Boston suburban pact nets $104 1st raise

Tom Hiltz/Boston Guild

AD, BUSINESS, CIRCULATION EMPLOYEES OF SUBURBAN BOSTON DAILIES VOTE 'YES' ON FIRST CONTRACT
Overseeing the ratification is TNG International Representative Leo J. Ducharme, standing far left, their chief bargainer.

Malden, Mass. — An initial Boston Guild contract for advertising, business and circulation employees of the commonly owned and published Malden News, Medford Mercury and Melrose News raises wages by as much as $104 a week immediately and $249 a week over its 21-month term.

It also provides for parity with reporters for the papers' outside ad salespersons six months after the contract's expiration, which means an additional raise of at least $27.75 a week then in the top minimum for outside salespersons. Top minimum for the salespeople is established at $285 a week retroactive to Oct. 1 and goes up by $95, to $380, during the contract's term.

Simultaneous with the new group's first contract, the local also bargained a one-year extension of its existing contract for

(Continued on Page 2)

Federal probers set closer looks at papers' VDTs

San Francisco—Federal occupational health investigators planned to return to the dailies in San Francisco and Oakland the third and fourth weeks of January to study closely the papers' video display terminals and their operators' work environments for possible health hazards.

The National Institute for Occupational Safety & Health (NIOSH) decided to undertake the studies after finding during "walkthrough" surveys Nov. 9 many of the same things that VDT operators complain about, according to Helen Palter, chairperson of the San Francisco-Oakland Guild's Safety Committee.

Complaints by Guild members using VDT's in the United States and Canada have included visual fatigue, headaches and glare and reflections.

The "walkthroughs" were undertaken after a coalition of unions, led by the Guild local, the Bay Area Typographical Union and the local Office & Professional Employees' Union, in July asked NIOSH for a fullscale study of VDTs' effects on occupational health. None has ever been done in the United States. Twenty-one locals and councils of the Guild and other unions plus five international unions, including TNG, endorsed the petition.

Subjects of the investigations here are the VDT operations at the San Francisco Chronicle and Examiner, at their joint publishing operation and at the Oakland Press. VDTs at the area's Blue Cross offices also are being examined.

The NIOSH team's Nov. 9 surveys included conversations, discussions and interviews with employees on VDTs as well as observation of the departments using VDTs, the team's written reports to the unions and papers pointed out.

Observations on VDTs at the San Francisco papers included:

✓ Evestrain and headache were the most frequently mentioned physical complaints with difficulty in focusing, "seeing spots (white, pink or rainbow in color), pressure behind the eyeball, etc., after VDT work" also mentioned.

✓ Complaints of difficulty in looking at VDTs through bifocals and of frequent need for change of glasses also were noted.

Palter told the Guild's representative assembly that in an oral report to company and union representatives the NIOSH team said persons with bifocals or trifocals need special lenses for VDT work, prescribed by a doctor with special grounding in VDTs.

✓ There should be pre-employment and periodic vision testing. At present there are no medical examinations except for truck drivers.

Pre-employment ophthalmological examinations would enable proper attribution of eye problems that might crop up later and

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THE GUILD REPORTER

OFFICIAL PUBLICATION OF THE NEWSPAPER GUILD (AFL-CIO, CLC)

Vol. XLVII, No. 1 **Washington, D.C.** **January 11, 1980**

Richard Walton/Wilkes-Barre Guild

Holidays on strike — Page 4
Above: Wilkes-Barre Guild Vice President Pat Rushton is Santa to Guild striker Jerry Kishbaugh's daughters, infant Danielle and Lindsey.

Cleveland raps decree in bias case

Cleveland — The Cleveland Guild has gone to federal court to try to overturn a consent decree between Scripps-Howard's Cleveland Press and the U.S. Equal Employment Opportunity Commission settling a nine-year-old sex discrimination charge against the paper by the Guild.

The settlement is both "inadequate and inferior," said J. Stephen Hatch, Cleveland Guild executive secretary.

If allowed to stand, it could seriously impair the Guild's ability to adequately represent women employees, the local charged Jan. 8 in a motion filed in the same federal district court that 13 days before had approved the decree.

The Guild's Hatch said the settlement between the Press and the government agency "does very little for the women working at the Press" and could well harm women working at other newspapers as well.

He charged that EEOC attorneys had failed to live up to a promise to let the local, as the original charging party, examine any agreement that might be worked out before finalizing it. Neither the Guild's nor its affected members' interests are adequately served in the EEOC-Press agreement, he added.

It contains no goals, no timetable and makes no one responsible for assuring that the actions the Press says it will undertake are carried out, charged TNG Human Rights Co-ordinator Hannah Jo Rayl, who assisted the Cleveland Guild in analyzing the document.

In the agreement, while disclaiming any guilt in the past, the Press says it will not practice sex discrimination in hiring, promotions, pay, merit pay, training and tuition reimbursement nor in maintaining sex-segregated job classifications.

It says it will set up a tuition reimbursement program for courses "closely related to the work being done . . . not a career change" and with "demonstrable utility" to the Press.

It says it will establish a job posting system in which the postings invite "all qualified women and men employees" to apply.

In an effort to increase the number of women in outside classified sales, the paper says it will provide all those promoted with "meaningful and adequate"

(Continued on Page 6)

Year's end at New York's representative assembly
Page 3

Washington vote could kill representative body

Washington—The membership of the Washington-Baltimore Guild is scheduled to vote Jan. 20-25 on whether to:

✓ Abolish the local's 39-month-old representative assembly in favor of an executive board doubled from its present size to 20 members and retitled "executive council," or;

✓ Restructure the representative assembly by paring it to about half its present 84-member size and reducing the number of mandatory annual meetings of the assembly by three, to six, or;

✓ Leave things the way they are.

The referendum is the result of a pair of membership petitions to the local seeking to redraw its governmental structure in the face of declining attendance at assembly meetings.

The first petition, to abolish the assembly, called for increasing the size of the executive board by five members, with all to be elected at large, and increasing the number of annual mandatory meetings of the general membership by an unspecified number.

The locals' executive board subsequently voted to propose increasing annual mandatory membership meetings by three, to five, and, in addition to five new at-large seats on the executive board, to propose a formula for increasing the number of unit representatives that would produce five of them initially.

Under that formula the chairperson of each unit with 15 or more members would be on the executive council and units would get one more delegate for their first 400 members and another for each 200 members in excess of the first 400.

The second petition would reduce the representative assembly's size by essentially doubling the formula by which unit representation strength in the assembly is determined.

Each unit, regardless of size, would continue to be entitled to at least one assembly delegate and alternate and to one member and alternate for each 50 members, plus one of each for any remainder of 25 or more, up from 25 and 10.

In addition to reducing required annual assembly meetings to six, it also would increase required meetings of the general membership by one, to three a year.

The first petition was drafted by Mary Dresser, assembly delegate from the three-member IUE unit.

The second was drafted by William R. MacKaye of the Post Unit, chairperson of the assembly.

The local's representative assembly was established in the fall of 1976 by a 9-to-1 margin in a referendum. It was proposed to the membership by the local's leadership at the time as part of a compromise reached during that summer's convention that also entailed TNG's International Executive Board pulling back from its recommendation that the Post Unit, the local's largest, be allowed to form a separate local.

As the local's largest unit, the Post Unit is entitled to the largest number of delegates to the representative assembly, with the Sunpapers Unit a near second and the Star Unit next.

In creating the assembly, the local's membership also approved reducing the local executive board to ten members, from 14.

The 14-member board had been composed of the local's four officers, the unit chairperson from each of its three daily newspaper units, the unit chairperson from each of its two other units with more than 25 members and five persons elected at-large.

Under the executive board formula in the proposal to abolish the representative assembly each of the daily units would be entitled to two board members, and five other units—the National Catholic News Service, the AFL-CIO, the Industrial Union Dept., the Bureau of National Affairs and a unit of at-large members—each would be entitled to one.

If none of the three alternatives on the question receives a majority of the votes cast, a run-off vote on the two that garner the most will be necessary.

Other questions on the Jan. 20-25 ballot seek approval for raising initiation and reinstatement fees by $5, to $8, and for deleting the local dues schedule from its printed by-laws.

There also is a contest for local secretary between incumbent Mary Esslinger of the National Catholic News Service and J. E. McNeil of the Bureau of National Affairs.

Boston suburban pact nets $104 1st raise

(Continued from Page 1)

the papers' editorial employees, raising the reporter and photographer top minimum by $25, to $407.75 a week on July 8, and providing an expiration date in mid-1981, a week before the new group's contract expires.

Members of each of the bargaining units ratified the agreements in mid-December. The new unit of about 30 persons voted last March 13 for representation by the Guild.

The $95 increase in the outside ad sales top minimum comes in six increments three months apart: $10 from Jan. 1, $15 this April 1 and July 1, $10 on Oct. 1, $20 on Jan. 1, 1981 and $25 on April 1, 1981. Top minimum applies to those with two years' experience. When it goes up to parity with reporters, it will apply at three years' experience.

