



The GUILD REPORTER

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Silver Spring, MD

October 15, 1993

Dale, Foley lead in vote for top offices

Silver Spring, Md.— Charles Dale was leading in his bid for reelection to a fourth two-year term as president of The Newspaper Guild, according to unofficial election returns provided to the Guild Reporter from 62 locals.

Dale, with 3,570 votes, had a 55.4% margin of victory over challenger Bruce Meachum, Denver Guild administrative officer, who received 2,876 votes unofficially in his first run for TNG office.

In balloting for TNG secretary-treasurer, Linda K. Foley was running ahead of Peter E. McLaughlin by 5,133 votes to 1,277 — an 80% margin for Foley in her first campaign for TNG office.

Official election results from Guild locals will be opened, tabulated and certified by the International Election & Referendum Committee at an Oct. 19 meeting at TNG headquarters.

A Foley win would underscore what already has been an historic year for representation of women on TNG's International Executive Board. The 1993 Convention acclaimed Carol D. Rothman of the Philadelphia Guild as international chairperson-elect, making her the first woman to serve in the Guild's top elective volunteer office.

The office was left vacant when McLaughlin, who was elected international chairperson in a contested race in 1987, announced as

a candidate for secretary-treasurer earlier this year.

Foley, executive secretary of TNG's contracts committee and former president of the Lexington Guild, would be the first woman to serve in one of TNG's two full-time posts.

The trend continued in races for TNG vice president as the three women on the ballot for the six at-large vice president slots — incumbents Connie Knox and Carol Przybyszewski and newcomer Patricia Nuttall — led the nine-person at-large field in the Sept. 30-Oct. 5 membership election.

Incumbents Russ Cain and David Mulcahy — as well as

Here are unofficial TNG election results based on reported vote totals from 62 Guild locals:

President		At large (six to be elected)	
Meachum	2,876	Knox	3,908
Dale	3,570	Przybyszewski	3,632
Secretary-treasurer		Nuttall	3,297
Foley	5,133	Mulcahy	3,198
McLaughlin	1,277	Cain	3,152
Region 2		Jones	2,947
Garlington	476	Krieger	2,835
Feliciano	410	Aboud	2,758
		Lewis	2,439

Official election results will be certified by the IERC on Oct. 19 and will be printed, with breakdowns by locals, in the Nov. 12 Guild Reporter.

(Continued on Page 4)

N.Y. Post publishes despite Guild strike

New York, N.Y.— Most Guild members at the New York Post were waiting at presstime to learn whether they would have a job after new owner Rupert Murdoch broke their strike with a successful divide-and-conquer strategy.

The 287 Guild members at the Post went on strike Sept. 27 after talks on job security and severance pay went nowhere. Ultimately, it was the refusal of Murdoch's News America Corp. to agree to the Guild's request for some form of third-party review of dismissals that forced the strike.

When rank-and-file production union members honored the Guild picket line, News Corp. locked the doors at the Post's South Street plant and Murdoch said he would withdraw his \$25 million bid to buy the struggling tabloid.

New York Gov. Mario Cuomo

personally asked Murdoch to reconsider his decision to pull the plug on the Post, which News Corp. had operated since April under a temporary agreement with federal Bankruptcy Court.

Meanwhile, the leadership of the New York Allied Printing Trades Council, umbrella group of newspaper unions, went to work on production union members, eventually persuading them to cross the Guild picket line and return to work.

George McDonald, council president, had tried and failed to lead the rank-and-file around the Guild picket line the first night of the strike said Barry F. Lipton, New York Guild president.

By Oct. 1, the Post was on the streets again — the strike had halted publication for three days before the return of the production

(Continued on Page 6)



JACK MILLER/Miller Photography

NEW YORK GUILD PRESIDENT ARRESTED WHILE DIRECTING PICKET LINES

A New York police officer escorts Barry F. Lipton away from the New York Post building on Sept. 27 after Lipton attempted to position Guild strikers in front of the loading docks. Lipton, who spent 45 minutes in jail, faces a Nov. 1 court hearing on disorderly conduct charges.

Guild back 'in' at Washington Post

Washington, D.C.— The Washington-Baltimore Guild's right to workplace access has been restored in a pre-trial settlement reached between the Guild and the Washington Post in late September.

The agreement ends, for the time being, an 18-month battle between Post management and the Guild. The company had prohibited Guild meetings and elections from being held on Post premises and had banned David Bates, a local servicing representative, from entering the Post's downtown Washington building.

The settlement, which expires in July 1995, came in time to allow Post Unit Guild members to

vote indoors in the Sept. 30-Oct. 5 election for TNG officers. The company had been embarrassed earlier this year by wide circulation of a photo showing members casting unit election ballots in the snow. [GR, March 26, 1993.]

The National Labor Relations Board has issued three unfair labor practice complaints against the Post in legal skirmishing over the access issue.

Under the agreement, Bates and other local staff members may enter the building upon notifying the Post's industrial relations office. Post managers may not ask intrusive questions, such as with whom a Guild staffer plans to meet or the purpose of meetings

with Guild members.

However, at the insistence of the company, the agreement restricts Guild staff members from distributing literature and from meeting with more than three members at a time.

Guild staff may meet with union committees in the building if 24-hour notice is provided, or on 48-hour notice for "rare or infrequent" meetings of up to six employees.

"We think these rules are at best annoying and paternalistic but we can live with them for now," Guild leaders said.

The agreement ended what could have been years of litigation over the issue.

Guild reaches tentative pact in Philadelphia 4



TIM SCHICK/Providence Guild

GUILD SUPPORTERS CHEER WORCESTER VOTE RETURNS

Guild organizing committee members and supporters receive word that editorial employees at the Worcester, Mass., Telegram & Gazette voted 78-59 to affiliate with the Providence Guild on Oct. 14. See Page 5 for a story on Guild organizing gains in Providence and Southern Ontario.

THE SHORT



OF IT

THE WASHINGTON POST, in recently unveiling its North American Free Trade Agreement editorial plans, provided a refreshing alternative to the New York Times. The Post plans two editorial supplements. On Oct. 26, Clinton Administration figures, business leaders and other NAFTA proponents will present their views. An Oct. 27 supplement will offer space for those opposing NAFTA. Both sections will be included in the Post's Nov. 1 National Weekly Edition. The Times has allowed only pro-NAFTA sentiments in its three editorial sections trumpeting the controversial trade pact. Times executives' refusal to provide space for opposing points of view has drawn fire from unions, academics and free speech advocates around the country. Both the Post and Times have supported NAFTA editorially. (See story on Page 7 for the latest in NAFTA and health care reform developments.)

Potpourri: Brian L. Flores, deputy director of the Federal Mediation and Conciliation Service and former administrative officer of the Washington-Baltimore Guild, is serving as acting head of the FMCS pending the nomination of a candidate to replace Bernard E. DeLury who resigned to become vice president of labor relations for AT&T. ... The 2nd U.S. Circuit Court of Appeals has broadened the guidelines by which reporters may be compelled to turn over notes or video outtakes in criminal cases. The ruling, which applies to the New York Times, Newsday, the New York Daily News, the New York Post, CBS and Fox Television, comes in the case of lawyer Bruce Cutler, accused of violating court restrictions on talking to the news media in a 1991 racketeering trial. ... The news director at the Fox-owned WTTG-TV in Washington, D.C., resigned Sept. 9, a day after an uproar over an internal computer memo in which he said he would consult with conservative activists about getting rid of reporters "who are inept, politically correct, shallow and/or otherwise unsuitable." Management disavowed the memo, written by Joe Robinowitz, a former editor of TV Guide and the Boston Herald. Robinowitz reportedly has surfaced in management at the New York Post.

