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Reporter minimum hits \$1,285 in Times pact

New York — A tentative agreement between the Guild and the New York Times turns back a management assault on job security and sets the stage for increased Guild/company cooperation on a number of fronts.

The seven-year pact, reached in the early morning hours of April 18 after a marathon weekend of bargaining, provides across-the-board pay increases for the 1,600 Guild-covered commercial and editorial workers at the Times as well as health benefits for employees' domestic partners, improved

VDT safety measures and upgrades in a number of areas.

The agreement, which comes slightly more than a year after the expiration of the previous contract between the Guild and the Times, includes an immediate average 3.5 percent pay increase for Guild-covered workers, retroactive to the first year of the agreement, coupled with a 3.2 percent increase effective March this year.

That is followed by a 3.1 percent increase effective in 1995. The reporter top minimum, at \$1,166 in the old contract, will

Benefits negotiated for domestic partners at BNA Page 3

reach \$1,285 in March 1995.

Raises in the later years of the pact will be subject to reopeners.

"It is our hope that the contract settlement will lead to improved relations between our union and the Times," New York Guild President Barry Lipton said. "We look forward to working with the Times in a continuing effort to put out the best newspaper in the country."

Tom Keenan, Times Guild unit chair, and other bargaining com-

mittee members urged Guild members to ratify the agreement in two meetings set for April 29.

Talks had been hampered by the Times' proposal to remove long-standing job security provisions for Guild workers. Times management had sought the ability to fire Guild members at will — the same concessions that new owners of New York's struggling tabloids had managed to wrestle out of bankruptcy court proceedings in early 1993.

Mass firings came when Mortimer Zuckerman took over the New York Daily News in January

1993. Guild members at the New York Post were fired when they went on strike as Rupert Murdoch formally retook ownership of the daily last fall.

The Guild continues to seek agreements at both papers.

Lipton said mobilization of Guild members at the Times persuaded the company, which denied its attempt to eliminate job security was connected to the tabloids, to back off.

"We had informational picketing, we passed out thousands of (Continued on page 3)

Guild members collect Pulitzers

New York — Guild members were prominent on the list of Pulitzer Prize winners announced in mid-April.

William Raspberry, a Washington Post columnist, won the Pulitzer for commentary for his writing on topics ranging from crime to AIDS to violent lyrics in popular music.

A team of six reporters at the Providence Journal-Bulletin — Ira Chinoy, Mike Stanton, Dean Starkman, Dan Barry, Tracy Bretton and John Sullivan, all Guild members — won the investigative reporting prize for a series of stories that exposed corruption in the Rhode Island courts system.

Some 29 Guild members at the Akron Beacon Journal worked on a series of stories on race relations in the Akron area that landed the public service award. Project leader was Bob Paynter, a Guild member.

Isabel Wilkerson, a New York Times reporter, won the feature writing prize for a story on a Missouri town whose cemetery was washed away by floods and for a profile of a 10-year-old boy who lives on Chicago's South Side. Also, the Times won the spot reporting award for coverage of the

World Trade Center bombing.

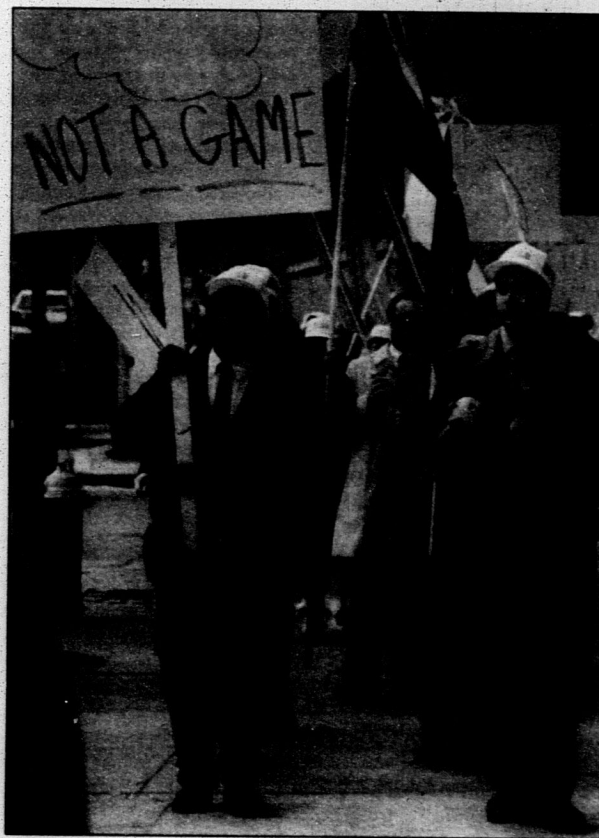
Eric Freedman and Jim Mitzfeld of the Detroit News won the beat reporting award for reporting on spending abuses by the Michigan House of Representatives fiscal agency. Their work resulted in an audit that uncovered \$1.8 million in missing or misspent public funds. Mitzfeld has since left the News to attend law school.

Paul Watson of the Toronto Star won the Pulitzer for spot news photography for his controversial photo of the body of a U.S. soldier being dragged through the streets of Mogadishu.

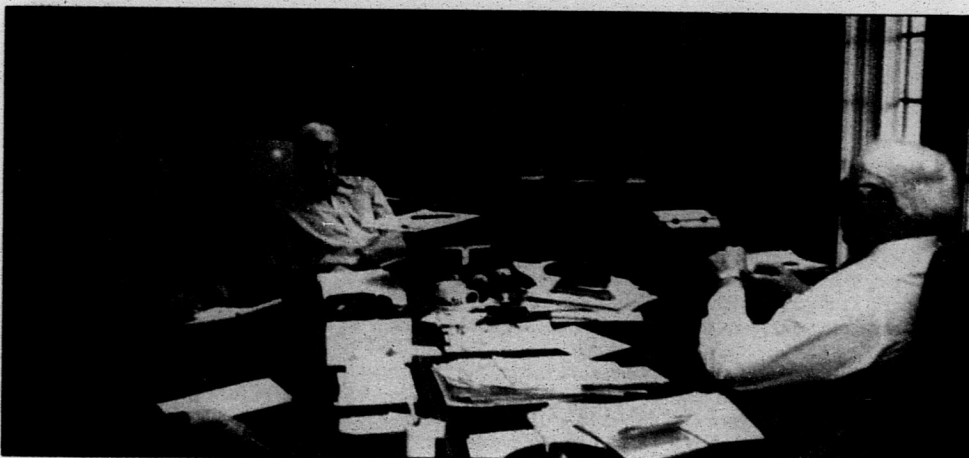
On the non-Guild front, the Pulitzer for national reporting went to Albuquerque Tribune reporter Eileen Welsome, winner of TNG's 1993 Heywood Broun Award for her series on unsuspecting victims of the federal government's secret plutonium experiments during the 1940s.

Welsome was scheduled to receive the Broun Award citation and \$2,000 cash prize at an April 25 luncheon at the National Press Club in Washington, D.C. When the Pulitzers were announced on April 12, Welsome was in New York to receive a George Polk Award for the same series.

'Play ball,' say Providence Guild members



Some 200 Providence Guild members and other union activists told Providence Journal Co. management that "It's time to play ball" in March 30 informational picketing in front of the daily. Providence Guild members are working under a contract extension. Shown are, from left, Charles Smith of the local bargaining committee, local Treasurer Greg Smith and Dean Starkman, a member of the six-person reporting team that won a Pulitzer in mid-April for the Journal-Bulletin. (Additional local photos, Page 3.)



RAY CROWELL/Washington-Baltimore Guild

TNG LEADERS DISCUSS CANADIAN GUILD ISSUES

TNG Canadian Director Mike Boeking, second from left, on April 5 paid his first visit to TNG headquarters since being acclaimed by Canadian delegates at a March 20 Special Convention in Victoria, B.C. Here he meets with, from left, TNG Secretary-Treasurer Linda K. Foley, Field Operations Director William McLeman and TNG President Charles Dale.

Local action

Locals take first steps in activating members

By Bruce R. Nelson, TNG membership coordinator

The Denver Guild has a plan for growing cells, and it has nothing to do with molecular biology.

In Cleveland, they're growing a brand new steward program, and Guild leaders there have set their sights on producing 100 additional Guild activists by this time next year.

These two locals have taken, in the vernacular of the Guild's Strategic Plan, the first steps in the journey of "member mobilization." Although this trip is still in the early stages, it's already managed to generate the kind of enthusiasm that comes from traveling in a new direction.

Denver's unique plan to break the local's structure down into scores of small "cells" was a concept that came literally from the

(Continued on page 4)

THE SHORT

OF IT

THE NATIONAL LABOR Relations Board may employ its rulemaking powers to address whether unions should have a right to respond when employers give captive-audience speeches to employees during union organizing drives. William Gould IV, new NLRB chairman, told reporters in an April 7 interview that he plans to address a variety of issues through rulemaking rather than case-by-case adjudication. Such ad hoc litigation "inevitably lends itself to delay and a wasting of the board's resources," Gould said, adding that several union access cases are pending before the board. Gould said his goal is to restore balance to the NLRB, which he said "became quite one-sided under President Reagan and decided most of the significant issues in favor of employers."

