in 1988.

Murdoch had retained right of first refusal when he sold the Post to Kalikow, whose own bankruptcy opened the torrent of events that have rocked the Post in recent weeks.

Lipton said Friday that the creditors committee was not prepared to endorse Murdoch's bid for ownership until it has a chance to review a formal proposal.

Meanwhile, the New York Guild continues to press for an agreement at the Daily News, where new owner Mortimer Zuckerman fired a third of 540 Guild-covered employees earlier this year.

The Guild and Daily News management held a seventh bargaining session last week.

Gene Bradford, L.A. Guild historian

Los Angeles— Gene Bradford, the last remaining founder of the Los Angeles Newspaper Guild, died Feb. 22 of cancer. He was 87.



Bradford in 1940

Bradford's upbringing — he was the son of a socialist newspaper editor — and his $18-a-week paycheck at the old Los Angeles Herald-Express led him to a barn in the San Fernando Valley in 1937 where secret organizing meetings that led to the local's founding were being held.

His 56 years of activism, broken only by a stint in the Army during World War II, are without equal in Local 69.

Bradford was born in Los Angeles on April 14, 1905. His father, editor of Common Sense, the Socialist Party newspaper in Los Angeles, named his son Eugene Debs Bradford in honor of the articulate Socialist leader. Bradford's mother later prevailed on her teen-age son to change his name to Eugene Shubrick Bradford Jr. — in honor of his recently deceased father.

Bradford was initially hired at the Herald-Express as a copy boy in 1929. Low pay was among the reasons Bradford became an early and ardent Guild supporter.

Bradford labored tirelessly for his union. He became a shop steward as soon as he advanced to his Herald-Express library post and held most local offices with the exception of president.

He attended nearly all local representative assembly and membership meetings. At one meeting in 1989 Bradford amazed Guild members by producing 52 annual Guild membership cards.

In 1991, Bradford wrote "History of the Los Angeles Newspaper Guild" to mark the local's 55th birthday party. The work is given to new members and is required reading for elected stewards.

In addition to serving as Local 69 historian, Bradford chaired the local's permanent Elections Committee through the tenure of six local presidents.

Bradford was an avid hiker and mountain climber into his 80s. Following a 1989 bout with colon cancer, he jokingly described a climbing vacation to Yosemite as "my therapy."

IT SEEMS TO US

Study process should reflect Guild's values

TORONTO

Editor:

I was alarmed to learn that a decision has been made to hold meetings of the Planning Committee for TNG's strategic study in camera.

I'm not sure who made this decision; certainly it was not the Planning Committee itself. As a member of that committee, I would have appreciated the opportunity to have input on this issue.

Surely there is no good reason why Guild members who wish to observe the deliberations of the committee at their own expense or that of their locals should be prohibited from doing so.

The committee is charged with making a serious assessment of the problems facing our union and with making significant recommendations about its future. If these recommendations are not ultimately accepted and ratified by the membership of the union, the process will have been a waste of time, money and effort. We have nothing to lose by being inclusive in our approach, and everything to gain.

The process embarked upon by the Planning Committee should reflect the kind of union we all want the Guild to be — open, honest, tolerant, democratic, a union that belongs to all of its members.

Gail Lem
President
Southern Ontario Newspaper Guild

Editor's note: Work Directions Inc., consultant performing the strategic study for the Guild, proposed that a planning committee be formed and that its meetings be closed. See story on Page 8.

CJR article begs question: Which side are you on?

DETROIT

Editor:

Several days after the Columbia Journalism Review's article on The Newspaper Guild was in the mail, copies of "Sticking With The Union?" were posted on company bulletin boards at Gannett's Detroit News.

Our adversaries, the publishers, were obviously delighted to see this one-sided diatribe against our union. Sadly, much of the distortion emanated from the mouths of so-called Guild leaders of locals in Denver, Twin Cities, Los Angeles, New York and Toronto.

Which side are you on?

By parroting the corporate line about Guild problems publicly, these self-styled critics have done considerable damage to any future organizing drives. What's worse, these critics are fast to disagree with TNG policies, but they offer no solutions.

These dissidents are more enamored seeing their names in print, even if it's in the ANPA in-house journal, than coming up with new, effective approaches to the gauntlet of problems thrown at us by hostile management and labor boards.

It is one thing to debate our policies and procedures internally at Guild official functions. But it is reckless and irresponsible for union leaders to become cannon fodder for the publishers.

Which side are you on?

Louis Mleczko
President
Newspaper Guild of Detroit

Unity in Bakersfield sinks hostile law firm

BAKERSFIELD, CALIF.

Editor:

In Bakersfield, we have been fighting the anti-union firm of Zinser and Domina (a Tennessee offshoot of King & Ballow) for the past three years, especially during recent contract talks. Our contract expired in May 1992 and we have faced a long list of hostile proposals from Zinser and Domina since then.

We put together a unity campaign with two other unions at the newspaper (GCIU and CWA/ ITU), as well as launched a community campaign that included informational picketing of the newspaper.

Our efforts have paid off! On March 8, management decided to fire Zinser and Domina, turning negotiations over to in-house personnel. It was a tough decision for CEO Michael Fisch, who has been at the newspaper since only June 1992, but we believe he realized the company was spending a ton of money and buying only low morale and a long labor war with the unions.

Our first negotiation session with company personnel already has been more positive and productive. Certainly, we each still have a difference of opinion on issues, but we're negotiating in a much more open atmosphere.

Our thanks to President Charles Dale, the IEB and Int'l Representative Gene Bryant for their continuing support in our battle.

Tom Maurer
President
Bakersfield Newspaper Guild

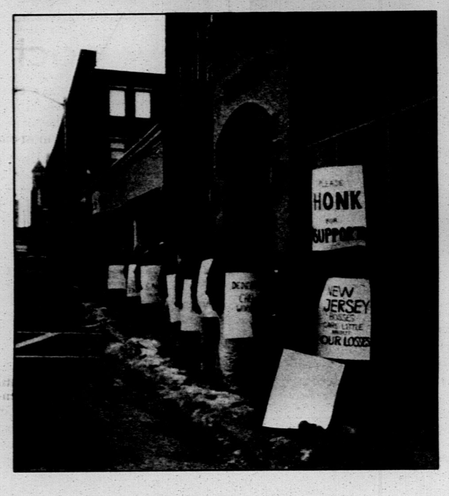
By TNG convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue.