Labor beat: Delegates to the Allied Industrial Workers of America Convention last month approved a proposed merger with the United Paperworkers International Union by a 302 to 35 vote. Under terms of the merger, already approved by the UPIU, the 50,000-member AIW becomes an Industrial Division of the 220,000-member UPIU. ... Green Lewis, veteran AFL-CIO organizer and field representative, has been named director of the labor federation's Department of Community Services. ... The Teamsters have reached a tentative agreement with United Parcel Service, Inc., after contentious talks that were seen as a test for Ron Carey, the union's reform president. The agreement provides for a pay increase of nearly 3% for the 165,000 Teamsters at UPS and a labor-management committee to review the company's demands for flexibility. The company dropped its proposal to hire independent contractors.

Among ourselves: Scott Garrity, a Los Angeles Daily News photographer who took a buyout after the Guild headed off planned layoffs at the paper, has joined the Los Angeles Guild as an organizer, with emphasis on signing free riders in the Daily News unit. ... Vince Butler, member of the Milwaukee Journal sports staff and a Milwaukee Guild Executive Board member, has been named chief grievance officer for Local 51. ... San Diego Guild President Ed Jahn and local representative Ruthanne Greeley were honored recently by the San Diego-Imperial Counties Labor Council for participating in the council's School-to-Work Transition program. ... The Washington-Baltimore Guild has named Carol Rosenblatt, president of AFSCME Local 2187 in Philadelphia, as its new administrative officer. Rosenblatt, who represent 1,850 members and supervises a staff of seven, will succeed Lance Compa, who resigned to teach and pursue other projects.



GUILD MEMBERS JOIN IN MARCH ON WASHINGTON
A number of Guild activists from several locals, as well as OPEIU-representatives of TNG's office staff, participated in the 30th anniversary of the March on Washington, D.C., on Aug. 28. Here, Cleveland Guild Executive Secretary Bob Young, left, poses with Harold Mitchell of AFSCME Ohio Council 8 at the march. Young made the trip from Cleveland on an AFSCME bus.

Norristown strike nets temporary agreement; 16 employees dismissed

Norristown, Pa.— Guild members ended a one-day strike after reaching a late-night interim agreement with management at the Norristown Times-Herald on Sept. 29.

The strike of the Norristown unit of the Philadelphia Guild came on the heels of the takeover by the Journal Register Co. in an asset sale.

The company had refused to negotiate with the Guild prior to becoming legal owner of the daily on Sept. 22. Then on Sept. 27, its first Monday at the helm, the Journal Register Co. lined up its 63 Guild-covered employees handed pink slips to 16 of them.

Remaining employees were dealt a pay cut ranging up to \$200 a week for some. Outside sales reps unilaterally were put on a commission system.

At the time of the firings, the Guild was still trying to arrange a meeting with the company.

At a membership meeting Sept. 28, Guild members decided to walk out and a picket line was up before 6 a.m. the following morning.

Mailers and pressmen, represented by separate CWA locals, crossed Guild picket lines, helping the company produce a newspaper despite the strike.

The CWA members were urged by their leaders to honor no-strike clauses in their expired contracts.

Even so, company attorneys emerged from the plant at 9 a.m. and requested a meeting with Guild negotiators. The parties met at 3 p.m. and talked until hammering out the interim accord at 10:30 p.m.

The interim agreement, which replaces a contract that would have expired in April with the previous employer, recognizes Guild bargaining rights and provides that there will be no dismissals without just cause and protects arbitration in the event of challenged firings.

The agreement also restores pre-existing health care.

It provides for a rehired list and severance pay for those among the 16 fired Guild members who are not rehired. They will get up to a maximum of 36 weeks pay, based on seniority, as well as accrued vacation time and holidays.

Those rehired will get 70% of old-contract severance pay, or 100% if fired before 90 days.

Guild and company negotiators plan to meet next on Oct. 19.

The new contract includes fully paid medical and dental insurance and 11 holidays, including Martin Luther King Day. The pact also includes eight additional days off per year for field staff members who often work long hours.

The 10-person unit affiliated with the Guild in April.

The final hectic week of negotiations included a one-day sick-out by all employees, a two-day lockout, a noisy 6 a.m. demonstration at the home of HERE's chief negotiator.

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HERE workers win first contract

Los Angeles— A new Los Angeles Guild unit at Hotel Employees and Restaurant Employees Local 681 has ratified its first contract.

Under the three-year agreement, office workers for one of Orange County's largest unions, receive annual raises of 4%, 3% and 3%. Their weekly wages will range from \$475 to \$541 in the final year of the contract.

Field representatives, who work as business agents and organizers for the HERE local, receive an immediate \$57.79 increase in scale. The flat rate for field staff will increase to \$628. Field staff members also receive a \$100 per week auto allowance, paid auto insurance and gasoline.

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IMMEDIATE OPENING:

Executive Secretary Contracts Committee

TNG has an immediate opening for an executive secretary to the Int'l Executive Board Contracts Committee. Successful applicant will work at TNG's headquarters. Requirements include demonstrated knowledge and ability in contract bargaining and enforcement and working familiarity with application of labor laws and procedures thereunder. Contractual minimum weekly wage ranges from \$916.94 to \$1,189.99. Excellent fringes. Submit resume to William H. McLeman, director of field operations, TNG, 8611 Second Ave., Silver Spring, Md., 20910.

Equal Opportunity Employer

The Guild Reporter (ISSN: 0017-5404) is issued monthly, generally at four week intervals, at 8611 2nd Ave., Silver Spring, Md. 20910-3327. (Next issue, Nov. 12) \$20 a year. Single copies, \$1.50. Second-class postage paid in Silver Spring, Md., and additional mailing offices. Printed in the U.S.A. Postmaster: Send address changes to: The Guild Reporter, 8611 2nd Ave., Silver Spring, Md. 20910-3327.

Wire Service Guild wins 8% increase at UPI

New York— The Wire Service Guild and United Press International have agreed on a contract that provides for an immediate 8% across-the-board pay raise for employees of the beleaguered wire service.

Employees will receive an additional 4% raise in October 1994 under the two-year agreement.

The new contract was agreed to less than a month after Guild negotiators rejected a UPI "final offer" that included terms that had not been discussed during more than 14 months of bargaining. At that time, WSG President Kevin Keane accused UPI managers of unveiling new demands everytime the possibility of a settlement loomed.

Keane said the two major stumbling blocks in August were the company's proposal for a three-year contract, with only a 2% raise in the third year, and jurisdictional problems over district managers.

A tentative settlement was reached at a Sept. 20 bargaining session in which TNG President Charles Dale participated. Progress was made when UPI agreed to a two-year pact and a mechanism for resolving disputes over district managers, whose primary functions are sales and client relations.

The pact was ratified unanimously by voting Guild members, Keane said.

The new contract sets new minimum annual pay scales for broadcasters (\$30,000), producers

and assistant producers (\$22,000). Those radio network employees not at the new scales after receiving the 8% raise will be brought up, Guild leaders said.

The contract also provides for a 401(k) plan, with matching contributions by UPI, capped at 2% of annual salary.