Outside ad sales starting minimum is set at $200 a week from Oct. 1 and increases by $60, in $10 increments every three months, to $260 for the contract's final three months.

Top minimum for classified ad takers, ad control persons and layout-dispatch clerks, established at $225 from Oct. 1, increases $30 over the term, to $255 a week, in $5 increments.

Top minimum for circulation aide also increases $30, to $180, while the flat minimum for mailroom "foreman/woman" goes up $40, to $300 a week.

The immediate $104 a week increase goes to an ad salesperson in her second year of experience who had been paid $134 a week. During the contract term she will move to the top minimum, resulting in raises totalling $249 a week during the contract's first 18 months.

One person in the ad-taker classification receives an immediate raise of $55 a week and another $75 a week over the contract's term, for a total increase of $130 a week, as he moves to top minmum for his job.

A second person in the same classification receives an immediate raise of $75 a week, to the initial top minimum, and another $30 over the term, for a total of $105 a week in raises.

Smallest increase to bring a fulltime employee to the appropriate Oct. 1 minimum is $10, putting the assistant mailroom foreman at $235 a week. Most range from $30 to $45 a week from Oct. 1. (The assistant foreman top goes up by $35 over the contract's term.)

Initial raises for part-time employees range from 16 cents to $1.25 an hour. About a third of the unit is made up of part-timers. The majority of the unit's membership also is women.

On July 1, the new group's work week is cut to 35 hours, down 2½ hours, and part-timers' hourly rates will be raised to 1/35th of the weekly minimums.

Extra pay for work between 6 p.m. and 6 a.m. is set at $5 per shift. Ten holidays are established, one less than in the editorial department contract.

A $125 monthly minimum is guaranteed for employees regularly using their cars on business, with a reopener on the provision March 1.

All new employees are required to join the Guild and present members must maintain their memberships.

Severance pay of up to 13 weeks initially, going to 44 weeks June 1, 1981, is provided. For employees of three years' service, it will be paid upon resignation, as in the editorial contract.

There is six months' maternity leave; two days' paternity leave.

Vacations are two weeks after a year, three after three years and four weeks after eight years for both full- and part-timers.

Bias based on age, sex, race, creed, color, national origin, marital or parental status, political activity or political belief is banned in both hiring and employment. The latter two bases are added to the editorial contract's FEP clause.

TNG International Representative Leo J. Ducharme, who assisted the local in bargaining both contracts, said that in addition to the 6.5 percent increase in editorial-contract minimums, the extension of that contract also provides from $3 to $4 additional per week for fringe benefits, including a $15 increase in the publisher's payment for medical and hospitalization insurance.

That contract extension also raises the starting minimum for reporters and photographers by $19.95, to $325.25 a week, and increases the top minimum for maintenance employees by $17.65, to $287.80 a week.

Night differential of $5 per shift is provided when there is ten hours between shifts, $6 per shift when there is a nine-hour break and $7 per shift when there is an eight-hour break. The differential remains at $3.50 when the break exceeds ten hours.

Circulation of the three locally owned five-day-a-week papers totals about 16,500.

Press Connection suspended

Madison, Wis. — The Madison Press Connection, the worker-managed co-operative daily that was started as a weekly strike paper 27 months before, suspended publication with its edition of Jan. 3.

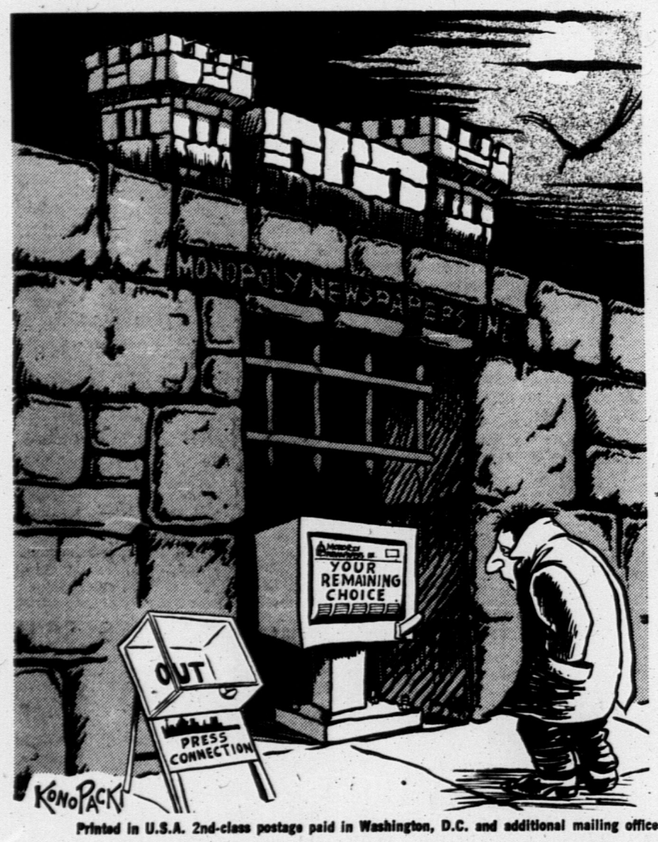
Its board of directors had voted the suspension three days before, citing the paper's "poor financial performance," its inability to meet additional payrolls, staff and management departures and its "responsibility to preserve the assets of the co-operative."

An emergency fund drive in the face of the paper's financial needs fell far short, they said.

What had been a $12,000-a-month operating deficit had plunged to about $25,000-a-month in November and December, they said.

Staffers had voluntarily foregone two weeks' pay in November, and there was insufficient cash to pay them for the last two weeks of December.

Shareholders in the co-operative will be asked to decide the future of the paper and the co-operative at their annual meeting Jan. 13, Press Connection editor Ron McCrea wrote in a Page 1 story announcing the paper's suspension Jan. 2.



Resuming the paper as a weekly, converting it to a shopper and operating a job printing shop were among the options under consideration.

The large unexpected revenue shortfalls in November and December reflected the effects of recession on both Madison retailers and subscribers, according to the paper's busines manager.

Contributions from the paper's supporters and payments of accounts receivable in the week following suspension were substantial, McCrea said, and it appeared it would be possible to meet the paper's immediate obligations to staffers, suppliers and carriers. Carrier delivery had been suspended Dec. 21.

The Press Connection first appeared Oct. 9, 1977, as a weekly published by the five unions that had struck the Wisconsin State Journal, the Capital Times and their joint operating company, Madison Newspapers, Inc., eight days before. It suspended publication from Jan. 1 to Feb. 7, 1978, while it reorganized as a daily. That July, the unions sold the paper's assets and publishing rights to the co-operative that had published it since.

On Feb. 6 the paper would have met the requirement for two years' uninterrupted publication to become eligible for receipt of legal-notice advertising from the state of Wisconsin.

The Press Connection's first edition as a daily carried a four-color, Page 1 picture of a summer sunrise on a Madison lake.

Its Jan. 3 Page 1 carried a bleak, black and white picture of a winter sunset across another north-country lake.

The Madison Guild supplied beer and sandwiches for the Press Connection staff the night of Jan. 2 as it put out the paper's last edition.

Reporter pay ok? Don't ask at UPI

United Press International staffers across the nation watched with fascination Dec. 14 as a New York Enterprise (features) department request for a roundup arrived on the message wire.

"Are wages equitable?" was the topic of the roundup and the subject of the question UPI staffers were assigned to ask people in 27 kinds of jobs.

The directive included the job category of news reporter.

It asked, however, that no UPI staffers be asked whether their wages were adequate.

From 'Wireport,' publication of the Wire Service Guild

Printed in U.S.A. 2nd-class postage paid in Washington, D.C. and additional mailing offices, issued semi-monthly, except monthly in July, December at 1125 15th Street, N.W., Washington, D.C. 20005. $10.00 a year. ISSN: 0017-5404

Move to exclude DMs turned back

Philadelphia—A move by the Capital Cities chain's struck Times Leader to deny the paper's 14 circulation district supervisors the right to continued representation by the Wilkes-Barre Guild has been turned back by the National Labor Relations Board's regional office here.

Francis W. Hoeber, acting NLRB regional director, held that the 14 and the paper's assistant circulation manager are not "supervisory" nor "managerial" employees as defined in U.S. labor law.

At the same time, Hoeber held that the paper's carriers are independent contractors, not employees. The company had based its move against the district supervisors on a claim that the carriers are employees. The company launched the case less than a month before it was struck on Oct. 6, 1978.

In the same decision, issued Dec. 27, Hoeber also rejected a Times Leader attempt to disqualify the editorial-page editor's secretary as a "confidential" employee.

The company's claim that carriers are employees flunked the "right of control" test applied by the NLRB in determining whether individuals are employees or independent contractors, Hoeber held, pointing to company documents and statements to both carriers and the public and instructions to the district supervisors.

Under the test, the person for whom services are performed must control both the "manner and means" by which the result is accomplished. The Times Leader controls "only the result of its carriers' services, and not the means by which they are performed," Hoeber held.