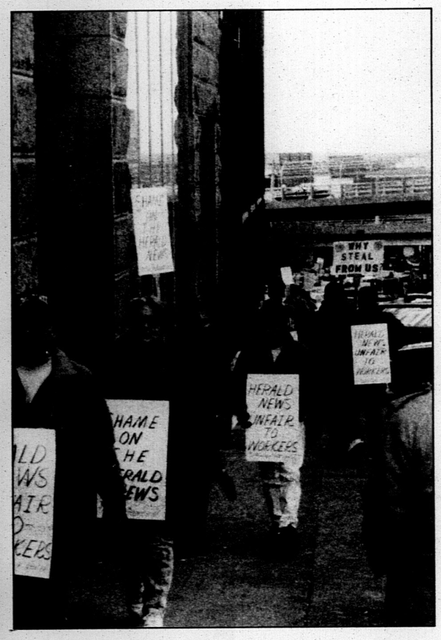
Deadline for letters is the Friday before publication. (Next deadline: April 16.)

Letters relating to elections or referenda to appear in the issue immediately preceding distribution of ballots and subsequent issues preceding the official voting period shall contain no new charges.

Newspaper Unions of Southern New England go public with fight







More than 100 members of three Guild locals took to the streets recently to demonstrate against retrogressions demanded by their employer, the Journal Register Co. Employees at the Pawtucket Times, left, the Woonsocket Call, lower left, and the Fall River Herald News, below, picket their respective plants during the noon hour on Feb. 18. Pawtucket and Woonsocket Guild members have faced more than a year of uphill bargaining. Their colleagues at Fall River, a unit of the Boston Guild, received even worse proposals from the company late last year. The locals in December joined with other newspaper unions in forming Newspaper Unions of Southern New England. The group is planning further activities, including subscription and advertising pledge boycotts.

Duncan unit wins first pact

Duncan, B.C. — A first contract is in place at the Duncan Citizen following a 30-month struggle between the Victoria-Vancouver Island Newspaper Guild and the Thomson Corp., owner of the twice-weekly newspaper.

The two-year contract, imposed by a mediator of the provincial Labour Relations Board after the Guild and Thompson agreed to voluntary arbitration, rejects the company's merit pay demands and sets minimum wage scales for bargaining unit employees.

Contract talks were marked by numerous bitter disputes and unfair labor practice charges leveled against the company.

The Guild unit covers 28 workers in virtualy all departments at the Citizen, including editorial, advertising, accounting, mailroom and clerical. Pressroom workers are represented by the Graphic Communications International Union.

The contract quest began in July 1990 when Citizen employees chose the Guild as their bargaining representative.

The labour board mediator, Irene Holden, cited industry standard in ruling that the Duncan contract should include wage scales. Under her decision, management may pay employees more than scale and would not be required to maintain differentials with future scale increases.

However, the wages set in the contract are at the low end of newspaper industry standard. "What has to be taken into consideration is the fact that the Duncan Citizen is not doing very well financially," Holden said. "There would be no satisfaction in a monetary settlement which the newspaper could not bear — resulting in the loss of jobs to unionized employees."

The new scales replace a myriad of pay rates that had existed previously, said John Hutchinson, local Guild president. He said many employees received pay raises ranging from 7 to 9%, with the lowest paid workers in line for a 16% increase after three months.

All employees will receive a 2.5% raise in March 1994. Hutchinson said further negotiations — and arbitration if necessary — will be held on the issue of sales commissions. Holden gave the parties until the end of March to reach an agreement on that issue.

The contract mediation process had begun in June 1991 but was interrupted by a disputed decertification election in which the Guild alleged that several members of the company's bargaining committee had cast votes.

In September 1992 the labour board (then the Industrial Relations Council) ruled against the company and dismissed the decertification move.

Contract mediation resumed in November 1992. The Guild and company reached agreement on 93 subsections of 19 contract articles in four sessions with Holden, who resolved the pay and several other issues when the parties could not agree, including pay, jurisdiction, holidays and sick leave.

The contract, effective on March 1, expires Feb. 23, 1995.

San Jose clerks win sales pay differential

San Jose, Calif.— The Mercury News must award differential pay to two clerks who performed inside sales work from 1990-92, under an arbitrator's award.

The award stems from a grievance filed by the Guild after two clerical employees were transferred to the automotive classified department in April 1990, following the departure of two higher-paid inside salespersons.

The departed employees' auto sales accounts were turned over to outside salespersons.

The two clerks were not assigned accounts of their own. However, the Guild argued that the two performed sales work because the outside sales reps frequently were unavailable to service the auto accounts.

The two clerks fielded customers' phone calls concerning advertising rates and often helped customers with wording of ads and advised customers when to use boldface type, the Guild said.

One of the clerks testified in the arbitration hearing that she had told a supervisor that she was uncomfortable doing sales work. She was told not to perform sales work but to transfer auto dealers' calls to the outside sales reps even though that was often impossible.

The company argued that the two employees had never sought inside sales pay differential on their timecards and that the Guild overestimated the amount of time the two had spent servicing auto accounts. One of the two was promoted to inside sales and the other reassigned to a clerical pool in May 1992.

Arbitrator John Kagel wrote that it was clear that the company had expected the two clerks to perform sales work and that it is not necessary for an employee to claim higher pay on a timecard.

"The testimony of the grievants is convincing that the servicing of the automotive advertisers could not have taken place unless the grievants acted as they did," Kagel said.

Under the award, both clerks received back pay.

Kagel held that it was not necessary for the company to promote the clerical pool employee to inside sales. However, the employee will receive experience credit for the time she performed sales work should she be promoted to a sales vacancy in the future.

Mercury Center falls under Guild jurisdiction

San Jose, Calif. — The Guild here has negotiated jurisdiction over the Mercury Center, a newly created electronic information department at the Mercury News.

By agreement, pay scales for such positions as on-line editor, audio-text editor and others are to be bargained between the Guild and management at the Knight-Ridder daily.