The new owner of the restructured UPI recognizes service time with old UPI for purposes of vacations, probationary status, dismissal indemnity, pensions benefits, holidays and sick leave.

New severance pay provisions call for one week of pay, capped at 15 weeks, for every year of service for an employee dismissed as the result of staff reduction.

The contract provides that seniority be considered in the event of lay off, provided that the senior employee is competent to perform the available work.

Laid off employees would be kept on a call-back list for 12 months.

The new pact retains non-discrimination language protecting employees in hiring and job treatment and adds stronger language prohibiting discrimination on the basis of sexual orientation or because of physical or mental disability.

The contract also requires the company to actively recruit women and minorities for all positions and provide on-the-job training for new employees.

The Guild had experienced ups and downs since beginning negotiations on a new contract shortly after UPI was purchased by Middle East Broadcasting Centre in mid-1992. The new owner initially said it wanted a contract by Labor Day 1992.

The Guild broke off talks in December 1992 over management delaying tactics at the bargaining table. Earlier this year, negotiations were put on hold as the new owner conducted a study of UPI operations.

Meanwhile, morale hit new lows. Earlier this year, an editor was fired for composing an electronic message expressing frustration over working conditions. The Guild grieved but the employee refused to apologize for his actions and the dismissal stood.

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Oakland, Calif.— The Alameda Newspaper Group believes that Oakland taxpayers should cough up \$5 million because of their elected officials' support of a union boycott against the papers.

Alameda, which publishes the Oakland Tribune and a chain of smaller papers in Alameda County, sued in U.S. District Court after the Oakland City Council voted unanimously to pull legal advertising from and cancel city subscriptions to the Tribune.

The Bay Area Conference of Newspaper Unions launched a boycott against Alameda in July aimed at forcing the company to bargain contracts with the Northern California Guild and production unions at the papers.

Alameda acquired the Tribune from the late Robert Maynard in November 1992 in an "asset sale." Contracts with the paper's unions, including the Guild, were cancelled and the paper's workforce was trimmed from 600 to 120.

All Teamsters-covered drivers and mailers were let go and replaced by subcontractors.

The Alameda chain was bought by Texas-based publisher Dean Singleton in 1985. At the time, the group included the Alameda Times-Star, Hayward Daily Review, Fremont Argus and Tri-Valley Herald. Within days, he had fired more than 130 employees at the papers.

Editorial workers at the four papers voted six years ago to affiliate with the Guild but have not been able to negotiate a first

contract. The company's collective bargaining history was detailed in the city council's 7-0 decision on Sept. 14 to participate in the boycott. The council resolution also noted that the Oakland Tribune is no longer published within the city, and thus no longer satisfies the city charter provision that legal advertising be published in the city's newspaper of record.

The resolution also "urges all citizens of Oakland to stop purchasing and advertising in the Oakland Tribune and Alameda Newspaper Group publications until the labor dispute is successfully concluded."

The council action was welcomed by Doug Cuthbertson, Northern California Guild executive officer and chair of the Conference of Newspaper Unions.

"The city council has stood up for justice for Oakland Tribune workers," he said. "We urge Mr. Singleton to come to his senses and settle with the unions."

In the Sept. 22 suit against the city, Alameda's King & Ballou attorneys argue that the National Labor Relations Act prohibits the city from "interfering with free and voluntary collective bargaining between labor and management."

The suit says that the city council's action will cause "substantial and irreparable harm" to the Alameda newspapers and asks that compensatory damages be set at trial.

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Oakland's boycott action draws Alameda lawsuit

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Bay Area newspaper unions talk strategy



The Newspaper Industry Coordinating Committee took time out during the Oct. 4-7 AFL-CIO convention in San Francisco to meet with local union representatives to discuss strategy in light of the Bay Area publishers' refusal to bargain San Francisco and San Jose contracts jointly, breaking a 23-year pattern. From left, TNG President Charles Dale, GCIU Vice President Charles Ellington, AFL-CIO Industrial Union Department President Elmer Chataak, CWA Vice President William Boorman, AFL-CIO Industrial Union Secretary-Treasurer Peter diCicco, San Jose Guild President Ann Murphy, Mike Langberg of San Jose and Rony Chavarrea and Richard Leung, both of SEIU Local 87, which represents janitors at the San Francisco dailies.

Victoria pact upgrades clerical pay

Victoria, B.C.— A new contract between the Guild and the Times-Colonist provides for pay increases and upgrades for 12 clerical classifications.

The two-year agreement provides for 2% across-the-board increase, retroactive to December 1992, and a 3% raise effective December this year.

The upgrade for 12 of the 17 clerical classifications in Guild jurisdiction averages an additional 3% pay increase for affected employees. One classification received a raise of 19%, said John Hutchinson, president of the Victoria-Vancouver Island Guild.

The Guild covers 214 editorial, circulation, advertising, janitorial and maintenance workers at the Thomson-owned Times-Colonist.

The new pact was ratified by an affirmative vote of 81% of voting members, Hutchinson said.

Talks, which lasted 11 months, were sometimes contentious. At one point, a government mediator was called in to help the Guild and the company resolve differences, particularly over the clerical pay adjustments issue.

Guild members had voted by a 92% margin to authorize their leaders to call a strike, Hutchinson said.

He said the agreement was reached during five days of joint bargaining that involved the Guild and craft unions at the Times-Colonist. Mediation was not required at that stage as all the unions reached an agreement, Hutchinson said.

The new agreement brings the top key minimum weekly pay scale — which covers editorial, ad sales and circulation district managers — from the current \$1,032.23 to \$1,084.46 in the second year of the contract.

Minimum weekly pay for classified clerks goes from the current \$623.98 to \$668.18.

The Guild contract includes no retrogressions and provides for the following improvements:

✓ A 70% increase in shift premiums for bargaining unit employees who perform exempt work.

✓ Increased dental plan coverage for part-time employees.

✓ Increased vision care, life insurance and out-of-province health benefits.

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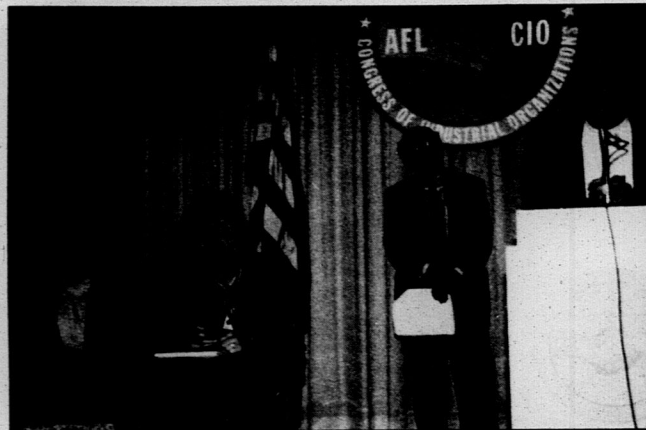
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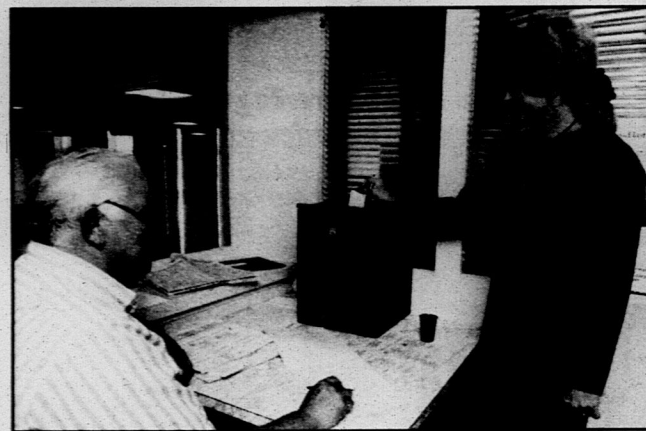
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The new agreement brings the top key minimum weekly pay scale — which covers editorial, ad sales and circulation district managers — from the current \$1,032.23 to \$1,084.46 in the second year of the contract.



