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Guild wins historic CBC vote

Canadian Wire Service local to become largest in Canada

Ottawa — The Canadian Wire Service Guild is reaching out to more than 2,000 new members after winning what is believed to be the Newspaper Guild's biggest-ever election win in a three-way contest among employees who write, edit and produce news programs at the Canadian Broadcasting Corp.

The Guild polled 1,273 votes, for a 56% majority, in a mail election conducted by the Canada Labour Relations Board. The results were announced June 29 following a six-week, nationwide voting period.

The Alliance of Canadian Television and Radio Artists received 567 votes, or 25%, and the Canadian Union of Public Employees came in third with 435, or 19%.

"I know of no bigger election victory in Guild history," said TNG President Charles Dale. He said the next closest Guild election win also occurred in Canada when three independent locals at the Vancouver newspapers voted to affiliate with the Guild. Dale was an international representative based in Vancouver at the time.

Approximately 3,300 CBC employees across Canada — with the exception of Quebec — were eligible to vote in the winner-take-all election to represent editorial and production workers in a newly structured Unit 1 — one of four bargaining units that replace

nearly 20 CBC bargaining units.

Prior to the election, the CWSG represented just under 700 workers in Unit 1 at CBC. ACTRA and CUPE had about 750 members each.

Dale said the addition of Unit 1 more than doubles the Guild's highest single organizing tally in the past 35 years.

Ray Aboud, president of the Toronto-based CWSG, was ecstatic over the win and the new members that will be joining Guild ranks. "I think there will be a new dynamic to the Guild which I find very exciting," he said. "There will be new diversity and creativity that I think will make for a fabulous mix."

Aboud said a planning committee would be named to guide the transition of new members into the Guild. A representative assembly will be set at a later date to make certain that the local's structure meets the needs of all its members.

In a message to Unit 1 bargaining unit employees following the vote, Aboud said that non-Guild members would remain covered by their respective union contracts until the labour board completes the process of transferring the other unions' bargaining certificates to the Guild.

The labour board's process for certifying the election results is expected to take about six weeks.

"We can all take pride in this (Continued on Page 6)



BRIAN ABOUD

CANADIAN WIRE SERVICE GUILD LEADERS TOAST CBC ELECTION VICTORY

Ray Aboud, left, president of the Canadian Wire Service Guild; Lise Lareau, local vice president, and Gabriel Durocher, local secretary, raise their champagne glasses in Ottawa June 29 after it was announced that the Guild won bargaining rights at the Canadian Broadcasting Corp.

N.Y. Post back after shutdown

New York—Union-covered employees at the New York Post were back on the job Monday following a weekend shutdown in owner-to-be Rupert Murdoch's hardball game of wringing concessions from the paper's 11 unions.

Post executives had announced last Friday afternoon that the 192-year-old tabloid was closing because union negotiators had not met Murdoch's deadline to grant \$6.2 million in sought-after annu-

al savings.

But on Sunday Murdoch's management team was at the bargaining table with the New York Newspaper Guild and 10 production unions after New York Gov. Mario Cuomo intervened to bring the parties back together.

Although the Guild—and most of the production unions—had not reached an agreement with Murdoch's News America Corp. by presstime, sufficient progress was made in a 29-hour round of

talks for the Post presses to roll again Monday night.

New York Guild President Barry Lipton praised Cuomo's commitment to saving the Post. "He was in touch with me all weekend and worked very closely on our problems," Lipton said. "He showed very, very inspiring support and has indicated he will continue to do so."

At Cuomo's behest, top New York state labor officials—Labor

(Continued on Page 7)

Jones enters contest for at large seats

Philadelphia — Eugene B. Jones, a Philadelphia Guild activist since 1965, has announced as a candidate for at large international vice president.

Currently president of the Middle Atlantic District Council, Jones began his Guild involvement by helping to achieve an upgrading for the ad control department at Philadelphia Newspapers, Inc.

Elected to the Philadelphia Guild's Representative Assembly in 1966, Jones was Local 10 pres-



Jones

ident during a successful 1977 Guild strike against the Knight-Ridder dailies here.

He also has served as Inquirer/Daily News unit chair, vice chair and secretary. He

presently is a local vice president and has served as a delegate to every TNG Convention since 1972.

Jones also has served on every local bargaining committee since 1974 and has been active on the local's grievance and search committees.

He was elected TNG's Region 1 vice president in 1975 and served one two-year term on the Int'l Executive Board.

"The Newspaper Guild is at an important juncture in its existence and I believe there is a great need for seasoned members who have dealt with the problems that will be arising out of the WDI studies," Jones said. "There is a need

for people who can help achieve the main purpose of The Newspaper Guild — to improve the working conditions and standard of living of the membership."

Jones joins six who already have announced they will seek nomination for at large vice president at the 1993 Convention next week in Honolulu.

If there are more nominees than the number of at large seats then the candidates will appear on the membership election ballot in September.

Vancouver Guild wins arbitration over layoffs

Vancouver — Pacific Press must reinstate 80 laid off circulation employees under a two-part arbitration award.

The arbitrator in the case accepted the Guild's argument that the circulation layoffs were reorganizational in nature — not for economic reasons as the company had contended.

Arbitrator James MacIntyre

concluded that the Guild-covered circulation employees are protected by contract provisions providing for transfer and retraining of workers in other jobs in the event of loss of work due to organizational change.

Citing changes that had occurred in the Vancouver dailies' circulation department, MacIntyre concluded that some

circulation jobs had become redundant due to organizational moves at the Southam-owned dailies.

The arbitrator cited the merger of the Province and Sun circulation departments, a move to adult carriers, central billing, a move to two morning papers, a separate sales function and changes in transportation and drop facilities.

The net result of the changes was that distribution required fewer employees.

"These changes were a permanent downsizing at the product distribution level," MacIntyre wrote.

Regarding the layoff of another five Guild-covered employees in the ad control department, Mac-

(Continued on Page 2)

Mediation seen for Akron talks

Akron, Ohio—Management at the Akron Beacon Journal has agreed to an Akron Newspaper Guild call for federal mediation intervention in contract talks.

Other Beacon Journal unions on Monday joined the move to mediation, apparently averting a strike in the near term.

In addition to their separate issues, the member unions of the Akron Newspaper Unity Council are seeking a common expiration in contract talks with the Knight-Ridder daily.

At presstime, the unions were seeking to schedule talks for next week.

Akron Guild members voted overwhelmingly last month to authorize a strike [GR, June 18] and have since reaffirmed their decision in an equally one-sided vote. Guild talks have been bogged down over pay and health care issues.

THE SHORT OF IT

WORKPLACE FAIRNESS is on the U.S. Senate agenda and the AFL-CIO has been pulling out all stops in an uphill effort to win the needed 60 votes to head off an anticipated Republican Party filibuster. Labor activists targeted the states of several key swing-vote senators in Fourth of July holiday demonstrations. For example, union activists staged a July 10 "push brooms to push Boren" rally in Muskogee, Okla. Sen David Boren was one of five Senate Democrats who last year voted against labor in a failed effort at cloture to bring the striker replacement bill up for a vote. Two Democrats who voted against labor are gone: Vice President Al Gore and Treasury Secretary Lloyd Benson. The five Republicans who voted with labor for cloture last year remain in the Senate. Bob McGlotten, AFL-CIO legislative director, says a barrage of rank-and-file support could put any of the needed senators on the right side of the issue.

Potpouri: It seems publishers never run out of ways to demonstrate that editorial employees everywhere are in need of union protection. At the Ft. Lauderdale Sun-Sentinel, two reporters who complained recently of work-related repetitive strain injuries soon turned up as security guards at the newspaper's printing plant. Betting here is that it will be a long time before others at the Tribune Co.-owned daily bring up the subject of work breaks. . . . The New York Times Co. said in June that it plans to buy back as much as \$100 million of its own common stock before shareholders are asked to vote on the company's planned \$1.1 billion purchase of the Boston Globe. . . . There is a male-female gap in pension coverage but it is narrowing, reports the Employee Benefit Research Institute. While women comprised nearly half of the American non-farm work force in 1991, 39.7% were covered by a pension plan compared with 47% of men. In 1988, only 36.75 of women workers were covered. . . . Canadian employers will have a harder time escaping health benefits for retired workers under a recent Supreme Court of Canada decision involving an Ontario auto parts factory that closed during the 1980s. The court ruled that the company's responsibility to retirees did not end just because it closed up shop and moved away.

Labor beat: United Parcel Service is talking about farming out some of its new three-day delivery service to non-union contractors. Teamsters officials, bargaining with UPS for a new contract to cover the union's 160,000 UPS workers, have not commented on the company proposal. . . . The Air Line Pilots Association and other unions are crying foul over Frank Lorenzo's proposal to start a new airline. Lorenzo's name became synonymous with union-busting during his tenure at Continental Airlines during the 1980s. . . . Meanwhile, Northwest Airlines has agreed to give its unions a voice on the board of directors and a large financial stake in the company in exchange for \$1 billion in concessions needed to avoid bankruptcy. . . . United Mine Workers President Richard Trumka is touting a new agreement between his union and an independent group of mining companies that recently broke ranks with the coal miners association in the bitter strike that has affected 14,000 miners. Trumka said the agreement represents a first in "real labor cooperation based on equality" in the coal industry.