Potpourri: The U.S. Occupational Safety and Health Administration has proposed to ban smoking in virtually every workplace in the nation — or else restrict smoking to separately ventilated areas. While unions generally support the proposal, an AFL-CIO spokesperson cautioned that OSHA should not divert its "scarce resources from the many serious hazards for which it has sole regulatory responsibility." ... Canadian Prime Minister Jean Chretien has come under criticism recently over proposed cuts in unemployment insurance benefits that could range to as much as a 30 percent loss for claimants. "This is massive," said CLC President Bob White. "These changes will affect huge numbers of people." Protesters burned Chretien and his Liberal cabinet members in effigy at a recent New Brunswick rally. ... Linda Rosenstock, a medical doctor with the University of Washington, is the Clinton administration's new director of the National Institute for Occupational Safety and Health. Rosenstock, described by HHS Secretary Donna Shalala as a "world-class scientist in occupational health," once chaired the UAW/General Motors Occupational Health Advisory Board and has been a member of the Teamsters Medical Advisory Committee.

Labor beat: Some 75,000 Teamsters went on strike against trucking firms April 6 as talks on a new national master freight agreement stalled. Issues are the trucking companies' proposal to increase use of rail and part-time workers. ... Rank-and-file Teamsters defeated a proposed 25 percent dues increase by a 3-1 margin in a March referendum. International President Ron Carey had proposed to put half of the new revenue in the 1.4 million member union's strike fund, which could go broke by June. ... Private sector union members in the United States are earning almost 39 percent more than their non-union counterparts, according to the AFL-CIO. The union advantage lies primarily in benefits such as paid leave, health insurance and pension and savings plans. AFL-CIO data show that as of March 1993 unionized workers earned \$21.86 per hour, including benefits, compared to \$15.76 per hour for non-union workers. ... United Airlines took a step closer to becoming the largest employee-owned business in the United States when the UAL Corp signed an agreement with the Pilots and Machinists unions on a \$4.5 billion buyout. If the plan is approved by stockholders this summer, union and non-union employees will own 53 percent of the company in exchange for five years of wage and work-rule concessions. ... Richard J. Perry, a former Food and Commercial Workers vice president, retires after five years as secretary-treasurer of the AFL-CIO Union Label & Services Trades Department at the end of April.

Abroad: May 3 marks International Press Freedom Day — and the International Federation of Journalists will observe the day by holding press conferences in Africa, Asia, Latin America and Europe to focus attention on the importance of independent journalism in a democratic society. ... The International Federation of Journalists on April 1 launched an extensive "Media For Democracy" campaign throughout sub-Saharan Africa which will involve 1,000 journalists in a program of training seminars, human rights initiatives and publishing projects. The projects, the largest such endeavor ever undertaken by IFJ, emphasizes the role of the media in nations making the transition toward democratic government. ... A variety of consumer products, ranging from shoes to exercise machines, are manufactured at military-owned plants in China and sold through major U.S. retail outlets, the AFL-CIO has charged. The AFL-CIO, in stepping up its campaign against renewal of trade privileges for China, said in an April 13 report that a labor representative posing as an executive solicited a variety of business in tours of Peoples Liberation Army factories over a six-month period.

Among ourselves: Mary Elizabeth Cronin, Guild member and Seattle Times reporter, recently won the daily's annual "Publisher's Circle" award for her efforts to promote diversity. Cronin, active the local chapter of the National Association of Black Journalists, created "On Common Ground," a reprint of Times stories that highlight diversity. ... The Canadian Committee to Protect Journalists has issued a special thanks to the Ottawa Guild and to Che Anne Loewen of the Montreal Guild for contributing to the organization's "Journalists in Distress Emergency Fund." ... Retired Sun-Times reporter and longtime Guild activist Harlan Draeger was among six journalists inducted into the Chicago Journalism Hall of Fame in early March. ... The Chicago Guild purchased a block of tickets for a May 31 performance in Chicago of "I Am a Man," a play that details the Memphis, Tenn., sanitation workers strike of 1968. Martin Luther King Jr. was assassinated when he went to Memphis to support the strikers.



Cronin



Union leaders from Radio Free Europe in Munich traveled Washington, D.C., in March in an effort to preserve jobs targeted for elimination. Barry Lipton, New York Guild president, joined the delegation on March 25 to plan strategy. Shown are, from left, Abbasali Djavadi of RFFU-IG Medien (DGB); Laszlo Rajki of RFE/RL; Lipton and Dorio Lucich, chair of the Guild unit at RFE.

Union leaders lobby to protect Radio Free Europe workers

Washington, D.C. — Union leaders from Radio Free Europe headquarters in Munich have appealed to U.S. officials in an effort to save threatened jobs at the U.S.-financed radio station that broadcasts to Eastern Europe and the former Soviet Union.

Radio Free Europe workers were put on notice in October that jobs were being eliminated but radio station management has been reluctant to share financial information with union leaders.

The layoff announcement, meanwhile, has sparked a labor/management clash that helps fuel an ongoing debate over the role of Radio Free Europe and Radio Liberty in the post-Cold War era. The Clinton administration has proposed heavy budget cuts for the stations, set up in the 1950s to counter controlled broadcasts behind the Iron Curtain.

About 100 of the nearly 1,170 union-covered radio station employees in Germany are members of the New York Guild. The last remaining Guild-covered RFE jobs in New York were eliminated last year.

In the absence of information from RFE management, Dorio Lucich, Guild unit chair, and several other union leaders traveled to Washington, D.C., in mid-March on a fact-finding mission. The were joined in a March 25 strategy session by Barry F. Lipton, New

York Guild president.

"There have been no straightforward answers at all to our questions," Lucich said of talks with radio station management in Munich. "Information has changed on the average of every eight days since the Oct. 21 announcement."

Lucich said that RFE workers who are let go are entitled to a severance pay and pension package under German law that mandates social compensation for furloughed workers. Full scale court-ordered compensation for laid off workers could have a snowball effect that would force Radio Free Europe into bankruptcy, Lucich said.

Union leaders say employees suspect the station plans to shed its higher-paid work force in Germany so it can hire lower-wage workers following a controversial proposed move of radio station operations to Prague, where costs are much lower than Munich.

After a series of fruitless meetings with the employer in Munich, frustrated union leaders called for arbitration — which could compel station management to divulge financial information — over social compensation issues and decided to make the trip to Washington.

"Our members are offended that they have served American foreign policy interests for so long and they are being treated this way," Lucich said.

The first wave of the cuts announced last year were slated for late March, with additional job loss expected in June and September. Before it's over, Radio Free Europe will have shed from 500 to 720 of its Munich-based employees, Lucich said.

"We've gotten a friendly hearing," Lucich said of the trip to Washington. "The key message is that if you corner employees, they'll go to court to assert their rights in hordes and droves. ... It's cheaper to spend the money now rather than have a court tell you how much to spend later."

"We are worried that the way they are doing this they will say, 'The employees are asking too much, let's shut it down.' Then, bankruptcy," Lucich said. "There is a feeling (among workers) that we should downsize more slowly because there is still a need for Radio Free Europe given the conditions."

He pointed to civil war in the former Yugoslavia and the rise of the political right in recent parliamentary elections in Russia.

The move to Prague, an idea suggested by Czech President Václav Havel, was endorsed in mid-April by the Board for International Broadcasting, which oversees the radio stations. The proposal must be approved by President Clinton and Congress.

TNG per capita increases to \$14.27

Silver Spring, Md. — The monthly per capita payable by Guild locals to TNG will increase by 25 cents to \$14.27 effective May 1 under a Constitutional formula that links the per capita to average top reporter minimums in Guild contracts effective April 1 of each year.

The average top reporter minimum as of April 1 this year was \$735.88, an increase of just under 2 percent over the \$722.87 average on the same date one year ago.

TNG Secretary-Treasurer Linda K. Foley advised local treasurers of the per capita increase in an April 6 letter. The new per capita, combined with TNG's \$1 dollar per month per member levy for organizing purposes, means that locals will pay TNG \$15.27 per month per member for May 1994 dues, payable to TNG on or before June 15.

In a related matter, Foley reminded Guild locals in an April 5 letter that May 31 represents a postmark deadline for locals to be in good standing with their April per capita payments in order for

their delegates to have a voice and vote at the Guild's 2nd Biennial Convention scheduled for June 1995 in Boston.

The deadline, set in a Constitutional amendment adopted by the 1993 Convention, was designed to maintain revenue flows during 1994, the first year without an annual Convention since the Guild's founding in 1933.

The formula for calculating the monthly per capita requires averaging the top reporter minimums in all contracts with newspapers published at least five times a week, Foley said in the April 6 letter. There were 105 such contracts as of April 1, according to TNG's Collective Bargaining Department.

The \$735.88 average was multiplied by .01939, producing a figure of \$14.2687, or \$14.27 when rounded off.

Foley noted that the per capita figure, plus the \$1 for organizing, is payable on behalf of regular members employed full time and persons paying agency fees. The per capita payable on behalf of

employed members whose dues are less than \$14.27 per month is \$5.70, plus the \$1.

The additional \$1 per month for organizing was adopted by the 1991 Convention and upheld in a subsequent membership referendum. The Constitution permits locals to "socialize" the \$1 by charging members in lower paying job categories less and persons in higher paying categories more — as long as the local's monthly payment averages \$1 per member for organizing.

Also, locals are permitted to pay the \$1 out of local treasuries if such action is approved by the executive committee or the general membership.

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Bargaining

BNA contract provides benefits to domestic partners

Washington, D.C. — A tentative agreement between the Guild and the Bureau of National Affairs records a Guild first in extending negotiated health care benefits to employees' unmarried domestic partners.

The three-year agreement preserves employer-paid health care and provides stronger job security guarantees.