DAVID BATES/Washington-Baltimore Guild

Dave Krieger of Denver, candidate for TNG vice president at large, addresses a candidates forum on Sept. 22 in Washington, D.C. Looking on are, from left, candidates Connie Knox of Washington-Baltimore and Lela Garlington Memphis and moderator Morton Mintz.



DAVE ZAPOTOSKY/Toledo Guild

Dennis Lajiness, left, retired former president of the Toledo Guild, works the voting booth as Becky Baker, a news assistant in the Blade's editorial department, casts her ballot in elections for TNG offices. Some 151 local Guild members voted at the polling place in the Blade building in the Sept. 30-Oct. 5 TNG election.

Knox, Unity slate in lead; Garlington ahead

(Continued from Page 1)

Eugene B. Jones, who served a term as TNG vice president during the 1970s — also appeared certain to win at-large seats on TNG's 16-member International Executive Board.

Unofficial returns in the contest for Region 2 vice president showed Lela Garlington, president of the Memphis Guild, with 476 votes to 410 for Jose Feliciano, president of the Puerto Rico Guild.

The unofficial returns signal a victory for the Unity '93 slate, with the exception of Region 2. Running successfully with Dale on the pro-administration ticket were Mulcahy, Nuttall, Przybyszewski, Cain and Jones.

If the unofficial results hold up, then women will make up half of the policy-making IEB. The outgoing board, with six women members, had set the previous record for women representation.

The new IEB will take office at TNG headquarters on Oct. 25. It is routine in TNG elections for the

Guild Reporter to ask locals to phone their unofficial results when publication falls before the IERC meeting. Official election returns are mailed to the IERC and will be opened at the Oct. 19 meeting.

Some 6,695 Guild members from the 62 reporting locals had cast ballots in the election of officers.

The IERC, in its Sept. 9 pre-election meeting at TNG headquarters, had certified 71 locals in good standing for election purposes. The number of Guild members eligible to vote, at the Sept. 27 close of the eligibility protest period, stood at 28,289.

In the presidential race, the unofficial returns showed Dale winning in 31 locals, with Meachum leading in 29.

Dale's locals included Albany, Bakersfield, Boston, Brockton, Chicago, Cleveland, Detroit, Erie, Harrisburg, Hawaii, Lexington, Lynn, Manchester, Montreal, New York, Northern California, Pacific Northwest, Philadelphia,

Pittsburgh, Puerto Rico, Salem, San Jose, Scranton, Sioux City, St. Louis, Terre Haute, Toledo, Victoria-Vancouver Island, Wilkes-Barre, Wire Service and Youngtown.

Meachum carried Akron, Buffalo, Canadian Wire Service, Chattanooga, Cincinnati, Denver, Gary, Hazelton, Indianapolis, Kenosha, Kingston, Knoxville, Lake Superior, Lansing, Los Angeles, Memphis, Milwaukee, Ottawa, Peoria, Portland, Providence, Sheboygan, Southern Ontario, Translators', Twin Cities, Vancouver, Washington, Baltimore, Woonsocket and York.

The two tied in the North Bay and Pawtucket Guilds.

In the secretary-treasurer's race, Foley carried all but four of the reporting locals. McLaughlin won in New York, Erie and Brockton. The two tied in Detroit.

According to unofficial results from Region 2, Garlington won Memphis, Washington-Baltimore, Chattanooga, Knoxville and among Translators' Guild members who vote in the region. Feliciano prevailed in Puerto Rico, Lexington and among Wire Service Guild members in Region 2.

In the at-large contest, the pace was set by Knox, president of the Washington-Baltimore Guild, who had 3,908 votes in her bid for a second term. She was followed by Przybyszewski, president of the Erie Guild, with 3,632 votes, and Nuttall, former president of the Terre Haute Guild, with 3,297.

Among the other three leading at-large candidates: Cain, a for-

mer San Jose Guild president, had 3,152 votes; David Mulcahy, chair of the New York Guild's Standard & Poors unit, had 3,198 and Eugene B. Jones, Philadelphia Guild vice president, had 2,947.

Trailing close behind, but still out of the money, was Dave Krieger, president of the Denver Guild, who had 2,835 votes in his first try for TNG office.

Ray About, president of the Canadian Wire Service Guild, had 2,758 votes and Ike Lewis, former president and vice president of the Toledo Guild, received 2,439. About also was making his first run for the IEB while Lewis had run unsuccessfully twice before.

Those elected to the new IEB by acclamation at TNG's July Convention, in addition to Rothman, were incumbents Pat Bell of Ottawa (Canada East), Thomas Thibault of Manchester (Region 1) and Larry D. Hatfield of Northern California (Region 4).

Also chosen without opposition by the Convention were newcomers Jack Norman of Milwaukee (Region 3) and Georgia Chisholm of Vancouver (Canada West).

The election marked the first time in 22 years there had been a contest for TNG president.

Also, the 1993 election differed from previous contests in that the presidential candidates ran without running mates for secretary-treasurer.

Incumbent John C. Edgington, who had been endorsed by Dale since in the past, dropped his bid for re-election in July.

Guild, PNI settle on new pact

Philadelphia—The Guild and other unions at Philadelphia Newspapers Inc. have settled contract disputes, averting a strike at the Knight-Ridder dailies here.

The road to agreement was paved when the Guild and PNI reached accord on the company's proposal to add 22 independent contractors to its outside advertising sales force. The new four-year pact provides for 20 commission-based sales employees who will be part of the bargaining unit.

Under the tentative agreement, the top key in Guild-represented pay categories will increase by \$30 in each of the second and third years of the contract, with a 4% across-the-board increase in the fourth year.

The Philadelphia Guild set an Oct. 18 meeting to consider ratification of the agreement, which was arrived at in a marathon Oct. 13 negotiating session.

Earlier that week, the Guild and Teamsters-represented mailers were the only member unions of the Philadelphia Council of Newspaper Unions that had not come to terms with PNI on non-economic issues and there was talk of a strike that could have jeopardized the dailies' coverage of the Philadelphia Phillies' appearance in the World Series against Toronto.

Initially, the unions had signaled plans to strike if no agreement was reached by their Aug. 31 expiration deadline. However, the 3,000 union-covered workers at PNI remained on the job while talks continued.

The Guild represents 1,100 workers in the Philadelphia Inquirer and Daily News editorial departments and in advertising and circulation departments at PNI.

After the Teamsters — and then the Guild — had settled on language issues, the economic package for the unions was negotiated jointly and with relative speed.

Wayne Cahill, Philadelphia Guild administrative officer, said that the agreement between PNI and the Guild maintains full financing of health insurance.

However, financing of the plan had been an issue in the talks and, Cahill said, there are no pay increases in the first year of the new contract because a portion of the economic package was diverted to health care.