While district supervisors give carriers "advice" on delivering and collecting, "carriers are permitted to follow different practices as long as they fulfill the employer's end result of making timely deliveries and making prompt payments for their papers," Hoeber pointed out.

District supervisors see carriers as infrequently as once a month and have for years been instructed to regard them as independent contractors, he added.

Hoeber pointed out that the "route lease" signed by carriers and their parents specifically states that "the newspaper shall have no power or authority to direct and will not direct how the carrier shall carry out" delivery.

The company also provides letters to introduce new carriers to their customers that state that each carrier is "in business for myself," as do collection cards distributed to customers.

Besides, Hoeber said, carriers do not receive wages, paid holidays, vacations, sick leave or severance, have no taxes withheld and are not eligible for unemployment compensation.

The only disciplinary action available to a district supervisor for unsatisfactory carrier performance is termination of the carrier's route lease, he noted.

The facts were different in a Philadelphia case cited by the company, Hoeber pointed out. There district managers were held to be supervisors because they "hired, fired and otherwise supervised a variety of employees, including carriers."

The Philadelphia district managers also were required to "exert specific controls" over the "manner and means of the carriers' delivery of the newspapers," the newspapers had the right to unilaterally change the size of a route and had "repeatedly asserted" that carriers were employees, he added.

Since the Wilkes-Barre carriers are not employees, the district supervisors cannot be "supervisors" under labor law because they do not supervise employees, Hoeber concluded.

Nor can the district supervisors be disqualified from union representation as "managerial" employees on grounds that they enter into contracts with carriers and carry out the paper's carrier policy on its behalf, Hoeber held.

The authority is "routine and, in any event . . . is not related to employee relations matters" since the carriers are not employees.

He also found that the assistant circulation manager's duties are "primarily routine" and "clerical" and that he does not have the authority to hire, fire or discipline employees, nor effectively recommend such actions, and that while he attends management meetings, he is excluded from all that deal with labor relations.

Ed Hausner/New York Guild

Divertimenti at New York's RA

The New New Wind Quartet, an ensemble of New York Times Guild members, performs Mozart divertimenti and other classical works as the last item on the agenda of New York's representative assembly at its last meeting of 1979, Dec. 19. The musicians are, clockwise from left front: Jane Blankensteen, flute, news clerk in the New Jersey section; Judy Klemesrud, oboe, Style section reporter; Richard Roberts, French horn and ensemble leader, editor of the New Jersey section; Renato Perez, bassoon, picture desk, and Robert Stock, clarinet, editor on the Sunday Magazine. The assembly awarded the group five stars.

Il Progresso strike pact ok'd

Emerson, N.J. — New York Guild members at Il Progresso Italo-Americano unanimously ratified a new three-year contract Dec. 21 to end a 19-day strike against the Italian-language daily.

The settlement provides six percent raises across-the-board for the 25 Guild members in the paper's editorial, clerical and sales departments effective from Jan. 1, the beginning of the pact's third year.

Even more importantly, the local reported, the settlement contained none of the management demands for major retrogressions in such areas as job security, grievance and arbitration rights, hours and holidays and vacations that had triggered the walkout.

The unit's members had worked nearly two years past expiration of the previous contract.

The paper had continued publication throughout the strike.

The publisher said survival of the property was unlikely if the paper were closed.

The six percent increases would add about $19.50 to reporter minimums, putting the top at $344.90 and the starting minimum at $257.30.

Elizabeth strikers ok concept of settlement

Elizabeth, N.J.—The membership of the New York Guild's Elizabeth Unit has approved in concept a proposal for settlement of its strike against the Daily Journal based on the Hagadone paper's making a $300,000 payment for distribution among unit members.

The Guild has advised the unit's members against exercising individual options to be placed on a rehiring list in lieu of sharing in the $300,000, also a part of the settlement proposal approved Dec. 18 in a 27-to-12 unit vote. Earlier unit membership had rejected a similar settlement proposal by 34 to 10.

Details for implementation of the settlement proposal remained to be completed Jan. 10. Included were strikers' rights under the Journal's unilateral pension plan and resolution of outstanding charges and countercharges lodged since the unit struck the paper April 15.

Publication of an interim paper begun two weeks into the strike was suspended Nov. 30 following a vote by the New York Guild's executive committee to end the local's financial support. It cited increasing difficulty in obtaining newsprint and the effects of the costs of continued publication on the local's strained defense fund. [Guild Reporter, Dec. 14.]

The Daily Journal resumed publishing five days after the Guild struck it after bringing in heavily armed guards and strikebreakers from as far away as California and Idaho, the latter state housing Hagadone's headquarters.

Members of both the Pressmen's and Typographical unions initially honored the Guild's picket lines.

Vallejo ouster move called unfair in NLRB complaint

San Francisco—The National Labor Relations Board's office here has issued an unfair-practices complaint charging the struck Vallejo Times-Herald with instigating an effort to have the Guild decertified as representative of the paper's advertising and editorial employees.

Members of the San Francisco-Oakland Guild, Typographical, Mailers', Graphic Arts and Pressmen's unions have been striking the Donrey paper since June 20, 1978.

The Times-Herald has been publishing with strikebreakers ever since and the unions have been publishing an interim paper, now four days a week.

The Dec. 17 NLRB complaint, roughly the equivalent of an indictment, is the result of an unfair labor practices charge by the Guild last July.

The complaint charges that the company on June 21-22, 1979, "acting through Richard L. Waters," the sports editor, "circulated among its [strikebreaking] employees a petition seeking to decertify the union."

This, the complaint charges, "interfered with, restrained and coerced . . . employees in the exercise of the rights guaranteed" them in the National Labor Relations Act.

A hearing on the complaint has been scheduled for May 1.

LOCAL ELECTIONS

Central California
Gene Turner, president; Rosanne Boyer, vice president; Lanny Larson, secretary; Ken Whitaker, treasurer.

Harrisburg
Charles H. Muir, president; Thomas R. Kelchner, 1st vice president; Janis L. Wilson, 2nd vice president; Anderson Isaacs, secretary; Rodney A. Felix, treasurer.

Pacific Northwest
Barbara Davis, president; Emmett Murray, vice president; Craig Stevens, secretary; Jack Hopkins, treasurer.

St. Louis
Robert C. Hermann, president; Roy Cummings, 1st vice president; Ron Duckworth, 2nd vice president; Mary Migliazzo, secretary; Pat Rice, treasurer.

Wire Service (U.S.)
William Morrissey, president (Morrissey, 362; Allan R. Bruce, 350); Leonard Pallats, secretary-treasurer; Christopher French, AP vice president; Kevin Keane, UPI vice president.

Greensboro case appeal is denied

Washington— The National Labor Relations Board here has denied a request for review of a ruling by its regional director in North Carolina that circulation district managers at the Greensboro News and Record are supervisors and therefore not eligible for union representation.

The regional ruling early in November halted a Guild effort to win bargaining rights for the papers' 51 outside circulation employees, more than 60 percent of them district managers.

In finding the district managers supervisors, the regional director first ruled that the papers' carriers are employees, rather than independent contractors.

Boycott
J.P. STEVENS PRODUCTS

TNG's International Executive Board and the international labor movement are calling on all consumers to stop buying J. P. Stevens Company products for the duration of its years-old dispute with the Amalgamated Clothing & Textile Worker's Union.

In addition to Stevens' name, you'll find them hiding under these brand names, among others:

SHEETS & PILLOWCASES
Beauti-Blend
Beauticale
Fine Arts
Peanuts (comic-strip figures)
Tastemaker
Utica
Utica & Mohawk
Designer labels:
Yves St. Laurent
Angelo Donghia
Ava Bergman
Dinah Shore
Cacharel
Suzanne Pleshette
Hardy Amies

BLANKETS & CARPETS
Contender
Gulistan
Merryweather
Tastemaker
Forstmann
Utica

TOWELS
Fine Arts
Utica
Tastemaker
Snoopy (comic strip character)

TABLE LINEN
Simtex

Holiday spirit redefines 'brothers, sisters'

By JAMES M. CESNIK
Editor

The holidays came to Guild members on strike in Wilkes-Barre, Vallejo, Monessen and Elizabeth as they did to the rest of us and with them came demonstrations of the generous spirit of the season to give new meaning to the appellation "brothers and sisters."

There were special collections among and cash contributions from other Guild members, units and locals, members, locals and chapels of the printing crafts unions and members and locals of other unions in seemingly unrelated industries.

There were turkeys for the table and toys for the tots. There were restaurant meals for whole groups of strikers. There were guests taking over picket shifts on the holidays themselves to make them so in fact for the strikers.

In **Elizabeth,** where Guild members are striking Hagadone's Daily Journal by themselves, there were sufficient contributions from others in the New York Guild and other Guild locals to make possible a special, supplemental benefit payment to each striker.

Locals were "very generous," reported the unit's Gene Picker. "Particularly locals in Canada. Make sure you mention them."