The tentative pact, reached on April 14, provides a 2 percent across-the-board pay increase in each of the first two years plus a 1.25

percent cash bonus for employees at the top of the salary scale in the first year and a .5 percent bonus for all employees in the second year.

Third year pay increases will be calculated on the basis of the Consumer Price Index.

The Washington-Baltimore Guild represents more than 800 workers at BNA facilities in Washington, D.C., and Rockville, Md. The employee-owned BNA is a Washington-based publisher of specialized business, legislative, judicial and regulatory information services.

"We are gratified that the company and the union have now agreed to health care coverage for domestic partners," said Ken May, Guild unit co-chair at BNA. "The union has been fighting for this for years, including a 1990 arbitration case we lost and proposals the company opposed during 1992 contract talks."

The BNA breakthrough was followed just four days later with a tentative pact between the Guild and the New York Times that also provides benefits for do-

mestic partners.

Health care benefits were extended to Guild-covered workers earlier this year in Seattle. The Pacific Northwest Guild agreed to the move after the company extended domestic partner benefits to non-union workers. The company had resisted previous Guild proposals.

The BNA contract provides another Guild first in that it protects against employees' benefits being undercut in the event Congress enacts national health care during the life of the contract. The agree-

ment provides that all cost savings to the company resulting from the implementation of national health care be passed along to employees in the form of higher wages or fringe benefits.

Job security provisions limit the company's right to lay off workers and mandate increased employee training opportunities. The issue arose after the company introduced new technology and work processes to the workplace.

A ratification vote was set for April 22.

Guild ratifies Long Beach contract; Seattle pact trims threatened layoffs

Los Angeles Guild members at the Long Beach Press-Telegram have ratified a new contract, ending a 14-month fight with management of the Knight-Ridder daily.

And Pacific Northwest Guild members, facing massive circulation department layoffs, have ratified an 18-month extension of their collective agreements with the Seattle dailies.

The Long Beach agreement ended a bitter stalemate in which Guild members found themselves working under posted conditions after refusing concessions sought by the financially struggling daily. The company had cited declining circulation and revenues in Long Beach, Calif., still reeling from the economic recession.

The proposal, which represented an improvement over the company's earlier "final offer," was ratified by a 90 to 37 vote on April 5.

The company's improved offer

added a 2 percent pay raise effective in April 1995 and established a 401(k) plan. Top minimum weekly pay will go to \$834.74 under the 14-month agreement.

Although a majority of bargaining committee members opposed the tentative agreement, unit leaders urged the membership to ratify. Todd Cunningham, Guild unit chair, cited the possibility of layoffs if the Guild pursued the circulation cancellation campaign which had been readied for kick off.

Guild members also had authorized their leaders to call a strike.

TNG President Charles Dale participated in talks that led to the tentative agreement in late March. Dale had attended a Guild rally in Long Beach on March 24, two days before the settlement was reached.

The settlement calls for the parties to open talks on Sept. 1 on merger of the existing pension plan with the TNG international pension plan.

Meantime, the company will be making no pension contributions.

The expiration date of the new contract gives the Guild a common expiration date with four of the five other unions at the Press-Telegram.

In Seattle, Guild members voted 214 to 58 on April 9 to ratify extensions with the Seattle Times and Post-Intelligencer that provide for a \$12 weekly raise for all Guild-covered employees in 1995. The new agreements expire in January 1997.

The extension move grew out of negotiations over a proposal by the Seattle Times to reorganize its circulation department and lay off as many as 125 Guild-covered workers. The company cited a local economic recession and a decline in advertising income.

The Times had argued the Guild could save jobs by agreeing to give up jurisdiction over Post-Intelligencer deliveries and allowing



GEORGE LAINE/Los Angeles Guild

TNG President Charles Dale addresses a rally of Guild members outside the Long Beach, Calif., Press-Telegram on March 24. At Dale's left is Todd Cunningham, Guild unit chair at the Knight-Ridder daily. The Guild and management reached a tentative agreement two days later.

the Times to schedule district advisers an additional 11 weekends a year. The Seattle dailies are printed and distributed under a Joint Operating Agreement.

Negotiations resumed after Guild members rejected the company proposal by a 12-1 margin on March 26.

The deadlock was broken when the Times agreed to language covering work reassignment which the Guild had lost in 1990 negotiations.

Although some 40 part-time assistant district adviser jobs and about a dozen district adviser jobs were lost under the accord, wages

and hours are protected for 70 district advisers and 50 assistants named in the agreement.

The agreement provides for a labor/management committee to facilitate implementation of circulation department reorganization and also for another joint committee to monitor a "for cause" drug testing policy set to begin January 1996.

Following the extension agreement with the Times, the Hearst-owned Post-Intelligencer agreed to similar terms. The Guild agreed to discuss a possible move to a company-wide medical plan later this year.

Job security preserved in agreement with Times

(Continued from page 1)

buttons," Lipton said. "Everytime the company went public we were there. It became obvious to the company that the employees were very, very upset."

Guild negotiators did agree to some compromises in job security provisions.

For example, employees not under enhanced job security by Oct. 1, 1994, must work 16 years instead of the previous 10 to enjoy bumping rights and the right to transfer to available jobs.

Also, laid-off workers will remain on the rehire list for one year instead of the previous three.

However, the Guild retains the right to arbitrate over job loss issues at the Times — a provision the tabloid owners escaped under bankruptcy court protection.

On ergonomics, the Times agreed to "reasonable and appropriate rest breaks or pauses" and also to provide necessary equipment to prevent and/or alleviate repetitive strain injury. The Guild and company will work through a joint health and safety committee to battle RSI.

On health care, the company agreed to make approximately

\$750,000 in extra contributions in order to stabilize the Guild Benefits Fund. The Times agreed to contribute an additional \$170,000 per year to the fund to cover costs of extending benefits to employees' domestic partners.

Other features of the tentative agreement include:

- A 401(k) savings plan with a company match, a first for unions at the Times.

- A buyout program that improves on a package the Times recently offered to management employees. The Guild hopes to minimize layoffs through voluntary buyouts.

- A joint committee to review alternatives to sub-contracting of work. The Guild also worked with the company to streamline the 11 major job classifications under the contract.

- Flexible work scheduling to allow employees to take care of personal matters such as family illness or child care.

- A formula that allows employees to liquidate compensatory time.

The March 2000 contract expiration gives the Guild the same expiration date as the craft unions at the Times.

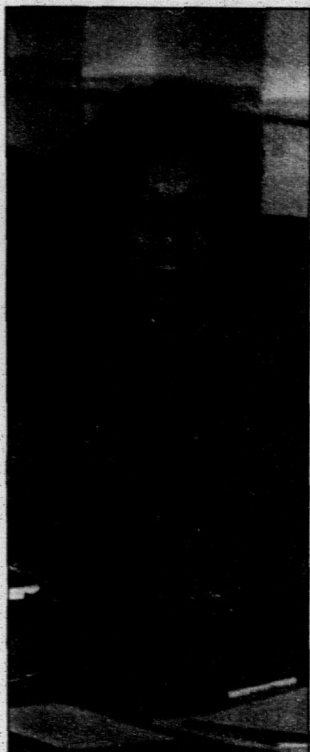
Guild locals focus on contract goals



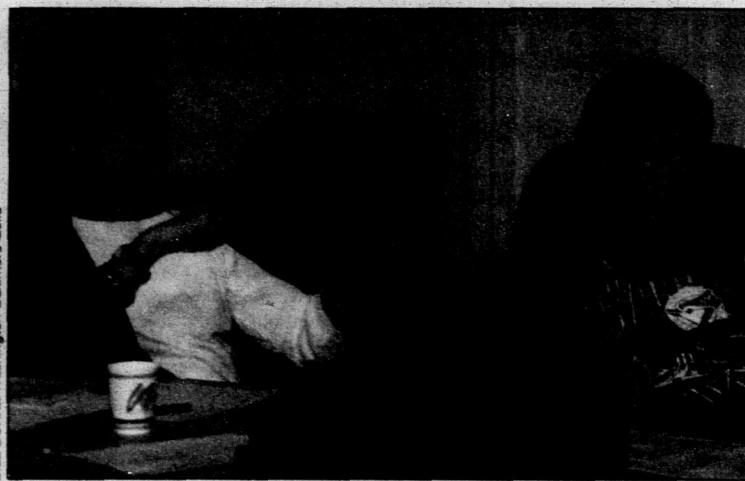
St. Louis Labor Tribune

More than 100 St. Louis Guild members, armed with black balloons, held a March 23 rally outside the Post-Dispatch (above) to protest two years without a contract and to kick off a corporate campaign against the Pulitzer-owned daily. Looking ahead, meanwhile, Toledo Guild members (right) wore green — the color of the cover on the Guild contract with the Blade — on March 22 to mark the 1995 date that a new contract will go into effect. From left are Nancy Mohr, Steve Murphy (in green makeup) and Jack Baessler, local president.