IMMEDIATE OPENING:

International Representative

There is a vacancy on TNG's field staff for an international representative. The successful applicant will have a background in union organizing and bargaining collective agreements. Contractual minimum weekly wage ranges from \$916.94 to \$1,189.99. Excellent fringe benefits. Submit resume to William H. McLeman, director of field operations, TNG, 8611 Second Ave., Silver Spring, Md., 20910.

Equal Opportunity Employer

Guild studies CBC proposal to arm reporters with cameras

Toronto—Following the lead of TV stations in New York and Chicago, the Canadian Broadcasting Corp. has unveiled a proposal to have reporters carry new lightweight cameras.

The proposal is part of a plan to return a nightly news program to the CBC station in Windsor, Ont. That program was cancelled in a round of budget cuts in December 1990.

The unions at the CBC, including the Canadian Wire Service Guild, are interested in evaluating the new technology but concerned about motives behind the so-called Windsor project.

"It has become obvious to us that the proposal isn't so much about getting the CBC news back on the air as it is about introducing some new work methods that violate our present collective bargaining agreements," said Ray About, CWSG

president.

Following its solid victory in a representation election in June, the CWSG represents about 3,300 journalists, producers and directors at the CBC. Camera crews are represented by the National Association of Broadcast Employees and Technicians.

Asking reporters to use their own lightweight cameras would violate the jurisdiction clauses in both unions' contracts," About said. The two unions say that such major changes must be addressed at the bargaining table, and not in any arrangement reached piecemeal on the side.

But the CBC is showing signs of impatience, according to Lise Lareau, CWSG vice president. "Our members in Windsor have been threatened and told that if they don't go along with the

experiment, the entire station will be closed," she said. "The CBC's decision to use its own employees as pawns is shameful."

The CBC also has proposed that a Boston-based dispute resolution consultant, the Conflict Management Group, be brought in to deal with the situation — at an estimated cost of \$17,000.

Guild leaders question the expense, and why an American firm was chosen to deal with an issue at Canada's public broadcaster.

"I wouldn't object to a method that gets the two sides talking to each other in a meaningful way," Lareau said. "Mediation or some kind of facilitation may be the way to go. ... But we have to be sure that consultants share the same fundamental values we do and have a real understanding of Canadian labour."

Guild leaders also question the effect that the project would have on the quality of journalism in Windsor. "It's asking reporters to gather information, shoot it and possibly edit it in the same eight-hour shift," Lareau said. "It's a huge increase in their workloads, and it's likely to diminish the quality of stories that go on the air."

The two unions have presented their own proposal of ways to get the Windsor newscast back on the air, without the crossover of duties between reporters and camera crews.

"Many stations in the United States and Canada have experimented with reporters shooting their own material and several have dropped the idea for reasons of quality and logistics," About said. "We're studying all of those cases now to see what we can learn from them."

Independent's ex-workers get pay

Wilkes-Barre, Pa.— Guild members who were put in the street when the Sunday Independent Co. closed its doors last May have received severance pay thanks to some legal maneuvering.

The money was paid from a half-million dollar escrow account created after the Guild went to U.S. District Court to enjoin the owners of the defunct Sunday-only paper from collecting proceeds from an asset sale until the Guild's severance pay grievance had been settled.

The Wilkes-Barre Guild had filed a grievance to protect severance pay for the 26 Guild-covered advertising, circulation and editorial employees following the paper's surprise shutdown.

Initially, an executive of the Heffernan family-owned Independent cited economic conditions in explaining the Independent's demise — but the company later shifted blame to its union workforce. The unions fired back with allegations of mismanagement.

After the dust settled, it was disclosed that the owning Heffernan family had reached an agreement to sell the paper's assets to the Times Leader, Capital Cities/ABC-owned daily in Wilkes-Barre and rival to the employee-owned Citizens' Voice. The Times Leader had started a Sunday paper several years ago and its circulation had edged ahead of the Independent's.

Carol Crane, Wilkes-Barre Guild president, credited the Guild's attorney, Charles T. Joyce of Philadelphia, for winning severance pay for the former employees. "Without his expertise I think they would have pulled a few fast ones on us," Crane said. "He stopped them at every turn."

Initially, attorneys for the company failed to respond to the Guild attorney's request for a meeting to discuss the severance pay issue. Joyce then served notice that he would file in U.S. District Court. The company then agreed to settle.

IT SEEMS TO US

What's so bad about air traffic controllers?

DENVER

Editor:

Hey folks. When did air traffic controller become a dirty word?

The Newspaper Guild was indeed fortunate to have had two presidential candidates of the calibre of Chuck Dale and Bruce Meachum. Both are knowledgeable and dedicated and both are capable of leading this union during the uncertain years ahead.

This point was overlooked in a number of letters appearing in the pre-election issue of The Guild Reporter. The letters hammered at Meachum for his previous occupation — air traffic controller (who was fired for helping lead a strike against the federal government) — and for his eight-year membership in The Newspaper Guild.

All may be fair in love and elections, but whatever happened to civility?

JUDITH BRIMBERG
Denver Guild

Foley thanks supporters for work, enthusiasm
SILVER SPRING, MD.

Editor:

Even though the votes cast in the election of international officers have yet to be officially tabulated and certified, I want to thank all Guild members who supported my candidacy for secretary-treasurer.

I especially want to thank those

Guild activists across North America who took the time to introduce me to members in their shop and spread my message on their own. Your hospitality and hard work were personally gratifying, and your enthusiasm was an inspiration.

In return for your efforts, I pledge to make our international union more responsive to your needs and the needs of rank-and-file members. My only regret is that more members were not motivated to cast their ballots.

I intend to channel the interest and talent I discovered while campaigning throughout our jurisdiction into a reservoir of strength and ideas for The Newspaper Guild — its locals and the international. To do that, I will need your continued support and energy.

Thanks again to all who helped

and voted. I am overwhelmed and extremely grateful. Please stay in touch.

LINDA FOLEY
Contracts Secretary
The Newspaper Guild

Knox thanks members, daughter for support
BALTIMORE

Editor:

I want to thank leaders and activists in many locals — particularly my own — for generously giving their time to support my candidacy for re-election to the IEB as a vice president at large.

Even more, I want to thank the

hundreds of you among the rank and file — from all the political patches that make up The Newspaper Guild quilt — for taking a minute to vote for me.

To my friends who counseled in the late-night hours: thank you. And to my daughter, whose presence in my life is a constant reminder of who it is we seek good wages, benefits and job security for, those of the next generation: thanks Felicity.

For all of us: here's to an active two years.

CONNIE KNOX
Washington-Baltimore Guild
TNG At-Large Vice President

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: Nov. 5) Letters relating to elections or referendum to appear in the issue immediately preceding distribution of ballots and subsequent issues preceding the official voting period shall contain no new charges.

Strike-breaking Post no longer vital to New Yorkers

By Richard Steier
Newspaper Guild of New York

THERE'S a tendency to view the strike at the New York Post as just another episode in a real life serial: wrong-side-of-the-tracks tabloid with a big heart faces extinction because publisher is financially/mentally/ethically deficient, then somehow it survives.

But such melodrama cloaks the lengths to which publisher Rupert Murdoch has gone in his bid to emasculate a union by stripping many veteran workers of their jobs and most of the money earmarked for their retirement.

Through all the Post's convulsions since Peter Kalikow first threatened to close the paper three years ago, the Post's Newspaper Guild members have had our pay cut, our health benefits sharply reduced and other benefits jeopardized by fiscal bungling and legal maneuverings.