In **Vallejo,** where Guild members are striking Donrey's Times-Herald along with members of the Typographical, Mailers', Pressmen's and Graphic Arts unions, there was enough extra holiday revenue to the strikers' interim, four-days-a-week Vallejo Independent Press to enable an extra local benefit of $150 to each striker.

Various fund-raising efforts within other units and chapels of the unions provided another supplemental benefit of $125.

About 30 members of the Mercury and News Unit of the nearby San Jose Guild for the second year contributed to strikers the Mercury and News' traditional gift of a certificate redeemable for a turkey at a supermarket.

There was a restaurant luncheon Jan. 3 hosted by Guild retiree Bert Frazier. Other non-striking union members' contributions helped with the tab.

In **Monessen,** where the 21-member Guild unit's strike at Lord Thomson's Valley Independent is being observed by Typographical Union members, there were contributions of cash and a surfeit of toys from the Pittsburgh Guild (see picture above, right).

The area labor community, members and locals, also were "more than generous," reported Ruth Ann Yatsko, editor of the strikers' interim weekly, Valley Views. "Quite a few people just dropped by with contributions of a dollar, five dollars, more."

Each striker received a turkey from the Guild's attorney, she said.

On Christmas Eve the strikers paused "for a little wine" while getting that week's Valley Views ready to go to press the day after Christmas.

In **Wilkes-Barre,** where the Guild, Typographical, Stereotypers and Pressmen's unions jointly are striking Capital Cities' Times Leader, there were enough contributions from other locals of the unions, from as far away as Memphis, Boston, Vancouver, Des Moines, Iowa, and New York, plus from unions outside the industry—particularly the Philadelphia building trades unions and their council—to enable a pair of $100 supplementary benefits payments to the strikers. Each also received an extra $10 per child. And there were separate Christmas parties for the strikers and their children. And more than $1,600 was left to bolster the strikers' health insurance fund.

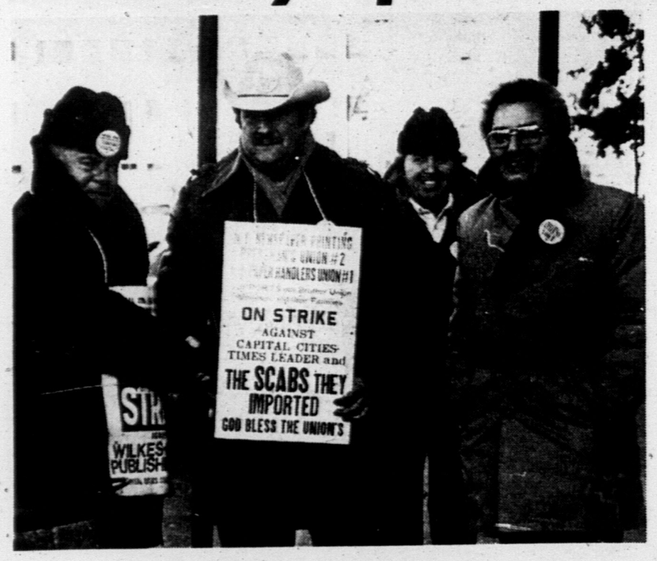
Most remarkable event in Wilkes-Barre occurred a full week before Christmas Eve when a bus loaded with 60 members of the Pressmen's, Paperhandlers' and Stereotypers' unions from New York and Newark pulled into town.

They were laden with gift packages of various sizes and shapes for strikers' children and cash for one of the special Christmas benefits payments to the strikers—all the result of a fund-raising effort by a special Committee for the Children of Wilkes-Barre.

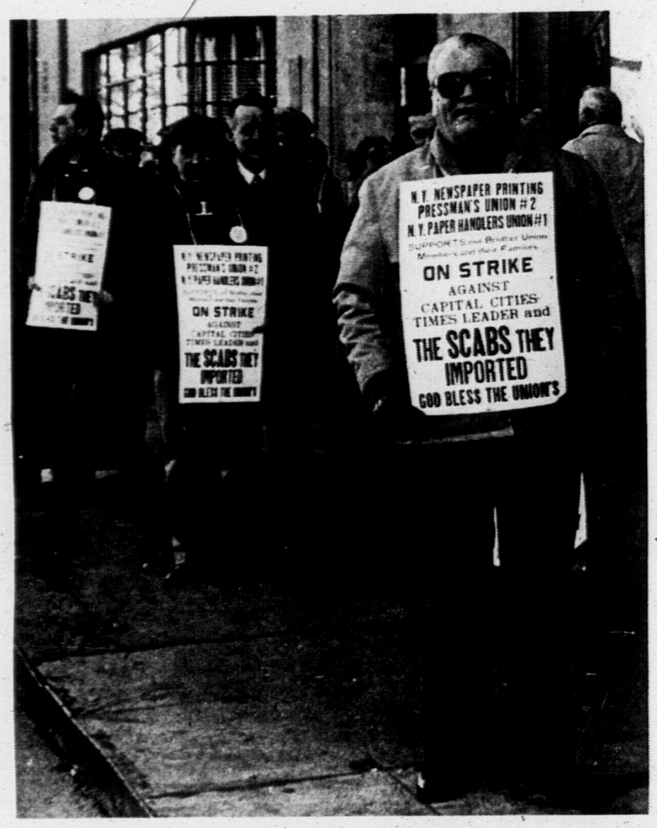
Among the gifts were ten scarves crocheted by Mrs. Concetta Zuppa, the 93-year-old mother of New York Times pressman Michael Zuppa.

"It was more than a 'Merry Christmas' visit," commented the strikers' interim, six-day-a-week daily, the Citizens' Voice. "It was an inspiring lesson in basic humanity. . . .

"We are proud of our unity, our 15-month struggle . . . we are proud of you, the brothers and sisters of the Pressmen, Stereotypers, Paperhandlers and other unions who have supported us," the Citizens Voice declared.



New York Pressmen . . .
From left: Striker Bob Rhodes, Walter Beese and Denise O'Sullivan of New York, Jim Kaporch, Wilkes-Barre Pressmen's secretary.



. . . to Wilkes-Barre . . .
New York Paperhandlers Vice President George O'Leary leads visitors in turn on the picket line.

. . . bearing gifts
In foreground: Patrick Mullen, 4. His dad's a New York Times Pressman.

John Hurrianko/Monessen Unit/Pittsburgh Guild

Toys to Monessen
Ed Bell, left, president of the Pittsburgh Guild, delivers toys for their children and contribution checks for the 21 members of the local's Monessen Unit themselves who began the ninth month of their strike against the Thomson chain's Valley Independent just five days before Christmas.

'CPI' shows drop by Times Leader

Wilkes-Barre, Pa.—One local resident is citing the "Christmas Party Index" to show the declining fortunes of the Times Leader, publishing behind picket lines for 15½ months.

A year ago, with the strike 2½ months old, the paper hosted a party at one of the city's top restaurants and kept the bar open to all who dropped by late into the night.

This Christmas, the party was at a restaurant near the bottom on the local charts and each party goer had to buy his or her own at the bar.

Adviser gets job back in notice case

New York — The New York Post must reinstate a home delivery circulation adviser who was dismissed for economy with two weeks' pay in lieu of the two weeks advance written notice required by the New York Guild's contract with the paper.

Arbitrator Maurice C. Benewitz ordered the reinstatement in ruling that under the contract the company is mandated to give the notice prior to any dismissal "even when there are good faith economic reasons" for termination.

While finding the discharge improper under the contract's procedural requirements, Benewitz said it wasn't necessary to rule on a question of the grievant's length of service at the time of dismissal.

The Guild had argued that the grievant had two years' service at the time of discharge since he wasn't informed of the action until 41 minutes after the end of the last shift of his second year in the job. With two years' service, the grievant would be protected under a ban on economic dismissals unless the company can show that "failure to reduce the staff would substantially impair the financial stability of the newspaper."

The arbitrator ruled, however, that upon reinstatement the grievant is covered by the more restrictive provision governing economic dismissals since the period following the Nov. 13 dismissal must be counted as service time.

Following termination of the grievant the company moved to further reduce the number of home delivery circulation advisers. The local has questioned whether the "financial stability of the newspaper" is at stake, and an arbitrator has been asked to rule. Under the contract, no employees will be dismissed unless the arbitrator rules in the company's favor.

The grievant on reinstatement was included in the group the company has slated for dismissal, being the home delivery circulation adviser with the least seniority.

$50,000-$100,000 for 'counter-organizing'

The ad at left appeared on the classified pages of the Dec. 18 Wall Street Journal. Ads around it sought executives to fill positions with an insurance company, a synthetic fuel firm and an international bank. None mentioned salaries as high as $50,000 and most promised good fringe benefits. Persons knowledgeable about the growing 'union free' industry speculated that the anonymous advertiser might be Modern Management Methods of Deerfield, Ill. It bills itself as the largest and fastest growing labor relations consulting concern in the nation.

Ottawa nets $77 raises at Journal

Ottawa, Ont.—Top minimum for circulation district supervisors and sales representatives is increased by $77.89, to $422.89 a week, in a two-year Ottawa Guild contract with the F. P. chain's Ottawa Journal.