Overseas: TNG has protested to Nigerian President Ibrahim Babangida the arbitrary arrest of Ken Saro-Wiwa, president of the Nigerian Association of Writers. Saro-Wiwa was taken into custody June 21 on undisclosed charges and has not been permitted to consult an attorney. . . . The Int'l Federation of Journalists has protested the arrest in the Republic of Korea of journalist Chong Jas-hon of the Joon-ang Daily News following the paper's publication of a list of people banned from leaving the country in an investigation of defense build-up corruption.

Among ourselves: Jeff Brodrucky, activist with the Star unit of the Southern Ontario Newspaper Guild, has won a \$1,500 scholarship from the local for his extraordinary efforts during the Guild strike at the Toronto Star last year. . . . Seattle Times copy editor Dick Hubbell, a 25-year Guild activist, has received the Pacific Northwest Guild's first Lifetime Achievement Award. . . . The Chicago Guild has honored three members of its Joliet unit — Madeline Hildebrand, Lea B. Kerr and Elmer Ott — for their years of dedication to the Guild and to newspapering. . . . Bob McIntosh of the Twin Cities Guild is looking for anyone who was involved with Guild workers participation committees at the Star Tribune during the 1970s and '80s as part of research for a master's degree thesis in journalism at the University of Minnesota.

Circulation workers reinstated

(Continue from Page 1)
Intyre did not accept the Guild's argument that those workers also were let go because of reorganizational changes.

MacIntyre noted that the num-

ber of ad control jobs had declined from 41 to 21 between 1979 and 1993 and said that none of the five new layoffs could be connected to a particular technological change.

ACLU lawsuit seeks to protect employee freedom of expression

Seattle — The American Civil Liberties Union of the state of Washington has filed a lawsuit on behalf of a former Guild-covered reporter who was reassigned after she campaigned on behalf of a 1990 ballot measure to protect job and housing rights for gays and lesbians.

The ACLU suit argues that the Tacoma Morning News Tribune unduly restricted Sandy Nelson's freedom of speech and her right to participate in the initiative and referendum process.

Nelson was an award-winning education reporter at the News Tribune prior to her reassignment to the copy desk, where she must work nights and weekends.

The ACLU alleges that Nelson's transfer is a constructive discharge — by intentionally creating intolerable working conditions — and calls on the Pierce County Superior Court to order management at the McClatchy-owned daily to reinstate Nelson to her reporting job.

The lawsuit claims there was no finding of just cause in Nelson's job reassignment that the action was a breach of employment contract.

"This case is important for all workers in Washington who do not want their employers controlling their off-the-job activities," said Kathleen Taylor, executive director of the ACLU of Washington. "It is especially grievous for employers in a democracy to attempt to regulate the off-duty political activities of employees."

Taylor said the ACLU recognizes the employer's right to restrict reporters from covering events in which they are personal-

ly involved but charged that the News Tribune went too far in removing Nelson from reporting altogether.

"That Sandy Nelson is a reporter does not change the fact that she deserves to live her private life the way she sees fit," Taylor said.

Nelson, 36, had been a long-time activist on behalf of women's rights and gay and lesbian civil rights at the time the Sacramento-based McClatchy chain purchased the News Tribune in August 1986.

McClatchy quickly abrogated the paper's contract with the Pacific Northwest Newspaper Guild and forced employees to reapply for their jobs.

The following year, management unilaterally imposed a code of ethics which substantially restricted employees' personal and political rights. Nelson was among News Tribune Guild activists who opposed the code and argued that the issue should have been addressed in collective bargaining.

Nelson was placed on the copy desk in August 1990 during an unsuccessful campaign by the Committee to Protect Tacoma Human Rights, a group Nelson had helped found, to reinstate a city ordinance prohibiting employment and housing discrimination on the basis of sexual orientation. The measure had been repealed by Tacoma voters in November 1989 on the heels of a right-wing campaign.

The Guild protested Nelson's reassignment to the National Labor Relations Board but the regional director declined to issue

a complaint. Two Guild appeals in the case were rejected.

The Guild was narrowly decertified by News Tribune employees in August 1991 following a five-year union-busting campaign by McClatchy management.

"We know of no reported judicial decisions in the country that have addressed this issue," Taylor said in announcing the lawsuit on June 30. "We hope the Washington courts will use this case to secure employees' rights to off-duty political activities that do not interfere with job performance."

Nelson had won a number of awards for her reporting. Twice during the 1980s she placed second in Society of Professional Journalists national competition. Nelson had continued to receive "excellent" job performance ratings from the employer prior to being transferred.

Persons wishing to support the ACLU lawsuit to protect workers' political rights may send contributions to the Sandy Nelson Defense Committee, P.O. Box 5847, Tacoma, Wash. 98415.

The Guild's Int'l Executive Board expressed support for the committee in an October 1992 resolution. The IEB noted that U.S. newspaper publishers frequently ignore their own political involvement — such as lobbying to keep Baby Bells out of the information business — while restricting employees' First Amendment rights.

Other organizations endorsing the Nelson Defense Committee include the National Lawyers Guild, AFSCME and the Washington State Council of County and City Employees.

London contract offers pay reopener

London, Ont. — Guild members here have ratified a new two-year contract with the London Free Press.

The agreement, the Guild's second since the Southern Ontario Newspaper Guild organized the Free Press unit, contains no pay raises in the first year and a provision for a wage re-opener in the second.

However, the contract contains several language improvements, including extended recall rights in the event of layoff, increased pay for work on a scheduled day off and increases in shift differential, severance and vacation.

Also, the employer agreed to advise new employees of the name of the Guild unit chairperson at the time of hire and to provide new employee information to the Guild.

The pact was ratified by 79% of the voting membership at a June 20 meeting. Prior to the ratification vote, the members voted 52-48 against the unit Bargaining Committee's recommendation that the agreement be rejected.

The members had previously authorized a strike and, in fact, had struck three Free Press for a two-week period prior to negotiating the first Guild contract at the daily in November 1990.

Paul Pelletier, SONG executive officer, said the members' decision was influenced by a company announcement, just days prior to the vote, that management would seek to eliminate 100 jobs at the family-owned paper. Pelletier said it is not known how the job cuts will affect the Guild bargaining unit but added that staffers believe that the compos-

ing room will take the largest hit.

"It's generally a pretty bad climate here right now in terms of making gains," Pelletier said.

Guild OKs pact at Ontario daily

Kitchener, Ont. — A new two-year agreement here between the Kitchener-Waterloo Record and the Southern Ontario Newspaper Guild calls for no pay increases in 1993 and raises ranging from 1.5% to 4.7% in 1994.

Guild-covered employees received lump sum payments of \$550 — \$250 for part timers — upon ratification, which came June 17 when Guild members voted by an 86% margin to accept the agreement.

The new contract with the Southam-owned daily provides for improvements in vacation, vision and dental care, job security and work schedule language.

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Local seeks administrative consultant

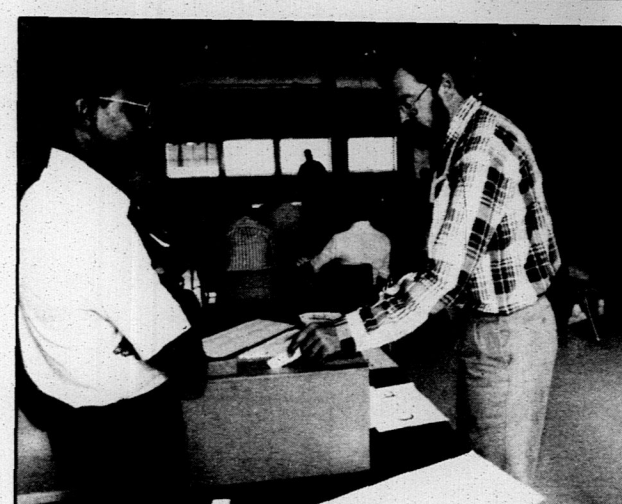
The Victoria-Vancouver Island Newspaper Guild is looking for a part-time (three-day, 22.5-hour flexible work week) administrative consultant. This is a new position and will be for a fixed period of time to enable us to evaluate the position. Our union represents employees in the editorial, advertising, circulation, business, maintenance, production and job printing departments of three newspapers on Vancouver Island. We are looking for an experienced person but will consider applicants with an extensive background in union involvement. Interested persons should apply with a resume to:

**Victoria-Vancouver Island Newspaper Guild
Local 223
11-2780 Quadra St.
Victoria, B.C. V8T 4E8**

Guild members stage rally for fair contract at Denver



Denver Guild Administrative Officer Bruce Meachum, with bullhorn, updates members on lack of progress in contract talks at the Denver Post during a June 24 rally in downtown Denver. A week later, Post Unit Guild members rejected the company's "final offer" by a 141-69 vote despite an offer of 3% annual pay raises. Meachum said the vote reflected dissatisfaction with the refusal of management at the Post — owned by William Dean Singleton — to make raises retroactive to the Dec. 31 contract expiration date and to make a company contribution to a 401(k) plan. At right, Mark Eddy votes as Mike Burrell observes.