Those and other positions, whether filled by new or existing employees, will be covered by the existing collective bargaining agreement which runs through Nov. 1 of this year.

The new agreement stems from a Guild threat to fight the company's position that the new center would be outside Guild jurisdiction, said Bill Davis, San Jose Guild administrative officer.

"We met with them and said we didn't agree and that we would arbitrate it," Davis said.

For its part, the company hinted it would pursue its case through a unit clarification petition before the National Labor Relations Board, Davis said.

The company agreed to bargain when the Guild suggested that Guild-covered employees would not cooperate in the company's planned five-year Mercury Center experiment if union jurisdiction were not part of the plan. "They caucused, came back and said they were willing to negotiate," Davis said.

"Our point was we're looking to the future," he added. "If it doesn't grow, nothing lost."

The agreement protects seniority rights of any Guild-covered employees who transfer to the center in the event the operation is abandoned or scaled back.

It also provides that Guild-covered employees in other departments who perform center-related work be given adequate training for new duties and that their competency be judged on their primary skills and not on audio or other special skills required by the Mercury Center.

Also, the Guild agreed not to challenge subcontracting of work so long as such work is unique to the center.

Vancouver, Toronto workers face layoffs

Vancouver, B.C. — The Guild here is going to provincial Supreme Court in an effort to block announced layoffs at Pacific Press, Inc.

The company, owner of Vancouver's two daily newspapers, said in early March it would lay off 112 employees — 96 of them in the bargaining unit — over a four-month period.

Although the company cited economic reasons for the layoffs, the Guild argues that the move in fact constitutes reorganizational changes at the Province and Sun.

Of the bargaining unit employees being let go, 80 are in the circulation department. The other 16 targeted Guild-covered workers are spread over other departments.

In Toronto, meanwhile, the Southern Ontario Newspaper Guild is contemplating a response to an early March announcement by the Toronto Star that it plans to jetison 235 circulation and delivery department employees.

The Star said its plan is to contract out all distribution of the newspaper. "By the time they're done, there will be no Guild members handling bundles of papers," A SONG leader said.

In January, the Star announced it would lay off 75 editorial, circulation and advertising employees.

The Vancouver layoffs constitute a reorganization because they are concentrated disproportionately in the circulation department, the Guild says.

The Guild's contract with Pacific Press provides different procedures depending upon reason for layoff, said Georgia Chilsholm, chair of the Pacific Press Unit of the Vancouver Guild.

"Our position is that we do have provisions for economic layoff and we have provisions for reorganizational layoff," she said.

Reorganizational language in the contract provides that workers whose jobs are lost are entitled to be trained for new jobs with the company. If retraining does not prove satisfactory, terminated employees are entitled to four weeks per year in accelerated severance pay, as opposed to two weeks per year for economic layoff.

The Guild will ask the British Columbia Supreme Court to put a hold on the layoffs while the Guild takes its reorganizational case to arbitration. The court had set a March 23 hearing date in the case.

Pacific Press plans to begin bargaining unit layoffs in May. Sixteen management workers affected by the layoffs were let go immediately.

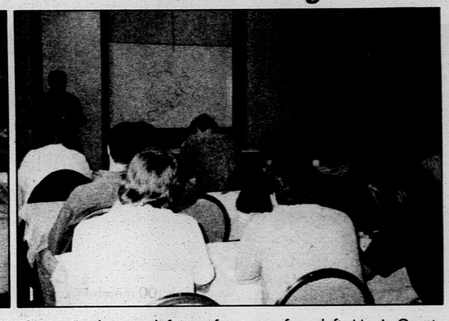
The loss of 80 circulation workers would leave only 20 district managers remaining, Chisholm said. "They (Pacific Press managers) have made no formal statement as to how the work gets done," she added.

Pacific Press, owned by Southam, Inc., has lost money the last two years and has said it continues to lose money this year.

The Toronto Star, owned by Torstar Corp., had said that advertising revenue has declined by 30% over the past three years. The company said contracting distribution would save $5 million a year.

Ontario Guild activists study provincial labour law changes





Labour law reform enacted by Ontario lawmakers in December 1992 contains a number of features that make for an improved organizing climate. Ontario and international Guild activists gathered in Toronto in early March for ideas on ways to benefit from the new law from Etan Poskanser, right photo, of the law firm that represents the Southern Ontario Newspaper Guild. Shown in photo at left are, front row from left, Mavis Grant, Local President Gail Robertson and Jim Potter, all from the Windsor Newspaper Guild. Behind them are, from left, William McLeman, TNG director of field operations; Int'l Representative Dan Zeidler (hidden); Linda Foley, TNG contracts secretary, and SONG President Gail Lem.

Guild negotiates on behalf of fired editor

New York — A Guild-covered employee at United Press International apparently has quit his job rather than apologize to management for abusing the computer message wire with an open letter of frustration over mounting problems at the wire service.

UPI Washington editor David Rosso was fired in late February for detailing management lapses over the message wire. The company charged that Rosso, a 23-year veteran, had violated work rules.

"We grieved it, claiming there was no such work rule," said Kevin Keane, president of the Wire Service Guild.

The Guild negotiated a two-day suspension for Rosso, provided he agree to apologize. "He rejected it but we thought it was fair and reasonable," Keane said. "We have notified him we are closing our file on the case."

Rosso's message read in part: "We are reading a lot of signs that spell disaster. Stringers throughout the system worldwide are not being paid. Vendors are not being paid. Phone lines are being disconnected. We are having trouble getting deliveries of essential equipment. Medical claims are being ignored. The reputation of UPI is not the reputation it once had. ..."

Meanwhile, Steve Geimann, UPI executive editor, and Helen Thomas, UPI White House correspondent, penned a joint letter to staffers that sends upbeat notes regarding the future of the financially plagued wire service.

In the letter, Geimann and Thomas report that they had met with management and representatives of an investment group that has committed to revitalizing UPI. The letter said that investors have hired the Booz-Allen & Hamilton consulting group and that the first phase of a study of company operations has been completed.

"In the meantime, we have been assured that every effort will be made to clear up the many outstanding payments and claims that have been so irritating and frustrating to us all," the letter said.

On the contract negotiations front, drawn-out talks between the Wire Service Guild and UPI management remain on hold while Worldwide News, Inc., UPI owner, works on its business plan.