The settlement for the circulation department unit also includes improvements in transfer and promotion provisions, adds a tenth holiday, eliminates a no-strike provisio and improves job security and overtime protections.

The circulation representatives' top minimum increase comes in two increments: $48.39 (14 percent) retroactive to Sept. 14, and $29.50 (7.5 percent) next Sept. 14.

At the same time the starting minimum for the positions is increased a total of $50.95 (21.2 percent) to $291.15 a week.

Other top minimum increases include:

Stenographers—Up a total of $48.42 ($29.74 plus $18.68) to $267.79 a week.

Office persons — Up $44.99 ($30.37 plus $14.62), to $209.60 a week.

Employees who regularly start work before 6 a.m. now will work a 35-hour week. Others continue a 37½-hour week.

The definition of overtime is extended to include all work outside a scheduled shift and a requirement that schedules be posted two weeks in advance is added.

Night differential, increased a dollar to $4 per shift, now will be paid for work beginning before 6 a.m. or continuing after 6 p.m. thanks to the addition of four hours to the evening hours to which it applies.

Maternity leave is increased a month, to five.

An employee's right to Guild representation in meetings on unsatisfactory conduct or efficiency is guaranteed.

The period for posting vacancy notices is increased two days, to five, and vacancies are defined as all situations in which a job is to be filled, including an expansion of the staff or creation of new jobs.

Service requirements for four and five weeks' vacation are each reduced a year, to nine for four weeks and 19 for five.

Vancouver settles weeklies' pacts

HANEY—$54

Haney, B.C.—Increases of $54 across-the-board take the top minimum for display advertising sales and key news jobs to $344.47 a week in a 26-month Vancouver-New Westminster Guild contract with the weekly Haney Gazette and Coquitlam Herald.

All top and starting minimums go up $18 retroactive to Jan. 1, 1979, $14 retroactive to Sept. 1 and $22 on Jan. 1, 1980.

The key minimum applies to **reporters, photographers** and **display sales persons.**

Top minimum for **receptionists, circulation clerks** and **general office clerks** goes to $272.72 over the contract's term.

Top minimum for **drivers** goes to $272.73.

Other gains include:

Personnel files — Copies of formal warnings and suspensions will be given the Guild and the employee. The company cannot use personnel-file information to support a disciplinary action if the copies haven't been tendered. Records of warnings and suspensions will not be effective after 24 months from date of issue.

Overtime—Changed to double-time after the first hour, which remains at a time-and-a-half.

Vacations—Four weeks after five years, instead of six; five weeks after 12 years, instead of 16.

FRASER—$45

Mission, B.C.—Key top advertising and editorial minimum rises $45, to $345 a week, in a two-year Vancouver-New Westminster Guild contract with the weekly Fraser Valley Record.

Top minimum for **reporters, photographers** and **sales representatives** rises $18 retroactive to April 1 and $27 next April 1.

Top minimum for **receptionists, circulation clerks** and **general clerks** goes up $14 and $23, a total increase of $37, to $265.

Mileage rate increases two cents, to 27, this year and goes to 28 cents next April. The flat monthly rate the company may opt to pay employees who regularly use their cars rises $10, to $80, this year, and another $5, to $85, next year.

There will be four weeks of vacation after five years of service, instead of after six.

Employees will have the right to protest to managers what they consider compromises with ethical practices.

Rockford news top up $41

Rockford, Ill. — A two-year Rockford Guild contract with Gannett's Rockford Register-Star raises the top newsroom minimums by $41.50 a week, taking experienced reporters, photographers and copy readers to $378.50. Their top minimum increases are $19.75 retroactive to May 1 and $20.75 on May 1, 1980.

Among other classifications, increases and resulting top minimums include:

Telephone operator — $26.79 ($13.33 and $13.16), to $228.99. **Copy assistant**—$24.71 ($12.64 and $12.07), to $210.06.

Assistant sports editor, chief photographer and **wire editor**—$41.50, to $415.57.

The differential for substituting for various editors and chief photographer goes up 50 cents a shift, to $3.50.

The health insurance plan now will pay 100 percent of the first $3,000 incurred in a year, instead of $1,800. Maximum benefit is raised to $100,000, from $25,000.

Vote off; N.Y. moves for new Reuters talks

New York — The New York Guild has moved to resume bargaining for a new contract for about 200 U.S. employees of Reuters, the British news agency, following National Labor Relations Board approval of a Teamster local's withdrawal of a petition to replace the Guild as the group's bargaining agent.

The Teamster action, in a Dec. 14 notice to the NLRB here, resulted in cancellation of an election set for Dec. 20 in which Reuters employees would have chosen between the Guild, the Teamster American Communications Assn. local and no union.

Reuters subsequently petitioned the NLRB for an election in which the choice would be between the Guild and no union on grounds that the agency doubted the Guild's majority status. The NLRB, however, rejected the petition.

A Teamster petition for the group, filed Nov. 1, interrupted bargaining for renewal of a Guild contract that expired Dec. 31. Reuters was demanding more than 60 serious retrogressions.

The Guild has represented the Reuters employees since 1950.

'No union' carries at Pantagraph

Bloomington, Ill.—Advertising, business, editorial, inside circulation and maintenance employees of the Daily Pantagraph voted against bargaining representation by the Guild Dec. 14.

The tally in the election, supervised by the National Labor Relations Board, was 53 for the Guild and 90 for no union.

The Guild petitioned Oct. 3 for bargaining rights for the group on the strength of membership applications from a substantial majority. Management subsequently employed two of the principal U.S. firms specializing in what has been described as union avoidance and taming. [Guild Reporter, Dec. 14.]

Puerto Rico petitions

San Juan, Puerto Rico—The Puerto Rico Guild has petitioned the National Labor Relations Board for bargaining rights for the 50 production and maintenance employees of Karon Business Forms, Inc.

Camden staff votes to oust Philadelphia

Camden, N.J. — Employees of the Catholic Herald Star, a diocesan weekly, voted 2 to 5 against continued representation by the Philadelphia Guild in a consent election Dec. 12.

The local had been seeking a contract for the group, all the paper's employees except those in maintenance and production, since they voted for representation by 6 to 2 on May 5, 1977.

Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a 1.9-point increase in the index in November to 197.8, up 17.0 points from November, 1978, and 31.7 points from November, 1977. The first column lists the index for each of the last 12 months, the second the percentage increase over the same month of the preceding year, and the third, the percentage increases over November, 1977.

		Percentage over	
	Index*	Same month prior year	Nov. 1977†
December, 1978	181.3	8.4	9.2
January, 1979	182.7	8.9	10.0
February	184.4	9.2	11.0
March	186.6	9.2	12.3
April	187.9	9.8	13.1
May	189.7	9.3	14.2
June	190.6	8.9	14.8
July	192.1	8.1	15.7
August	192.8	8.4	16.1
September	194.5	9.6	17.1
October	195.9	9.3	17.9
November	197.8	9.4	19.1

*1971 = 100 †Index = 166.1

U.S. sets closer looks at VDTs

(Continued from Page 1)

employers should insist on them, NIOSH said, Palter reported.

The investigators also said unions should consider finding ophthalmologists who will develop expertise with VDT problems, she said.

✓ Keyboard tables or screens that are too high or too low may cause shoulder ache or tired arms.

"Most operators were not informed" that the screens of new VDTs can be titlted to various angles, a situation one investigator found "incredible," Palter reported.

The same investigator was "appalled" that light and contrast adjustments could be made only by a technician using a special tool rather than by each operator for his or her comfort, Palter said.

The NIOSH team's "impressions" after its "walkthrough" at the Oakland Tribune included:

✓ Some employees lack adequate training on VDTs.

✓ Many complaints of visual discomfort were noted.

✓ VDTs with fixed keyboards made reading difficult.

✓ Lighting in many areas was inadequate, resulting in excessive glare and reflections.

✓ Some employees see VDTs as a "boon," speeding up production and reducing deadline pressure, while others see them as a "bane," affecting their professional abilities negatively.

✓ VDT operators in inside circulation are "perhaps" under less pressure than in other departments and are not required to make a regular "ocular shift" from the VDT to other pieces of equipment.

The NIOSH team was impressed with the set-up in the circulation department where the VDTs are in individual, spacious areas with cloth-covered partitions between them deadening sound and glare, Palter reported.

"Overall it is clear that a more thorough evaluation should be done to define the health complaints of the operators and to focus on the work task and work station factors related to the complaints," the team wrote.

Included in the team were health physicists, a "human factors engineer," an industrial hygenist and a public health physician.

Extensive questionnaires were to be distributed both to VDT users and to non-users, as a control group, at the Tribune on Jan. 11.

The questionnaires were to be distributed at the San Francisco papers and extensive measurement of ergonomic and physical factors was to begin there on Jan. 14 and in Oakland on Jan. 21.