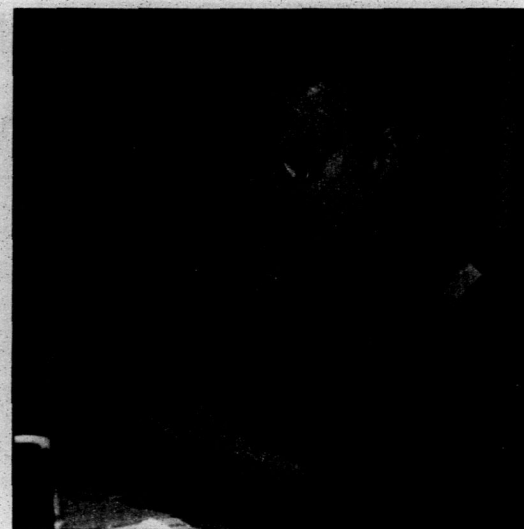




BILL BURKE/Washington-Baltimore Guild



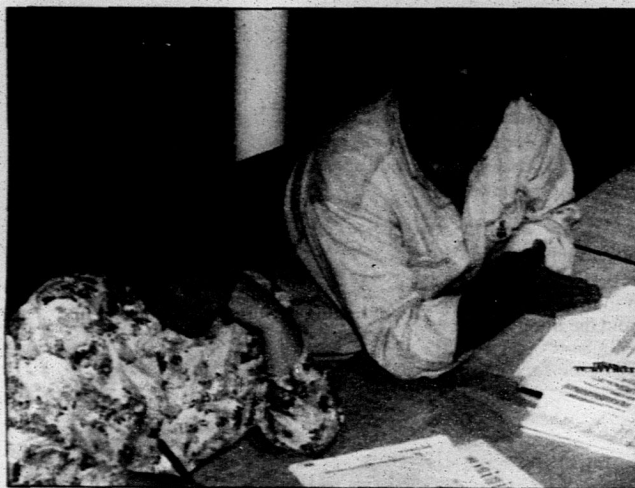
Kathy Viner, above left, of the Canadian Wire Service Guild, makes a point as local colleague Dan Oldfield looks on. Bruce R. Nelson of TNG, right, responds.



Strategic planning

Sixteen paid administrators from 14 Guild locals participated in an April 12-13 seminar conducted by Bruce R. Nelson, TNG membership coordinator, at the George Meany Center in Silver Spring, Md. The group adopted an informal 23-point set of recommendations for implementing the four-year Strategic Plan adopted by TNG's 1993 Convention. Also participating were TNG President Charles Dale, Secretary-Treasurer Linda K. Foley and several TNG staff members.

Carol Rosenblatt of Washington-Baltimore



Marian Needham of Buffalo, Bruce Meachum of Denver



Don Kummer of Detroit



Herb Goodrick of St. Louis, Carl Hall of Northern California

Denver, Cleveland take early steps to empower members

(Continued from page 1)
top of the mountain. A dozen local officers and activists spent a day in a Rocky Mountain retreat cottage talking about ways of getting more members involved.

It was a day of reviewing the past and creating a vision for the future. And when the time came for these Denver Guild planners to leave the mountain, they had themselves a vision filled with little cells.

The plan is to divide every department in the local's two units, the Denver Post and the Rocky Mountain News, into groups of 10-15 employees, roughly following the lines of job functions and shifts. Each group would constitute a "cell" and would meet on a regular basis to discuss Guild issues and problems related to their work site. Each cell would then appoint one of its members to serve as a steward.

Another key part of the Denver plan calls for grievance committees to be set up in both units so that most of the work, at least in the early stages of a grievance, is done by unit activists.

Denver Guild Administrative Officer Bruce Meachum said the consensus at the retreat was to involve as many members as possible in hands-on collective bargaining activity. Rather than filing the grievances and handling the first-

step meetings himself, Meachum says he will provide whatever help and technical assistance the committees need to carry out those tasks.

"We had a really good free-flowing discussion at the retreat," Meachum said. "We didn't come in with a prepared agenda. Instead, we spent some time identifying our problems and then focused on ways of solving them. It was the consensus of the group that if we are to have widespread membership involvement we must give up most of the power and control of the union to the members."

Meanwhile, about a thousand miles down the mountain and across the plains, the Cleveland Guild is also in the process of beating the drum for member involvement.

Following a tradition of firsts set in 1933, when Cleveland became the first Guild local to get its charter application into the mail, TNG Local 1 took the lead in producing the first written local plan. The Strategic Plan adopted by last year's TNG Convention calls for all locals to produce a specific plan for building membership support and involvement.

Cleveland Guild Executive Secretary Bob Young is quick to point out that his local's plan is preliminary since the planning is still going on. But the folks in Cleveland

couldn't wait to start putting some of the new wheels into motion.

The local has been in the process of building its steward program for the past several months. New stewards are being recruited. Small groups have been getting together, sometimes in members' homes, to talk about their contracts and ways of enforcing them. Stewards who have a long commute to work have been given training tapes to play on their car stereo.

"Communication is an essential element of this program," says the Cleveland preliminary report, "because it will help dispel thoughts that the local isn't listening to the needs of the rank and file. Rather than having the administrative officer trying to play the roll of firefighter when problems arise, members will know who to contact with a problem and the stewards will be prepared to answer questions and inform the unit chair. The unit chairs will then keep the AO informed to address the issues with management."

The Cleveland plan also has a formal new member program, in which each new employee is to receive a personal visit from a steward or other unit leader on the first day on the job, followed by the mailing of a packet explaining the benefits of Guild membership. The emphasis on

the plan is establishing a relationship with new employees as soon as possible.

The next phase of Cleveland's local planning will come through an extensive membership survey, designed as both a "performance evaluation" for the local and a guide to finding the best way to involve more members in day-to-day activities.

The Denver and Cleveland locals were among the first to initiate a planning process for membership mobilization. They became pioneers in this movement not because the work of the local wasn't getting done but because they simply wanted to draw more members into that work. Here's how Meachum described it in a report he wrote on the retreat:

"The local was seen as a highly successful 'service model' union. But (the consensus at the retreat) was that such a model, in which officers and staff make most decisions and handle all bargaining and contract enforcement, leaves members on the outside. Worse, with a less than adequate communication system, those members don't even have an easily accessible window to look in."

Even further way from that Denver mountain top than Cleveland is Leesburg, Va. That's where leaders of the Translators' Guild will celebrate the local's third an-

niversary April 30 with a day-long strategic planning retreat. They'll be doing the same thing that was done in Denver and Cleveland — taking a look at what is and seeing how to make it better by involving more people.

The mandate, however, does not require a retreat to the mountains, only a plan that will move mountains in order to involve more members.



International Executive Board, spring meeting, April 25-27, TNG headquarters.

Western District Council, spring meeting, April 30-May 1, Yakima, Wash.

New England District Council, spring meeting, May 14-15, Manchester, N.H.

Great Lakes, Midwest, Southern district councils, joint spring meeting, May 21-22, Minneapolis.

International Executive Board, summer meeting, June 13-15, Victoria, B.C.

New England District Council, summer meeting, Portland, Me.

Canadian District Council, fall meeting, Oct. 29-30, Montreal.

Midwest District Council, fall meeting, Kenosha, Wisc.

2nd Biennial Convention, June 19-23, 1995, Sheraton Boston, Boston.

3rd Biennial Convention, summer, 1997, San Juan.

How to navigate the Guild's electronic bulletin board

By Linda K. Foley

TNG Secretary-Treasurer

About six months ago, The Newspaper Guild decided to venture into the realm of cyberspace by cordoning off a section of the AFL-CIO LaborNet forum on CompuServe, an on-line information service with local nodes throughout the U.S. and Canada.

And now the Guild's so-called electronic bulletin board is up and running. Many Guild activists and members have requested and received "starter" kits that will bring them on-line. However, only a few of you have actually joined us on the forum. "Why?" we wondered. (We do that a lot here at TNG headquarters, wondering, that is.)

Perhaps you just haven't gotten around to loading the software; perhaps you're intimidated by the screeching sound your modem makes when it connects to CompuServe (I am); perhaps you changed your mind; perhaps your computer broke. Or maybe — just maybe — you're having trouble figuring out how to find the Guild's little off-ramp on the "Information Superhighway."

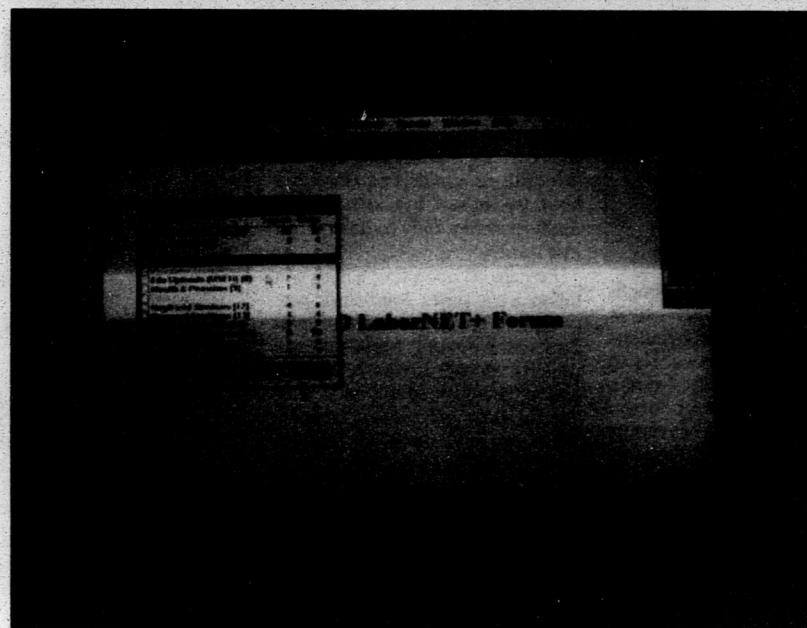
If so, perhaps we can provide somewhat of a road map.