Keane said he doubts that the Geimann and Thomas letter will improve slumping employee morale at UPI. "If they want to soothe my feelings, they are going to have to do it with deeds," he said.

Severance OK'd for ex-UPI staffers

New York — Former United Press International employees denied full severance pay when they were terminated in October 1991 will be paid under a schedule approved by federal bankruptcy court.

The plan calls for payments to some 52 Guild-covered employees owed outstanding severance. Payments should be issued soon in bi-weekly installments until the full amounts due are paid, the Wire Service Guild said.

Infotech, former UPI owner that took the wire service into bankruptcy before eventually selling its assets to Worldwide News Inc. in June 1992, had sought court approval to negotiate with affected employees individually on outstanding severance amounts.

Those who went on to lower-paying jobs — or to no jobs — will received the full amount as provided under the Guild's old contract with UPI. Those with new jobs paying more will receive 50% of severance.

The Guild continues to argue that UPI staffers who took jobs with Worldwide News are entitled to 50% of severance pay, as provided under the old contract, when Infotech gave up ownership of the wire service.

Lowell pact brings reporter pay to $690

Lowell, Mass. — A newly ratified contract between the Guild and the Lowell Sun provides for a weekly increase of $52.58 in top minimum pay.

The agreement, which runs through July 1995, sets annual percentage increases of 2%, 2% and 4%, with key pay for reporters reaching $690.58, effective Aug. 1, 1994.

The new pact also reflects health care changes agreed to last fall and found to be favorable to Guild members, according to Gerald Maraghy, director of the Guild's New England Servicing-Organizing Program. Lowell Guild members form a unit of the Greater Boston Newspaper Guild.

The Lowell contract sets a kick-in point at which employees begin paying a portion of health insurance premiums.

Under the contract, the company agrees to continue to pay full health insurance premiums up to the following caps: $675 a month for families of three or more, $550 for two-person coverage and $275 for individuals.

There remains a $117 "cushion" for those employees on the two-person plan before the cap on company payments is reached, Maraghy said.

Employees may select from among a Blue Cross/Blue Shield plan or two health maintenance plans.

Lexington Guild OKs new pact

Lexington, Ky. — A new contract here between the Guild and the Herald-Leader provides for pay scale increases and keeps most old contract provisions intact.

Lexington Guild members ratified the agreement in a unanimous voice vote on March 17. The new contract ends a veritable two-year stalemate since the previous pact expired in 1990.

In bargaining, the Guild deflected company proposals for changes in the arbitration process and for what Lexington Guild Doug Scott termed an "extreme" management rights clause.

For all intents and purposes, contract talks did start up until Scott took office last year. A tentative agreement was reached in 12 bargaining sessions beginning and late April and ending with a tentative agreement in mid-December.

As talks took shape, Scott said he conducted a survey of Guild members and produced newsletters to keep them updated on the progress of negotiations. Int'l Representative Jim Griffin, a former Lexington Guild member, assisted the local in bargaining.

"Considering the circumstances here we were happy to maintain the status quo," Scott said. "We didn't give anything up."

The contract, which runs through December 1996, provides for top reporter minimum weekly pay to increase from $500 to $510 in July 1993 and to $525 in July 1994. The pact also provides for a wage reopener in December 1994.

Cartoonists win arbitration

Vancouver, B.C. — Two freelance editorial cartoonists for the Vancouver Province are economically dependent on the publisher for their livelihood and are entitled to representation by the Vancouver Newspaper Guild.

A provincial Labour Relations Board ruling finds that while the cartoonists have not been a part of the employee structure at Pacific Press, owner of the Province and Sun, the two are an integral part of their newspaper.

Both cartoonists have received pay increases in proportion to raises negotiated by the Guild for the bargaining unit at the two newspapers, according to testimony before the board.

TNG cautions locals on use of cellular phones

Silver Spring, Md. — Local Guild leaders have been advised to keep employees' exposure to hand-held cellular telephones "as low as reasonably feasible."

David J. Eisen, TNG research and information director, has updated local presidents and administrative officers on the status of scientific research into the health effects of radiation emitted from the phones.

Concern over the phones accelerated following nationally televised reports in January of a lawsuit in which a Florida man alleged that a cellular telephone contributed to a the death of his wife due to a brain tumor.

In a memo to Guild leaders, Eisen points to a federal Food and Drug Administration advisory suggesting that conversations on hand-held cellular phones be as short as possible.

Reputable scientists differ on whether cellular phones pose a real threat. The National Cancer Institute has said it will investigate cellular telephones as has the Cellular Telecommunications Industry Association.

If there is a radiation hazard, experts suggest, it would stem from the antenna, inches from the user's head.

Car telephones present a considerably lower radiation threat — although five times more powerful than hand-held phones — according to the Federal Communications Commission, because their antenna is mounted outside the car's body which acts as a shield to protect the user.

Transportable telephone units also should be used with caution because they may generate as much radiation as hand-held phones, according to an FCC official.

Eisen suggests that Guild locals take two steps:

- Urge management to hold down the use of hand-held phones as much as possible, supplying car phones instead wherever feasible.
- Advise members to keep telephone reporting as brief as possible when hand-held phones must be used — and insist that management issue a directive to that effect.

"A dozen years ago VDT manufacturers ridiculed the idea that the radiation emitted by their screens might be hazardous," Eisen said in the memo. "Today, in the face of increasing evidence that such radiation may indeed affect the human body, they are beginning to install devices to reduce that radiation as much as possible. ... Caution is in order."



St. Louis Labor Tribune

TV boycott: *The St. Louis Newspaper Guild is pressing a boycott of KSDK-TV, where Guild members have been working without a contract since Dec. 31. The Guild, which represents 15 writers, directors and office employees at the station, is seeking to add more than 20 producers in an April 14 NLRB election. Delegates to the Midwest District Council's winter meeting in St. Louis, above, pitched in with informational picketing at a Working Women's Survival Show.*

Unions get say on VDTs

Silver Spring, Md. — A TNG initiative has resulted in the appointment of a union safety and health director and two other labor-related VDT experts to a committee revising the American National Standards Institute's five-year-old VDT standard.