Jack Swanson/Phoenix Guild

Studying union in Phoenix

Local and in-plant leaders of the Phoenix Guild from the Arizona Republic and Phoenix Gazette give their attention to TNG International Representative Willard Hatch, right foreground, during workshops Dec. 9 on shop stewards' duties and fair employment practices by Hatch and TNG Human Rights Co-ordinator Hannah Jo Rayl. Participants pictured are, clockwise from left: Carol Sowers, local treasurer; Vic Vogel; Jack Lavelle, standing; Rusty Foley, Al Sitter, Bonnie Bartak, local secretary; Liz Doup, local vice president; Craig Coulombe; Sharon Snow and Dave Eskes. Local has been seeking contract for two years.

Cleveland raps decree in sex bias case

(Continued from Page 1)

training and encourage them to "ask questions and seek assistance."

Cashiers, largely women, are to be reclassified as bookkeepers and offered training as such. No higher pay is involved, however, as both classifications are in the same pay group in the Guild's contract.

The Press also says it will not award merit pay "solely on the basis of sex" but rather according to an "Equality of Distribution Standard" formula. An example given shows five men getting an average of $20 in raises over three months and three women getting the same amount on average.

The Press also agreed to pay a total of $2,978 to a group of women whose number and identities were sealed by the court. They will be paid upon signing of a form releasing the Press from further liability.

Periodic reports by the Press to the EEOC over the agreement's three-year term also are to be kept secret.

The Guild early in 1971 charged the Press with sex discrimination against all the women in the Press's classified telephone sales department. The paper's passing over a woman with nine years' experience in favor of a man with nine months' service for promotion to outside sales was cited at the time.

Nearly five years later, in 1975, the EEOC said it found "reasonable cause to believe" the Press guilty of sex discrimination in hiring promotion, assignment and merit pay practices in both its advertising and editorial departments.

The company rejected an EEOC proposal for a conciliation settlement. The EEOC rejected a company counter proposal.

Included in the EEOC's proposal then was a provision that one woman be hired for each male hired until representational parity was achieved.

The agency also proposed that each affected woman be paid the difference between her pay and the average for men in the same classification retroactive five years.

The paper's counter proposal included no back pay.

The EEOC in November, 1976, filed suit against the Press in U.S. district court. When nothing happened in the next two years, the Guild petitioned the court to be allowed to intervene as a plaintiff since it had brought the original charge. The court dismissed the petition.

Before signing the consent decree to settle the action in December, Judge William K. Thomas held on the EEOC's motion that the case did not qualify as a class action.

Seattle paper cited for no hard hats

Seattle—A state inspector has cited the Seattle Times for failing to enforce a requirement that employees wear hard hats in construction areas in the paper's plant.

The Labor & Industry Dept. dispatched an inspector after the Pacific Northwest Guild's unit chairperson, Barbara Davis, informed it that the paper's assistant general services manager, an exempt employee, had been injured by a falling light fixture in a circulation department construction area.

Among the inspector's recommendations were that no construction work be done while employees are working below and that warning signs be removed when remodeling work isn't underway so employees will know that when a danger is marked, it's real.

He did not fine the paper.

Eight charge Star with race, sex bias

Washington—Three former and five present employees in the Washington Star's editorial department have charged the paper with racial discrimination in its employment practices in a complaint to the U.S. Equal Employment Opportunity Commission.

The six of the eight complainants who are women also charged sex discrimination.

Seattle's Padia selected for project

Seattle—Anna Padia, former Pacific Northwest Guild president and a former TNG international representative, has been selected as one of 20 union women who will conduct Project Opportunity to enable women to become more effective in unions and on the job.

The $140,000 experimental program will operate in 10 cities to determine women's needs and develop a program to meet them.

Padia said she will participate in the 18-month program on her own time.

The grant money from the National Manpower Institute covers transportation and other expenses.

Catholic Bulletin top hiked to $395

St. Paul—A new 13-month Twin Cities Guild contract with the Catholic Bulletin raises the top minimum for reporters and display salespersons by $22, to $395 a week.

A flat minimum for **news editor** is changed to a top after five years of experience of $435, up by $25 from the flat rate.

Top minimum for **office manager** rises by $23, to $358. Top for **bookkeeper** is up by $15, to $234. **Composing room operator** is increased by $29, to $346. **Office assistant, advertising** and **editorial secretary** is raised by $15, to $224. **Telephone operator** minimums are reduced $4, to a top of $205 and a start of $190.

IT SEEMS TO US

SFONG member wants more on Bee settlement

BERKELEY, CALIF.

Editor:

From what we at SFONG hear, the Guild Reporter's story on the settlement for the Sacramento Bee [Guild Reporter, Nov. 23] is grossly incomplete.

True, the Bee minimums rose $77.14 to a top of $540.72 in a two-year contract. But what was not reported, and what must be, is the surrender of 24 Guild positions.

Many Guild members in our area think this is far too high a price to pay for eight percent annual raises for two years; too high for any money settlement.

This exemption business, which I understand goes by the term "window" in professional union circles, is a threat we dare not ignore. I trust the Guild Reporter will enlighten us further.

ALAN D. CLINE
Examiner Unit
San Francisco-Oakland Guild

Editor's note: No "positions," jobs or job classifications, are exempted from Guild coverage in the Central California Guild's new Sacramento Bee contract that were not exempted from the previous contract. The new contract continues previous pacts' requirements that present members retain their memberships and that nine of each ten new employees join. A new, additional agreement provides that this spring employees who might wish exemption from those provisions may apply for same during a two-week period—or "window"—and that exemptions will be granted to up to 30 employees. If more than 30 apply, the remainder may apply again in the fall and be exempted then.

'More pressing priorities' seen than o'seas projects

NEW YORK, N.Y.

Editor:

I agree with Professor Day [It seems to Us, Nov. 9] that something should be done to help teach our overseas colleagues the craft and to inspire them with the ideals of a free and independent journalism.

But this is not the province of government, on its own or through selected channels such as the Guild. Such assistance is suspect at both ends: Reporters should not accept public funds for governmental or any other kind of activities; and the beneficiaries may be expected to question the motives of those offering such help.

Clearly, this is something the Guild and the media should take on themselves, privately. From what I have been reading lately, however, I gather that the Guild may have other, more pressing priorities right now.

MELVIN MENCHER
Professor of Journalism
Columbia University

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, Friday before publication.

Join petitions-to-Iran drive, U.S. locals urged

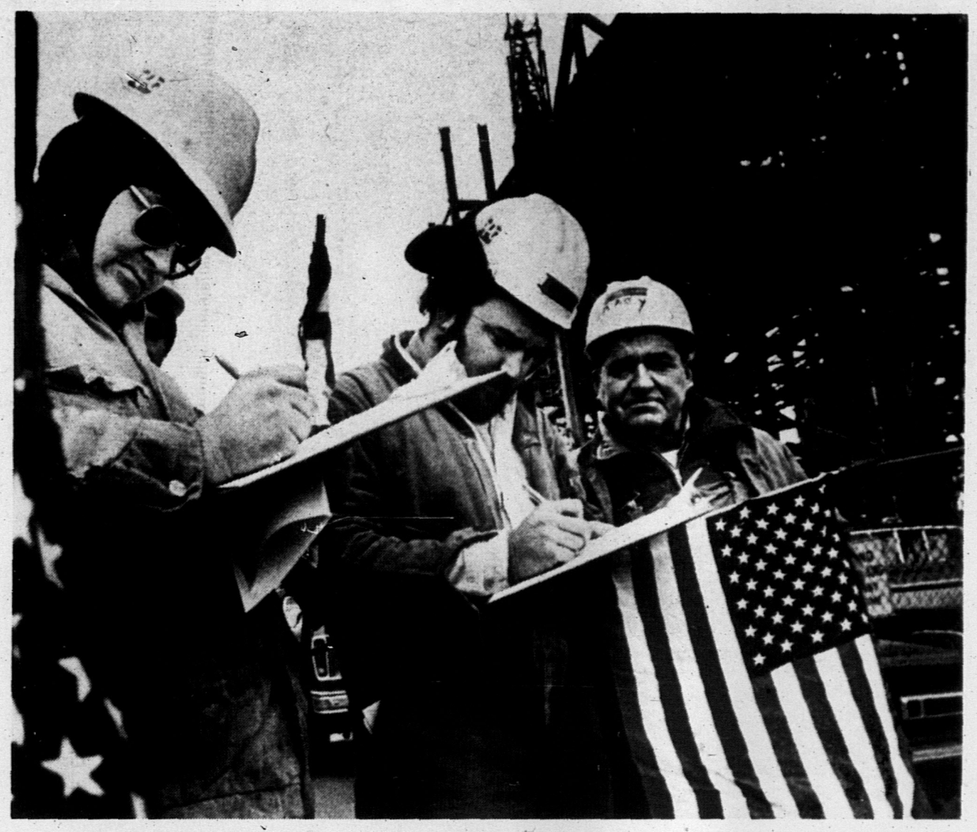
Washington—All U.S. Guild locals have been asked to help in a drive for petitions to the Iranian embassy asking the immediate release of the 50 persons held hostage in the U.S. embassy in Tehran since Nov. 3.