Cincinnati Guild calls for talks over Enquirer drug testing

Cincinnati — The Guild has expressed outrage over a management plan to impose a "reasonable suspicion" drug testing program at the Cincinnati Enquirer.

The company disclosed that it plans to introduce a drug testing policy aimed at Enquirer editorial employees in a June 3 letter to Howard Wilkinson, president of the Enquirer Unit of the Cincinnati Newspaper Guild.

Wilkinson, along with Local President Paul Long, responded in a letter to the company saying that the Guild would take legal action if the company refuses to bargain the issue with the Guild.

"Once again, the company is taking a stand that will have a negative effect on employee relations," the Guild leaders wrote to

management at the Gannett-owned daily. "Its persistent refusal over the years to sit down and negotiate in good faith a contract with the duly constituted collective bargaining agent of its newsroom employees is only one sign of its disregard for the well being of those workers."

Previously, in the letter to Wilkinson, Maureen L. Donohue, personnel/labor relations manager at the Enquirer, said the company would require testing for drugs and/or alcohol when there is reasonable suspicion that:

- ✓ The employee has reported for work or is working under the influence of drugs and/or alcohol.
- ✓ The employee has possessed drugs, alcohol and/or related paraphernalia in violation of company

policy.

✓ The employee has been involved in a work-related accident.

Donohue said the policy is part of "our continuing effort to provide a safe and healthy workplace for our employees" in her letter to Wilkinson.

Management has shown little interest in bargaining with the Guild since editorial employees voted to affiliate with the Guild in December 1984. And there have been virtually no collective bargaining talks since the company posted working conditions two years ago.

Throughout protracted contract talks that began in early 1985, the company dodged an agreement with the Guild by insisting on

such givebacks as merit pay only and no third-party arbitration of contract disputes.

Since work rules were posted, the company has twice unilaterally increased employee share of health insurance costs.

The posted conditions replaced the 1981 contract that had been negotiated by the former Enquirer Editorial Employees Association, which the Guild succeeded as collective bargaining agent for the Enquirer newsroom.

A protracted court fight over whether the Guild was a legitimate successor union to EEPA marks much of the early Guild history at the Enquirer.

The Guild's eventual victory in appeals court on that question helped the Guild negotiate a settlement on behalf of an Enquirer photographer who had been fired after the Guild affiliation vote. The company had refused to arbitrate the dismissal, alleging that the Guild was not a legitimate successor union to EEPA.

The old EEPA arbitration lan-

District Council locals and all but three Great Lakes District Council locals. Those three — Buffalo, Erie and Pittsburgh — would move from Region 1 to the newly configured Region 3.

The new Midwest configuration would become Region 6.

The committee proposal calls for no further changes.

The IEB committee's recommendation followed a meeting earlier in June of the Guild's Strategic Planning Committee — a panel of the 16 IEB members and leaders from eight locals to work with WDI to formulate proposals for change to be submitted to the 1993 Convention.

The Planning Committee disagreed with the WDI governance proposal and instead approved a recommendation by TNG President Charles Dale to have the issue referred for study and recommendation to the IEB's Constitution Committee, augmented by Gerald Minkinen, Chicago Guild executive director and one of the local leaders on the Planning Committee.

The committee — chaired by David Mulcahy and consisting also of Larry D. Hatfield, Luther Jackson, Faye McCracken and Carol Przybyszewski — voted unanimously to recommend the change.

guage was lost — along with other contract protections and minimum pay scales — under the posted conditions.

In an open meeting last October with the Cincinnati chapter of the Society of Professional Journalists, new Enquirer Publisher Harry Whipple raised some hopes when he acknowledged that the company's posture toward the Guild had a negative effect on employee morale and said he was willing to talk with the Guild.

However, Whipple subsequently declined a Guild request for a meeting and has not responded to a second request.

As part of its response to the drug testing program, the Guild asked editorial workers to sign a statement expressing outrage at the policy and supporting the Guild's effort to get the company back to the bargaining table.

The Cincinnati Guild represents about 130 editorial department workers at the Enquirer.

Foundation calls for VDT testing

The National Foundation for Cancer Research has recommended that VDT users have their computer monitors tested for electromagnetic field emissions. The Bethesda, Md.-based foundation is suggesting that businesses contact the Safety First Association of Chicago. SFA is a non-profit organization that helps locate contractors who will test VDT emissions and install shielding.

"We decided to focus on VDTs because it is difficult for the user to keep a safe distance away," Marc Schechtman, director of educational programs for NFRC, was quoted as saying in the May/June edition of VDT News.

He said the foundation plans to contact computer manufacturers and urge them to comply with strict magnetic field limits set by TCO, a Swedish labor union.

position in the paper's downtown offices and to award him damages.

"The News transferred Mleccko knowing that he strongly desired to continue working at the downtown facility and despite the fact that there were other reporters willing to voluntarily transfer to the Macomb bureau," the suit said.

"The News wants to intimidate Guild members by making an example of Lou," said Don Kummer, Detroit Guild administrative officer. "The News is really attacking the membership and its ability to exercise its legal rights."

Mleccko has been Detroit Guild president for 16 years.

Detroit Guild sues News over Mleccko transfer

Detroit — The Guild is accusing Detroit News management of intimidation in reassigning Lou Mleccko, Detroit Guild president, to the newspaper's suburban Macomb bureau.

The Guild on June 4 sued the Gannett-owned News in Wayne County Circuit Court. The Guild action accuses News management of violating Michigan's Whistleblower Protection Act, which protects employees who report workplace violations.

Mleccko was transferred March 15, just 10 days after Michigan health department officials cited the News for violating state workplace safety laws.

Mleccko had played a key role in the state's health and safety

investigation at the News and in the Guild's decision to file complaints against the News under the state's Occupational Health and Safety Act.

The state cited the News in early March for failing to provide employees with information and training concerning hazardous chemicals. The state also said the News did not properly record all workplace injuries.

The News paid \$2,025 in fines for the two citations.

The Detroit Guild charges that News management transferred Mleccko to isolate him from contract with Guild members. The suit asks for a jury to order the News to rescind the transfer, to reinstate Mleccko to his previous

THE U.S. newspaper industry continued a slow economic recovery during 1992, a year after suffering its lowest profits in the post-World War II era. But the recession malady has taken belated hold on Canada's newspapers.

Midway through 1993 most U.S. publishers, having weathered the worst in 1991, still are waiting to catch the big revenue wave they hope to ride back to wide profit margins.

But the slow-moving newspaper recovery seems to be more a succession of splashes than a tide, benefiting some companies while missing others. Pockets of notable success appear to be the result of relatively strong local economies, lower-than-expected newsprint prices and stringent cost controls that came into force during the 1989-91 recession. Profits in regions that have been hardest hit economically, notably Southern California, remain on hold.

National advertising shows no sign of returning in force, although retail and classified appear to be making a comeback. But it is becoming increasingly clear that newspapers face technological changes that promise to alter the means by which information is delivered. Not wishing to be caught flat-footed, publishers are looking for ways to steer their wagon onto the emerging electronic-information highway.

Despite the U.S. newspaper industry's intense lobbying in recent years for a law that would keep telephone companies out of the information-delivery business, publishers are learning to love the idea of partnering with the Baby Bells. The latest evidence of a change of heart came in May when a consortium of major companies, including Gannett, Knight-Ridder, Hearst, Tribune, Times-Mirror, IBM and BellSouth, announced a multimillion dollar, five-year research project at MIT to find new ways of using computers and telecommunications to deliver the news.

Small wonder then, when the Newspaper Assn. of America (NAA), after a vain attempt to stem the defections, disclosed in late June that it is close to a legislative armistice with the regional phone companies.

Meanwhile, the economic tremors that shook the U.S. newspaper industry during 1991 have worked their way up to Canada with increasing effect, resulting in a nationwide spate of layoffs and other cost-cutting measures, with Southam and Torstar leading the way.

The Toronto-based Thomson Corp. reported that advertising lineage was down 3.7 percent last year, with its Canadian newspapers accounting for 6.8 percent of the drop. Thomson, which sold five of its smaller U.S. dailies (plus a weekly) to Vancouver-based Hollinger Inc., responded to the new economic pressures with an extraordinary admission.