1. Apply for the start-up kit and software. TNG Research and Information Director David Eisen has an ample supply. Clip the application from the lower right corner of this page or simply inform David of the kind of software you'll be using: DOS, MAC or Windows. Also send in \$10, which is what the kit and software cost. However, be advised that you won't be charged for your first month's use on CompuServe. (In other words, you get it back in "cyberdollars.") Billing information and options are explained in the kit. And, oh yeah — **INSTALL THE SOFTWARE ONCE YOU GET IT.** (So that's what those 3 1/2-inch flat plastic things are for!)

2. Connect to CompuServe per instructions in the kit. You will be assigned a temporary password and ID/address. (CompuServe will send you another password within 10 days, which can be changed later if you wish.) The LaborNet kit and software are a special CompuServe package that will give you access to LaborNet and the Guild's section. You cannot access LaborNet from other CompuServe software unless special arrangements are made through the LaborNet sysop. (Don't be embarrassed; I didn't know that "sysop" was cybertalk for "systems operator" either. LaborNet's sysop is Blair Calton, by the way.)

If you are already a CompuServe user and wish to join LaborNet, you may do so by contacting Russ Cain (the Guild's own sysop) on E-mail at 71112,270. (For the uninitiated, we'll get to E-mail in a bit.) You do not have to reinstall software, but you will need a new ID/address, which can be assigned through Russ.

3. Once you're on-line, go into LaborNet forum. You do this by either selecting "LaborNet" from your "Favorite Places" menu or by using the "Go" command (the green spotlight on your tool bar or from your "Services" pull-down directory). After "Go" type, "AFL." Either way, your



modem will be activated and you will enter the LaborNet forum. (Note: With some software, you may be required to select the LaborNet Forum option again once you are connected.)

The first time you connect to LaborNet, you will NOT have immediate access to the Guild's section. That's because no one but Guild members are permitted in our section. (See, we really are a union of elitists.) You must inform Russ Cain and/or Blair Calton that you want access to the Guild's section.

The simplest way to do that is leave one or both of them a message in the LaborNet forum. (Select the "Message" directory from your tool bar or menu at the top of your screen and create a message to Blair Calton (or Sysop) at ID # 75300,3442 or Russ Cain at 71112,270. You should receive a message back within a day or so indicating you have been given access to the Guild section. You can also contact either one of those guys by E-Mail. (There's that yet-to-be-defined "cyberterm" again.)

The next time you enter the LaborNet Forum, you should see "The Newspaper Guild" as a section which can be selected. If you don't see it, contact Russ or TNG.

Note: We have experienced a slight problem with the Windows version of the software. If you're using the WinCIM software for Windows, once Russ or Blair has given you access to the Guild section, go to your "Special" directory and delete everything in your "Forum Database" listing. (I don't know why or what this does but, trust me, it works.) Then disconnect and try to access LaborNet again.

4. Use both areas of the Guild section and LaborNet. The forums and their sections consist of two basic areas: Message forums and libraries. Message forums are used to exchange notes, discussions, news flashes — you'll get the idea once you start reading them. The messages in each section are linked by topic. You may create a new message and/or topic or you may reply to a message or messages already entered. Messages are NOT secured and are

NOT private. In other words anyone who has access to the Guild's section can read any message even if it isn't addressed to him or her. (For private, secure communications, use — you guessed it — E-Mail.)

You may address messages to "All," but be sure you put messages to Guild members in the Guild's section. Otherwise, they will end up in "General Information" and bore the rest of the labor movement to tears.

You of course may send messages to any other section of the LaborNet forum to which you have access.

The library section is where more permanent and longer documents are stored. Documents in the Guild's section, for example, include some on-line contracts, the Collective Bargaining Program and various advisories by TNG staff to locals. You can download documents from the library section by following the commands in your dialog box. You may also save documents to your "Filing Cabinet," for retrieval after you disconnect from CompuServe.

If you want to upload documents, be sure you indicate they are to be sent to the Guild's section, and follow on-screen instructions for uploading. NOTE: Your document will not immediately appear in the Guild's library section. TNG Sysop Russ Cain must first format it, clean it for computer viruses and log it in the section properly. When you upload to the Guild section, he will automatically be alerted that a document needs to be processed.

5. Conferences. One other "neat" (not cyberspeak) feature of the LaborNet forum is the ability to conduct conferences with participants who are on-line at the same time you are. You can literally "talk" to another Guild member through the forum. Choose the conference option from your menu and select "Who's here." That will list all participants who are currently accessing the forum. By selecting to "talk" to one of them, you can carry on a conversation via your respective computers at local (not long distance) phone rates.

NOTE: When you get through typing a reply, etc. in a conference, you must hit the

"Enter" key twice to send it. Sometimes, depending on CompuServe traffic, it may take a few seconds for a response to be transmitted; so be patient.

You can also get a "room" on the forum and conduct a private conference.

The possible uses for this go without saying.

6. Electronic Mail (E-Mail). The nice thing about CompuServe is that it offers access to E-Mail in addition to the forum. E-Mail is private and secure. It is better for targeted messages or inquiries. You can access E-Mail by selecting the "Mail" option on your menu or tool bar (or type-Go "Mail.>").

If E-Mail has been sent to you, you will be notified that "New mail is waiting." (In the Windows version, you get a little mailbox with a package in it on your screen.)

You may create your own E-Mail to send to anyone on the CompuServe user list, but you must know their ID/address number. There is a membership directory search option on your Mail menu that will help you find a special someone out there in cyberspace. The software also allows you to compile an address list of those you want to reach out and touch most often.

In addition, Russ Cain periodically lists Guild users and their ID numbers on the Guild section of the LaborNet forum. Here are a few for TNG officers and staff: TNG Secretary-Treasurer Linda Foley, 71112,275; R&I Director David Eisen, 71112,325; Guild Reporter Editor Brian Williams, 71112,344; Contracts Committee Executive Secretary Ruthanne Greeley, 71112,345.

7. Access by Canadians. Canadian Guild members who have access to CompuServe (which is widely used and available in Canada) also can have access to the Guild's section on LaborNet. At least one Canadian local has applied for a starter kit. LaborNet also is investigating the possibility of linking to Solinet, a similar on-line electronic forum, in Canada. Canadian Director Michael Bocking is investigating ways to electronically link the Guild's Canadian locals.

Meanwhile, the Canadian Media Guild, formerly the Canadian Wire Service Guild, maintains its own electronic bulletin board through nodes in several Canadian cities. GuildNet, as it is called, can be accessed by dialing (416) 694-4411 in Toronto.

The U.S. Wire Service Guild also has recently installed an electronic bulletin board for its members.

Canadian unions fight for improved safety

There are around a million workplace injuries a year in Canada — an injury serious enough to require compensation occurs every seven seconds of each working day.

Deaths from workplace injury average nearly a thousand a year. In Canada one worker is killed every two hours of every working day.

Deaths from workplace disease go largely unrecorded and uncompensated. It's likely they far exceed deaths from physical workplace injuries.

Despite this, many Canadian governments are weakening health and safety rules and undermining the effectiveness of government health and safety inspectors.



**STOP
WORKER
ABUSE!**

In 1991, through the efforts of Rod Murphy, an NDP member of Parliament, the April 28th Day of Mourning for workers killed and injured on the job was enshrined in federal legislation.

Here's what we still need to do to improve the health and safety record in Canada:

- Fight for better health and safety provisions in our collective agreements.
- Fight for better compensation, espe-

cially for industrial disease.

- Fight for stricter regulations for workplace health and safety committees, noise and vibration, chemicals and radiation, office safety and workplace stress.

- Fight for better enforcement of existing health and safety regulations.

The Canadian Labour Congress has called on union locals and labour councils to join in marking the Day of Mourning on April 28 and seek to have municipal governments co-sponsor the day as an official annual event.

Similarly, Mike Bocking, the Guild's Canadian director, has called on Guild locals in Canada to plan April 28 observances.

Sign me up... I want to join

AFL-CIO LaborNET
Electronic Information Exchange

Name _____

Address _____

Phone () _____

Local _____

Software preferred: ☐ DOS ☐ Windows ☐ MAC

Disk Size: ☐ 5 1/4" Disks ☐ 3 1/2" Disks

Return to:

David Eisen
The Newspaper Guild
8611 Second Ave.
Silver Spring, MD 20910
FAX: (301) 585-0668
(Please include \$10 for software kit)

The Industry

Detroit JOA 'a sad confirmation for media watchers'

By Karen Stabiner

The cautionary lessons of the 1990s is that crime — particularly the sin of overwhelming greed — does not pay. Some of us who failed to profit personally from the acquisition-crazed 1980s (which is to say, most of us) might take perverse pleasure in seeing just how far the Michael Milken of the world have fallen. "Barbarians at the Gate," the story of the messy R.J.R. Nabisco takeover, was turned into a popular HBO movie. Such is our appetite for watching the big-money men fall.

Now, from Detroit News Washington correspondent Bryan Gruley, we have "Paper Losses: The Great Detroit Newspaper War." As the book's subtitle promises, it's "a modern epic of greed and betrayal," this time between the Motor City's two daily newspapers, the News and the Free Press, which seemed, by the '80s, to be locked in a mutual suicide pact.

The conservative News and the hipper Free Press had been involved for years in a struggle for supremacy that had eroded their fiscal foundations. They slashed ad rates to pump up the number of ads they ran and resisted raising the newstand price lest they lose valuable readership. Being No. 1 in the market would soothe their collective ego and guarantee certain advertisers, who simply bought the market leader. But in trying to get and stay there, the papers were putting themselves out of business.