But aside from Abe Hirschfeld's clownish and illegal attempt to purge the Guild's ranks last March, none of the blows we've absorbed has shattered the essence of what a labor union is supposed to stand for.

Murdoch intends to change that. He has demanded a four-month period during which he can fire editorial, advertising and circulation employees, without regard to

seniority and with no employee right to arbitration. Any union that agrees to those conditions might as well roll over and — well, it wouldn't have to play dead, because it would be dead.

This move by Murdoch is not unlike Mort Zuckerman's purge at the Daily News when he summarily fired 182 Guild members last January. The News' bankruptcy status when Zuckerman bought the paper also removed his legal obligation to pay severance — a loophole that evokes Norman Mailer's line that laws were designed to make every mean man rich. But Zuckerman had enough of a compunction to give the people whose jobs he'd taken away the severance pay to which their tenure entitled them.

Murdoch, apparently, is made of sterner stuff. The best he will do, he has told the Guild, is offer \$1.5 million to be divided up among the employees he fires. If he gets rid of 100 workers — and the Guild fears it could be twice that many — you're talking about an average of \$15,000 per worker. The firings are expected to fall heavily on older employees, whose severance, which serves as their pensions, would ordinarily have amounted to as much as two years' pay. Murdoch's offer is like asking them to eat mud and pretend

it's chocolate pudding.

Which is probably why one 40-year veteran reporter greeted people on the picket line just after the strike began Monday afternoon by saying, "You know the joke about the two Jews in the concentration camp? They're brought before a firing squad and one of them asks if he can have a blindfold. The other pokes him in the ribs and tells him, 'Don't make trouble'."

The point being, if the strike flops completely, what more could Murdoch do to us than what he already has on the table? One pessimistic colleague of mine is sure that Murdoch wanted to provoke a strike, figuring the other unions wouldn't back the Guild and he could wipe us out and say we brought it on ourselves.

But so far, despite the aid and comfort offered to Murdoch by Allied Printing Trades Council President George McDonald, the rank-and-file at the other unions has honored the picket line.

Of course, we had some unexpected help from management, proving the claim of an old union friend of mine that "the bosses are the best organizers we got."

Early Tuesday morning, when the drivers and pressmen were wavering and our chants of "Don't be a scab" had grown desperate, a Post vice president emerged

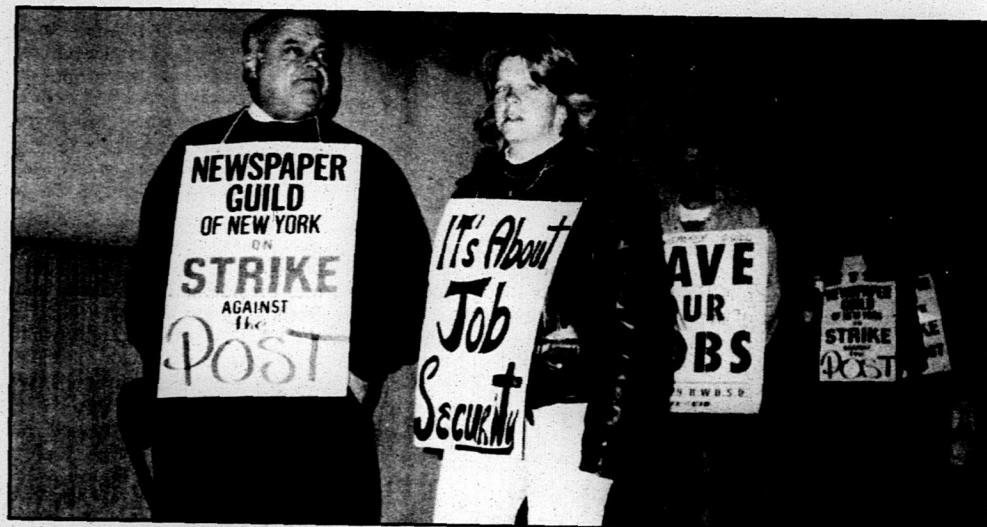
from the paper's entrance at 205 South Street and warned the pressmen that they had two minutes to get inside the building.

It's nice to imagine that our appeals for solidarity swayed them to defy their leadership and decide not to cross the picket line but my guess is that this curt reminder that they, too, were hired hands is what made the difference.

That transcendent moment may be all we're left with by the end of the week. The other unions may break ranks, or Murdoch may surprise us and make good on his threat to walk away from the paper in federal bankruptcy court. But any suggestion that the Guild is driving the last stake through the Post's heart is a slander.

Frankly, a newspaper that doesn't honor a severance commitment to workers who have given their professional lives has no right to continue invoking a 192-year-old heritage — nor to claim that its continued existence is vital to New Yorkers.

Richard Steier covered City Hall and labor for the Post prior to the Sept. 27 Guild strike. This moving and sadly prophetic piece appeared in New York Newsday on Sept. 30, before production union members crossed the Guild picket line, and is reprinted with the author's permission.



GUILD MEMBERS AT THE NEW YORK POST SAY 'NO' TO MURDOCH'S DEMANDS
Harry Leykis, left, Post unit chair, leads Guild members on the picket line in an ill-fated strike over job security and severance pay issues. He is flanked by Suzanne Martin, a Bargaining Committee member.

right now."

The first night of the strike, Lipton said that he and Harry Leykis, Post Guild unit chair, were urged by other union leaders to take down the picket line. However, Lipton said, the Guild agreed to do so only if News Corp. would commit to further talks on the job security issue.

Management refused to talk the and picket line stayed up.

Lipton said that initially all 287 Guild members stayed out. However, by week's end 10 had resigned their Guild membership and returned to work.

From the time Murdoch reappeared in the Post's stormy ownership picture last spring, it appeared his managers were determined to achieve a "me too" arrangement patterned after Zuckerman's dealings with the unions at the rival Daily News.

Zuckerman, bringing the Daily News out of bankruptcy proceedings last January, fired 182 Guild members — a third of the Guild-covered work force at the tabloid — without regard for seniority or other contractual job-security provisions. Prior to firing the Guild members, Zuckerman secured agreements with production unions while making extraordinary demands on Guild negotia-

tors. The production unions balked at supporting the Guild, prompting the Guild to leave the allied council.

Zuckerman did meet severance pay obligations for Guild members who lost their jobs, however. The Guild did not strike at the Daily News and has continued to meet with management in hopes of reaching a new agreement. A side agreement between the Guild and the Daily News protects severance pay for rehired Guild members.

Post Guild members continue to hold out hope that they can recover at least a fraction of their severance pay from the bankruptcy court. Lipton said Guild members stand to collect no more than 14 cents on the dollar, however, and that it will be months before the issue is resolved.

Previous Post owner Peter Kalikow, a New York real estate developer, had guaranteed severance would be covered by his personal fortune when he bought the tabloid from Murdoch in 1987. The status of severance pay has been in doubt since Kalikow filed for personal bankruptcy protection two years ago.

The Post filed for bankruptcy protection earlier this year. Kalikow bought the Post when

Murdoch, who originally purchased the paper in 1976, was forced to sell because of a Federal Communications Commission ban on cross-ownership of media outlets in the same market. Murdoch, who owns a television station in New York, successfully sought an FCC waiver of the rule before agreeing to reacquire the Post.

N.Y. Guild opens Hardship Fund

New York — Guild members who lost their jobs in the strike at the Daily News face a loss of health benefits within two months.