In an interview with the company's own Globe & Mail, Michael Brown, Thomson's new CEO, admitted that the company's long-standing policy of cutting costs and raising prices has produced too many "cruddy" newspapers.

In the United States, amounts spent on newspaper advertising rose slightly more than 5 percent in the first quarter of 1993 compared to the same period last year, according to the NAA. Retail ad spending was pegged at \$3.6 billion, up 5.75 percent; national advertising was down .9 percent, at \$966 million, and classified was \$2.4 billion, up 5.65 percent.

So as we wait for the future to arrive, it seems there are still profits to be made by traditional newspapers.

Big profits return to U.S. newspapers

This is reprinted from the Industry section of TNG's Officers Report to the Guild's 1993 Convention.

The New York Times sounded a note of optimism with its \$1.1 billion deal, announced in June, to acquire the Boston Globe.

FOLLOWING are summaries of available financial-performance reports from U.S. and Canadian publishers for 1992 and the first three months of 1993.

Affiliated Publications Inc.: First-quarter after-tax profits this year were \$5.6 million, up from \$3.5 million for the first three months of 1992. Operating revenues from January through March were \$102.3 million, a 5.2-percent increase over \$97.3 million in revenues for the same period a year ago. The company reported that advertising volume in the Boston Globe showed renewed strength during the first quarter.

Affiliated reported revenues of \$413.9 million for 1992, up 5.4 percent over revenues of \$392.8 million for 1991. The company reported a 69.4-percent increase in operating profits over 1991, eaping from \$30 million to \$50.9 million.

A. H. Belo Corp.: The company's first-quarter after-tax net was \$13.9 million, an increase of 112 percent over the same period last year. The increased profit came on first-quarter revenues of \$122.8 million compared to \$114.7 million during last year's first quarter.

Publishing revenues—mainly from the Dallas Morning News's freshly minted monopoly—were \$79 million for the quarter, up 11 percent from last year. Belo said both advertising and circulation figures for the first quarter were boosted substantially by the performance of the Super Bowl-winning Dallas Cowboys.

The company reported a 200-percent increase in net earnings for 1992, going from \$12.4 million to \$37.2 million.

Capital Cities/ABC: Cap Cities' first-quarter after-tax net was \$70.5 million, a 69-percent increase over last year's first-quarter profit of \$41.7 million. Net revenues for the first quarter were just under \$1.2 billion, an increase of 8 percent over last year.

Broadcasting revenues were up 12 percent during the quarter, with the ABC television network posting a substantial increase. The company said first-quarter publishing revenues were up 3 percent over the same period last year.

For 1992 the company reported a net profit gain of 4 percent, up to \$389.3 million from \$374.7 million in 1991.

Central Newspapers Inc.: Before-tax first-quarter profits were 12.3 million, up 38.2 percent from last year. Revenues for the quarter were \$111.3 million, a 6.9-percent gain.

For 1992 the company realized an 8-percent increase in operating income over 1991. Income for 1992 was \$51.6 million on revenues of \$433.6 million, 3.2 percent ahead of 1991 revenues.

Dow Jones & Co.: The company reported a first-quarter 1993 net of \$30.9 million, an increase of 14.8 percent over the same period last year. Revenues for the quarter were up 6.3 percent, to \$463.4 million.

For the year, the company reported net income of \$107.6 million, up 49 percent over \$72.2 million in 1991. The company's 1992 revenues of \$1.8 billion represented a 5.4-percent increase over 1991.

Gannett Co.: The company's first-quarter 1993 net was \$66.3 million, up 21.9 percent over a preaccounting-change figure of \$54.5 million for the first quarter last year. Gannett's first-quarter 1993 revenues, at \$844.7 million, were up 6.5 percent over the first three months last year. The company said that USA Today had the best first quarter in its history, with ad revenues up more than 20 percent over the same period last year.

Net income for 1992 was \$199.7 million, down 33.8 percent from 1991, although annual revenues grew 3 percent, to \$3.5 billion.

Knight-Ridder Inc.: Before-tax profits were \$53.7 million, up 6.5 percent for the first quarter of 1993 compared with the same period last year. Revenues for the quarter were \$583.9 million, up slightly more than 5 percent over last year's first quarter.

For 1992 Knight-Ridder reported \$278.5 million in operating income for a 14.5-percent gain over 1991. Revenues for the year were \$2.3 billion, up 3.2 percent over last year. Operating income for the newspaper division was up 11.9 percent over 1991.

The company reported a 14.9-percent profit margin on its newspaper business

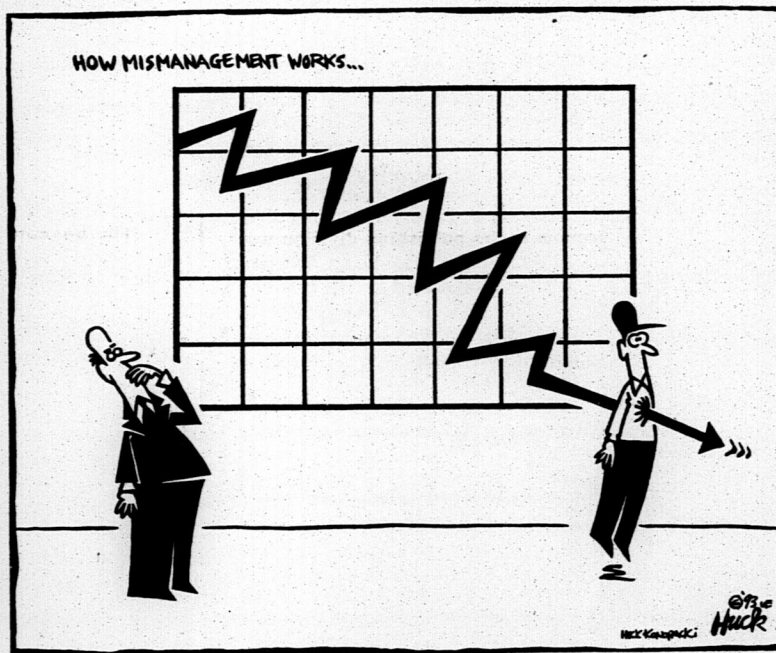
million the previous year. The Sacramento-based company cited cost controls, low newsprint prices and regional diversity — newspapers in South Carolina and Washington State helped the company overcome California's sagging economy — in explaining the year's gains.

Maclean Hunter Ltd.: The company reported a first-quarter net of \$18 million, up 9 percent over the first three months of 1992. Revenues were \$420 million, a 9-percent increase over the same period last year.

Media General Inc.: First-quarter revenues were \$144.2 million, a modest increase over \$141.7 million for the same period last year. Net income for the quarter was \$3.4 million, up 2.1 percent from the first three months of 1991.

For 1992 Media General revenues were \$577.7 million, down 1.4 percent from the previous year. The company reported 1992 operating income — before taxes and accounting changes — of \$42.6 million, up 17 percent over 1991.

Multimedia Inc.: First-quarter after-tax profits were up 185 percent, to 29.5 million. Revenues for the quarter were \$144.1 million, a 14.3-percent gain over last year. The company, which boasts



in 1992 compared with 13.6 percent in 1991.

Lee Enterprises: The company earned net income of \$6.5 million for the first three months of 1993, up 2.5 percent over the same period last year. The company's newspaper group realized a 6.8-percent gain in operating income for the first quarter compared to the first three months of last year.

After-tax profits for 1992 were \$38.5 million, a 225-percent jump over last year's net. Revenues for 1992 were up 5.1 percent, at \$363.9 million.

McClatchy Newspapers Inc.: The company's first-quarter after-tax net was \$4.8 million, almost 15 percent higher than the \$4.1 million reaped in the same period last year. Revenues for the quarter were up 3.9 percent, to \$105.3 million. The company's leading success story was the Anchorage Daily News, which has enjoyed a monopoly since the June 1992 closing of the Anchorage Times.

For 1992, after-tax profits were up 25.7 percent, to \$29.8 million, over the company's 1991 performance. The increased profits came on a gain of only 3.1 percent in revenues — \$440.2 billion for 1992 compared with \$426.8

conservative talk-show icon Rush Limbaugh among its assets, reported the strongest earnings gains in its entertainment segment.

Multimedia achieved a gain of 25 percent in after-tax profits for 1992, reporting a \$60.5-million net. Revenues for the year were \$576.8 million, up 10 percent from 1991.

News Corp.: After-tax profits for the first three months of 1993 were \$190.7 million (in Australian dollars), up 132.8 percent from the same period a year ago. Revenues for the quarter were \$2.6 billion, a 7.3-percent gain over the first quarter last year.

Despite a 7-percent decline in revenues for the fiscal year ending June 30, 1992, the Rupert Murdoch company reported a 65-percent jump in operating income. For Fiscal 1992 the company reported income of \$531 million on revenues of nearly \$10.2 billion.