The News had a circulation lead, but the Free Press, owned by the giant Knight-Ridder, had more money to lose. The Evening News Association, which owned the News, was family-owned. A media company in financial trouble in the 1980s? Potential buyers started sniffing around until the ENA, partly in self-defense, accepted an offer from Gannett Co.'s Al Neuharth.

Suddenly, in the fall of 1985, it looked as if the citizens of Detroit

were about to become the beneficiaries of a real newspaper war, in which evenly matched combatants turned journalistic cartwheels to impress readers; surely anyone who believed that competition could lead to improved coverage was excited by the possibility. But as Gruley knows, the history of newspaper wars is not a happy one. In city after city, the weaker paper disappears, no matter how much money its owners are prepared to pour in.

The News and the Free Press now publish under a Joint Operating Agreement, which pools their business and circulation operations. Reporters theoretically remain separate and in competition but they put out a Sunday edition together. The fight has no teeth left in it.

So what Gruley has is a sad but true story of what he calls "the new constraints and pressures that change has brought on." Thanks to Wall Street's predatory nature and technological changes that have forever altered the way a newspaper is made, the good old days — when strong families ruled and quality of the product sufficed — are gone. His tale ends on an oddly pragmatic, down-to-Earth note: This is the new order, and we best get used to it.

He cites former Chicago Tribune Editor James Squires' regret that a grand era has ended but says: "As a newspaper journalist, I can work up some of the same nostalgia, but I don't think I can afford to, because those days — which weren't quite as glorious as Squires chooses to recall — cannot be retrieved."

An admirable attitude for a man who makes his living writing for one of the newspapers in ques-

tion. But the transition from daily journalism to author is a deceptively tricky one; Gruley did formidable research and tried his best to imbue his story with drama and fire, only to have it fall just short.

Perhaps an accepting nature is a hindrance at times. Journalists, particularly those of us who grew up in multi-newspaper towns (three dailies, when I was a kid in Chicago), will read the book with dismay and anger, but general audiences may not be seduced. This is a more serious endeavor than its subtitle would have us believe — sad confirmation for media watchers.

There is one quibbling fact that must be noted. Gruley explains that he received a 16-month paid leave of absence from the News to write the book; he anticipates that some readers will have a problem with a seeming conflict of interest, but insists that he "tried mightily" to remain objective.

I want to believe him but, unfortunately, I'm one of those readers he predicted would be troubled. The way the publishing industry works, few writers can actually make a living at nonfiction prose, so I empathize mightily with Gruley's plight. Probably there was no other way he could afford to write the book. Still, his solution bothers me.

I know journalists who have returned a basket of flowers to the sender to prevent even the slightest hint of conflict in future coverage. Gruley got a check and all his employee benefits while writing about the conflict between the News and its competitor. It's an unsettlingly uneven relationship between writer and subject.

Karen Stabiner is a Santa Monica, Calif.-based writer whose most recent book, "Inventing Desire," explores the advertising industry. This review appeared in the Los Angeles Times and is reprinted with the author's permission.



Detroit Guild President Lou Mleczo, left, displays a Detroit Free Press promotional ad during a 1989 Congressional hearing. Seated at right is GCIU President James Norton.

Probe request echoes Guild's anti-JOA stand

Detroit — Two U.S. House members from Michigan have asked for a federal probe into alleged predatory pricing and anti-competitive practices on the part of the Detroit Newspaper Agency, which has published the News and Free Press under a joint operating agreement since 1989.

"Having reconciled their efforts to eliminate each other, the combined Detroit dailies have directed their unified attention to eliminating their suburban competitors," Reps. David Bonior and William Ford, both Democrats, said in a recent letter to the U.S. Justice Department anti-trust division.

The lawmakers' concerns echo those expressed by J. Gene Chambers, publisher of the Royal Oak Daily Tribune. Chambers reportedly has submitted evidence to the Justice Department, which shows that the Detroit JOA is offering lower-than-cost advertising in an attempt to eliminate competition in the suburbs.

The complaint also echoes concerns raised by the Detroit Guild and other community groups after the two Detroit dailies proposed in the mid-1980s to publish under a joint operating agreement.

The Guild was the last of the Detroit newspaper unions to drop opposition to the proposed JOA after both the Gannett-owned News and Knight-Ridder-owned Free Press agreed in 1988 to significant benefits and job guarantees.

Nevertheless, the Guild and other newspaper industry unions have remained opposed to the Newspaper Preservation Act and to increasing corporate ownership of newspapers.

Detroit Guild President Lou Mleczo urged repeal of the 1970 Newspaper Preservation Act in testimony before a U.S. House subcommittee in July 1989.

Media CEOs bury workers in decade-long pay splurge

What a difference a decade makes.

In 1982, the average top reporter minimum in Guild contracts was \$467.63 per week, or about \$24,300 per year. Meanwhile, the average media CEO among 11 selected corporations earned \$923,000 on the year.

By 1992, the average Guild top minimum had climbed to \$703.82, of \$36,600 a year, for a 66 percent increase over the decade.

But the CEOs of our 11 media companies earned an average of \$2,407,000 in 1992, for a decade-long gain of 161 percent.

Thus, while the average media CEO earned 38 times the reporter covered by an average Guild contract in 1982, the ratio had widened to 66 to 1 over the 10-year period.

Recall that Plato told Aristotle that no member of a community ought to earn more than five times the pay of the lowest paid worker in the community. And reporters, though pitifully paid, are decidedly not the lowest-paid workers in the media community.

But forget Plato. J.P. Morgan,

no friend to socialism, thought that CEOs ought to earn no more than 20 times the pay of a worker. More recently, management expert Peter Drucker agreed that that CEO-to-average-employee pay ratio ought to be 20 to 1.

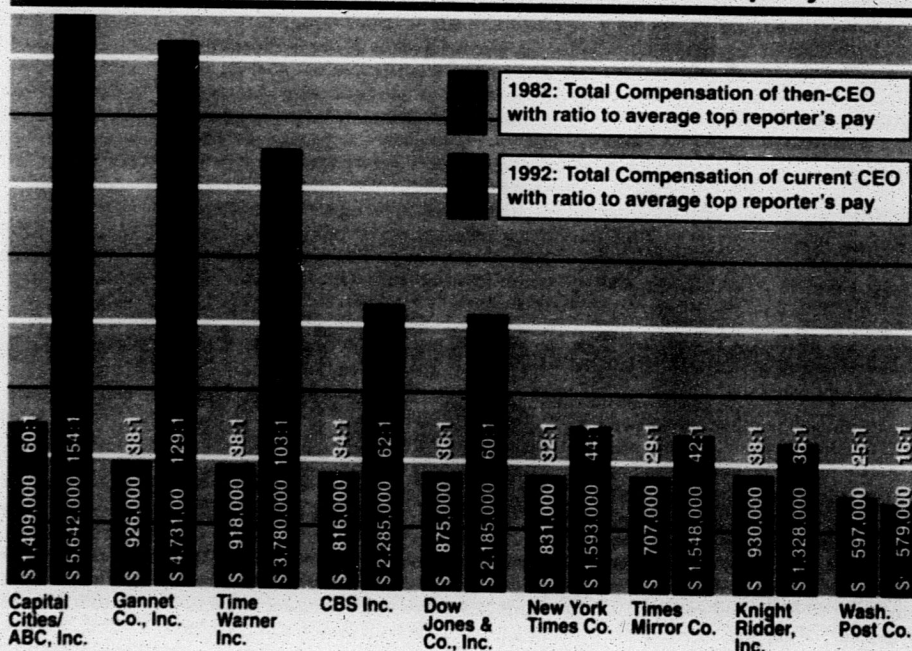
Of course, American top performers are supposed to get the big money, right?

To get an idea whether the media CEOs are top performers, total annual return to shareholders was measured from 1982-92. It was found that, among the 11 companies, total average annual return was 12.7 percent.

That level ranked the average media company in the bottom quarter, measured against total return performance during the same period of the 200 largest companies.

The above story and accompanying chart were adapted from a study conducted by compensation expert Graef Crystal for the November/December 1993 edition of *Columbia Journalism Review*. The material is used with permission from Crystal and the CJR.

How Many Reporters Add Up to One Media Company CEO?



CEO pay figures are based on research by compensation expert Graef Crystal for *Columbia Journalism Review*. The numbers take into account base salary, performance bonuses, stock options, etc., and exclude fringe benefits such as health insurance and pensions. Reporter salary figures are based on the average experienced reporter top minimum pay scales in Guild contracts as calculated by TNG's Collective Bargaining Department.

Source: TNG/Columbia Journalism Review

STEVEN A. LEE/Washington-Baltimore Guild

Tables reflect minimums for four categories of jobs

COPY & OFFICE PERSON TOP MINIMUMS

WEEKLY TOP-MINIMUM pay rates under Guild contracts at daily and Sunday newspapers as of Dec. 1, 1993, for copy and office persons, maintenance employees, telephone operators and stenographers, or comparable jobs, are listed at right and below.

The listings are adapted from tables produced by TNG's Collective Bargaining Department for distribution to Guild locals.

The lists do not reflect deferred increases or raises from settlements effective since Dec. 1. Rates from Canadian contracts are stated in Canadian dollars. Those from contracts in the United States are stated in U.S. currency.