Dr. Robert J. Beaton, the committee chair, added employee representatives to the 35-member ANSI committee in late February, more than 10 months after its formation and a request by TNG Research and Information Director David J. Eisen that it be expanded to include labor representatives.

Beaton named three candidates advanced by the TNG director: David E. LeGrande, safety and health administrator of the Communications Workers of America; Diana W. Roose, research director of 9to5, the National Association of Working Women, and Laura Stock, associate director of the Labor Occupational Health Program at the University of California (Berkeley) and coordinator of the Bay Area VDT Coalition, a union alliance that includes the Guild.

Eisen declined a suggestion he might serve on the committee, noting that he is already devoting considerable time to another ANSI committee drawing up a standard on Repetitive Strain Injuries (RSI).

The ANSI committee that developed the VDT standard under the aegis of the Human Factors and Ergonomics Society in 1988 was widely criticized by TNG and other unions for totally excluding representatives of the employees who work on VDTs. The majority of its members represented computer manufacturers.

The committee named by the Human Factors group to revise it was somewhat more representative but still did not include a single labor representative. Beaton said after TNG's original letter that he favored the appointment of union participants, but despite two subsequent letters and phone calls, he took no action until Eisen appealed directly to committee members in a Dec. 3 letter.

The ANSI standard, a voluntary one, is not legally binding but its provisions are widely cited and followed. TNG and other unions criticized it severely when it was drafted, particularly for its failure to require adjustable workstations, rest breaks and eye examinations for VDT operators.

ANSI requires that all standards be revised every five years.

Manchester organizes accounting office

Manchester, N.H. — Accounting department employees at the Union Leader Corp. here will vote in a secret ballot election on April 16 on whether to join the Manchester Newspaper Guild.

Local 167, which already represents 140 editorial, advertising, circulation and janitorial employees at the Union Leader and the New Hampshire Sunday News, sought voluntary recognition on Feb. 24 and then filed a representation petition with the National Labor Relations Board on Feb. 26 after the company rejected voluntary recognition.

In seeking voluntary recognition, local President Jim Schaufenbil told the company in a letter that "an overwhelming majority of employees" endorsed the Guild as their exclusive bargaining representative.

The Manchester Guild was chartered in 1942, but accounting employees had never unionized.

Among accounting department employees active in the organizing drive is Sylvia Prince, daughter of Local 167 charter member J. Leo Dery.

The election date was set during a stipulation hearing in Boston on March 15. Under the agreement, 18 employees — including two regular part-time workers — will be eligible to vote.

The department includes two exempt supervisors.

Florida reporter does time for protecting source

Stuart, Fla. — A newspaper reporter was jailed here in mid-March for refusing to divulge an anonymous source in a story on a child abuse case.

Tim Roche, serving a 30-day sentence for criminal contempt after the U.S. Supreme Court declined to consider his First Amendment case, used his telephone time his first night in jail to dictate a column to the St. Petersburg, Fla., Times, according to his attorney.

Roche joined the Times in late January after leaving the Stuart News, his employer at the time of the child abuse report, in a dispute with E.W. Scripps management in Stuart over legal counsel in the case.

The reporter's last hope for freedom — after the Supreme Court refusal — was extinquished when Florida Gov. Lawton Chiles refused a plea for unconditional clemency, said Anne R. Noble, attorney who has represented Roche for more than two years, first as an associate in the Washington office of Baker & Hostetler and later with Rahdert & Anderson, a St. Petersburg law firm.

Chiles had offered Roche clemency in exchange for 300 hours of community service. Roche refused the deal on principle, Noble said. The same day, Noble added, Chiles pardoned a county commissioner who had been convicted on corruption charges and took under advisement a convicted child molester's request for a pardon.

"We have a 24-year-old principled man in jail," Noble said last week. "I think this frankly is obscene."

Roche was charged by the local Florida prosecutor after reporting a juvenile court judge's sealed custody order in a May 1990 story for the Stuart News. Although the order was widely reported by the news media within hours after it was issued, Roche was the only journalist who quoted it specifically.

The judge's order — sealed by law to protect the child's privacy — had terminated a mother's rights to custody of her two-year-old daughter. The case received widespread media attention because another of the woman's children had been beaten to death in 1988.

In that case, the father received a 10-year sentence for aggravated child abuse and the mother served nine months in jail for neglect in not reporting the father's abusive behavior to authorities.

Following a complaint from the mother's legal counsel in the 1990 case, the judge ordered an investigation into how Roche obtained the order. Roche, subpoenaed in the prosecutor's investigation, refused to identify his source.

The Florida Supreme Court refused last summer to hear Roche's appeal. Legal experts had hoped for action from the U.S. Supreme Court when Justice Anthony Kennedy granted a stay of execution pending the full court's review of the case, but the court declined the case without comment.

Roche's case has been watched closely by First Amendment proponents, some of whom frankly feared that the conservative-dominated Supreme Court might hear the case and set a damaging precendent by ruling against Roche.

Ex-Guild member stands by reporter

A one-time Guild member has been a key figure in fighting jailed reporter Tim Roche's legal battles.

Anne R. Noble, who specializes in First Amendment law with the Florida law firm of Rahdert & Anderson, carried a Guild card as a news clerk and news assistant at the New York Times from 1978-83.

She left the Times for a two-year stint as a reporter with the Dallas Morning News. Then it was on the the University of Virginia law school, from which she graduated in 1988.

Noble joined Baker & Hostetler in Washington, D.C. where she worked with media law expert Bruce Sanford. As an associate with Baker & Hostetler, corporate counsel for the E.W. Scripps Co., Nobel worked with Roche, who had refused to divulge a confidential source as a reporter for the Stuart News.

When Noble accepted a job last year with Rahdert & Anderson in St. Petersburg, Roche wanted her to continue to handle his case. Scripps management told Roche he had to stay with Baker & Hostetler if he wanted to keep his job. Roche left.

Noble will not discuss Roche's Stuart News experience but she did praise her former employer. "I just fell in love with Florida," she said of her departure from Washington. "And I'm just not a big law firm person."

Newsday reporter selected

(Continued from Page 1)

"'I didn't bury him,' Hasnija said of her husband two days later, tears welling up in her eyes. "The river took him away.'"