New York Times Co.: Although the company reported a first-quarter loss due to accounting changes, revenues were up over the same period last year by 4 percent, to \$454.5 million.

Revenues for 1992 were flat. The company collected just under \$1.8 billion for 1992 compared with \$1.7 billion in 1991. It

reported a net loss of \$44.7 million on the year, due in large measure to accounting changes, severance payments stemming from collective-bargaining agreements with production unions, training and start-up costs at a new production facility in Edison, N.J., and the folding of its Gwinnett (Ga.) Daily News.

Park Communications Inc.: After-tax first-quarter profits were \$2.6 million, an increase of 8 percent over \$2.4 million for the same quarter in 1992. Revenues for the quarter were up 6 percent, to \$37.9 million.

After-tax profits for 1992 were \$17.2 million, an increase of 45 percent over the company's 1991 net of \$11.8 million. Revenues for the year were up 7.2 percent, to \$159.9 million.

Pulitzer Publishing Co.: Revenues for 1992 were \$398.4 million, a 1.3-percent increase over the year before. Although the company showed a net loss due to accounting changes, before-tax profit for 1992 was \$29.2 million, nearly double the corresponding figure for the previous year. Pulitzer attributed the gain to increased broadcasting revenues and decreased publishing expenses.

Quebecor Inc.: The company tripled its first-quarter net, soaring from \$5.2 million the first three months of 1992 to \$15.4 million this year. Revenues for the first three months of 1993 were \$671.5 million, a 12.9-percent increase over a year ago.

The company's 1992 figures reflect an even greater level of success. Quebecor reported net earnings of \$87.3 million, nearly five times its 1991 net of \$18.5 million.

The company cited strong performances by its publishing and forest-products segments but attributed most of its success to commercial printing. Quebecor describes itself as the second-largest commercial printer in North America.

Reuters Ltd.: The wire service's after-tax net for 1992 was 260.6 English pounds, a 13.4-percent increase over 1991 profits. Revenues were up 6.8 percent, going from 1.5 billion pounds in 1991 to 1.6 billion.

E.W. Scripps Co.: Operating income for the first quarter was \$45.5 million, an increase of 17.3 percent over \$38.8 million for the first quarter last year. The company reported that total revenue increased 7.3 percent, to \$281.2 million. Publishing revenue was up 6.9 percent, to \$154.1 million.

Despite a modest decline in revenue during 1992, the company's net income for 1992 improved by 26 percent over 1991 levels, to \$83.9 million. Scripps reported an after-tax gain of \$41.9 million on its sale of the Pittsburgh Press to Blade Communications, owners of the Pittsburgh Post-Gazette. Prior to the sale, the eight-month Teamsters strike at the Press translated into a loss of \$18.2 million on the company's bottom line.

Operating income for the newspaper division in 1992 was \$99.7 million, a 20-percent increase over the previous year. The 1992 profit margin for Scripps-Howard newspapers was 16.2 percent compared with a 13.9-percent margin in 1991.

Southam Newspapers: The company reported a net loss of \$262.8 million in 1992 compared with a \$153.2-million loss in 1991. For the first quarter of 1993 the company said it lost \$7.2 million, half the \$15.3-million loss it recorded in the first quarter of 1992.

The Toronto-based company is midway through a three-year program to slash its newspaper-division labor costs

to 40 percent of revenue, which continued flat in 1992 at \$1.18 billion. The company has said it will save \$3 million a year by contracting delivery of the Vancouver Sun and Province and \$2.5 million by closing the composing room of the Montreal Gazette.

Thomson Corp.: The company reported a \$59-million net loss for the first quarter of 1993 on revenues of \$1.07 billion, down from \$1.14 billion for the same period a year ago. Owing to cost-control measures, the company said, newspaper-group operating profits for the first quarter climbed to \$37 million compared to \$29 million a year ago.

For 1992 the company reported a \$166-million net, down from \$292 million in 1991. Revenues for the year increased to \$6 billion from \$5.6 billion a year ago.

Times Mirror Co.: The company overcame a decline of just under 1 percent in newspaper revenues to post a \$70.3-million operating profit during the first quarter of 1993, a 4-percent increase over the first quarter a year ago. First-quarter 1993 revenues were up 3 percent, to \$868.4 million.

The company reported that operating income for 1992 was \$184.1 million, 22 percent over 1991 prior to restructuring charges, nonrecurring gains and losses and accounting changes.

Although total revenues for 1992 were up 2 percent, the company reported, newspaper revenues declined by 2 percent, with advertising volume down at both the Los Angeles Times and Newsday. The company said both markets are still being hit by the recession.

Time Warner Inc.: The company reported a first-quarter net loss of \$124 million on revenues of \$3.3 billion. However, income prior to interest, taxes, depreciation and amortization was \$630 million, a 12-percent gain over the first three months of 1992. First-quarter 1993 income in the publishing division was up 27 percent, to \$56 million.

Revenues amounted to \$13.1 billion in 1992 compared to \$12 billion in 1991. Time-Warner reported a net profit of \$86 million for the year, compared to a \$99-million loss the year before.

Torstar Corp.: The Toronto-based company reported at its annual meeting in May that its newspaper division had lost \$9 million during the first quarter of 1993, with advertising volume off by 7 percent. But the company said it had reduced its debt from \$398 million to \$165 million by selling its 22.5-percent interest in Southern Newspapers to Hollinger Inc.

For 1992 Torstar reported an operating profit of \$74.4 million, down 12 percent from 1991. Total 1992 revenues were up 3 percent, to \$921.1 million.

Tribune Co.: The company's net income for the first quarter of 1993 was \$29.7 million, a 90-percent increase over the same period a year ago. Entertainment and broadcasting operating profits increased 56 percent in the first quarter, to a record \$9.2 million. Newspaper operating profit was \$55.7 million, an increase of 8 percent from the same period last year.

Tribune Co. revenues for 1992 were up 3 percent, to \$2.1 billion. The company reported a net of \$136.6 million for 1992, a 4-percent decline from 1991.

Washington Post Co.: First-quarter after-tax profits climbed to \$40.1 million from \$19.7 million in the same period last year, a 103-percent improvement. Revenues for the quarter were up 10 percent, to \$361.7 million.

Net income for 1992 was \$127.8 million, an increase of 8 percent over 1991. Revenues for 1992 totaled \$1.4 billion, up 5 percent from the year before.

Newspaper-division operating income for the year was up 35 percent over 1991 levels, going from \$89.5 million to \$120.8 million despite an increase in revenues of only 5.4 percent.



GUILD ACTIVISTS WAGE CAMPAIGN AGAINST ALAMEDA NEWSPAPER GROUP

The Bay Area Conference of Newspaper Unions has launched a public campaign aimed at getting the Alameda Newspaper Group, controlled by Dean Singleton, back to the bargaining table. Some 45 volunteers passed out literature at Oakland's Festival of the Lakes in early June. Among Guild activists participating were, from left, David Li, Guild unit vice chair at the Oakland Tribune; Dave Becker (in baseball cap), former Guild unit vice chair at the Tri-Valley Herald; and Richard Holober, Guild unit chair at the California Labor Federation who is on leave to work on the campaign.

Bay Area unity council launches boycott against Alameda Group

Oakland, Calif. — A boycott has been launched against the Alameda Newspaper Group by the Bay Area Conference of Newspaper Unions, with the support of the Alameda Central Labor Council.

The boycott is aimed at the Oakland Tribune and its sister publications: the Tri-Valley Herald, the Alameda Times-Star, the Fremont Argus and the Hayward Daily Review.

The Alameda Newspaper Group — then made up of the smaller newspapers — was acquired by Texas-based publisher William Dean Singleton in 1985.

Editorial employees at those papers voted to affiliate with the Guild in 1987 but have yet to negotiate an initial contract.

Singleton bought the Oakland Tribune and merged it into the Alameda Group in November 1992. In doing so, he slashed the Tribune staff from 600 to 120 workers.

All Teamsters-represented drivers at the Tribune were laid off and most of their work was given to outside contractors at reduced rates, the Conference of Newspaper Unions said.

Most of the 120 Tribune workers who kept jobs were Guild-covered employees hired by the Alameda Group to produce the scaled-back daily under a three-month probationary period. The unions that represented employees at the Tribune reached agreements with the paper's previous owner on severance pay and other benefits prior to the assets sale to Singleton.

The unions are asking advertisers to participate in the boycott.

"We are going to send him (Singleton) a loud message that n Alameda County does not appreciate a carpetbagger who wrecks our community's standard of living," said Owen Marron, secretary-treasurer of the county's Central Labor Council.

Employees continue to suffer repetitive strain injuries, Larkie Gildersleeve, Northern California Guild administrative officer, wrote to Cal/OSHA. "Attempts by the employees to obtain remedies from the employer continue to receive adequate responses and employees continue to fear retaliation for reporting their injuries," Gildersleeve said.