Contract(s)	Minimum—After
Ottawa Citizen*	\$639.51—flat
Vancouver Sun, Province (2)	615.92—1½ yrs
Victoria Times-Colonist	583.68—flat
Honolulu Advertiser	524.60—2½ yrs
Toronto Star	510.18—1 yr
Honolulu Star-Bulletin	505.74—2½ yrs
Toronto Globe & Mail (Edit.)	491.28—1 yr
Montreal Gazette	483.00—1 yr
Delaware County, Pa., Times	478.71—3 yrs
Philadelphia Inquirer	
Daily News (2)	476.02—3 yrs
Manchester, N.H., Union Leader	458.32—1 yr
Cleveland Plain Dealer	446.97—1 yr
Toronto Globe & Mail (Circ.)	441.12—1 yr
Honolulu Advertiser, Star-Bulletin	
Hawaii Newspaper Agency (2)	435.49—2 yrs
San Mateo, Calif., Times	431.61—2 yrs
Hamilton, Ont., Spectator	429.00—2 yrs
Detroit News	417.24—1 yr
New York Times	413.18—1 yr
Providence Journal-Bulletin	409.34—2 yrs
Washington Post	409.20—1½ yrs
San Francisco Chronicle	
Examiner (2)	406.70—15 mo
San Jose Mercury-News	406.27—15 mo
Baltimore Sun, Evening Sun (2)	402.00—5 yrs
Long Beach, Calif., Press-Telegram	396.80—flat
Toledo, Ohio, Blade	393.96—6 mo
St. Paul Pioneer Press	393.05—1 yr
Mt. Clemens, Mich., Macomb Daily	
Daily Tribune (2)	390.86—1 yr

Contract(s)	Minimum—After
San Diego Union-Tribune*	\$379.35—2 yrs
Seattle Post-Intelligencer	375.42—2 yrs
Norristown, Pa., Times Herald	374.34—1 yr
Pottstown, Pa., Mercury	372.76—1 yr
Minneapolis Star Tribune	364.75—6 mo
London, Ont., Free Press	363.00—2 yrs
Seattle Times	362.85—2 yrs
Brantford, Ont., Expositor	362.66—1 yr
Boston Herald*	362.39—2 yrs
Buffalo News	361.59—1 yr
Chicago Sun-Times	361.58—1 yr
Santa Rosa, Calif., Press Democrat	360.45—16 mo
Pittsburgh Post-Gazette	357.00—1 yr
Dayton, Ohio, Daily News	354.50—3 yrs
Albany, N.Y., Times-Union	350.43—1 yr
Jersey City Jersey Journal	349.29—2 yrs
Lynn, Mass., Item	343.62—flat
San Juan El Vocero	342.00—5 yrs
Peoria, Ill., Journal Star	339.00—2 yrs
Fall River, Mass., Herald-News	327.53—flat
Modesto Bee*	327.00—1 yr
Kitchener-Waterloo, Ont., Record	321.00—1 yr
Pawtucket, R.I., Times	318.87—1 yr
Denver Rocky Mountain News	318.00—1 yr
New York Daily News	317.13—2 yrs
Denver Post	317.00—3½ yrs
Memphis, Tenn., Commercial Appeal	313.85—2 yrs
Portland, Me., Press Herald*	311.90—flat

Contract(s)	Minimum—After
Sacramento Bee*	\$308.14—2 yrs
Kingston, N.Y., Daily Freeman	299.81—1 yr
Allentown, Pa., Call	298.01—1 yr
Wilkes-Barre, Pa., Citizens' Voice*	298.00—1 yr
Fresno Bee*	292.77—15 mo
St. Louis Post-Dispatch*	291.82—1 yr
San Juan Star	291.00—4 yrs
Indianapolis Star	290.00—flat
Lowell, Mass., Sun*	289.62—1 yr
Gary, Ind., Post-Tribune	276.62—1 yr
Bristol, Conn., Press*	269.75—5 yrs
El Diario - La Prensa, NY*	269.19—2 yrs
New York Post*	255.88—6 mo
Los Angeles Daily News	252.40—flat
Terre Haute, Ind., Tribune-Star*	251.97—3 yrs
Duluth, Minn., News-Tribune	244.40—2 yrs
Yakima, Wash., Herald-Republic	234.71—2 yrs
Sioux City, Iowa, Journal	231.63—1 yr
Milwaukee Journal, Sentinel (2)*	227.00—flat
Waterbury Republican-American	222.93—flat
Salem, Mass., News*	204.75—flat
Chattanooga, Tenn., Times	166.40—3 yrs
Utica, N.Y., Observer-Dispatch*	160.00—flat
Battle Creek, Mich., Enquirer*	149.00—2 yrs

*Rate from previous expired contract

MAINTENANCE EMPLOYEE TOP MINIMUMS —

Contract(s)	Minimum—After
Maui, Hawaii, News	\$660.66—2½ yrs
Vancouver Sun, Province (2)	648.63—flat
Victoria Times-Colonist	641.18—flat
Ottawa Citizen*	639.51—flat
Montreal Gazette	616.00—flat
New York Times*	570.14—2 yrs
Boston Herald*	562.22—3 yrs
Toronto Globe & Mail*	562.12—flat
Honolulu Advertiser, Star-Bulletin	
Hawaii Newspaper Agency (2)	557.93—2 yrs
Sudbury, Ont., Star	557.12—4 yrs
Erie, Pa., News, Times (2)	536.75—2 yrs
Delaware County, Pa., Times	531.77—2 yrs
Manchester, N.H., Union Leader	526.92—1 yr
Hilo, Hawaii, Tribune-Herald	521.54—1 yr
San Jose Mercury-News	488.17—flat
Monterey, Calif., Herald	470.00—1 yr
Pottstown, Pa., Mercury	461.88—2 yrs
St. Paul Pioneer Press	460.97—6 mo
Long Beach, Calif., Press-Telegram	458.90—2 yrs
Oshawa, Ont., Times	444.42—1 yr
San Diego Union-Tribune*	442.76—1 yr
Providence Journal-Bulletin	431.36—2 yrs
Albany, N.Y., Times-Union	427.04—2 yrs
Denver Rocky Mountain News	423.00—1 yr
Baltimore Sun, Evening Sun (2)	419.00—5 yrs
St. Louis Post-Dispatch	413.60—flat
Mt. Clemens, Mich., Macomb Daily	
Daily Tribune (2)	412.90—1 yr
Pawtucket, R.I., Times	389.65—flat
Kingston, N.Y., Daily Freeman	388.29—2 yrs

Contract(s)	Minimum—After
Toronto Star	\$384.24—flat
Portland, Me., Press Herald*	374.63—1 yr
Fall River, Mass., Herald-News*	373.00—flat
Denver Post	366.00—1 yr
Gary, Ind., Post-Tribune	363.46—flat
Wilkes-Barre, Pa., Citizens' Voice*	362.00—2 yrs
Canton, Ohio, Repository	361.19—3 yrs
New York Post*	350.48—3 yrs
Malden, Mass., Daily News-Mercury*	349.51—2 yrs
Indianapolis Star, News (2)	347.00—3 yrs
Salem, Mass., News	341.45—flat
Duluth, Minn., News-Tribune	339.20—1 yr
El Diario - La Prensa, NY	332.46—3 yrs
San Juan El Vocero	332.00—5 yrs
Woonsocket, R.I., Call	325.62—flat
Yakima, Wash., Herald-Republic	317.72—4 yrs
Brockton, Mass., Enterprise*	309.31—1 yr
Detroit News, Free Press	
Newspaper Agency (2)	307.67—flat
Massillon, Ohio, Independent*	299.46—2 yrs
Sioux City, Iowa, Journal	281.38—1½ yrs
Memphis, Tenn., Commercial Appeal	263.25—flat
Sheboygan, Wis., Press	256.80—3 yrs
San Juan Star	238.00—1 yr
Bellevue, Wash., Journal-American	236.00—3 yrs

*Rate from previous expired contract

NOW I UNDERSTAND WHY YOU'RE PROUD TO BELONG TO A UNION... EVERYTIME I GO TO SEE MY BOSS I GET A REDUCTION IN PAY!



R. FLORES
LABOR CARTOONS

TELEPHONE OPERATOR TOP MINIMUMS

Contract(s)	Minimum—After
Maui, Hawaii, News	\$756.17—4½ yrs
Toronto Star	695.10—3 yrs
Ottawa Citizen	652.25—2 yrs
Vancouver Sun, Province (2)	624.83—1½ yrs
Victoria Times-Colonist	610.46—flat
New York Times*	601.70—2 yrs
Philadelphia Inquirer	
Daily News (2)	575.06—4 yrs
Boston Herald*	562.22—3 yrs
Hilo, Hawaii, Tribune-Herald	562.10—3 yrs
Sudbury, Ont., Star	557.12—3 yrs
Delaware County, Pa., Times	536.81—3 yrs
San Francisco Chronicle	
Examiner (2)	523.26—3 yrs
San Jose Mercury-News	523.03—2 yrs
Manchester, N.H., Union Leader	518.78—3 yrs
Honolulu Advertiser, Star-Bulletin	
Hawaii Newspaper Agency (2)	518.42—3 yrs
San Mateo, Calif., Times	506.60—3 yrs
Long Beach, Calif., Press-Telegram	491.57—3 yrs
Cleveland Plain Dealer	485.58—2 yrs
New York Daily News	483.39—3 yrs
Oshawa, Ont., Times	479.97—2 yrs
London, Ont., Free Press	476.00—2 yrs
San Diego Union-Tribune*	470.15—3 yrs
Monterey, Calif., Herald	470.00—4 yrs
St. Paul Pioneer Press	469.99—3 yrs
Washington Post	464.30—2 yrs
Seattle Times	462.80—2 yrs
Denver Rocky Mountain News	461.00—4 yrs
Baltimore Sun, Evening Sun (2)	460.00—5 yrs