The petition drive was launched in mid-November by AFL-CIO President Lane Kirkland and a few days later TNG sent copies of the self-mailing petition forms to U.S. locals.

In an accompanying letter, TNG President Charles A. Perlik, Jr., asked that the locals circulate petitions in all units, asking that members sign them and circulate them among their families and friends as well.

Each of the petitions has spaces for ten names and is prepared to be mailed without an envelope by folding and afixing a stamp.

"We must do everything we can to convince the terrorists in Iran and the rest of the world that American workers fully support their government in this crisis," Perlik wrote.



CONSTRUCTION WORKERS SIGN PETITIONS TO IRAN TO FREE U.S. HOSTAGES
They're building a Washington Post satellite printing plant in suburban Northern Virginia.

Dues study needs data from locals

Washington—TNG has asked all Guild locals for copies of their current dues schedules and the latest payroll data available on persons they represent.

The information is needed, TNG Secretary-Treasurer Charles Dale told the locals, for a convention-directed study of converting to a percentage the $1 across-the-board dues increases adopted by the 1978 Convention.

The study was not completed in time for the 1979 Convention "largely because the International Executive Board did not get the material to work with" from locals, Dale noted. The '79 Convention renewed the call for the study and called for a report to the 1980 Convention.

The study is being conducted by the IEB's Finance and Administration Committee, composed of Dale and Vice Presidents David M. Mulcahy of New York and Richard V. Sabatini of Philadelphia.

Some locals, under an option in the 1978 action, raised dues for the lower paid less and for the higher paid more than $1.

Ontario Fed urges ban on police posing

Toronto—The Ontario Federation of Labour called for laws banning police from posing as reporters and photographers after a delegate to the federation's annual convention Nov. 27-30 told the convention he recognized a photographer there as a plain-clothes Mountie.

The officer disappeared from the convention site as Arnold Gould of a Toronto local of the Canadian Union of Postal Workers took the microphone to call his presence to delegates' attention.

Gould said he recognized the man's face and a distinctive belt buckle he wore as those of an officer who had interrogated him a year before.

After the incident, the convention acted on an emergency resolution co-sponsored by the Southern Ontario Guild and the Postal Workers.

SONG treasurer Dennis Robinson, a Globe and Mail photographer, told the convention that it is common practice for federal, provincial and local police to photograph violent or potentially violent events in the guise of newspaper photographers.

This, Robinson said, puts a legitimate press photographer in jeopardy since those involved in an event often will accuse him or her of being a police spy.

Base wage hike may affect some

Washington—The U.S. minimum wage law supersedes any lower rates that may be in a Guild contract and locals should check that affected employees' wages are raised in keeping with the Jan. 1 increase in the minimum wage to $3.10 an hour, TNG has advised U.S. locals.

The federal minimum wage had been $2.90 an hour.

Under the $3.10 rate, anyone working a 40-hour week must be paid at least $124, a 37½-hour week requires at least $116.25 and a 35-hour week, at least $108.50.

The federal minimum wage will go to $3.35 an hour next Jan. 1.

Job expenses—tax deduction gold

By SIDNEY MARGOLIUS

Margolius has been a consumer affairs columnist and author for about three decades as well as a consultant to the Federal Trade Commission and a director of Consumers' Union and a member of various councils and committees on consumer matters. With its Dec. 14 issue, the Guild Reporter began periodic publication of his column in an effort to help members get the most from their paychecks' dwindling purchasing power.

WITH THE START of a new year, it is important that U.S. taxpayers get into the habit of keeping a careful record of job-related expenses, along with saving receipts.

Most job expenses are allowable tax deductions, but some have double savings potential. Those that fit the tax law's definitions of "adjustments to income" provide the greatest potential savings to wage earners as they apply whether or not itemized deductions are used.

The areas of job expenses that may be deducted directly from gross income include moving expenses, excess of job expenses over reimbursements and transportation and travel expenses when travel is required for your job. These deductions apply on a 100 percent of expenditure basis.

The second group of allowable deductions applies only if you itemize and then only after you have first subtracted the "zero bracket" allowance for your income and marital status. The three basic "zero bracket" figures are: $3,400 for joint returns, $2,300 for unmarried taxpayers (including heads of households) and $1,700 for married persons filing separately.

Itemized deductible job expenses include business gifts, entertainment expenses, union dues, uniform and work clothes expenses and upkeep, special equipment needed for the job and so forth. Outside salespersons, however, have a special exemption which allows them to deduct entertainment expenses directly from gross income.

The Internal Revenue Service offers a variety of free publications which outline requirements for qualifying deductions in every category. It also specifies ways to substantiate claims.

There are no-charge IRS phone listings in every area code which may be obtained by calling watts-line information: Dial 800-555-1212 and ask for the IRS 800 phone number in your telephone area.

We caution, however, that while such advice may be used as a guideline, there is no guarantee that another agent may not offer a differing opinion. If the IRS gives differing answers, a check with a tax accountant or legal adviser knowledgeable in your field of employment might give you backup support.

When considering moving expenses, remember that deductions apply only when you are moving to a new workplace. Two further requirements: (1) you must show that the move is at least 35 miles from your former home; and (2) you must show that you will be, or have been, at the new job as a fulltime employee for at least 39 weeks.

UNLESS your actual expense outlay is considerably in excess of reimbursement, it is generally agreed that the easiest all-around accounting is that which keeps expenses equal to reimbursement. Then it is unnecessary to file either the reimbursement amount or expense total with your tax form. However, should your actual expenses run considerably higher than repayment, you must be prepared to show and verify all expenditures if you claim the difference. You must attach a statement of business expenses which shows your total outlay, less the employer's reimbursement. The difference is your deductible job expense claim.

A variety of possibilities are involved in transportation and travel expenses. For example, you may deduct costs of delivering goods to or making calls on customers. If your company has more than one branch or outlet, you may deduct costs of travel between each.

Sometimes after-work travel may be deductible. If you are taking a course to improve your job status—and the course itself can be a deductible expense—you may deduct travel costs. If you work for another employer after finishing your first job, your travel costs from the first to the second place of employment is an eligible deduction. And, if you attend regular military reserve drill meetings, you may deduct transportation costs one-way from your job to the meetings.

A new wrinkle in recent years involves working couples where one partner's base of employment is in a different area than the other's. To date, most courts have ruled the "home" domicile is the husband's. Moreover, "home" to a tax court appears to be where one's principal income is derived rather than where one's house or "other income" source is located. In a few cases, the travel expenses of the spouse whose income base is other than a domicile have been allowed. Working couples are advised to give careful consideration to job transfers involving moving or extra transportation and housing costs because the latter may not qualify for any kind of tax deduction.

If you've exhausted your possible gross income deductions, make a list of potential job expense deductions. When combined with other itemized deductions on Form 1040, you may well exceed your zero bracket base. Other allowables include interest charges, contributions, taxes paid, casualty losses and excess medical costs.

Costs of looking for a new job can also be included. The IRS now allows deductions for expenses incurred in seeking employment, *provided the job is in the same trade or business as your present or last job.* You may deduct these costs even if you failed to get the job. Expenses are not deductible if you are looking for a job in a new trade or business or if you are looking for a first job.

If the job search qualifies, deductible expenses include employment agency fees, job-counseling fees, costs of preparing resumes, travel and long-distance phone expenses; in short, any expense closely related to looking for work.

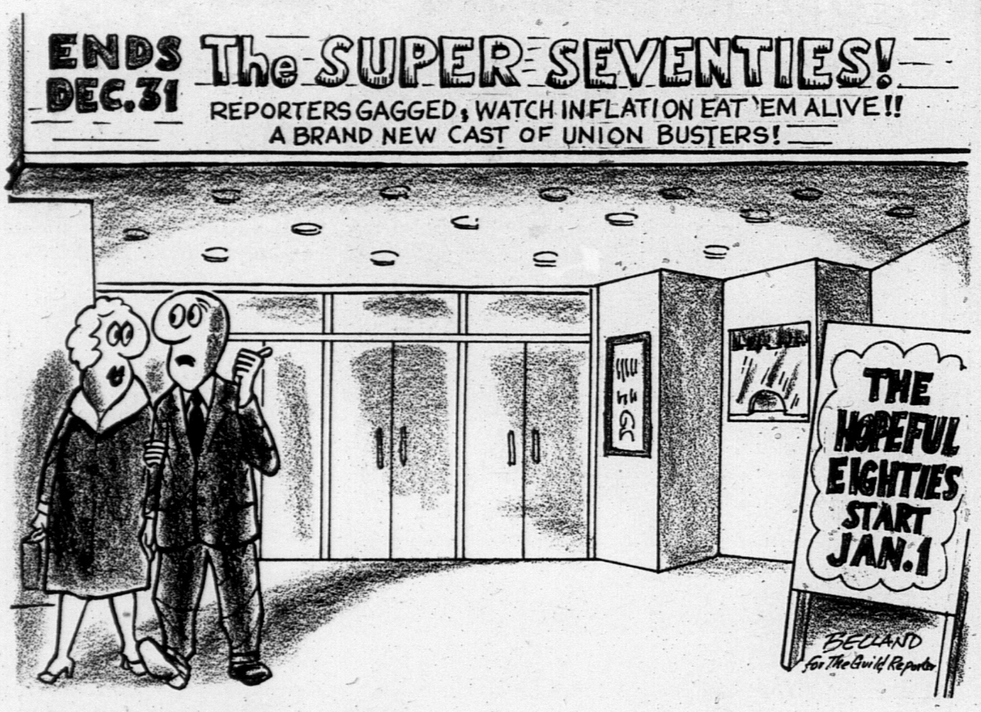
ANY out-of-town trips in search of work need to be related primarily to seeking a job. The amount of time spent on the job search as compared to personal activity would be important in determining whether the travel or lodging expense incurred are personal or mainly for employment. But even if a trip is mainly personal, some expenses incurred in seeking employment while at your destination may be deductible, according to tax authorities.