PNI falls short in benefit accounts

Philadelphia — Collective bargaining at Philadelphia Newspapers, Inc., already experiencing rough sledding, have hit an unexpected bump over payments to union health and welfare and pensions funds.

The Guild learned in late June that PNI, publisher of the Philadelphia Inquirer and Daily News, had failed to pay more than \$1.7 million to both funds over the past four months.

Guild trustees for the two funds on July 1 demanded immediate payment — plus interest. The company contributions, provided for in the Guild's 1989 contract with PNI, cover benefits for 1,200 Guild-covered employees at the dailies.

"This is outrageous," Philadelphia Guild President Kitty Caparella said when the Guild learned of the lapse. "We want our members to be made whole."

The company, blaming the non-payments on a new payroll system, responded by depositing more than \$1.9 million into Guild pension and health and welfare accounts at Continental Bank. Local Guild leaders continue to investigate whether the payment sufficiently covers back payments and interest.

Problems with missing payments first were brought to the company's attention in May when Teamsters Local 628 notified PNI of problems with benefit checks. However, the matter went unresolved and the PNI benefits administrator subsequently learned that there were problems with other unions funds as well.

The benefits flap comes on the heels of PNI receiving some \$2.5 million from its parent company, Knight-Ridder, to prepare for a strike when the company's 12 union contracts expire at midnight

Aug. 31.

"Apparently, the company is more interested in looking after their \$2.5 million for strike preparations than performing its fiduciary responsibilities to the Guild," observed Wayne Cahill, Philadelphia Guild administrative officer.

Last month, the Philadelphia Council of Newspaper Unions accused PNI of engaging in "provocative behavior" for training managers to write, edit, produce and deliver the papers in the event of a strike.

Joseph M. Lyons, council president, said the company's strike preparations presented both an invitation and challenge to the unions to seek to shut the papers down if there is no agreement Aug. 31. "Apparently, PNI would sooner spend its energies inviting a confrontation," Lyons said.



BILL BURKE/Washington-Baltimore Guild

GUILD'S BENCH ORGANIZERS HEAR FROM TNG PRESIDENT CHARLES DALE

TNG's newly chosen back-up organizing team gathered at TNG headquarters during a June 21-25 training program at the George Meany Center. Clockwise, from Dale's left, are Cherie Tate of Washington-Baltimore, Field Operations Director Bill McLeman, Harry Tkach of Pittsburgh, Frank Santafede of Providence, Larry Vellequette of Toledo, Georgia Chisholm of Vancouver, Sabrina Hockaday of Los Angeles, Dave King of Ottawa, Mark Stewart of SONG, Mike Burrell of Denver, Gene Achziger of Pacific Northwest, Dave Longbone of Twin Cities, Bruce Jett of New York, Kitty Caparella of Philadelphia, Ken Crowe of Albany and Henri Character of San Diego.

CWSG wins 'tremendous victory'

(Continued from Page 1) election process," Aboud said in his message welcoming all Unit 1 employees to the Guild. "All of us fought for what we believe in. Now, we're all together in a union that is stronger, more diversified and better able to advance our interests. The experience and creativity of our new members will only enrich the new Guild."

At TNG headquarters in Silver Spring, Md., Dale declared June 29 "Canadian Wire Service Guild Day" and sent a notice to Guild locals, international officers and staff urging all to send congratulations to those at CWSG who worked to make the election win a reality.

"It's a tremendous victory, a major lift to The Newspaper Guild and a tribute to all of you," Dale, who served as CWSG president during the 1950s, said in his own congratulatory message to Aboud.

"It's an especially great feeling for me, not only as President of the Guild but also as an emigrant from the CWSG," Dale wrote. "To think that the little local that a handful of us put together in the fifties has overnight become one of our union's largest is a tremendous tribute to those who have ensured that it's an attractive union home for so many of your CBC colleagues."

In an interview, Aboud said the local appreciates the assistance it received from TNG in conducting the Guild campaign. Two international representatives, Eric Geist and Dan Zeidler, worked with the CWSG campaign committee.

"It couldn't have happened without the support of Chuck Dale and (TNG field operations director) Bill McLeman," Aboud said. "I can appreciate the relationship between TNG and its locals and what it could mean in situations like this."

A key factor in the Guild win was the relationship that had been forged more than two years ago between CWSG and two independent television producers unions at CBC, Aboud said. In 1991 the Guild local joined with the Canadian Television and Directors Assn. and the Assn. of Television Producers and Directors to form the Canadian

Council of Broadcast Unions, a group that was envisioned as a joint collective bargaining council to give employees more clout in bargaining with the CBC.

Although the labour board rejected that approach in favor of bargaining unit realignment — a decision that was upheld in the courts — the Guild maintained a relationship with the two television unions, both of which campaigned aggressively in support of the Guild in the election, Aboud said. "The alliance solidified largely as a result of our staff people, Jerry MacDonald (CWSG executive officer) and Dan Oldfield (executive assistant). They deserve a lot of credit for that," Aboud said.

Aboud added that countless activists around the country worked as volunteers on the Guild campaign, making phone calls and helping with mailings. "I wish I could thank them all individually," he said.

The stage for the election was set in early 1991 when the labour board ruled that the various bargaining units in the CBC be consolidated into four large single-union units, with Guild-covered employees and other union-represented production and on-air

employees in Unit 1.

Ballots in the labour board-conducted election were sent out in early May with a June 23 return deadline. The ballots were tallied on June 29 following a board hearing in Ottawa on counting procedures during which there was little disagreement among the unions on the ballot, Aboud said.

The five-fold increase in the CBC Guild unit, combined with 300 members from other existing CWSG units, will make the Canadian Wire Service Guild the largest TNG local in Canada.

Talks with CBC bog down over recall

Job security remains a serious roadblock to an agreement between the Canadian Wire Service Guild and the Canadian Broadcasting Corp., where Guild members have been working under an expired contract since last September.

Dan Oldfield, CWSG administrative officer, said no progress was made in talks with the CBC last week — despite the Guild's overwhelming win earlier in an election to represent 3,300 Unit 1 workers at CBC.

CBC is offering 2% raises but, Oldfield said, the Guild's primary concern is over layoff and recall language.

He said that some 50 Guild-covered CBC workers were slated for layoff in late 1991. The Guild intervened and averted layoffs for 30. Of the 20 who were let go 10 have since returned.

The Guild is looking for guarantees that the 10 remaining out of work — as well as any future layoff victims — will be called back if work becomes available, Oldfield said.

2 Union Privilege programs available to Guild members

Silver Spring, Md. — Two new Union Privilege programs—Union Driver & Traveler and Union Shopper — have been made available to U.S. Guild members.

Union Driver & Traveler is a combined motor club, travel club and discount auto repair service and replaces the travel program previously offered by Union Privilege. The program features an 800 telephone number for emergency roadside service and discounts at more than 30,000 participating auto repair shops and more than 1,200 hotels.

Union Shopper is a 24-hour shop-by-phone program offering up to 60% savings off manufacturers' suggested retail prices on more than 275,000 brand-name items. The program also offers

savings on eyeglasses and prescriptions and a discount prescription drug program.

Brochures describing both programs have been mailed to Guild locals by John C. Edgington, TNG secretary-treasurer.

Guild members who join both programs at the same time receive a \$10 break in fees for the programs, Edgington said.

With the additions, all Union Privilege programs — including discount credit card rates, legal services, life insurance and home mortgage loans — are available to Guild members.

Earlier this year, when home mortgage rates hit a 20-year low, Union Privilege announced that union members across the United States had obtained home loans valued at more than \$650 million.

Computer campaign helped drive Guild to CBC election win

Ottawa — Ray Aboud, president of the Canadian Wire Service Guild, said a high-tech campaign was a key factor in giving the Guild a decisive win in the election to represent 3,300 Unit 1 workers at the Canadian Broadcasting Corp.

Aboud credits Eric Geist, Guild international representative, who was assigned by TNG early in the campaign for helping the local set up computer programs to identify the Guild's strengths and weaknesses in a contest to win a majority of votes among a diversified, nationwide CBC editorial and production workforce.

The CWSG interviewed a third of the Unit 1 electorate in a telephone poll. The computer program yielded lists of CBC employees by a variety of categories, including geographic, demographic and union preference as stated in the poll.

"The computer program that Eric set up allowed us to pull any voter list we wanted," Aboud said, adding that the computer helped the Guild zero in on pockets of potential Guild support among other unions.

The Guild also made use of focus groups put together in Toronto and Winnipeg to help fine tune a message to workers who would be voting in the May-June mail ballot, Aboud said. "The focus groups helped reinforce the themes we had chosen

for the campaign," he said.

He said the local produced a magazine, called "Directions," which introduced the Guild to members of other CBC unions. He said the Guild's history as a union that represents journalists resonated with many television and radio workers in other unions.

The local also made use of a "fax gun" which allowed for quick news releases to the media — the CBC election campaign was covered extensively in Canada — and also expedited campaign communiques to Guild activists around the country.