The New York Guild has created a special fund to support health insurance for Post unit members, said local President Barry F. Lipton.

Checks should be payable to the Newspaper Guild of New York and sent in care of Lipton to the Guild office, 133 W. 44th St., New York, N.Y., 10036. Checks may be earmarked for the Post unit Hardship Fund, Lipton said.

Labor supports health reform, battles NAFTA

Silver Spring, Md. — U.S. organized labor is standing solidly behind the Clinton Administration on health care reform while at the same time squaring off against the president on the North America Free Trade Agreement.

Clinton mounted a full-court press for congressional ratification of NAFTA on Sept. 14 when he signed side agreements on labor and environmental protection in the proposed trade pact between the United States, Canada and Mexico.

U.S. organized labor already had criticized the side agreements as inadequate and reaffirmed opposition to the treaty in the form of a Labor Day message from AFL-CIO President Lane Kirkland and in anti-NAFTA demonstrations in Labor Day parades from coast to coast.

Labor turned its anti-NAFTA campaign up a notch following the AFL-CIO convention in San Francisco. A second wave of anti-NAFTA TV commercials was planned in key states beginning Oct. 17. It is expected that the House of Representatives will vote on the pact on Nov. 17.

Clinton changed few union minds despite his insistence, in an Oct. 4 speech to AFL-CIO convention delegates, that NAFTA would make the economy stronger. "I would never knowingly do anything to cost an American a job," the president said.

But Kirkland had said prior to the Clinton speech that the AFL-CIO would remain firm in its opposition.

By contrast, the AFL-CIO issued a strong statement of support for Clinton's health care reform proposal the day before the president presented outlines of his plan in a Sept. 22 televised speech to Congress.

"Our assessment of the presi-

dent's plan is that it meets labor's goals for health care reform," Kirkland said in a statement. "It will be good for working people, good for their families and good for the country."

He said the administration's proposal contains strong cost containment measures and added that the AFL-CIO would conduct a "major campaign for its enactment by the Congress."

Kirkland said other benefits included in the administration's plan include:

✓ Health security to all, regardless of age, employment status and health conditions. "This plan will accomplish a goal that the labor movement has sought for the better part of this century — and that is health care for every American," Kirkland said.

✓ Preservation of both choice and quality. The Clinton program will offer at least three plan choices, including health maintenance organizations, fee-for-service and preferred provider or "network" plans.

Proposed reform would focus on the insurance industry. It would be illegal for companies to raise premiums or drop customers, if a family member gets sick, and make it impossible for insurers to charge subscribers different premiums for the same plan.

Negotiated benefits under a union contract would not change under the Clinton plan. Employers offering minimum benefits required by the reform plan would be permitted to agree to extra benefits through the collective bargaining process.

Despite the acknowledged importance of the health care issue, however, labor has made defeat of NAFTA its top legislative priority. "We'll spend whatever we have to spend," Thomas



NEWSPAPER GUILD DELEGATES CONFER DURING AFL-CIO CONVENTION
TNG President Charles Dale, left, and Larry D. Hatfield, TNG Region 4 vice president, represented The Newspaper Guild at the AFL-CIO convention in San Francisco Oct. 4-7.

R. Donahue, AFL-CIO secretary-treasurer, told reporters in early September.

Donahue outlined the AFL-CIO's position on NAFTA in a Sept. 21 Senate Finance Committee hearing on the proposed trade agreement.

"NAFTA moves the trade debate from the economists and former presidents down to the level of the people," Donahue said, referring to Clinton's White House ceremony that featured pro-NAFTA speeches from former Presidents Ford, Carter and Bush.

"NAFTA does for trade what televising the Vietnam conflict did for war," Donahue told the senators. "It enables people to understand it. ... They know that no promise of worker retraining,

no breakthroughs in technology, no government business partnership schemes are going to bring back the jobs and the investment dollars that NAFTA is going to take from the U.S."

Donahue noted that the average hourly compensation for American manufacturing workers in 1992 was \$17.17, compared with an average of \$2.35 per hour for the average Mexican worker.

"The current NAFTA was not designed to improve that picture but to expand on it," Donahue said. "It is not about trade. It is about investment. It is not about our buying Corona beer and their buying Ben and Jerry's ice cream."

Realizing that NAFTA support was eroding, the administration began scrambling in September to

find \$5 billion to fund a retraining program for American workers who lose their jobs.

The AFL-CIO went on the air Sept. 19 with the first of four days of anti-NAFTA television ads.

Also, the AFL-CIO has placed 70 anti-NAFTA billboards around the nation, generally in congressional districts where House members are undecided but considered "persuadable." The AFL-CIO has called on local affiliates to place additional billboards.

Local labor councils also have sponsored rallies. In Dayton, Ohio, for example, where 63,000 of 80,000 AFL-CIO-covered jobs are tied to the vulnerable auto industry, IUE President William Bywater and speakers from several other unions addressed an Oct. 14 rally.

TNG calls on Guild's locals to lobby for strengthened OSHA

Silver Spring, Md. — TNG has called on local Guild leaders to mobilize on behalf of OSHA reform legislation before the U.S. Congress.

In a Sept. 27 memo to locals, TNG President Charles Dale said additional sponsors are needed for legislation pending in both House and Senate committees.

"At stake is legislation that would strengthen our union's position in OSHA enforcement,

mandate joint labor-management safety and health committees, require an early ergonomic standard to stem Repetitive Strain Injuries," Dale said.

Along with the memo, TNG mailed a list of target lawmakers prepared by the AFL-CIO, which is pushing for OSHA reform.

A Labor Department task force has completed its analysis of the OSHA reform issue and its report is expected to shape Clinton Ad-

ministration support on the issue.

Guild support for OSHA reform as reaffirmed in the resolution passed by the 60th Guild Convention in July.

Local Guild leaders also have been asked to mobilize grassroots support for several other legislative issues that were endorsed by the Convention:

Workplace Fairness. The bill to outlaw the permanent replacement of strikers, which passed the

House earlier this year, awaits an expected Republican filibuster on the Senate floor.

The bill has sufficient support to pass if the necessary 60 votes can be produced to break the GOP talkathon. Guild members have been replaced — or threatened with replacement — in several strike situations.

Indoor pollution. The Guild supports research legislation aimed at resolving "sick building"

problems that have plagued offices in recent years. Legislative hearings have been held on the issue and local Guild leaders have been asked to write House and Senate committee leaders who have been involved.

Electronic eavesdropping. The Convention supported legislation that would limit computer and telephone monitoring of Guild-covered employees and other office workers.

Ontario plans legal challenge to NAFTA

Toronto — The Ontario provincial government has said it will mount a legal challenge to the North American Free Trade Agreement.

Although NAFTA already has been passed by the Conservative-controlled Parliament, the controversial treaty is looming larger as a campaign issue in the Oct. 25 federal elections.

Ontario's NDP Premier Bob Rae announced the legal challenge, as well as other anti-NAFTA strategies, on Oct. 13. Federal NDP Leader Audrey McLaughlin has sought to make NAFTA a campaign issue as the New Democrats trail in the polls behind the Liberals and Conservatives, both of which have supported NAFTA.

Meanwhile, the Canadian Labour Congress issued a report on Oct. 13 which criticized the "new economy" touted by business leaders and conserva-

tive politicians since the U.S.-Canada Free Trade Agreement was put into effect in 1989.

The report said most Canadian manufacturing companies have responded to the FTA by laying off workers and shifting production to the United States instead of investing in worker retraining and new machinery.