Contract(s)	Minimum—After
Buffalo News	454.53—5 yrs
Pottstown, Pa., Mercury	451.89—3 yrs
St. Louis Post-Dispatch	441.57—3 yrs
Erie, Pa., News, Times (2)	423.21—3 yrs
Memphis, Tenn., Commercial Appeal	422.00—4 yrs
Salem, Mass., News	419.02—3 yrs
Denver Post	413.00—3½ yrs
Lowell, Mass., Sun*	411.71—3 yrs
Eugene, Ore., Register Guard	410.25—4 yrs
Portland, Me., Press Herald*	406.41—2 yrs
Mt. Clemens, Mich., Macomb Daily	
Daily Tribune (2)	402.36—2 yrs
Sacramento Bee*	384.28—4 yrs

Contract(s)	Minimum—After
Fall River, Mass., Herald-News	383.40—2 yrs
New York Post*	383.00—3 yrs
Kingston, N.Y., Daily Freeman	365.37—1 yr
Boston Herald (Edit.)	365.02—2 yrs
San Juan El Vocero	362.00—5 yrs
Los Angeles Daily News	355.25—2 yrs
Sheboygan, Wisc., Press	352.70—3 yrs
El Diario - La Prensa, NY*	348.66—3 yrs
Brockton, Mass., Enterprise*	339.06—2 yrs
Yakima, Wash., Herald-Republic	330.97—4 yrs
Harrisburg, Pa., Patriot, News (2)	330.13—2 yrs
Canton, Ohio, Repository	326.73—3 yrs

Contract(s)	Minimum—After
Pueblo, Col., Chieftain*	320.93—3 yrs
San Juan Star	291.00—4 yrs
Bellevue, Wash., Journal-American	278.00—4 yrs
Bristol, Conn., Press*	269.75—5 yrs
Tonawanda, N.Y., News*	269.34—4 yrs
Terre Haute, Ind., Tribune-Star*	256.90—2 yrs

*Rate from previous expired contract

STENOGRAPHER TOP MINIMUMS

Contract(s)	Minimum—After
Toronto Star	\$643.70—3 yrs
Vancouver Sun, Province (2)	643.49—1½ yrs
Victoria Times-Colonist	624.59—1 yr
New York Times*	604.72—3 yrs
San Jose Mercury-News	567.54—15 mo
Boston Herald (Comm.)	562.22—3 yrs
Manchester, N.H., Union Leader	549.53—2 yrs
Philadelphia Inquirer, Daily News (2)	536.57—3 yrs
Toledo, Ohio, Blade	528.83—3 yrs
Honolulu Advertiser, Star-Bulletin	
Hawaii Newspaper Agency (2)	525.00—3 yrs
San Francisco Chronicle	
Examiner (2)	523.26—15 mo

Contract(s)	Minimum—After
Providence Journal-Bulletin	\$512.53—3 yrs
San Diego Union-Tribune*	507.66—3 yrs
Denver Rocky Mountain News	496.00—4 yrs
Boston Herald (Edit.)	491.96—3 yrs
New York Daily News*	483.39—3 yrs
Washington Post	464.30—3 yrs
Detroit News	463.91—3 yrs
Baltimore Sun, Evening Sun (2)	460.00—5 yrs
Seattle Times	458.60—2 yrs
Seattle Post-Intelligencer	450.98—2 yrs
Memphis, Tenn., Commercial Appeal	443.50—5 yrs
St. Louis Post-Dispatch	441.57—3 yrs

Contract(s)	Minimum—After
Erie, Pa., News, Times (2)	\$440.83—3 yrs
Chicago Sun-Times	430.90—3 yrs
Peoria, Ill., Journal Star	413.00—3 yrs
Fresno Bee*	394.41—4 yrs
Sacramento Bee	384.35—4 yrs
New York Post*	383.00—3 yrs
Denver Post	366.00—3½ yrs
Sioux City, Iowa, Journal	287.27—4 yrs
Battle Creek, Mich., Enquirer*	222.00—3 yrs

*Rate from previous expired contract



"If we cancel their eyeglass benefits, the union won't be able to read the fine print."

Guild sets basic groundrules to benefit of workers, company

By George Cornell

"We are members, one of another," St. Paul said.

That, basically, sums up why I belong to The Newspaper Guild. It means that I have responsibilities not just to myself, but to my co-workers, from the janitor to the general manager, and to the mutual well-being and character of our enterprise. It also means they have obligations to me.

It means, fundamentally, that we are interdependent, that none of us stands alone, all-sufficient, that we need each other, and that if our conduct is to be consistent with our consciences, we ought to do something about it.

The Guild is the instrumentality for that purpose.

By setting clear, basic groundrules, it helps give us a sense of not having to cater to anyone or

curry anybody's favor, but rather makes for an atmosphere in which there are definite standards, in which we are free to pursue professional, mutually recognized objectives, unencumbered by petty politicking.

The Guild not only is an ally to us employees but to management. It provides reinforcement to management's best efforts to upgrade our industry and, kid yourself or not, management needs all the help it can get, against pressures that would hold it back.

A basic element of any healthy society requires the combined efforts of its members for the good of all. It's fundamental to me. If we're going to be mutually interested in the AP product, we've necessarily got to be mutually — and actively — interested in the lot of those who produce it.

We've got to uphold the commonweal.

However you slice it, whether the benefits come directly or indirectly, or simply in the knowledge that one is sharing the burdens of his friends in a business he believes in, I think the Guild not only is good for me, good for management, good for all of us, but that, in miniature, it's living up to the norms of responsible citizenship in the human race.

Longtime Guild activist George Cornell is retiring at age 72 after spending 43 years of his 47-year career with the Associated Press as religion writer. The above, from an essay Cornell wrote 20 years ago, has appeared in Wire Service Guild organizing literature over the years.

Toronto — The Southern Ontario Guild has prevailed in a test of new provincial labour law that provides for consolidation of a newly organized bargaining unit into an existing unit.

The Ontario Labour Relations Board has ruled that a new Guild bargaining unit at the Barrie Advance, owned by Metroland Printing, Publishing and Distribution Ltd., be consolidated with a Guild unit that has an existing agreement with Metroland papers in several

other communities.

The labour board certified SONG as bargaining agent for editorial employees at Barrie in November 1993.

Meanwhile, SONG leaders have sought a meeting with TNG leaders to discuss terms of a possible split between the local and TNG.

SONG members voted by an overwhelming margin in a March referendum to authorize their local leaders to enter into merger talks with Canadian unions.

L.A. Guild files NLRB charges

Las Vegas, Nev. — The Los Angeles Guild has filed unfair labor practice charges with the National Labor Relations Board in the aftermath of a representation vote at the Review-Journal here.

The Guild says management at the Donrey-owned daily prevented some 180 workers from making an informed decision.

In April 1 NLRB-conducted elections, production workers

voted 33-67 against Guild representation while transportation workers voted 7-9 to remain unrepresented. A third election, set for April 2 among advertising service workers, was stopped by the NLRB at the Guild's request.

The company campaign included four firings, harassment, spying and coercion and the transfer of Guild supporters to another department, the Guild charged.

Editorial

The grape boycott is back

The following was written by Joe Rodriguez, a Guild member and editorial writer for the San Jose, Calif., Mercury News. It appeared in the Mercury News on March 30 and is reprinted by permission. The piece coincides with the United Farm Workers' push to revitalize its grape boycott in time for the May table grape harvest.

THERE WAS a time when most Californians knew about Cesar Chavez and the United Farm Workers' grape boycott. Today, as the first anniversary of his death approaches, no one seems to know that another grape boycott has been going on for 10 years.

There are green and red table grapes stacked high even in markets owned, managed and patronized by Mexican-Americans. On Thursday, the UFW will begin its long March back from the dead, and none too soon.

The union will retrace its historic march 28 years ago from Delano to Sacramento and will announce a major shift in strategy along the way. The boycott will no longer be the union's centerpiece. The UFW will return to the fields to organize farm workers row by row, confront growers face to face and win contracts farm by farm.

It's a gamble but the UFW has no choice.

The latest boycott, begun in 1984, was supposed to expose the ravages of pesticides. But it has failed to mobilize urban support or enlist new members. UFW membership stands at 22,000, down from a high of 100,000. Average wages for farm workers have fallen from \$7.50 to \$6 or \$4.50 an hour. Twenty years ago, the union had contracts with 80 percent of the San Joaquin Valley grape growers. Today it has none.

Chavez and other UFW leaders held onto the boycott strategy too long but that decision alone didn't push the union to the edge.

Govs. George Deukmejian and Pete Wilson stacked the Agricultural Labor Relations Board with *hacendados* who think farm workers should be peones. Labor contractors now do most of the farm hiring, which allows growers to wash their hands of exploitation in the fields.

Given the UFW's hiatus from blood-and-guts recruiting, can the union succeed?

More than one union has come back from the dead. The resurgent Service Employees International Union, mastermind of the Justice for Janitors campaign in the Silicon Valley, nearly disappeared at one time but now has 200,000 members and growing.

Farm workers have always been difficult to unionize but so are janitors and other downtrodden, mobile, poor, immigrant service workers. As fate would have it, some service industry union leaders, many of whom were inspired by Chavez and the UFW two decades ago, are in a position to return the favor by helping the UFW organize in the fields and win the popular and moral support of the American public.

The Guild Reporter



BRIAN WILLIAMS, Editor



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