The Broun Award has been made annually since 1941 for outstanding journalistic achievement in the spirit of Broun, the Guild's founding president. Broun's abiding concern for the underdog and the underprivileged was reflected in his newspaper columns published during the 1920s and '30s.

The 1992 Broun judges awarded honorable mention to Ted Wendling and Dave Davis of the Plain Dealer of Cleveland for their series of stories on mistakes made in radiation therapy in U.S. hospitals.

Also receiving honorable mention were Gregory Vistica of the San Diego Union-Tribune and John Lancaster of the Washington Post for extensive reports on the U.S. Navy's Tailhook sexual harassment scandal.

Ellis T. Baker, retired Director of Administrative Operations for The Newspaper Guild, served as chairperson of the 1992 Heywood Broun Award. He did not participate in the judging.

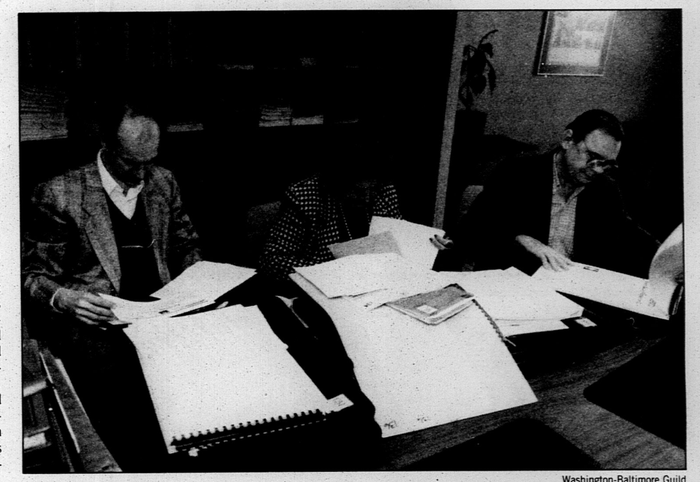
The judges selected Gutman from among more than 140 entries. Broun Award competition is open to employees of newspapers, magazines, news services and broadcast stations in the United States, Canada and Puerto Rico, regardless of whether they are Guild members or work under Guild contract.

Panel members had remarked, during a noon-hour break in the judging, that there many quality entries from which to select a winner.

Later, a time-honored news industry tradition was observed in the judging process at TNG headquarters. Thomas, as senior member of the White House press corps, ends each presidential press conference with the words, "Thank you, Mr. President."

So it was quite in character for her to turn to Baker at the conclusion of a long day of Broun Award judging and say, "Thank you, Mr. Chairman."

A delighted Baker allowed that he had been honored to serve.



Washington-Baltimore Guild

Broun Award judges, from left, Calvin Woodward, Helen Thomas and Eugene Roberts read entries.

'92 Broun judges praise Gutman

Silver Spring, Md. — The judges for the 1992 Heywood Broun Award were Eugene Roberts, Helen Thomas and Calvin Woodward.

Roberts was once dubbed "the best newspaper editor in America." The Philadelphia Inquirer took home 17 Pulitzer Prizes during his 18 years as editor. He took early retirement two years ago, spent a year traveling around the world and now teaches journalism at the University of Maryland.

Thomas, White House correspondent for United Press International since the early days of the Kennedy administration in 1961, has logged a number of firsts. She was the first woman — and first wire service reporter — to win the National Press Club's Fourth Estate Award.

Thomas was the first woman officer of the National Press Club, the first woman member of the Gridiron Club and the first woman member and president of the White House Corresponents Association.

She joined the Washington bureau of UPI in 1943. She began covering the White House when John F. Kennedy became president in 1961.

Woodward has been a senior correspondent for Canadian Press for two years. Previously he worked for four years in the CP New York bureau. He began working for CP in Halifax and also has served as the wire service's Atlanta news editor.

Following is the judges statement on this year's award:



Gutman

"The judges selected Roy Gutman of Newsday as winner of the 1992 Heywood Broun Award for articles revealing systematic executions and other atrocities occurring in Serbian-run "detention" camps in Bosnia.

"His dogged and detailed reporting, done at great personal risk, touched off immediate international concern over the human rights of Muslim camp inmates. Prison camps were shut down; UN emissaries were appointed and sent to investigate, and the UN Security Council established a mechanism for eventual war crimes trials.

"What, the Broun judges wondered, might have been the impact if a reporter as persistent and courageous as Roy Gutman had exposed the conditions in Nazi concentration camps in the early stages of World War II?

"Few journalists have ever been more concerned about human rights and the human condition than Heywood Broun. We think he would have been in awe of Roy Gutman's stunning revelations from Bosnia.

"Gutman's work stood out in a year in which there were many notable examples of reporting enterprise.

"The judges also want to give special recognition to the contributions of four other reporters whose work reflected the finest tradition of investigative journalism.

"Ted Wendling and Dave Davis of the Plain Dealer of Cleveland produced a compelling and chilling series on mistakes made in radiation therapy in U.S. hospitals.

"Gregory Vistica of the San Diego Union-Tribune and John Lancaster of the Washington Post set the tone in a continuing national debate with their ground-breaking stories on the Tailhook scandal. Along with uncovering Navy malfeasance in the affair, both reporters were aggressive in moving beyond the immediate revelations of sexual harassment to explore the military culture."

Scripps opens books for Monterey unions

(Continued from Page 1)

$30 to $103 per month depending on individual coverage selection in the cafeteria-style plan.

The GCIU pressmen and CWA printers unions at the Herald ratified contracts calling for similar pay reductions on the same day Guild members voted.

Scripps acquired the Herald from the Toledo-based Blade Communications, Inc., in late 1992 in a deal that gave Blade ownership of the Pittsburgh Press.

Blade subsequently closed the Press, after winning U.S. Justice Department anti-trust approval to end the Pittsburgh Joint Operating Agreement, and continues to publish the Pittsburgh Post-Gazette.

The Press and Post-Gazette had ceased publishing in May 1992 during a strike that stemmed from a bitter dispute between Scripps management and Teamsters-represented drivers at the Press. The Post-Gazette was able to resume after the Block family, owners of Blade, negotiated contracts with the Teamsters and other unions at the Press.