Similarly, travel costs to take a course away from home also may be deductible although sometimes, under a tax ruling, it may be necessary to stay overnight to qualify. Some trips for educational purposes, however, in themselves qualify, though this applies mostly to teachers on sabbatical leave or to those whose travel programs have been approved by a school.

In any event, all expenses should be kept in a written record or tax diary, with as many receipts as possible accompanying them.

(©1979 by Sidney Margolius)

'Phew, talk about a high-budget flop!'



BURGLARY, ROBBERY TOO?

'Advertising' as defense for rape

By PEGGY LIEKAR

This article is reprinted, with permission, from the Mill Hunk Herald, a journal published occasionally as a co-operative venture by about two dozen members of several unions, and others, in Pittsburgh. Their leader is Larry Evans, a Steelworker.

ONE of the most popular myths about rape is rooted in the view of women as merchandise—that the way a woman dresses is intended to be a display or advertisement.

In accordance with this myth, a short dress, a slit dress, a clinging dress or close fitting pants are to be read as signs that a woman is "asking for it," that they are an invitation to rape.

The way the story goes, you shouldn't advertise if you don't intend to follow through. The flaws in this reasoning should be examined.

Every day you see dozens of young boys, young men and older men revealing more than generous amounts of their anatomies in tight pants, bare chests, shirts open to the navel, t-shirts and muscle shirts cut off just below the chest.

It is not uncommon to see young men and old in the streets, in the parks, at the supermarket or at sports events wearing nothing more than jogging shorts, shoes and sweat.

If the "advertisement" rationale is applied to men, as it has been applied to women, then we could reasonably conclude that these boys and men are also "asking for it" and deserve whatever befalls them.

If this is the case, we might also have to agree that a man who is sexually assaulted because of his "provocative" manner of undress should "relax and enjoy it."

Generally, when this reversal of the situation is put to men, many offhandedly respond that it would suit them just fine. But would it?

WOULD a young boy of ten find pleasure in being dragged into a woman's car and being sexually used and beaten, then dumped, naked, under the nearest underpass?

Would a man of any age find pleasure in being attacked by several armed women, not of his choice, and forced at gunpoint to perform oral intercourse, submit to anal penetration by foreign objects, or have his genitals beaten or mutilated—and all on the premise that the attackers interpreted his unbuttoned shirt or bare chest as a sexual advertisement?

If the myth is true, it follows that "he displayed it, so he certainly must have meant someone to take advantage of it." The truth is that these attacks would not only not be pleasurable, they would be brutal, painful and degrading.

The important elements in this are choice and consent. Rape means that you have no choice and give no consent.

You are not free to choose the time, the place, the circumstances, the person or number of persons; you cannot choose that they be gentle or good looking or sane; you cannot choose that they be physically clean or emotionally healthy or free of disease; you cannot choose not to be beaten or stabbed or mutilated. You have lost your freedom to give or refuse consent. You have no choices.

The myth is not only false, it is inconsistent. Even if it were granted that a person's manner of dress constituted advertisement (and I do not grant it), the reasoning still falls short.

Merchants go to great lengths to advertise and display their products in order to entice the prospective buyer. The owner may choose to give the product away, to give free samples, to agree to an exchange of his merchandise for something of equal value to him, or he may sell it outright.

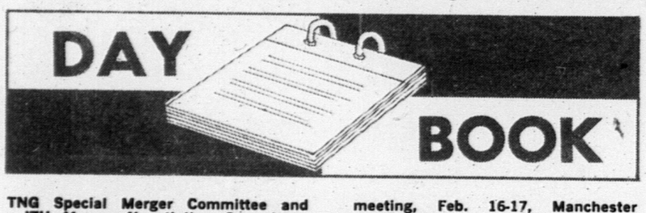
The point is that no matter what the pitch—no matter how intense the advertisement or appealing the display—the owner is not asking or hoping to be robbed. He wants the product to be attractive, not stolen.

BREAKING and entering, robbery and armed assault are against the law. A defense attorney would have a difficult time proving a thief's innocence if the thief testified that it was the fault of the merchant for advertising if he didn't intend the article to be stolen or that he was so overcome with desire for the product he couldn't help himself.

We would be outraged if a judge and jury found the merchant guilty of enticement and let the thief go free. Yet this is exactly what happens over and over when a woman is raped. The attitude is, "She asked for it, she got it, so what's the big problem?"

The problem, and the point, is that rape is a frightening, humiliating violation of the human body. Rape reduces another human being to an object to be taken and used without choice or consent.

This is the most personal of crimes. It robs the victims of their privacy, their dignity, their humanity, and their freedom to choose and consent. Many times it also robs them of their health, sanity or their life.



TNG Special Merger Committee and ITU Merger Negotiation Committee, 13th joint meeting, Jan. 18-20, Colorado Springs.

International Executive Board, winter meeting, Jan. 28-31, TNG headquarters, Washington.

Middle-Atlantic District Council, winter meeting, Feb. 2-3, Philadelphia, TNG seminar on contract enforcement.

Western District Council, winter meeting, Feb. 2-3, Bakersfield.

Southern District Council, winter meeting, Feb. 9-10, Norfolk (tentative).

New England District Council, winter meeting, Feb. 16-17, Manchester (tentative).

Midwest District Council, winter meeting, Feb. 23-24, Holiday Inn, Pueblo, TNG seminar on contract enforcement.

Great Lakes District Council, winter meeting, March 8-9, Hilton Hotel, Erie.

International Executive Board, spring meeting, April 28-May 2, TNG headquarters, Washington.

Middle-Atlantic District Council, spring meeting, May 17-18, Albany.

47th Annual TNG Convention, June 30-July 4, 1980, Montreal.

As they put it

Jail the union-busters!

The following is reprinted from the December edition of "S.O.N.G. Sheet," publication of the Southern Ontario Guild, where it appeared as a signed editorial by John Bryant, the local's executive officer.

"Whereas it is in the public interest of the Province of Ontario to further harmonious relations between employers and employees by encouraging the practice and procedure of collective bargaining between employers and trade unions as the freely designated representatives of employees . . ."

The above is part of the preamble to the Ontario Labour Relations Act, which implies that workers have a free choice to join a union. Do they? Only in theory—not in practice.

Organizing in the newspaper industry in recent years has been discouraged through fear, intimidation and the refusal of some newspapers, once the union has been certified, to negotiate an acceptable collective agreement.

The recent indictments of Radio Shack and the Imperial Bank of Commerce for unfair labor practices should help unionists win out against some union-busting tactics and achieve those vital first agreements.

[*The Ontario Labour Relations Board early in December found Radio Shack, a subsidiary of the Texas-based Tandy Corp., guilty of coercion, intimidation and spying during a strike for a first contract at its warehouse in Barrie by Steelworkers.*

[*Among the remedies ordered by the OLRB were that Radio Shack reimburse the union for the costs of fruitless bargaining and other extraordinary expenses caused by the company's illegal tactics. Also that Radio Shack pay employees what they could have expected from a contract that had been signed after legal, good-faith bargaining.*]

But the labor board decisions do not address themselves to the greatest injustice—the fact that labor leaders are jailed for violations of labor law, management leaders are not.

A year ago, the Canadian Union of Postal Workers went on a legal strike that became illegal almost immediately after it began. This was possible because the postal workers' boss is the government.

For his part in the illegal strike, Jean-Claude Parrot, president of the CUPW, was sentenced to jail. On Dec. 6, Sean O'Flynn, president of the Ontario Public Service Employees' union, was sentenced to jail for defying an injunction by urging jail guards to strike.

Radio Shack and the Bank of Commerce have been told they broke the law. In Radio Shack's case—the most flagrant—damages have been awarded. The money will come out of the company treasury and no doubt will be written off as a cost of doing business.

The management leaders, who initiated the union-busting won't be out-of-pocket for the money. They won't go to jail.

It is time the entire labor movement exposed the shame of this unequal treatment and demanded true justice for all. This should include jail terms for management leaders who try to deprive the workers of the right to better their lot through union membership.

The Guild Reporter

CALM ACPS

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