Once ballots were sent out to employees by the Canadian Labour Relations Board in May, the Guild used its computer to send out phone lists by geographic regions to Guild volunteers around the country and to track ballots as they were mailed back in to the board.

Guild campaign committee members made follow up phone calls to Guild members and other known Guild supporters to make sure they had marked and returned their ballots.

In some instances, callers learned that employees had failed to properly sign their ballots in sufficient time to prevail on the board to send out a replacement ballot. Each voter had aboard-assigned control number to protect ballot security, Aboud said.

He added that Lise Lareau, CWSG vice president, and Gabriel Durocher, local secretary and campaign committee chair, were "relentless" in making follow-up phone calls as balloting went down to the wire.

Aboud said the effort boosted voter turnout from around 55% early in the voting period to nearly 70% by the ballot deadline.

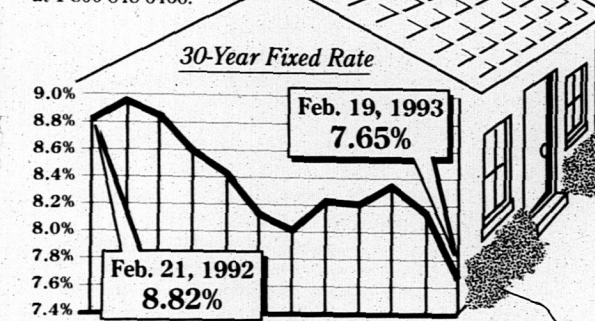
The CWSG will be putting its new technology to work to communicate with its new members. Aboud said he would be sending a letter to all new members this week.

"We'll be keeping people informed every step of the way" during the transition period, he said.

Mortgage Rates Fall

Mortgage rates fell during the last year, hitting a 20-year low in late February. Lower rates mean it could be a good time to refinance a mortgage or buy a home.

Members can call Union Member Mortgage and Real Estate at 1-800-848-6466.



SOURCE: Freddie Mac Primary Mortgage Market Survey

Post agrees to talks on N.Y. Guild issues

(Continued from Page 1)

Commissioner John Hudacs and Richard Torrey, Employment Relations Board commissioner, took a direct roll in the Sunday and Monday talks that brought the Post back to life.

As bargaining wore on Monday, many of the 10 production unions at the New York Post appeared to be close to Murdoch on the \$6.2 million in savings he is seeking to stem losses at the daily, which is losing as much as \$15 million a year.

Bargaining issues for the production unions center around work rules and overtime computation.

But the issues separating Murdoch and the Guild go beyond money, with Murdoch proposing to take a bite out of job security provisions for the 290 Guild-covered workers in the editorial and commercial departments at the Post.

Murdoch wants power to fire Guild employees at will during a four-month period. He also has refused to honor old-contract severance pay obligations.

News America on Friday padlocked doors at the Post and announced that the paper was closing because the unions were \$1.2 million short of the \$6.2 million in concessions as required from the beginning of his takeover bid this spring.

"This is a truly sad day," said Patrick J. Purcell, Post publisher and president of News Corp. Employees were told at 4:15 p.m.

Friday that their unions had failed to meet Murdoch's 4 p.m. deadline and were given until 5 p.m. to clean out their desks.

Initially, employees were confused—uncertain whether the closing was for keeps or whether the development was another of the frequent blips on the Post radar screen.

"It is not a negotiating position," a Murdoch spokesman said of the closing. "It's over." The Post did not print Saturday or Monday editions (the paper does not publish on Sundays).

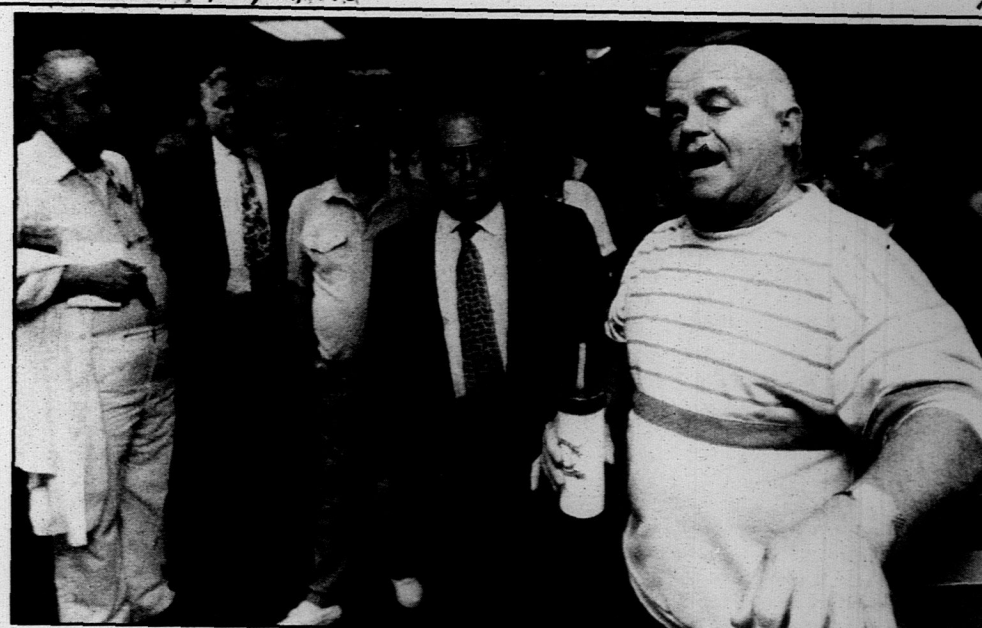
However, with the prospect of Cuomo's intervention, Post union leaders met at the Sheraton Hotel and Towers in midtown Manhattan briefly Sunday afternoon, then began met separately with Murdoch's team.

By late Sunday night, some production union leaders were saying they had reached Murdoch's economic goal but Murdoch spokesmen were expressing uncertainty that the numbers on the table added up to \$6.2 million.

The Murdoch team was unyielding in the marathon talks with the unions. At one point on Sunday, pressmen's union negotiators were told that their concessionary offer wasn't adequate.

The pressmen returned with an improved offer that too was rejected.

For the Guild's part, a breakthrough of sorts was achieved when News Corp. executive agreed to bargain on job security



ROBIN GRUBBARD/New York Guild

GUILD MEMBERS RECEIVE WORD OF POST CLOSING

Harry Leykis, right, Post unit chair, tells colleagues in the Post city room Friday that News America Corp is closing the 192-year-old newspaper. Among those looking on are New York Guild President Barry Lipton, center, and Intl Chairperson Peter McLaughlin, second from left. The Post was back in business by Monday.

issues, an area in which previously they had refused to budge. "They agreed for the first time to negotiate over severance, job security and binding dispute resolution," Lipton said. "They haven't agreed to anything yet but they've agreed to negotiate over the whole process."

Lipton said terms and conditions of the Guild's old contract at the Post would remain in force for the time being and that the two sides would meet again in about 10 days. He added that Hudacs and Torrey offered to help if needed to devise a dispute resolution process.

Murdoch wins ownership waiver

Washington — Rupert Murdoch has won a permanent waiver of a Federal Communications Commission rule preventing ownership of a newspaper and television station in the same market.

The FCC's 2-1 ruling allows Murdoch to reacquire the New York Post, which he has been managing for more than three months under a temporary agreement with U.S. Bankruptcy Court.

The June 29 decision came one day before Murdoch's agreement with the court was to expire and one day after Murdoch lawyers said the Post would be shut down if FCC approval was not forthcoming quickly.

It was the first time the FCC has granted a permanent waiver of its ban on cross-ownership. Murdoch, who owns WNYW-TV (Channel 5 in New York) was forced to sell the Post five years ago under the FCC rule.

IT SEEMS TO US

Dale has proven ability to make hard choices

SEATTLE

Editor:

I am endorsing Charles Dale's bid for re-election as president of The Newspaper Guild.

The Guild must change, perhaps even merge, to survive. But that change should be guided by proven experience, dedication and ability. Charles Dale has proven his worth to Guild members.

In 1966 Chuck saved my hide and the hide of the other "four barn burners" as we tried to negotiate a contract at the San Jose Mercury & News. In 1968 at the same newspapers, Chuck's advice and help produced a then record breaking contract which brought parity with San Francisco wages.

In 1972 Chuck, when I was president of the Los Angeles Newspaper Guild, helped in the dying years of the Los Angeles Herald Examiner strike. In 1983, 1986-87 and 1990 Chuck was an invaluable asset in bargaining here in the Pacific Northwest.

The next two years are critical for the Guild. We urgently need to consider merger: Teamsters, Communication Workers, AFTRA... Who knows? We need proven, strong leaders to make

those hard choices, to make the Guild stronger and better with real power at the bargaining table.