The Monterey newspaper unions were quick to respond when the Cincinnati-based Scripps emerged from the Pittsburgh quagmire as owner of the Herald. In a joint meeting on Jan. 6, the union members gave their respective officers strike-call authority in a 120-1 voice vote.

By law, the new owner in an asset sale is not required to honor existing collective bargaining agreements but is required to bargain with existing unions.

Scripps representatives had been conciliatory but noncommittal on key issues in their initial meeting with Monterey union officers in January.

Following ratification of the new agreement, Davis said solidarity among the three unions staved off more far-reaching contract givebacks sought by Scripps.

"They recognized we had some clout," Davis said. "They did open the books and they bargained in good faith. No way our people would have taken concessions if they hadn't opened the books."

Davis said that the previous Blade management had asserted during 1991 contract talks that the Herald was losing more than $1 million a year. "We didn't believe it," he said.

The three Herald unions went on to negotiate four-year pacts in November 1991. The Guild contract called for the key pay rate for Guild-covered jobs to increase by $85 — reaching $840 a week — by May 1994.

Scripps negotiators echoed the Blade's economic line. The Guild's review of financial records confirmed that the Herald stood to lose $2.4 million this year without union givebacks, Davis said.

Securities and Exchange Commission documents filed in January showed the Herald valued at $19 million in Scripps' deal with Blade. Prior to the filing, industry analysts had speculated that the Herald was valued at as much as $50 million.

"California is very hard hit economically and the Monterey area is worse than the statewide picture," Davis said, adding that the area has been rocked by several plant closings in recent years.

Even with the agreed-to reductions, Davis said the Herald likely will continue to operate in the red through this year.

NIOSH does study at Times

Los Angeles — A two-year study at the Los Angeles Times suggests that work station design and equipment play a key role in work-related musculoskeletal disorders.

The study, conducted by the National Institute for Occupational Safety and Health, also supplies additional evidence — on top of NIOSH findings elsewhere — that increasing time spent typing on computer keyboards is related to occurrence of disorders, particularly symptoms affecting the employee's hand/wrist area.

The study also found that job-related pressures are closely linked to musculoskeletal disorders in the upper extremity. "For the neck and shoulder, the lack of management support and lack of worker participation in decision making were important predictors," NIOSH said.

The study said a comprehensive approach that addresses both ergonomics and work organization "has the greatest likelihood of being successful in reducing the magnitude and severity of WRMDs."

NIOSH undertook the study at the request of Times management after editorial employees speculated that video display terminals — and in particular a keyboard designed for editorial work — were responsible for an increasing number of work-related disorders at the newspaper.

To assess risk factors behind reported symptoms, NIOSH studied the circulation, classified advertising, accounting and finance and editorial departments at the Times.

Participating in the first phase of the study, which consisted of a self-administered questionnaire to determine risk factors, were 973 of 1,050 eligible employees in the four departments. Of that group, 41% reported symptoms in the neck, hands/wrists, shoulders and elbows.

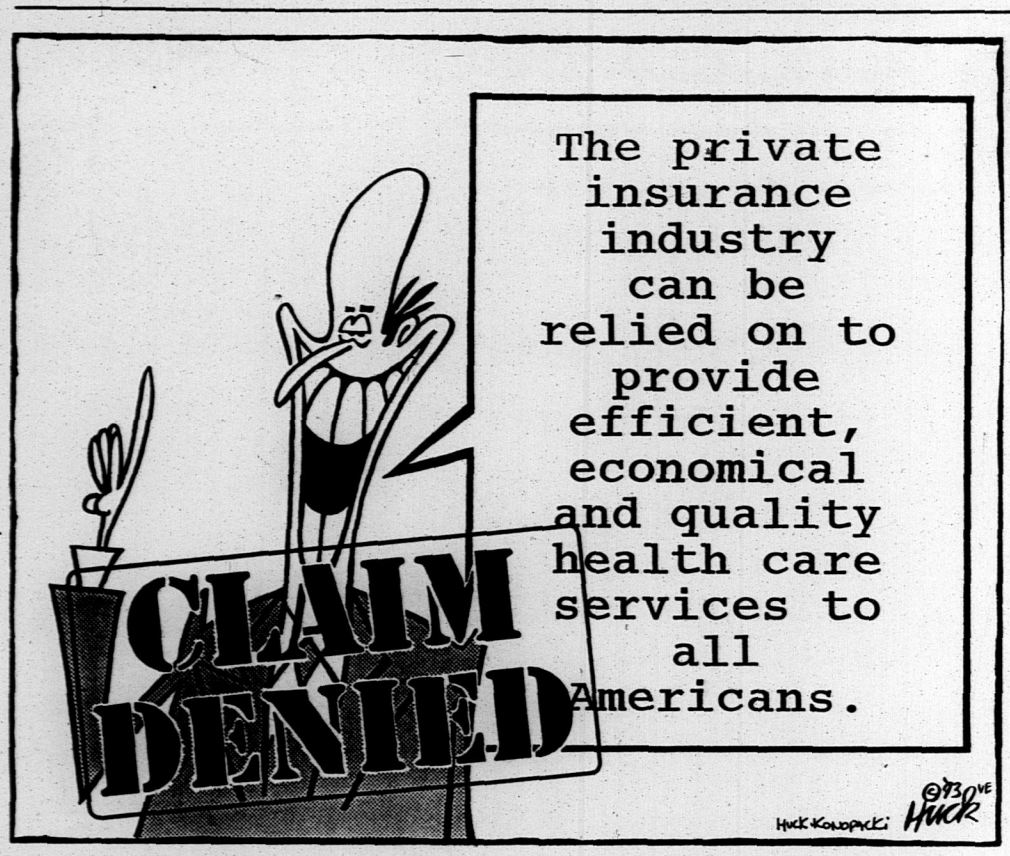
Symptoms were most prevalent in the circulation department, where 50% of employees reported WRMDs. Circulation was followed by accounting and finance and circulation (both with 39%) and editorial (38%).

The odds of having neck-related symptoms increased for employees reporting the greatest number of hours on deadline and for those reporting the perception that management did not place value on ergonomics.

Women were more likely to report symptoms in the upper extremity areas. NIOSH attributed this to a concentration of women in jobs involving greater risk factors.