The CLC tracked six industries that had been expected to expand under the "new economy." Only one — pharmaceuticals — showed a gain in employment between 1989 and 1992.

In announcing the challenge to NAFTA, Rae said the provincial government also would introduce legislation to safeguard Ontario's water resources, would seek to protect energy supplies and would present a "social dumping" complaint to Revenue Canada and to the Canadian International Trade Tribunal.



MANAGEMENT IN THE 1990'S
IS MUCH MORE ENLIGHTENED
THAN IT WAS IN THE PAST.



BACK THEN, BOSSES ABUSED
THEIR WORKERS.



BUT, TODAY, EMPLOYEES ARE
INVITED TO PARTICIPATE IN
MANAGEMENT...



...BY ABUSING EACH OTHER
INSTEAD!



©1993 HUCK/KONOPACKI LABOR CARTOONS

Judge: News-industry employers can't dodge overtime pay obligation

New York — A federal judge has ruled that a news-industry employer can't escape paying overtime to employees who write the news by calling them "professionals."

District Court Judge Kathleen A. Roberts upheld a claim by two news writers and a producer for NBC that they were entitled to overtime under the Fair Labor Standards Act. NBC had argued that they were exempt as "professionals."

It was the second major case in which the courts have held that broadcast news writers, like print reporters, are not professionals for overtime purposes under the Act. Their status has been challenged in recent years by newspapers as well as broadcasters, and cases are currently pending at both the Washington Post and the Concord (N.H.) Monitor, where a judge's decision has been awaited for a full seven years.

For overtime-exemption purposes, the FLSA deems employees to be "learned professionals" only if their primary work requires "knowledge of an advanced type in a field of science or learning" and to be "artistic professionals" only if the work requires "invention, imagination or talent in a recognized field of artistic endeavor."

Newspaper and broadcast employers have contended that educational requirements for jobs in journalism are much higher now than when the FLSA regulations were promulgated a half-century ago and that the work done by news writers now qualifies as "artistic."

But Roberts, in a ruling closely paralleling a 1990 decision of the 5th U.S. Circuit Court of Appeals involving a Dallas TV station, held that NBC had failed to demonstrate that the three employees either "learned" or "artistic" professionals.

NBC, she said, "has failed to prove that a particular academic degree, reflecting a prolonged course of specialized study, is a 'prerequisite' for entrance into the field of journalism."

She noted that NBC doesn't require a journalism degree, that its retired senior commentator, John Chancellor, has no degree at all, and that ABC News anchor Peter Jennings is not even a high-school graduate.

"Experience and on-the-job training still play such a substantial role in the training of journalists generally, and broadcast journalists in particular, that the [FLSA] regulations—despite their age—remain persuasive..."

As for the claim that the news

writers' work is "artistic," Roberts said the writers were certainly "talented" in the sense that they have a native and superior ability in their fields" and that "on occasion" their work is "inventive and imaginative and may demonstrate creativity and originality that rises to the level of artistry."

But, she declared, their work, on the whole, is "predominantly 'functional in nature' in that it depends primarily upon acquired skill and experience and does not depend to a sufficient extent upon invention, imagination or talent to qualify for exemption as the work of an 'artistic' professional."

The three NBC employees were among 149 members of the National Association of Broadcast Employees and Technicians on whose behalf the overtime suit was originally filed eight years ago. The cases of all but three were severed in the expectation that the court's decision would enable the rest to be settled.

TNG provided NABET with extensive background assistance and advice in its presentation of the case, and one of the plaintiffs, Jack Freeman, who writes much of NBC anchor Tom Brokaw's copy, sent a letter of thanks declaring: "Without friends like you, we could not have done it."

Sullivan steps down as Local 1 president

Cleveland — Betsy Sullivan, citing her new role as an overseas reporter for the Plain Dealer, has resigned as president of the Cleveland Guild after three years in office.

Sullivan, a 14-year veteran of the Plain Dealer, spent much of this year on special assignment in Eastern Europe. She was an editorial writer prior to being named recently as the Plain Dealer's European correspondent.

Although she will be based in Cleveland, Sullivan will be spending most of November and December on assignment in the former Soviet Union and Yugoslavia.

Sullivan said there are several

tough issues facing the local, including a dispute with Plain Dealer management over contributions to the employee health fund and a re-evaluation of whether the local executive secretary's full-time position should remain an elective post.



Sullivan

"Somebody needs to be at the helm in November and December and I knew it couldn't be me," Sullivan said.

"It doesn't mean I'll be leaving the Guild," Sullivan added. She

said she will remain active and added that she is thinking about seeking a seat next year on the local's 35-member Executive Board.

The Local 1 Executive Board named Joe Frolik, an Executive Board member and former local vice president, as acting president until next month.

Sullivan, who served as chair of the Resolutions Committee at the 1993 Guild Convention in Honolulu, said her European assignment also prompted her to give up her position as second violinist with the Cleveland Women's Orchestra.

"That was tough," she said. "I'll miss it."

Editorial

Murdoch plays only to win

GUILD MEMBERS at the New York Post were faced with a resolute new owner who expected them to agree to render their contract null and void. They responded on Sept. 27 with a strike that ultimately failed.

Rupert Murdoch, using the federal Bankruptcy Court as a club, had said he would not rescue the money-losing New York Post unless the Guild agreed to gut its contract. He expected Guild leaders to sit on their hands while he presided over a four-month "free fire" zone during which time he could fire anyone — and conceivably everyone — in Guild jurisdiction.

From the production unions, Murdoch asked only economic concessions, which he won largely by shutting the paper down for three days in July. He wanted more than economic concessions from the Guild. Not only did Murdoch want to wash his hands of the bulk of the severance pay obligation at the Post — which amounted to retirement for Guild members — he wanted an end to due process.

Guild members were determined from the outset of Murdoch's reappearance at the Post last March to avoid a replay of the union-busting formula so skillfully applied by Mortimer B. Zuckerman at the rival Daily News just months earlier. That is, cut deals with the production unions and isolate the Guild.

Murdoch wanted at the Post what Zuckerman, thanks to the good offices of a Reagan-appointed bankruptcy judge, got at the Daily News: a humiliating death blow to the Guild.

No messy grievance and arbitration process, no due process. None of that for today's breed of world-class media mogul. No job security for white-collar newspaper workers. No voluntary buyouts, no severance pay, no job security, no regard for seniority.

The Australian tycoon, on a media buying binge this year, recently has enjoyed a wave of publicity, fueled by a London dinner address Sept. 1 that was telecast via satellite to elite audiences around the world, including New York and Los Angeles. In it, Murdoch outlined a plan to offer a wide range of new television channels that will have a "world-wide reach."

It should be noted that economic realities of tabloid publishing in New York induce both labor and management to engage in riverboat gambling at the bargaining table. In this case, the guy holding the six-shooter won. Unions at profitable newspapers have much more leverage in fighting the Zuckerman-Murdoch program.

The Guild members at the New York Post took a principled stand for job security and are hardly the worse off for having struck. They could have remained in the plant and watched Murdoch sharpshooters pick off their brothers and sisters one by one.

They could have stayed on the job and maintained the illusion of protecting bargaining rights while helplessly watching dues-paying members kicked out the door with nothing to show for years of labor.

The strike was the only weapon Guild members had left after months of trying to bargain with Murdoch. They are to be commended for having the courage to use it.

The Guild Reporter



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