Gil Bailey

Pacific Northwest Guild

Meachum equal to task of leading Guild in '90s

MESA, ARIZONA

Editor:

The 1990s will be a critical time for The Newspaper Guild as well as for all other labor unions throughout the United States, and for that matter, the world.

Bruce Meachum, Administrator of the Denver Guild, opposing Charles Dale for TNG presidency, is, in my opinion, the man to lead the Guild through the next decade.

An able leader and capable administrator, he has paid his dues. Meachum, 46, is a knowledgeable and progressive individual. He is equal to the task.

Youth must be served and the time has come for a change in leadership in TNG, with Meachum at the helm, leading the way for the betterment of all working people.

Chuck Dale, an "old warhorse," who has served TNG admirably over the years, deserves accolades

for his dedication and loyalty to duty. He has earned a spot in the "Hall of Fame" of The Newspaper Guild.

However, I believe now is the time for Chuck Dale to retire to "greener pastures" and live his "Golden Years" in peaceful and serene surroundings — wherever he and his wife choose to make their home.

Remember, "If you don't vote, you don't deserve to criticize the outcome of the elections."

Al Ostrowski, Retired
Ex-President
Midwest District Council

GR editorial wrong on 1930s legislation

SAN JOSE CALIF.

Editor:

Mistaken reference of a "Newspaper (sic) Recovery Act" might be shrugged off in just about any other context than an editorial (Guild Reporter, June 18, 1993) on the Guild's history.

What was intended, for the record, was "National Industrial Recovery Act," acknowledged by many as the 1933 legislation whose section 7(a) literally invited collective bargaining by groups of laborers.

To newspaper drudges it looked like an engraved invitation. And that, chilluns, is how the Guild came to be.

Class dismissed. Except for Brian who will stay after and write "National Recovery Act" fifty times on the chalkboard.

Jose Stell
Retired
San Jose Guild

CGM article wrong on Canadian strike law

MONTREAL

Editor:

Freedom of the press is limited to those who own one, such as those who publish the bulletin for Concerned Guild Members. They are the epitome of the journalistic cliché, "Don't let the facts (explicitly deleted) up a good story."

I am limited to 200 words in the Guild Reporter.

An article in the May 1993 CGM says Quebec law prohibits bargaining unit members from doing bargaining unit work during a strike. Not even close. Guild

members, for example, can cross Guild picket lines if they so choose (as was done during the Toronto Star strike).

The law prevents hiring replacement workers; supervisory staff doing union work; non-union employees doing union work; workers being imported from other papers in a chain. Only managers (hiring, firing power) can do union work during a strike or lockout.

It is ludicrous to state that eight provinces provide union certification without a vote when 55% of workers sign union cards. I'll speak for Quebec. Usually automatic certification is given, but not always; the employer can protest regardless of the percentage. MNG is involved now in such a situation.

The article's interpretation of Canada's Rand Formula is skewed, too.

Larry McInnis
President
Montreal 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: Aug. 13.)

Ginsburg: Mixed record in media, labor decisions

Silver Spring, Md.—The nomination of Ruth Bader Ginsburg for the U.S. Supreme Court has been received warmly by First Amendment advocates. But, given Ginsburg's mixed record, organized labor has not expressed enthusiasm for President Clinton's first choice for the high court.

As a judge on the U.S. Court of Appeals for the District of Columbia since 1980, Ginsburg has participated in decisions that have dealt a blow to unions and others that have bolstered workers' rights.

She has limited legal protections for unions that don't represent a majority of employees, even in cases in which the company behaves in a threatening manner.

She wrote a 1986 opinion supporting Kawasaki Motors' secret use of union-busting consultants during negotiations with the United Auto Workers.

In another case, Ginsburg favored a restaurant operator who phoned police to arrest union supporters who were passing out leaflets outside the business.

However, in a 1985 decision, Ginsburg struck down what she termed the government's procedural "obstacle course" that had been constructed to block a federal employee's race discrimination suit.

And in 1988, reversing a federal Mine Safety Commission ruling, Ginsburg favored a miner who refused to work because of fear's that the workplace was too dangerous.

White House lawyers have pointed to Ginsburg's concurrence in a 1985 decision in which the appeals court ruled that the U.S. Labor Department had erred in allowing the Atlanta transit authority to limit the bargaining

rights of workers.

In the case, Ginsburg wrote a separate opinion suggesting that the relevant statute, meant to protect the rights of union employees of privately owned transit systems that become public, might have become outdated.

One of Ginsburg's more celebrated stands regarding the newspaper industry came in her dissent from a 1989 ruling the upheld U.S. Justice Department approval of a joint operating agreement between the Detroit News and Detroit Free Press.

The Guild had opposed the JOA, saying that the publishers had intentionally lost money in

Detroit and that the companies failed to prove that one of the newspapers was failing. Ginsburg agreed.

The Washington, D.C.-based Reporters Committee for Freedom of the Press has released a compilation of relevant Ginsburg decisions. And Jane Kirtley, executive director of the committee, was quoted as saying that Ginsburg has expressed none of the antagonism toward the media that occasionally was displayed by retiring Justice Byron White.

In several libel case decisions, Ginsburg:

✓ Has held that trial judges

have an obligation to make certain juries understand the legal difference between reckless disregard and carelessness.

✓ Joined in a decision that allegedly libelous statements about a college professor in an Evans and Novack column amounted to "reckless hyperbole" and were protected by the First Amendment.

✓ Joined in a decision granting summary dismissals of libel suits against the Washington Times — in which the plaintiff was held to be a public figure and also had failed to prove actual malice — and against Information Digest — in which the plaintiff again failed

to prove actual malice.

Ginsburg has ruled that prosecutors must show a compelling reason to withhold from public disclosure a plea agreement in a criminal case and also has supported broad interpretation of the Freedom of Information Act.

"Decisions under the FOIA are sometimes elusive," Ginsburg wrote in a 1992 decision. "But we recall this overarching instruction: FOIA precedent ... must be read circumspectly, with the statute's dominant disclosure direction always in view."

The Senate Judiciary Committee has not yet held hearings on Ginsburg's nomination.

Job training coalition greets new Labor Department official

TNG Human Rights Director Anna Padia, center, greets Karen Nussbaum, newly appointed Women's Bureau director at the U.S. Department of Labor. Members of the Coalition on Women and Job Training — of which the Padia is a member — sponsored a reception for Nussbaum at the Washington, D.C., headquarters of the American Nurses Association on July 9. Looking on are, left, Jill Miller, executive director of National Displaced Homemakers, and Susan Bianchi-Sand, executive director of the National Committee on Pay Equity.



BILL BURKE/Washington-Baltimore Guild

Labor welcomes NLRB nominee

Silver Spring, Md. — William Gould IV, President Clinton's nominee to chair the National Labor Relations Board, is a strong advocate of U.S. labor law reform.

Gould, a Stanford University

law professor who has written extensively on employee rights in the workplace, advocates changes along the lines of Canadian labor law in his forthcoming book, "Agenda for Reform." He believes the law should make it easier for employees to win union recognition.

Canadian provincial laws generally allow for automatic union recognition when a majority of employees sign union authorization cards and also provide for expedited representation elections.

Gould has argued that workers should be permitted to bargain collectively where 20% to 30% want union representation, instead of the 50% that now is required. He also believes that representation elections should not be necessary if more than 60% of workers sign union cards.

Gould is an advocate of worker-management committees, which he has said are crucial to companies' ability to compete, but he doesn't believe such committees should negotiate wages, hours or working conditions without union agreement.

He has supported legislation that would ban the permanent replacement of striking workers — recently passed by the House and pending before the Senate —

but also supports and amendment that would force arbitration of strike disputes.

Gould, 56, began his legal career with the United Auto Workers and has worked as an impartial arbitrator in labor disputes. If confirmed by the Senate, he would be the first black chair in NLRB history.

The AFL-CIO welcomed Gould's nomination. "Professor Gould's career is singular in its breadth: service at the NLRB, legal representation of both management and labor, the decision of hundreds of labor-management arbitrations and 20 years of labor law teaching and scholarship," a statement said. "His well-earned reputation is for ability, achievement, fairness and intellectual integrity."

Gould, who if confirmed will fill one of three vacancies on the five-member board, is a member of the 10-person commission named earlier this year by the Clinton Administration to advise the Labor and Commerce departments on needed labor law changes.

In addition to the board vacancies, Clinton will be able to further influence NLRB direction when the board's general counsel post becomes vacant in November.

The Guild Reporter

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BRIAN WILLIAMS, Editor

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WBNG seeks admin. officer

The Washington-Baltimore Newspaper Guild has an opening for an experienced administrative officer for a local that represents 3,000 employees at the Washington Post, Baltimore Sun, Bureau of National Affairs and some 15 other units. Responsibilities include administering the local office and staff in Washington, D.C., collective bargaining, contract enforcement and organizing. Salary to \$50,000 plus excellent benefits. Send resume and references to:

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