Canadian District Council, spring meeting, April 17-18, North Bay, Ont.
Western District Council, spring meeting, May 1-2, Bakersfield, Calif.
Int'l Executive Board, spring meeting, April 26-30 TNG Headquarter, Silver Spring.
Middle Atlantic, Midwest, New England, Great Lakes and Southern District Councils, spring meeting, May 22-23, Philadelphia.
1st Biennial (60th annual) Convention, July 19-23, Sheraton Waikiki, Honolulu.
2nd Biennial Convention, summer 1995, Boston.



Study committee to review results of membership telephone survey

Silver Spring, Md. — A panel of Guild leaders will review findings from a telephone survey of Guild members in a meeting this weekend at TNG headquarters.

The April 2-4 session will consist of TNG elected officers, an eight-member study committee made up of local Guild leaders and consultants from Work Directions Inc., consulting firm conducting the "strategic planning study" of Guild operations.

The weekend meeting will kick off the second phase of the study, mandated by the 1992 Convention. The goal is to present findings and recommendations for action to the 1993 Convention July 19-23 in Honolulu.

The first phase of the study consisted of WDI interviews of local leaders at district council meetings and the January telephone poll of more than 400 randomly selected Guild members. The poll was conducted by the Washington-based Wilson Center for Public Research, Inc.

The Wilson Center conducted a telephone survey of more than 1,000 Guild members in 1986. That survey found that a substantial percentage of the membership viewed the Guild — and Guild contracts — favorably.

Results of the January poll are high on the agenda for this weekend's meeting, which will be open to study committee members only at the request of WDI principals.

The study committee will meet again April 23-25, the weekend prior to the Int'l Executive Board's spring meeting, at TNG headquarters.

Following the April 26-30 IEB meeting, WDI will go on the road to district council meetings to share results of the study.

WDI will attend the Western District Council meeting May 2-3 in Bakersfield, Calif., and also a joint meeting of the other five U.S. district councils May 22-23 in Philadelphia.

The Philadelphia meeting — virtually unprecedented in scope — will consist of the Middle Atlantic, Midwest, New England, Great Lakes and Southern district councils.

A tri-council meeting that had been scheduled for May in Denver was canceled at the Midwest District Council winter meeting.

The Canadian District Council spring meeting has been set for April 17-18, the weekend prior to the study committee meeting in Silver Spring.

However, Tracy Fitzpatrick, a WDI partner, has said she will travel to North Bay, Ont., to update Canadian Guild leaders on progress of the study at that point.

Mike Bocking, president of the Canadian District Council, said earlier this week it remains to be seen whether another meeting would be scheduled. "I'm happy with the process so far," he said.

Armed with input from the district councils, the study committee will meet again in June to hammer out recommendations for the 1993 Convention.

The study committee is composed of all 16 IEB members and eight local leaders named by TNG President Charles Dale. They are: Art Joyner, Pacific Northwest Guild administrative officer; Gail Lem, Southern Ontario Guild president; Patricia Nutall, former Terre Haute Guild president; Jerry Minkkinen, Chicago Guild executive director.

Also, Ken Crowe, Albany Guild president; Doug Cuthbertson, Northern California Guild executive officer; Barry Lipton, New York Guild president, and Jerry MacDonald, Canadian Wire Service Guild executive officer.

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Service award nominations open

Silver Spring, Md.— The deadline for nominations for the Guild Service Award is Monday, April 5.

Nominations for the award, TNG's annual recogniton of excellence in local leadership, will be submitted to the Int'l Executive Board at its spring meeting, which begins April 26.

Judges for the award, which includes a scholarship of up to $2,000 for a course in trade union education, will be selected from among TNG vice presidents.

Entrants must be nominated by a local executive board, representative assembly or general membership meeting. Guild conventions have in the past urged more small locals to consider making nominations for the award.

Questions about the award, which will be announced at the 1993 convention, should be directed to TNG President Charles Dale.

Editorial

Newspaper industry recovery

THE U.S. NEWSPAPER industry has emerged from the recession in reasonably good shape.

A 4.8% surge in fourth quarter 1992 gross domestic product translated into increased classified and automotive advertising in U.S. newspapers. And newspaper executives are forecasting that ad linage will be up through 1993.

Meantime, the U.S. unemployment rate in February dipped to 7%, the Labor Department reported earlier this month. That's down .1% from January and .7% below last summer's peak.

The newspaper industry is anticipating rewards from a brighter employment picture. More money in consumers's pockets would mean more advertising.

Recently published results of an annual survey of newspaper executives indicates newspapers are expecting a 3% growth in classified advertising. The 217 newspapers surveyed by Kenneth T. Berents, newspaper analyst with Alex. Brown & Sons, also are expecting nearly 2% growth in local display advertising and a slight increase in national advertising.

The executives had forecast declines in linage in Berents' 1991 and 1992 surveys. "The advertising doldrums that have been with the industry the last several years are ending," Berents told The New York Times.

Still it remains to be seen whether the employment doldrums in the newspaper industry are ending. Many newspaper companies posted healthy profit margins during the recession thanks to lower-than-expected newsprint costs and also by holding the line on personnel costs.

Ad linage growth could mean more demand — and higher prices — for newsprint. It seems all too likely that publishers, in the drive to improve profit margins, will want to continue the 1980s trend of little to no pay raises for employees.

In the meantime, there are signals that more newspapers may furlough workers and that even more newspapers may fold. The number of daily newspapers in the United States decreased by 10 last year, according to the Lynch, Jones & Ryan Newspaper Newsletter.

The Pittsburgh Press and San Antonio Light were dramatic early entries to this year's newspaper casualty list.

And there have been ominous reports in recent weeks that the Toronto-based Thomson Corp. has developed a list of newspapers that the company intends to either sell or close. Editor & Publisher magazine reported that one source said the chain's newspapers were being evaluated against whether they could meet a corporate goal to turn a 24% profit margin.

Employees should share in the newspaper industry's recovery. We hope to see no replays of the Pittsburgh and San Antonio disasters — with employees losing their future even though a case could be made that both papers had been successful.

The Guild Reporter

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BRIAN WILLIAMS, Editor

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